



MANY VOICES, ONE CALL – The Strategic Plan to 2026

President's Report

December 2021

Promoting Diversity, Equity, and Inclusion

On November 1, Maria Kotary and Sarah Wilson-Sparrow met with Kaciem Swain of Flagship Ultra “a creative think tank and idea lab partnering with startups, academic institutions, industries & non-profits as co-founders in Brick + Mortar/Real Estate, Physical + Digital Products, Special Events + Hospitality.”

On November 2 and November 16, Director of Library Services Jacquie Keleher, continued her participation in the SUNY Libraries Diversity, Equity and Inclusion group which works on collection development strategies to build more inclusive library collections.

On November 8, Michelle Kraines and Sarah Wilson-Sparrow met with representatives from the Schenectady City Mission to discuss opportunities to share Bridges out of Poverty Simulator training at SUNY Schenectady.

On November 9, CSTEP Director Lorena Harris, PhD. and MSTH Dean Tania Cabrera cohosted a NASA James Webb Telescope Launch Community Event. This event was hosted in partnership with NASA and Dr. Valerie Rapson, Astrophysicist from SUNY Oneonta and SUNY Schenectady Adjunct Faculty member. There were 56 participants, both in-person and virtual.

On November 10, Michelle Kraines attended the Capital Region Education Business Partnership Meeting in which the Capital Region Language Center’s services.

On November 10, Associate Professor Donna Corbisiero attended the *Distinguished Speaker Series*: “An Evening with Dr. Darnisa Amante-Jackson The Culture of DEI: Creating and Manifesting Belonging” held at SUNY New Paltz.

On November 10th, Interim Chief Diversity Officer Alicia Richardson attended a SUNY New Paltz Distinguished Speaker Series event: “The Culture of DEI: Creating and Manifesting Belonging” with Dr. Darnisa Amante-Jackson. The speaker focused her talk on how to build a sustainable culture of equity; she encouraged audience members to take a stand and understand their role in Diversity, Belonging, Inclusion, and Equity work.

On November 10th and 11th, Interim Chief Diversity Officer Alicia Richardson held the third and final discussion group sessions for the book *Bandwidth Recovery: Helping Students Reclaim Cognitive Resources Lost to Poverty, Racism and Social Marginalization* by Cia Verschelden. The group of faculty and staff members discussed how to implement the strategies suggested and support students as they grapple with a lack bandwidth.

Anna Westerman, Academic Advisor II/Veteran’s Certifying Officer, presented on Veteran benefits in the virtual Financial Aid session on November 11th.

On November 16th, Pam McCall, Director of College and High School Partnerships, attended the Howard University School of Education Virtual Conference on Critical Race Theory. She plans to share this information with her staff and campus wide.

On November 16, Lauren Lankau and Sarah Wilson Sparrow attended the Healthcare Association of New York State (HANYS) Workforce Roundtable.

On November 18, Michelle Kraines and Danielle Sloan attended the Business Council of New York State (BCNYS) Webinar “Second Change Initiative Laws.”

On November 18, the General Manager for the Saratoga Performing Arts Center Leslie Collman-Smith came to talk with the Music Business class.

On November 22, Dean Brellochs attended a virtual event addressing DEI in terms of non-Western curricular offerings held by the accreditation organization: The National Association of Schools of Music (NASM).

Adjunct Instructor Jason Brown (Digital Music and Beat Production) and Adjunct Instructor Marcus Thomas (Music Business) have fostered a collaboration between the Digital Music and Beat Production course and Music Business class that has evolved into a series of guest lectures.

Director of Library Services, Jacquie Keleher completed a 10-week virtual *Inclusive Managers Toolkit* course from DeEtta Jones and Associates. Participants included 100 librarians and staff from across the nation, including 13 SUNY librarians and SUNY OLIS staff.

Teaching and Learning Specialist, David Wolf, continued with the Online Instruction & Course Development Cohorts to specifically address accessibility and equity issues. Cohort 9 Part 2 is completed and Cohort 10 Part 2 runs through November to conclude in December. He attended training on the new Brightspace D2L Learning Management System (LMS) and is assisting SUNY’s DLE effort to develop faculty training in the new LMS to better leverage the College’s preparedness for the eventual transition.

This month, Professor Babette Faehmel, PhD. planned and researched the newest Many Voices One Call SUNY Schenectady podcast recording on the topic of Neurodiversity. She invited Associate Professor Kimberly Otis as a special guest. As the lead of the Neurodiversity cohort on campus, Kim Otis discussed the idea that our brains are just as diverse as our cultures and languages, and that this diversity is not something we should see as a deficit or pathology. In this episode, Professor Faehmel and Jennifer Malave (a Human Services major & Student Government Association President) cohosted and were joined by Janine Kruiswijk, Executive Director of the Autism Society of the Greater Capital Region and Coordinator of ADA Transition Services Susanna Adams. The team discussed what neurodiverse students need and want to feel they belong, are seen, and set up for success.

School of Music Dean Christopher Brellochs, D.M.A. and School of Music faculty began revising audition requirements to be more inclusive of different styles of music.

Michelle Ragucci, Director of Academic Services, as well as numerous other individuals within the Strategic Initiatives & Planning team, attended a webinar session hosted by Heather Lessard, Student Success Center Manager. The webinar was titled, “First-Generation Students:

Providing Intentional Supports and Services to Create an Equitable Environment for Success” and included opportunities for discussion among team members.

Michelle Ragucci, Director of Academic Services, and Jessica Gilbert, Dean, as well as students and several other professionals across numerous departments took part in a DEI(J) open session titled: “Moving the DEI(J) Needle at SUNY Schenectady,” hosted by Alicia Richardson, Interim Chief of Diversity.

Dawn Jones, Assistant Director of Career Services, attended the *Diversity awareness in the curriculum and inclusive teaching* webinar.

Mitzi Espinola, Assistant Director of Academic Advising and Retention, and Jessica Gilbert, Dean, listened to Alicia Richardson, Interim Chief Diversity Officer, speak on a podcast about creating an environment where diverse students, faculty and staff feel they belong, are appreciated, and cannot persist, but thrive.

