



MANY VOICES, ONE CALL – The Strategic Plan to 2026

President's Report
March 2022

Promoting Diversity, Equity, and Inclusion

In February, Assistant Professor Vanessa Traver and the Community and Cultural Events Committee sponsored two events to honor Black History Month. They collaborated with Academic Affairs, the Student Government Association (SGA) and the School of Music to plan and host Dr. Cheryl Renée Gooch and her discussion of her book *Hinsonville's Heroes: Black Civil War Soldiers of Chester County, Pennsylvania* and stories of "Patriotism and Our Shared History". Over 40 members of the campus community attended.

On February 1, Collection Development & Electronic Resources Librarian Giovannine Matheron, added Kanopy's Black History Month Collection to the library webpage to boost awareness and usage of the collection.

On February 1, Maria Kotary and Sarah Wilson-Sparrow met with representatives from Beekman 1802 to discuss offering a course to support their staff and the community.

In February, Director of Library Services Jacquie Keleher attended three webinars from the Equity Diversity and Inclusion Series hosted by SUNY Office of Library Services (OLIS) led by Dr. Kawanna Bright. Collection Development & Electronic Resources Librarian Giovannine Matheron also attended two of these webinars.

On February 10, Professor Rae Doyle attended a webinar entitled "How to Use Diversity, Equity, and Inclusion in Online Learning" sponsored by *Inside Higher Education*. She will also attend the SUNY Online Summit to be held on February 28.

On February 10, Interim Chief Diversity Officer Alicia Richardson and the Interim Chief Diversity Officer at SUNY Empire, Dr. Audi Matias, held the first joint book group meeting to discuss the first part of the text, *What Inclusive Instructors Do: Principles and Practices for Excellence in College Teaching*. The session allowed participants from both colleges to engage in a discussion about the problems with the deficit model in higher education.

On February 10 & 17, Professors Renee Adamany, Rae Doyle, Babette Faehmel, PhD., Associate Professor Kim Scheuerman and Instructor Michelle Garretson attended a series of discussions about the book *What Inclusive Instructors Do*.

On February 11, Interim Chief Diversity Officer Alicia Richardson recorded an episode of the SUNY Schenectady Podcast: Many Voices, One Call. The other participants included Dr. Babette Faehmel, Dr. Maggie McLellan-Zabielski, Professor Rae Doyle and student representative Jennifer Malave. The main topic of discussion was the Diversity, Equity, and Inclusion Professional Development Initiative and the work of two of the cohorts dedicated to Allyship and Decolonization.

On February 14, Interim Chief Diversity Officer Alicia Richardson and Interim Educational Opportunity Program (EOP) Director Tiombe Farley hosted the first talk of the “Let’s Talk About It” Series on Allyship. The session leaders hoped to help participants answer three questions: What is Allyship, what do we hope will happen on this campus regarding Allyship going forward, and what are some things you can do RIGHT NOW to be an ally?

On February 17, Alicia Richardson, Interim Chief Diversity Officer, Paula Ohlhous, Executive Director for Human Resources and Sandy Troiano, Interim Recruitment and Affirmative Action Manager met to start the discussion on how to educate search committees on diversity, equity and inclusion as it relates to the committee’s role on searches.

On February 18, The School of Music co-sponsored an event with the Student Government Association and the Community and Cultural Events Committee entitled “The History of Hip Hop”. Actor and DJ Jermaine Wells was the guest speaker and discussed its importance and impact on the Black community. This interactive presentation was open to the public.

On February 21, Associate Professor Donna Corbisiero chaired a discussion involving a panel including Professor Babette Faehmel, PhD., President Steady Moono, PhD. and members of the ESL Club in observance of International Mother Tongue Day.

On February 21, Director of Library Services Jacquie Keleher and Interim Chief Diversity Officer Alicia Richardson worked with the Criminal Justice Student Club and the Student Mentoring Program to host the Black Voter(s) Matter panel including seven community leaders and local government officials. Attendance was robust and the panel fielded many questions from the audience.

On February 23 Dean Eileen Abrahams and Professor Babette Faehmel, PhD. attended an on-campus discussion on “Decolonizing the Syllabus,” conducted by Professor Margaret McClellan-Zabielski. Professor Faehmel has been researching equity in STEM education for her recording of a podcast on decolonizing the syllabus and micro-aggressions.