Anna Westerman, Academic Advisor II/Veteran’s Certifying Officer, participated in the Quarterly ArmyIgnitED Education Institution (EI) webinar.

Racene Lawes, Academic Advisor, and Anna Westerman, Academic Advisor II/Veteran’s Certifying Officer, participated in the First Gen Student Webinar: Provide Intentional Supports and Services to Create an Equitable Environment for Success.

Thairy Echevarria, Admissions Advisor, attended the CNYS Black Expo.

The TRIO team participated in Long Night Against Participation event.

All areas under the Dean of Academic Affairs are supported and encouraged to continue to promote and support professional development in the area of Diversity, Equity and Inclusion (DEI) and the staff continue to be a part of the college wide DEI initiative.

Jessica Gilbert, Dean of Academic Affairs and Heather Lessard, Student Success Manager, organized a First-Generation Webinar training for student support services staff including a webinar and discussion of First-Generation experience .

Osatohanmwun “Becky” Ikponmwonba, student worker was hired to help operations and social media initiatives in the Student Success Center and part-time Success Coach, Pamela Stiansen, was hired and has started her training in the Student Success Center.

Evelyn Maclutsky, Student Success Coach, attended the English Language Learners club on November 11 to learn about the students’ needs.

Michael Henderson, Student Success Coach, participated on the Diversity, Equity, and Inclusion workgroup.

Laura Sprague, Director of Admissions, and Pamela McCall, Director of College and High School Partnerships met with Dr. Carlos Cotto, Assistant Superintendent of Schenectady City Schools to discuss creating a clear pathway for students from Schenectady City Schools to

SUNY Schenectady. The first of these initiatives will be a full senior class instant admit before February 1st 2022.

The Early College High School team has been holding regular workshop sessions with all our students virtual and in person with “Go Beyond Greatness.” It is a series of workshops to assist students in identifying who they are and what their goals are for the future. Students have been meeting twice a week and a large workshop will be held on December 4th for Smart Transfer Juniors and Seniors.

In collaboration with the Student Success Center, and Manager Heather Lessard, The EOP Director, Jeff Aranda, attended the *First-Generation Students: Provide Intentional Supports and Services to Create an Equitable Environment for Success*.

Foundation provided us with some valuable updates for scholarships:

- Karen Verrigni met with her newest scholarship recipient in the Schwartz Café.
- The Ehlinger siblings and their two scholarship students enjoyed lunch at Casola.
- Professor Emeritus Tom Baker enjoyed a tour of the Begley Learning Commons and coffee with his new scholarship recipient.
- Anne and Terry Phillips had a nice Zoom meeting with their very first scholarship recipient.
- For donors who could not make it, the Foundation provided a personalized video from student music recitals, which have been very well received.

Delivering a Meaningful Student Experience

On November 1, Dr. Tiziana Rota, Lauren Lankau and Sarah Wilson-Sparrow met with Nikia Lawson to discuss potential Doula Training.

On November 2, Dr. Tiziana Rota and Sarah Wilson Sparrow met with Professor Tamara Calhoun to discuss the newly approved Child Development Associate micro-credential and how we will collectively market and recruit students.

On November 2, Michelle Kraines attended National Healthcare Association’s (NHA) “Developing Career Pathways Utilizing Credit for Prior Learning.”

On November 3, Lauren Lankau met with 1199 SEIU and Hudson Park Nursing Home to develop a Temporary Nurse Aide (TNA) to Certified Nursing Assistant () Training.

On November 4, Associate Professor Donna Corbisiero attended a SUNY-sponsored online seminar entitled “Changes During the Project: Placement--English Accelerated Learning at SUNY Erie CC: Shared Governance and Student Engagement”.

On November 4, Interim-Dean Eileen Abrahams attended the second of several Teagle Foundation virtual workshops focused on "Teaching with Transformative Texts." These virtual workshops provide practical insight on effectively teaching first-year students and non-majors in the humanities. This workshop featured Roosevelt Montás, senior lecturer in American Studies at Columbia University and Rene Plessner Lecturer for its Freedom and Citizenship program,

discussing his new book *Rescuing Socrates: How the Great Books Changed My Life and Why They Matter for a New Generation*.

On November 5, Sarah Wilson-Sparrow attended the Curriculum Committee meeting to discuss the approval of the Global Business & Transportation micro-credential.

On November 5, the Micro-Credential proposal for Global Business and Transportation (GBT) was approved by the Division and the Academic Curriculum Committee (ACC). The proposal has been forwarded to the Academic Senate for its approval.

On November 6, Professor Ingrid O'Connell attended the MPI (Meeting Professionals International) Fall Focus in Saratoga Springs. This annual event included a hospitality industry round table discussion on current trends, best practices in professional networking, and how the newly passed cannabis legislation will impact the meeting and event industry. She also contacted potential guest speakers, members that would be willing to host interns, and commitment from the local chapter of MPI to participate in the SUNY Schenectady Hospitality Expo in 2022.

On November 8, Lauren Lankau and Sarah Wilson-Sparrow met with Schenectady ARC representatives to discuss initiating a new cohort of Direct Support Professional apprenticeship students for the Spring '22 semester.

On November 8, Lauren Lankau and Sarah Wilson-Sparrow met with Clinton County Community College and Healthcare Association of New York State (HANYS) to discuss the development of a variety of healthcare focused apprenticeship programs in partnership with Champlain Valley Hospital system.

On November 8, Lauren Lankau, Dr. Tiziana Rota and Sarah Wilson-Sparrow met with a local physician to discuss the development of a new healthcare Technician program in partnership with Capital Region providers.

On November 9 and 16, Lauren Lankau, Michelle Kraines, Dr. Tiziana Rota and Sarah Wilson Sparrow met with a representative from NHA (National HealthCareer Association) to discuss for Certified Medical Assistant Training

On November 10, 23 and 29, the School of Music presented a three-part series called "On the Road" at the Glen Eddy retirement community which featured a student jazz combo directed by Adjunct Instructor Brian Patneaude, a lecture performance by School of Music Dean Christopher Brellochs, D.M.A. They were accompanied by Associate Professor Mark Evans (piano), and a woodwind trio directed by Adjunct Instructor Tom Gerbino.

On November 12, Sarah Wilson-Sparrow met with the Center for Economic Growth and Wolfjaw Studios to discuss the apprenticeship curriculum development project.

On November 15, Sarah Wilson-Sparrow, Professor Jay Larkin, and Rich Michaels of Frog Alley Brewing Co. met with representatives from Corning Community College, Fulton-Montgomery Community College, Westchester Community College, Mohawk Valley Community College, Cayuga County Community College, Tompkins-Cortland Community College to discuss a statewide initiative to expand the newly approved Brewer/Distiller apprenticeship title.

On November 15, Assistant Professor Vanessa Traver met with the Gazette newspaper to give an interview on what the students have been making in the Mill Lane Confections Lab.

Michael Henderson, Student Success Coach, presented “Failing Forward for the College in the High School Program on November 15.

On November 17, Lauren Lankau and Sarah Wilson Sparrow attending celebration event at Schenectady ARC in recognition of Apprenticeship Week.

On November 18, from 5:00pm to 11:30pm, the Begley Learning Commons hosted a successful in-person Long Night Against Procrastination (LNAP) event. Director of Library Services Jacquie Keleher and PT Reference Librarian Matthew Montalbano both participated by hosting a workshop on citations and by working with the planning group respectively.

On November 19, Lauren Lankau, Dr. Tiziana Rota and Sarah Wilson-Sparrow met with a healthcare expert in the areas of pre-natal and postnatal care to discuss the development of a Doula Training project.

On November 19, students in HOT 277 Tourism Development completed their A2D (Arrival to Departure) Visitor Champion training through an on-campus, instructional session taught by Community Engagement Manager Maeve McEneny-Johnson, from *Discover Albany*. This training is part of a new tourism awareness program that helps everyone in a destination create a positive visitor experience from the moment of arrival to departure (A2D). The program creates awareness of how all sectors of tourism fit together to create a visitor’s total experience. This training is available to hospitality organizations in Albany County.

Students were required to complete an on-line training module and pass an exam before this in-person session. The training culminated in students earning certificates as A2D Visitor Champions.

On November 21, Brett Wery directed a concert by the Capital Region Wind Ensemble (a professional ensemble in residence at the School of Music) in the Carl B. Taylor Auditorium. Associate Professor Allyson Keyser and Adjunct Instructors Phil Pandori, Katy Svatek, and Andy Janack performed.

On November 22, 24 & 29, the School of Music presented a series of recitals and concerts featuring student musicians. These culminating performance experiences were directed by Associate Professor Mark Evans (piano), Adjunct Instructor Nachiko Maekane, Professor Yiping Wu (voice), Adjunct Kevin Grudecki, and Adjunct Paul Quigley.

On November 23, Assistant Professor Vanessa Traver attended the *Soup Stroll* hosted by the ACF Club to help decide a winner of the student competition.

On November 28, Associate Professor Allyson Keyser and Adjunct Instructors Tom Gerbino, Andy Janack, and Katy Svatek performed a concert with the Schenectady Symphony Orchestra.

On November 29, Professor Tamara Calhoun, Lauren Lankau, Dr. Tiziana Rota, and representatives from the Schenectady Job Training Agency met to discuss the recently approved Child Development Associate micro-credential and how we can collectively work on recruitment and education pathways for the high demand childcare sector.

On November 30, the Science A.S. Program Review External Reviewers came to campus to complete the process. They met with faculty, students, and administration and got a tour of our facilities.

Assistant Professor John O'Connell Completed Professional Development Cohort 9 Training for Online Education.

In support of our new micro-credential initiative, Assistant Registrar Holly Sociagosch has researched, tested, and developed procedures to document Micro-credentials in Banner and track student progress in DegreeWorks. She also worked with Director of Admissions Laura Sprague to develop a process to enroll students through the Admission's Office using SLATE as well as developing a separate process for students already matriculated at SUNY Schenectady. The Supply Chain Management A.A.S. degree was approved for reactivation. A job posting for a full-time faculty member to coordinate and instruct in this program has been posted. It is anticipated that the degree will officially be opened for a start in the Fall 2022 semester.

Academic Program Reviews (APR) are currently underway for the Business and Criminal Justice programs and Certificates. The reviews will take place over the remainder of the Spring 2022 semester and it is anticipated that both reviews will be concluded by the end of the Fall 2022 semester.

A ceremonial signing took place at Schenectady High School officially unveiling a new pathway program designed to make obtaining an education degree easier while hopefully addressing the racial disparities between teachers and students within the Schenectady school district. The Grow Your Own program housed in the Division of BCJL is a partnership between Schenectady city schools, SUNY Schenectady, Cazenovia College and Clarkson University that will allow students to earn an education degree without having to leave the city.

Teaching and Learning Specialist David Wolf has made recordings of the webinar series he organized to increase faculty skills in online course design. They are available to faculty in Blackboard Organization: Resources for Faculty for Online Education. Titles include:

- Creating Accessible Content
- Tips for Inclusive Teaching
- Online Labs: how to use them successfully (with guest speaker)
- Inclusive Teaching (with guest speaker)
- Making the Most of PowerPoint (with guest speaker)

CSTEP Director Lorena Harris, PhD. and Professor Richard Simons, PhD. have continued working on the Vale Park Project with students to study the environmental effects of an invasive worm species. Students in CSTEP and LSAMP are also working on independent research involving botany, bioinformatics and environmental sustainability. Adjunct instructor Elli Laitinen-Mazeris mentors them.

Dr. Harris has planned a virtual event for CSTEP and LSAMP students to learn about summer internship opportunities with MIT, the Broad Institute, SUNY Buffalo, Brookhaven National Labs and others.

MSTH has developed a new Environmental Science A.S. which has been forwarded to the Curriculum Committee for approval at the 12/3/2021 meeting.