In February, Dr. Richard Simons encouraged all students, faculty and staff to join the newly created Running Club. All SUNY Schenectady community members were welcomed to join, even if they wanted to walk instead of run.

Collegiate Science and Technology Entry Program (CSTEP) Director Lorena Harris, PhD. reported that CSTEP achieved the milestone of 125 student applications on their Microsoft Interest Form. Dr. Harris has been advising CSTEP and LSAMP students as they reviewed their Spring 2022 and Summer 2022 course schedules and prepared those who planned to apply for graduation.

Also in February, CSTEP and LSAMP students received an invitation from the Mentor in Medicine (MIM) group to participate in a webinar about becoming mentors to high school students. The MIM group works tirelessly to inspire and equip disadvantaged and low-income students to become health care professionals through academic enrichment, leadership development, civic engagement, and mentoring programs with college students.

Teaching and Learning Specialist (TLS) David Wolf continued with the Online Instruction & Course Development Cohorts to specifically address accessibility and equity issues. Cohort 11 Part 2 is coming to a conclusion. Currently, five courses have already been reviewed. Cohort 12 Part 1 has begun. In addition, TLS Dave Wolf continued his participation in the FACT2

Inclusive Teaching Task Group focusing on implementation of recommendations C3.1 and C3.2 in SUNY's DEI Action Plan. He is taking the lead in a sub-group on implementation. He is actively training on the new LMS system in an effort to better leverage the College's preparedness for the upcoming transition. He has taken a hands-on role in the development of SUNY-wide D2L training and course templates by actively working in: SUNY Digital Learning Environment Group – Template Creation Sub-Work Group SUNY Digital Learning Environment Group – Training Resource Sub-Work Group and SUNY Tools that Scale – Group.

Throughout February, the TLS offered a HyFlex training for faculty on how to transforming a 15 week class into an 8 week format. This asynchronous, self-paced training is available to faculty including [a recording of the webinar](#) plus several other micro-trainings to augment their course development. Training covers vital concepts in instructional design, including; backwards design, SLO mapping, Cognitive Load Theory.

Vice President McIlduff attended *Netflix's Maid: "A Rare Unflinching Depiction of Poverty"* presented by Dr. Babette Faehmel to gain an understanding of how the Foundation can continue to help address student barriers, create an environment that cultivates diversity and inclusion as a moral imperative to achieve equity across the SUNY Schenectady community.

Alicia Richardson, Interim Chief Diversity Officer and Sandy Troiano, Interim Recruitment and Affirmative Action Manager have conducted six search orientations educating search committees on their role as search committee members.

With a cohort of colleagues, Interim Chief Diversity Officer Alicia Richardson attended the 2022 Achieve The Dream (ATD) Virtual Conference held from February 15-17th. The conference included exemplary plenary events and sessions dedicated to support equitable practices, holistic approaches to community building, and equity-minded data disaggregation.

On February 23, Interim Chief Diversity Officer Alicia Richardson attend a session in the Lumen Belonging Webinar Series titled "Shining a Light on Identity and Belonging for Black College Students". The session "featured a panel of Black students who discussed Black identity, belonging in the campus community, when they have felt a strong sense of belonging within the campus community, and what can be done to increase Black students' sense of belonging in the classroom and within the campus community."

HEERF III Block Grant Student Aid payments were mailed on Monday, February 28, 2022. 950 students received a block grant for a total distribution of \$2,012,340. Award amounts were based off of enrollment status and demonstrated need as determined by FAFSA. The award amounts ranged from \$838.88 for part-time students with the lowest demonstrated need, to \$2,516.63, for full-time students with the highest demonstrated need. In addition, the Discretionary Application for HEERF III funds was opened to the student body on February 28th. Thus far, the College has received 61 applications. The Financial Aid Office will begin reviewing the applications on March 4, 2022.

On February 10 and 17, Sarah Wilson-Sparrow met with the Financial Capabilities Workgroup which is a pilot project in partnership with the Capital Region Workforce Development Board to improve banking accessibility to community members as well as improving the talent pipeline in the banking industry.

On February 11 and 17, Michelle Kraines and Sarah Wilson-Sparrow met with the City of Schenectady and Schenectady Connects to discuss the development of a Civil Service Preparation program.