Michelle Ragucci, Director of Academic Services, along with Aubrey Seppa-Hodgkins, Director of TRIO, Ben DeAngelis, Student Activities Advisor, Jacquie Keleher-Hughes, Director of Library Services, and Robyn King, Counselor IV, planned, developed, and executed a successful Long Night Against Procrastination (LNAP) student event. Students were invited to take part in late-night studying and tutoring, participate in numerous activities, interact with Interim Chief Diversity Officer, Alicia Richardson who conducted “Let’s Talk about DEI” open chats, and receive additional late-night support, such as attending helpful workshops and meeting with an academic advisor. The intent of this event is to re-energize students and motivate them to finish the semester strong, as well as aiding in the College’s retention efforts and reduce student melt.

Dawn Jones, Assistant Director of Career Services, participated in New Student Registration planning and events and hosted a Career Development workshop during LNAP.

Dawn Jones, Assistant Director of Career Services, presented a Career Development Workshop for EOP and TRIO students.

Career Services hosted Prep sessions for Fall 21 Virtual Career Fair for both Students and Employers.

New Student Registration/Advising days- November 2, 4, 10, 15, 23, 29. Admissions, Student Success Center, and the Advisement Center collaborated to provide new students onboarding, career services, advising and registration. Additionally, Student Success Coaches offered sessions for new students, assisting them with logging into the student portal, as well as completing surveys and presented on several important topics, such as importance of e-mail, Blackboard, Starfish and how to navigate through the portal to find pertinent information. A campus tour was also given.

Anna Westerman, Academic Advisor II/Veteran’s Certifying Officer, participated in LNAP providing advising/registration for students on November 18th.

Thairy Echevarria, Admissions Advisor, and Mark Kelly, Admissions Advisor, attended Instant Admit appointments at Columbia High School, Albany High School, Galway High School, Notre Dame-Bishop Gibbons, Ballston Spa High School, Mohonasen High School, Ravena High School, Schalmont High School, Schenectady High School, and Capital Region BOCES.

Thairy Echevarria, Admissions Advisor, hosted Upward Bound for an on-campus visit.

Mark Kelly, Admissions Advisor, hosted students from the Charlton School for two on-campus visits and hosted an on-campus Group Information Session.

Laura Sprague, Director of Admissions, attended SUNY Directors of Admissions meeting on November 16th and November 17th.

Mary Silvestri, Testing Center Coordinator, attended EAB’s Connected21 3-Day Virtual Conference. The conference brought together institutions utilizing Navigate and Starfish, to discover the latest research, engage with innovations in student success technology, and to learn how others are improving student outcomes.

Mary Silvestri, Testing Center Coordinator, attended First Generation Webinar: Providing Intentional Supports and Services to Create an Equitable Environment for Success. The webinar shared a better understanding of the first-generation student experience, how to unpack faculty and staff development needs, and how to identify pathways for engagement.

Mary Silvestri, Testing Center Coordinator, attended Doers3 OER and Equity Webinar. This webinar focused on student accessibility and how it can be a barrier to widespread OER use and adoption. The webinar provided simple ways to ensure that learning materials meet accessibility standards.

Mary Silvestri, Testing Center Coordinator, Cultivating Leadership with a Latinx Lens: SUNY Hispanic Leadership Alumni Panel. Panelists discussed their paths to leadership positions in higher education and how their experiences helped them along the way. Each panelist discussed how they took diverse paths to become inclusive leaders on their campuses and how they leveraged professional development and networking opportunities.

The TRIO program conducted weekly TRIO cafes (workshops) for TRIO members on gratitude, campus resources, scholarships, finals preparation and support of LNAP events.

TRIO collaborated with Dawn Jones, Assistant Director of Career Services to host 2 TRIO café (workshops) to review what Career Services offers for current SUNY Schenectady students and alum.

Jessica Gilbert, Dean of Academic Affairs, continues to supervise the Task Force on Careers, Advising, and Success Center, and its work in creating a tool for improving student success, a student intake form. The small group has been working productively to develop, receive feedback from colleagues and students on the intake itself and the process to be able to implement it for next year. The group has implemented the pilot of the new student intake form. It is being administered to first time students at New Student Registration Days (NSRD) which are a collaboration of various offices within the Strategic Initiatives and Planning (SP & I) unit.

Jessica Gilbert, Dean of Academic Affairs, attended a webinar on shortened semesters to learn more about how support services could be impacted. Ms. Gilbert also attended a SUNY D2L webinar to see how that might impact support services.

On November 20th, Maggy White, Liberty Partnerships Program (LPP) Counselor, trained eight new peer mentors for the STARs Peer mentoring program. Eighth graders and high school seniors were trained serve mentors you younger students in their schools through targeted weekly sessions.

LPP students, staff and graduates spent many hours constructing a float for Schenectady's Annual Holiday Parade that took place on November 20th. This year's theme was Honoring Everyday Heroes. The float participants included a local school teacher, SUNY Schenectady maintenance worker, a grocery store worker and a member of the healthcare workforce. Students honored these everyday local heroes while sporting superhero costumes.

All Student Success Center staff participated in the LNAP on November 18. Three workshops were offered (Stress Management & Self-Care, Study Strategies, and Test Taking & Anxiety). They also provided supplies and success tips at the Organization Station.

Leanna Liuzzi, Student Success Coach, serves as co-advisor of the Phi Theta Kappa honor society. This month Leanna assisted in preparing for the upcoming induction ceremony.

Evelyn Maclutsky, Student Success Coach, serves on the Center for Excellence in Teaching (and Learning) work group, which met in November.

Student Success Coaches addressed Starfish flags and referrals [401 flags and 28 Success Coach referrals closed between 11/1 and 11/30 with another 77 flags in progress]

On November 29, Sarah Wilson-Sparrow, Dr. Cheryl Gooch, Dr. Shabazz and Professor Matt Farron met to discuss the Supply Chain Management program update, Course Development & Instruction.

Heather Lessard, Student Success Manager, launched the Starfish Kudos Progress Survey. The surveys resulted in 890 Kudos.