On February 18, Michelle Kraines, Dr. Tiziana Rota and Lauren Lankau met with Nathan Mandsagar of Pine Ridge Industries and the owner of Marguerite of Equisable to discuss the successful acquisition of a Consolidated Funding Application grant in Diversity, Equity and Inclusion and discuss scope of work planning.

Lauren Lankau worked with the SUNY Schenectady Foundation to finalize Health Care Student Emergency Fund.

A College team participated in the Achieving the Dream conference February 15 – 18. Pamela McCall, Director of College and High School Partnerships, and Ben DeAngelis, Interim TRIO Director, both ReaCH Tri-Chairs facilitated meetings for the cross-campus conference team before and after each day's virtual conference sessions and a culminating long form meeting on Friday, March 18. Strategic Initiatives & Planning (SI & P) team members who participated in the conference include Laura Sprague, Director of Admissions, Dr. David Clickner, Vice President for Strategic Initiative & Planning, Michelle Ragucci, Director of Academic Services, Dale Miller, Director of Institutional Research, Heather Lessard, Student Success Manager, Leanna Liuzzi, Success Coach, and Mary Silvestri, Testing Coordinator. The conference had a heavy emphasis on Diversity Equity and Inclusion (DEI) (often adding "J" for "Justice" or "B" for "Belonging"), with the first Plenary session focusing on "Building Anti-Racist, Equitable, and Economically Vibrant Communities" and other sessions surrounding basic needs, student voice, and a community of caring. Along with workshops including those focused on transfer success, workforce development opportunities, and staff management processes as we prepare for the next step of our Student Success Initiative. Dr. Moono cited this effort led by the SI & P team as one of the best DREAM conference experiences since the College began participating in ATD.

TRIO, in collaboration with the Financial Aid office, is working to distribute direct student aid grant funds to active TRIO members in need. Forty TRIO students have applied for access to these funds, which can be used in a variety of ways to address educational needs and cost of living expenses. Final determinations will be made based on unmet financial aid need, and active status in TRIO's program.

Dawn Jones, Assistant Director of Career Services, began collaborations with Student Activities for the upcoming Women in Hospitality panel discussion program.

Liberty Partnerships Programs (LPP) and Friends First celebrated the courage, strength, and contributions of various Black Americans who helped shape the world we live in today via LPP's Google Classroom during after school and lunchtime programming at Schenectady City School District middle schools. Additionally, 20 middle and high school LPP students were treated to an African dance and drumming workshop at the Albany Barn.

Anna Westerman, Academic Advisor/Veterans Certifying Officer II, and Academic Advisors Shannon Stone and Racene Lawes attended the DEI presentation "Creating Online Images and Tables that Engage and that are Accessible" presented by David Wolf.

Anna Westerman, Academic Advisor/Veteran's Certifying Officer II, attended the February Office Hours for School Certifying Official-session 1- Veteran Affairs (SCOC-VA) webinar to continue to expand her professional knowledge in serving students who are veterans.

Success Coaches Harry Rolle, Leanna Liuzzi, Michael Henderson, and Evelyn Maclutsky attended a webinar titled “Shining a Light on Identity and Belonging for Black College Students,” presented by Lumen. The webinar panel discussion focused on how to increase Black and minority student positive experiences on campus and in the classroom. Students highlighted that it is important to create community, and support an inclusive classroom environment. The presentation highlighted the necessary supports needed to keep students motivated and determined to graduate.

Harry Rolle, Success Coach, attended a webinar titled “New Research Shows the Significant Value of Historically Black College and Universities” to expand his knowledge HBCUs.

As part of his work as a member of the Diversity and Inclusion Plan Working Group, Michael Henderson, Success Coach, conducted an extensive review of the literature on disparities experienced by students from historically underserved groups and will be working to use the information learned through this review to support the work he does with students. The group is working on developing an action plan that promotes equity, diversity, inclusion, and cultural and linguistic competence in support of student persistence, retention, course completion, and graduation.

Success Coach Evelyn Maclutsky participated in the International Mother Language Day, presented by the English Language Learners Club.

Tiombe Farley, Interim Director of EOP worked with Alicia Richardson, Interim Chief Diversity Officer in facilitating a session on the SUNY Schenectady’s DEI initiatives and cohort’s work. The cohort conducted research in order to make recommendations to the college community regarding Allyship on campus and presented a workshop on Allyship.

Students in the Friends First STARs Peer Mentoring Program began work on their service learning projects which include an anti-bullying poster campaign at Mont Pleasant Middle School and a clean-up of the bathrooms around Schenectady High School project.

Delivering a Meaningful Student Experience

In February, Collection Development & Electronic Resources Librarian Giovannine Matheron attended several virtual meetings, webinars and conferences including the SUNY General Education virtual meeting on 2/1, Pandemic Effects and Library Directions webinar hosted by OCLC on 2/2, she watched the recordings of the SUNY Librarians Association (SUNYLA) Midwinter Virtual Conference on 2/4, **Introduction to Article Galaxy Scholar** webinar hosted by Research Solutions (formerly Reprints Desk) on 2/9 and an MLA Webinar entitled “Clean & Tidy Data: Making Data Usable” on 2/22.

On February 7, Teaching and Learning Specialist David Wolf attended and recorded *Creating Online Images and Tables that Engage and that are Accessible*.

On February 8, Director of Library Services Jacquie Keleher met with the new Program Manager for the SUNY Office of Library and Information Services, Cori Wilhelm, to discuss ways we can partner to increase usage of OER on campus and Collection Development and Electronic Resources Librarian Giovannine Matheron, attended the Capital Area Library Assistants (CALA) coordinating committee meeting.

On February 9, Associate Professor Sten Isachsen invited SUNY Potsdam Crane School of Music guitar faculty member Douglas Rubio to perform a classical guitar recital and conduct a masterclass with students.

On February 10, Liberal Arts Dean Eileen Abrahams attended a seminar on teaching “Bartleby the Scrivener,” hosted by Professor Andrew Delbanco of Columbia University and sponsored by The Teagle Foundation which strives to improve teaching and learning in the arts and sciences for students of all majors.

On February 14, Associate Professor Mark Evans received the Steinway Top Teacher Award for his hard work and dedication to music education throughout 2021.

On February 16, Musicians of Ma'alwyck under the direction of Adjunct Instructor Ann-Marie Barker Schwartz (violin and viola) presented a chamber recital with Charles Eaton as the ensemble singer. He later conducted a master class with students.

On February 19, Musicians of Ma'alwyck (MoM) under the direction of Adjunct Instructor Ann-Marie Barker Schwartz (violin and viola) performed at the Albany Institute of History & Art. Associate Professor Sten Isachsen recorded the performance. MoM also performed at the Kenmore Ballroom as part of “Celebrating 100 Years of WGY”, a historical recreation of the music broadcasted on 2/20/1912. Music Audio Technology students were involved in the sound and recording of both events.

On February 22, Director of Library Services Jacquie Keleher participated in a virtual presentation entitled ***Copy That! Copyright Basics for Library Professionals, Part 2: Exceptions and Limitations*** sponsored by the Metropolitan Library Council.

On February 23, Liberal Arts Dean Eileen Abrahams attended a SUNY CPD “fireside chat” on transitioning to DTL, or Bright Space, SUNY’s newly acquired learning management system.

On February 23, Assistant Professor Vanessa Traver attended the presentation given by the Levy Group on the Kentucky Derby Internship for the Hotel, Culinary, Arts and Tourism (HCAT) students.

On February 25, Professor Barbara Jones attended a SUNY Pathways workshop entitled “Where Do I Fit In?”, conducted by Dr. Melinda Karp, a nationally recognized expert on improving students' transitions to college and supporting them once there. This month, HCAT students from the Quantitative Foods class prepared 160 meals (from donated food) that were given to **Feed Albany** to be distributed throughout the Capital District and donated to the SUNY Schenectady Food Pantry.

Associate Professor Richard Simons, PhD. and Adjunct Instructor Elli Laitinen-Mazeris met with Bernard McAvoy from the Vale Cemetery and Park to discuss both new and continued research collaborations. Student Nile Baldwin joined the meeting as he is interested in conducting research in Vale.

Janet Danz, Associate Director of Financial Aid, attended a professional development workshop titled Scholarship Strategies from a Debt Free Degree Expert hosted by Get the Acceptance Letter Academy. The focus of workshop was offering simple strategies for students and families to identify scholarships to support the cost of higher education. This workshop offered several

strategies for educating students and parents on the financial aid process which we will be able to implement going forward.