Student Success Coaches had 204 meetings with 113 students.

The Career and Advising Task Force (Heather Lessard, Student Success Coach Manager, Jessica Gilbert, Dean of Academic Affairs, Dawn Jones, Assistant Director of Career Services, Mitzi Espinola, Assistant Director of Academic Advising and Retention, Mary Silvestri, Testing Center Coordinator and Laura Sprague, Director of Admissions) launched the My Survey to Success for Spring 2022 new students. Thirty-two new students have completed the survey so far. The Task Force is continuing work on the My Survey to Success referral workflow.

Evelyn Maclutsky, Student Success Coach, coordinated the needs of the Student Emergency Fund, including meeting with students to discuss application procedures and documentation requirements, and application review with Dr. Moono.

Leanna Liuzzi, Student Success Coach, coordinated the Foundation Scholarship program, including awarding unclaimed scholarships, editing the application and scholarship details in AwardSpring for the 2022-2023 academic year, and giving presentations.

Heather Lessard, Student Success Coach Manager, worked with Pam McCall, Director of College and High School Partnerships, on items associated with the IREPO grant, including obtaining quotes for staff laptops.

The SUNY Schenectady ReaCH Initiative has started to meet and move forward the priorities for 2021-2022. Tri Chair Dr. Munaim, Professor, Ben DeAngelis, Student Activities Advisor, and Pamela McCall have met with the Guided Pathways Institute 4 Subcommittee and have provided feedback to SUNY. Priorities identified during these meetings will be shared with the ReaCH steering committee for dissemination into subcommittee work.

On Tuesday, November 23rd, Pam McCall attended the kick-off of the Teacher of Tomorrow/Grow your Own press conference at Schenectady High School. Pam has been working with Schenectady City School District, Cazenovia College and Clarkson University for over 2 years to create a seamless pathway from for students and paraprofessionals who are seeking to become teachers and return to the district.

Educational Opportunity Program (EOP) sent student assessments on: workshops, activities, and student clubs to better understand the needs and interests of the EOP students.

The Foundation continues to work to refine the scholarship program to maximize funding available to support the student experience.

- An anonymous donor pledged \$7,500 to set up a new Annual Scholarship, the *Supermom Scholarship*.

Student Activities

Election Day Outreach - To encourage participation in the local elections, Student Activities reached out to all students with a comprehensive voter guide regarding student voter rights. The guide was accompanied by non-partisan information about this year's constitutional ballot measures. On Election Day, representatives from the Student Government Association's Civic Engagement Committee set up an information booth at the college's main entrance to help ensure students could find their poll sites.

Veterans Day Walk - In honor of Veterans Day, the Office of Student Activities and the Student Veterans Association hosted a campus walk. The walk, held midday on November 11, started at the college's fountain and ended at the new Vietnam Veterans Memorial in the northwest region of the campus. Attended by more than 20 members of the college community, the program featured remarks from Student Activities Advisor Ben DeAngelis, and Dr. Steady Moono.

Long Night Against Procrastination - After three semesters online, the Long Night Against Procrastination - the college's most popular program – was once again held in person. Hosted in the Begley Learning Commons on November 18, the event provided services and opportunities for students through 11:30PM as they prepare for finals. More than 100 students took part in the evening's activities including therapy animals (a pig!), snacks, games, workshops, tutoring support, research help, DEI discussion spaces, and more. The event (which even in its online iteration was named Program of the Year in 2020-21) received overwhelmingly positive reviews from students and demonstrated the collaborative tendencies of the college – with more than 15 departments on campus coming together to sponsor portions of the program.

Game Night - On the evening of November 19, the Student Activities Board hosted Retro Game Night in Elston 240 and 245. The event featured retro video game systems for students to play Mario Kart, Street Fighter, Pac Man, Donkey Kong, and other classics. In addition to video games, the event featured numerous table games like Uno, Checkers, Chess, and Monopoly, as well as multi-hour sessions of Dungeons and Dragons and Magic the Gathering. The program was attended by 36 students, and was cohosted by the Chess Club, The Dungeons and Dragons Club, and the Gaming/ESports Club.

Supportive Counseling

Robyn served coffee and snacks to students who attended THE Long Night Against Procrastination Event referring many to various campus services.

Robyn King, Counselor IV, coordinated several college employee and alumni volunteers to help with assembling 130 Thanksgiving meal kits which were distributed to members of the college community.

Athletics

The SUNY Schenectady COVID-19 Task Force approved the request by our women's and men's bowling teams to travel to two out of state tournaments after the fall semester concludes. The team will travel to the prestigious Keystone Quaker Classic and Lehigh Valley Classic to be held December 27-30 in Allentown, Pa.

The head coaches for all of our athletic teams invited their current recruits to the Open House to be held on Saturday, December 4th. This will be the first in-person interaction our coaches had with their recruits since March 2020 when the COVID-19 pandemic hit.

Financial Aid

The Financial Aid Office has submitted a draft version of Student Learning Outcomes (SLOs) to the Interim Dean of Student Affairs and Vice President of Strategic Initiatives & Planning. These SLOs, once finalized, will be the foundation of our annual assessment plan.

The Financial Aid Office hosted five financial literacy events in the month of November; one budgeting workshop and four FAFSA completion workshops. The post-workshop survey indicates that students benefited from the experience and felt they would be more self-sufficient in the future.

A survey was sent to local high school guidance counselors. The goal of the survey is to communicate trainings and webinars that we can offer to counselors and students, identify if the high schools have existing relationships with local colleges, and identify additional offerings that we can deliver to their schools. Thus far we have received 2 responses with a follow meeting scheduled for December 2nd with Hudson Falls High School.

Michelle Kraines and Danielle Sloan have presented to each healthcare Workforce Development & Community Education (WFD&CE) course about services available through Career Services and the food pantry.

Building Organizational Effectiveness

Assistant Registrar Holly Sociagrosch researched, tested, and developed a process to allow fully vaccinated students to register for all modes of instruction while limiting those not in compliance to online classes. The process, which requires that attributes be placed on both courses and students, was developed by working closely with Interim Dean Stephen Fragale and Executive Secretary Kimberly Kirker who assisted the Registrar with lists of compliant students who were then documented in Banner. Director of IT Enterprise Systems Albin Zielaskowski also assisted the effort by "mass-assigning" attributes on the 600+ class sections,

as well as placing attributes on over 1000 currently registered students which saved the Registrar's office hours of data entry.

The School of Music is currently conducting a search for a full-time Choral Director. Professor Yiping Wu (voice) will retire at the end of AY 2021-2022.

HCAT Dean David Brough, LA Dean Eileen Abrahams and School of Music Dean Christopher Brellochs, D.M.A. continued work with the Guided Pathways Initiative for Career/Transfer Curriculum Mapping.

Dawn Jones, Assistant Director of Career Services, continued outreach and authorization for Federal Work Study students and met with Librarian to share career development and research resources.

The advising team met with Mark Bessette, Assistant Dean of Financial Aid, to go over all financial aid updates and received additional training in areas of Tap, Pell and the Excelsior Scholarship. In addition, they collaborated with Mark on the advisor's role in Student Outcomes Tracking (SOT). We also reviewed the terminology for financial aid standing which now is displayed in DegreeWorks.

Dale Miller, Director of Institutional Research, developed new weekly enrollment roster reports to track spring enrollment for EOP, TRIO, Early College in the High School, and Academic Advising. Mr. Miller provided data to the Deans and faculty for program reviews and readied data for the Title III Grant visit. Mr. Miller presented an ARGOS demonstration to the Academic Senate. Mr. Miller provided data to the Vice President for Strategic Initiatives & Planning to increase Spring 2022 enrollment and has also completed several annual state and SUNY data projects and submissions.

TRIO staff met with their respective DEI groups to continue to further those initiatives (3.3). Jessica Gilbert, Dean of Academic Affairs, and other college staff participates in the Watermark sandbox process.

Heather Lessard, Student Success Manager, and Evelyn Maclutsky and Leanna Liuzzi, Student Success Coaches, attended (virtually) the Connected21 Student Success conference by EAB on November 3-5.

Staff from several SI & P student support areas attended a purchased webinar on November 17 titled *First-Generation Students: Provide Intentional Supports and Services to Create an Equitable Environment for Success*.

Working with Dale Miller, Director of Institutional Research, the EOP director reached out to students who need to register for the spring 2022 semester

Construction continued on the So. Church Street Parking Lot project. In November, contractors installed curbs, paved the new parking lot area and striped individual parking spaces. In late November and early December, street lights and landscaping was installed. The College is in negotiations with Livingston Energy on installation of new Electric Vehicle (EV) charging stations as the NYSERDA incentives have expired. Quotes for parking lot EV stations and security telephone kiosks for the parking lot are currently being obtained.

In November, bids for the new Admissions and Welcome Center were received that exceeded anticipated estimates due to labor shortages and inflation. A revised request for bids is being developed that will allow multiple prime contractors to bid on sections of the project. It is anticipated this request for bids will result in reduced costs as smaller contractors will be eligible to apply. This version will be released in December 2021 with construction is anticipated to begin in February of 2022.

Bids were received for renovation of the Begley Lobby restrooms, located near the entrance to the Taylor Auditorium. The successful bid is currently under review by the County Attorney's Office. It is anticipated construction on the new restrooms will begin in January of 2022. Bids are being released in December for the relocation of the Begley Cooling Tower to the roof of the Begley/School of Music Building. It is anticipated this construction will begin in June of 2022.

Other capital projects in progress include replacement of ovens and equipment in the Culinary School, replacement of roofs over the Culinary kitchens in Elston Hall and the CST building, and the replacement of laboratory equipment and furniture in the CST Chemistry Laboratory. Additional financing for the Elston Façade project is also under development due to bids exceeding anticipated engineering estimates. All of these projects are anticipated to begin in the late Spring of 2022 once weather and the academic schedule allows.

During November, the College met with representatives from Metroplex and contractors who are building out 13 State Street. A construction plan was developed and work began in early December with anticipated completion in Winter of 2022.

In addition to current Capital Projects, the College submitted the recently approved 2022 capital projects to SUNY for inclusion in the 2022-23 State Budget. Ten projects totaling \$5.8 million are currently under consideration.

Student Activities

Council of Clubs and Orgs: Budget Training - On November 30, the Council of Clubs and Organizations hosted a Budget Training Session for leaders of the college's student groups. Representatives from thirteen organizations attended the workshop, which included explanations of ways to access funds for group activities, restrictions and guidelines, and details about fundraising and service projects. With a focus on fiscal responsibility and budget management, the event provided numerous resources in-person and electronically to ensure student groups have the support they need in order to be successful. The meeting also included an opportunity for group leaders to report on current and future activities to help spur opportunities for inter-group collaboration.

Supportive Counseling

Robyn toured the Food Pantry at Fulton-Montgomery Community College and offered feedback on food pantry operations and best practices with the Vice President of Student Affairs, Jane Kelley and Food Pantry Coordinator Robin Towne.

Athletics

Jeremiah Horton, a former SUNY Schenectady baseball player, has been named the new assistant baseball coach at the college. Previously, he was a Graduate Assistant Coach at the SUNY Polytechnic Institute in Rome/Utica.

Financial Aid

The financial aid staff attended three webinars in the month of November which will allow us to stay current on federal and state compliance requirements. (1) Aid for Part-Time Study training through SUNYFAP; (2) 2022-2023 Federal Student Aid Verification training through NYSFAAA; (3) FAFSA Verification training through NYSFAAA

On November 1, Sarah Wilson-Sparrow attended the Capital Region Workforce Partnership Coalition meeting.

On November 9, Sarah Wilson-Sparrow attended the One Schenectady Workforce Development Coalition Meeting to discuss workforce issues in Schenectady area and beyond. On November 9, Sarah Wilson-Sparrow was asked to participate in a Pilot Project in partnership with HVCC, the Capital Region Workforce Development Board and other regional partners on developing Financial Services Pathways and Education Partnership with Banks.