Throughout February, Instructor Cayla Gaworecki is participating in a Lumen Circle Fellowship entitled "Teaching With Active Learning". This fellowship provides acts as a virtual learning circle to collaborate with fellow faculty members by exploring [evidence-based practices](#), sharing teaching experiences, exchanging ideas and feedback.

Teaching and Learning Specialist David Wolf continued his work with SUNY Administrators to further implement and employ Blackboard Ally and improve accessibility across all of SUNY and attended a training about Brightspace D2L. He is actively assisting SUNY's DLE effort to develop faculty training in the new LMS. His work to develop effective template designs that enhance student learning continues with Open SUNY and the DLE. He concentrates on meeting the needs of Faculty and students to foster their productivity.

Teaching and Learning Specialist David Wolf was invited by the SUNY SAIL (Strategic Academic and Innovative Leadership) Institute to participate as a member of the **Publishing for Leaders Panel** with Dr. Ann Hawkins, Assistant Provost for Graduate Education and Research, Academic Programs and Planning, SUNY System Administration and Timothy Stookesberry, Director of SUNY Press, SUNY System Administration.

Vice President McIlduff met with SUNY Schenectady Facilities and Administration team members to identify a location for the new Fitness Court, and continues to meet with the National Fitness Campaign monthly to move the project toward completion.

Vice President McIlduff took part in the Health Access Convening led by the Schenectady Foundation to discuss next steps in addressing community-wide food insecurity challenges.

Dean of Student Affairs Steve Fragale served on the SUNY-wide CASE (Chancellor's Award for Student Excellence) committee to evaluate and choose the candidates to receive the award.

Steve Fragale is also the PDSO (Primary Designated School Official) for International Students on campus and reports that there are 10 international students on campus representing 8 countries including Nigeria, India, Brazil, Suriname, Colombia, Bangladesh, Liberia, and Pakistan.

Supportive Counseling

Counselor IV, Robyn King, is coordinating the bi-annual Last Night Against Procrastination (LNAP) event scheduled for students on April 14, 2022 from 5:00pm -11:45pm. Therapy Dogs are continuing to be brought on campus to assist students in stress reduction weekly on Thursdays from 12:30pm to 1:30pm.

The following classroom presentations were also held and completed:

- Visits to PSY 121 classes to promote Supportive Counseling and Food Pantry
- Counseling as a Career presentation: Intro to Social Work class
- Self-care in the Helping Professions presentation: Human Services Field Instruction class
- Non-physical Forms of Interpersonal Violence: Child Maltreatment class

On February 3, Sarah Wilson-Sparrow attended the Microelectronics Workforce Challenge Workshop

On February 3, 10, 17 and 24, Lauren Lankau and Sarah Wilson-Sparrow participated in the weekly Apprenticeship Committee meeting to support apprenticeship initiatives across the state

On February 8, Lauren Lankau and Sarah Wilson-Sparrow met with representatives from Buffalo School and Buffalo Department of Labor, and Erie County ARC representatives to discuss the development of an apprenticeship program

On Wednesday, February 9, Pam McCall, Director of College in the High School Partnerships, met with the Department Chairs and Principals at Schenectady High School to develop a three-phase plan to continue augmenting CHS offerings at Schenectady High School.

On Friday, February 11, Pam McCall, Director of College in the High School Partnerships, and Professor Matt Farron, attended a meeting at Mohonasen High School to discuss the implementation of a new 1 Plus 1 Business program for their students to be housed at the Center for Advanced Technology.

On February 15, Lauren Lankau and Sarah Wilson-Sparrow met with Dean Eileen Abrahams and Professor Renee Adamany met to discuss the development of a two year pathway for the Direct Service Professional Supervisor NYS DOL approved title

On February 15, Sarah Wilson-Sparrow attended an Office of Cannabis Management: Cannabis Conversations Capital Region workshop that highlighted current laws and progress toward full legalization in NYS

On February 15, Sarah Wilson-Sparrow attended the Capital Region Employer Resource Network to support workforce initiatives in the Capital Region

On February 18, Lauren Lankau and Sarah Wilson-Sparrow met with 1199 SEIU to discuss partnership opportunities

On February 22, Sarah Wilson-Sparrow attended the Apprenticeship Program monthly call with Workforce arms of NYS community colleges to discuss efficacy of programming and best practices

The following healthcare training courses commenced this month: Behavioral Health Technician, EKT Technician, Phlebotomy Technician.