On November 9, Sarah Wilson-Sparrow met with Sarah Callan Beach of Murrays Fool distilling to discuss apprenticeship opportunities as she develops her new distillery in Glenville, NY.

On November 10, Lauren Lankau and Sarah Wilson-Sparrow met with representatives from Corning Community College to discuss programming in the Behavioral Health area and how that aligns with the Substance Abuse Counselor Aide apprenticeship trade.

On November 16, Lauren Lankau and Sarah Wilson-Sparrow attended an Industry Roundtable in partnership with Healthcare Association of New York State (HANYS) seeking to expand healthcare apprenticeship programs.

On November 16, Lauren Lankau and Sarah Wilson-Sparrow met with representatives from Healthcare Association of New York State (HANYS) and Clinton County Community College to discuss a collaborative approach to developing a variety of healthcare apprenticeship programs in partnership with HANYS and Champlain Valley Hospital system.

On November 17, Lauren Lankau and Sarah Wilson-Sparrow attended an event at the Schenectady ARC to celebrate the first three DSP apprenticeship/certificate completions, including NYSDOL Commissioner Reardon, President Moono, Executive Director of the SARC and other NYSDOL and OPWDD representatives.

Anna Westerman, Academic Advisor II/Veteran's Certifying Officer, visited College Suites with several other college employees for a tour of the facility and to meet the new management on November 17th.

On November 18, Sarah Wilson-Sparrow attended the monthly Capital Region Employee Resource Network Advisory Group Meeting.

On November 18, Sarah Wilson-Sparrow participated in the Capitol Pilot Leadership Team meeting with representatives from the Capital Region Workforce Development Board and

HVCC. This pilot project is seeking to promote Financial Services Career Pathways and Education Partnership with Banks in the region.

On November 18, Sarah Wilson-Sparrow attended the Center for Economic Growth 2021 Annual Meeting at University at Albany Emerging Technology & Entrepreneurship Center.

On November 18, the Workforce Development and Community Education Advisory Committee met.

Mitzi Espinola, Assistant Director of Academic Advising and Retention, attended the Guided Pathways- Program Pathway/Career Mapping meeting on November 19th.

On November 30, Lauren Lankau and Sarah Wilson-Sparrow presented at Fulton-Montgomery Community College's Healthcare Apprenticeship Industry Roundtable with healthcare providers in Fulton and Montgomery Counties.

On November 30, Lauren Lankau and Sarah Wilson-Sparrow participated in the Brewer/Distiller Registered Sponsor signing event with NYSDOL Commissioner Reardon, Chancellor Malatras, SUNY Administration, Senior Vice Chancellor Duncan Poitier, Dr. Moono, members of SUNY Schenectady's President's Council, Metroplex, Mohawk Valley Community College colleagues, Workforce/Economic Development representatives, Albany Distilling Co and Frog Alley. The Brewer/Distiller trade is a new trade that was approved in June of 2021.

Ensuring Financial Sustainability and Self-Sufficiency

On November 1, Lauren Lankau met with Clinton County ARC to discuss DSP apprenticeship opportunities.

On November 2, School of Music Dean Christopher Brellochs, D.M.A. met with the President of the Suburban Council Music Directors Association (representing 17 public school districts) to discuss hosting professional development workshops for community music teachers.

On November 3, Jacquie Keleher participated in an affordable alternative to textbook webinars hosted by SUNY and TopHat.

On November 4, Dr. Brellochs met with board members of "A Place for Jazz" (a non-profit jazz presenter). Items discussed included an on-campus performance by jazz singer/composer Anne Hampton Callaway (known for writing the theme song for the TV show *The Nanny*) and their participation with the School of Music on our first jazz competition for area high school students to be held Fall 2022.

On November 8, Lauren Lankau and Sarah Wilson-Sparrow met with representatives from the Office for People with Developmental Disabilities (OPWDD) to discuss a partnership between SUNY Schenectady and the OPWDD in supporting Direct Support Professional initiatives.

On November 12 and 29, Sarah Wilson-Sparrow met with representatives from the Center for Economic Growth, Hudson Valley Community College and Adirondack Community College to discuss the Good Jobs Challenge grant application pending 1/22/22.

On November 14, Professor Yiping Wu (voice) assisted in hosting a rehearsal by *Ensemble Companio* that will strengthen our community partnerships.

On November 16, Lauren Lankau and Sarah Wilson Sparrow attended a healthcare roundtable planning meeting with Clinton County CC and HANYS.

November 16-18 Pane e Dolci sold the first of the chocolate bars and bon bons that were made by students in the Mill Lane Confections Lab.

On November 19, WFDCE Team met with Clarus to discuss social media campaign.

On November 23, Lauren Lankau and Sarah Wilson Sparrow met with Erie County Community College to discuss DSP apprenticeship.

On November 24, Assistant Professor Vanessa Traver and her Commercial Baking Classes made pies and rolls for the Thanksgiving pie sale. Monies received help pay for the ingredients used.

On November 29, Lauren Lankau, Dr. Tiziana Rota and Sarah Wilson Sparrow met with Tammy Calhoun and members of Schenectady County Connects (SJTA) regarding Child Development Associate micro-credential, certificate and apprenticeship.

College President Dr. Steady Moono, Vice President Dr. Cheryl Renée Gooch, CSTEP Director Dr. Lorena Harris and MSTH Dean Tania Cabrera submitted a Bridge to Baccalaureate ("B2B") grant worth \$1.9M to support underrepresented populations in the STEM fields and prepare them for transfer.

Members of the SI & P units completed draft budgets for review and collaborated on budget discussions as a team in order to share knowledge as part of the budget development process.

Work continues on the Title III grant. Preparation is underway for the Title III Onsite Evaluation in December. This includes meetings regarding Title III data, with the activity directors, preparation planning, and budget meetings. A suggested budget for year five and an extension for year six was developed (4.3).

Jessica Gilbert, Dean, continued work on the Perkins Comprehensive Local Needs Assessment (CLNA). This assessment helps focus the Perkins grant to the needs of our students. There was a meeting with members of the Local Committee to discuss initial data and suggestions regarding the assessment

In early December, the Office of Administration released a call for 2022-23 budget requests. The request included worksheets and forms necessary for submission. Departmental requests are due in early January of 2022.

Financial Services continues to wrap up the 2020-21 fiscal year with our auditors from Lumsden and McCormick. The auditors were on-site at the college in November. The audit is on target for completion in early 2022 with a presentation to the Board anticipated in February.

Labor negotiations continued with the Union of Faculty and Professionals (UFP) into December of 2021.

The Foundation continuously builds and draws upon the strength of the Foundation Board members as advocates for the College:

- Ms. Michelle Davis, Schenectady's downtown Pioneer Bank Branch Manager, has accepted the invitation to join our Foundation Board and will be presented for approval in January.
- Dr. Odo Butler, Director of Research and Statistics at the NYS Department of Labor, has accepted the invitation to join our Foundation Board and will be presented for approval in January.

The Foundation is creating a bold, new, positive case for growing flexible funding to support our students:

- On December 2, the Foundation sent over 2,000 year-end holiday appeal requests to friends and alumni.

The Foundation is working to increase fundraising effectiveness to grow 5% annually by engaging alumni, businesses, and the community:

- The Foundation utilized ViewSpark and Constant Contact to send the following communications:
 - Nominate the Food Pantry for \$500 *Sign Up Genius* grant – (15,698 emails | 11% open)
 - Generation to Generation Alumni story (14,193 emails | 15% open)
 - POWERED UP - Thank you to Fenimore (14,208 emails | 13% open)
 - Personalized ViewSparks to Sunmark Charitable Community Foundation, Price Chopper, Gus and Magda Mininberg, and Joan Dembinski for donations for Thanksgiving.
 - "Happy Thanksgiving" ViewSpark (1,892 texts | 3% open) and (13,268 emails | 15% open)
- Foundation staff spent time visiting with current and potential donors:
 - Dyonne Lindsay
 - Marcy Steiner
 - Capital Region Aquatic Center
 - Community Foundation of the Greater Capital Region
 - Jay Murphy
 - Pioneer Bank
 - Joan Dembinski
 - Ron and Kathy Cooke
- Vice President McIlduff hosted Stewarts Representative, Jennifer Frame, for a stewardship lunch and strategy meeting.
- The Vice President also visited with Beekman 1802 to discuss ways in which they can partner with the College on DEI initiatives and programming.
- The Foundation delivered 29 cookie platters from alumnae-owned bakery, *NYX; a Scratch Bakery* in Albany, to thank our generous Corporate Champions for their past

support. The response has resulted in **\$15,500** sponsorship dollars to date. A follow-up mailing was completed on December 1.

- The Foundation applied for a \$5,000 unrestricted grant from Network for Good.
- The Foundation applied for \$2,500 grants from both the Buchman Foundation and the Baird Foundation in support of the Music Innovation Fund challenge match.
- The Foundation received it's first **\$5,000** grant from the Michaelson Family donor advised fund in support of the Royals Care Center.
- The Foundation received **\$10,000** from Stanley Blanchard and Johanna Petersen in support of the Promise Fund.
- The National Fitness Campaign and MVP Health Care confirmed a **\$50,000** grant to help us bring a fitness court to the SUNY Schenectady campus adjacent to the bike path.

Student Activities

Illuminocity - As part of a city-wide effort to highlight non-profits and encourage support during the holiday season, the Student Government partnered with the SUNY Schenectady Foundation to decorate the windows of the KINDL building. The display, titled "SUNY Schenectady Sparks Success" is inspired by the Foundation's Powered Up campaign, and features a painted plasma ball sparking all different colors, alongside a blue and yellow lit-up description of the Foundation's role in funding student scholarships that enable academic achievement and future growth. The display is bookended by letters from scholarship recipients and windows framed with white lights. The display will remain up throughout the season until just after the start of the new year.

Supportive Counseling

Robyn presented the Royals Care Center proposal to the SUNY Schenectady Foundation Board, it was positively received, and the Board offered their financial support

Accompanied by the SUNY Chancellor's Deputy Press Secretary, three SUNY Fellows visited the Food Pantry and donated three large boxes of food and personal care items

WFDCE healthcare staff began recruitment activities with Whitehall School District, Home of the Good Shephard, Mohawk Opportunities, Eddy Senior Care, Camp Hill.

President's Outreach

On November 16, SUNY Schenectady and Karunya Institute of Technology & Sciences (KITS) entered into an agreement that will help to develop academic and educational cooperation between the two institutions. This agreement helps to develop pathways for KITS students to complete courses on the SUNY Schenectady campus; planning for offering SUNY Schenectady programs in partnership on the KITS campus; and working to link SUNY Schenectady's exceptional College in the High School (CHJS) program with schools in India.

On November 17, the Schenectady ARC held an event to celebrate Apprenticeship month and highlight programs across the state. At this event, Schenectady ARC and SUNY Schenectady signed an agreement to start new apprenticeship programs in the Spring of 2022.

On November 22, we participated in the Teacher Pathway Kick-Off event, held at Schenectady High School. SUNY Schenectady students begin the path by taking courses here while completing High School course work, which provides an opportunity to earn credits and an associate degree while in High School. An alternative pathway is available for students to enroll in the Teacher Education Transfer program at the College after graduation. Once their associate degree is mastered at SUNY Schenectady, they will transition to Cazenovia College to earn a bachelor's degree and dual initial certification in Childhood Education and Teaching Students.

Myself and members of the leadership team attended and engaged in the Aspen SUNY Pathways webinars throughout the month.

On November 29, I attended (virtually) the Presidential Leadership Executive Session titled: Minority-Serving Institutions and Community Colleges, with a focus on Strategic Engagement and Partnerships for the Future.

On behalf of the Office of the President and SUNY Schenectady County Community College, I'd like to wish everyone a very Merry Christmas and a Happy New Year! Enjoy your friends and families during this joyous holiday season!