Dawn Jones, Assistant Director of Career Services, worked with Lorena Harris, Director of C-Step, to conceptualize career supports in support of the new S-STEM grant proposal.

TRIO continues to offer the TRIO Café series featuring weekly online gatherings to connect with students, discuss resources, troubleshoot challenges, and encourage the use of campus and community support systems. This month's topics included online learning strategies, managing to-do lists with competing priorities, and reading comprehension techniques.

Nine students completed TRIO's "10 Steps to Transfer Success" a program guiding students through the process of researching baccalaureate institutions. The session is relevant for students at all stages of the process and will be offered again later this semester.

TRIO completed a survey of student interest in a variety of workshop topics. The results of this poll showed that students are especially interested in topics from the realms of Mental Health and Well-being, Career Preparation, and Community Organizing. This information will be used to shape the subject matter addressed through future TRIO Cafés.

TRIO is developing an equipment borrowing system to better manage items needed by students in the office. This includes headphones, calculators, webcams and other resources that can be used within the TRIO office.

Thairy Echevarria, and Mark Kelly, Admissions Advisors, hosted an in-person information session for the School of Music and the School of Hotel, Culinary Arts and Tourism.

Thairy Echevarria, Admissions Advisor, along with Mark Bessette, Assistant Dean of Financial Aid, hosted a virtual Financial Aid Information Session.

Michelle Ragucci, Director of Academic Services/Testing Center special assignment/Perkins Grant Officer, conducted several classroom visits, as well as tours of the Learning Center, in an effort to engage students and inform them about the academic supports available to them, as well as encourage usage of these services early on in the semester to support their needs.

Dawn Jones, Assistant Director of Career Services, administered three Myers Briggs Personality Indicator (MBTI) Group Sessions to students taking Intro to Business, Intro to Hospitality and Interpersonal and Group Dynamics courses. These tests are an assessment to help students learn more about their strengths when it comes to interpersonal communication and teamwork.

Dawn Jones met with Union College Dining Services to discuss Federal Work Study and other experiential opportunities for SUNY Schenectady students. Again, this month, Dawn continued to register new employers into the College Central system to support opportunities for students to connect with employers. This month Dawn was able to add eight new employers to the system.

Liberty Partnerships Programs & Friends First STARs Peer Mentoring Program provided a new series of workshops for the program's high school students: (a) Service to Others Workshop – students learned about the impact of helping others and how to get involved in local, state and national service opportunities. The workshop was the kickoff to our 2022 Service Learning Project; (b) Collegiate Sports - students learned from an ex-college athlete/college football coach about the ins and outs of playing college sports; and (c) Expressive Arts Workshop Series - students create weekly art projects and guided conversations which help them learn to express their emotions.

Friends First STARs Peer Mentors went on a mentor outing to Crossgates Mall where they worked as a team to get out of an escape room.

The Advising team held their department meetings this month to include guests Susanna Adams, Coordinator, ADA Transition Services, and Robyn King, Counselor IV, to present and discuss their services and to collaborate on improving processes and in particular referring students to their offices. The second meeting, included the SUNY Delhi advisors to present updates to their BBA programs and to give the SUNY Schenectady Academic Advisors specific

advising information for students planning to transfer into one of SUNY Delhi's programs upon completion at SUNY Schenectady.

Margaret Anne Williams, part-time Academic Advisor, arranged for an "Advisor in Residence" for SUNY Schenectady students with the University at Albany, SUNY Delhi, Siena College, and Russell Sage.

Racene Lawes, Academic Advisor, created a five-page advising recommendation guide for the HCAT programs.

Mitzi Espinola, Assistant Director of Academic Advising and Retention, attended the Group 1 Guided Pathways Curriculum Mapping meeting, and Anna Westerman, Academic Advisor/Veteran's Certifying Officer II, joined Mitzi while attending the Group II Guided Pathways initial meeting. She also updated the Math Flow Chart which is used along with Multiple Measures to place students in the correct math courses.

Success Coaches presented overviews of the Student Success Center to eight (8) classes including FYS, math and English workshops, and ENG123.

Pam Stiansen, part-time Success Coach, along with Harry Rolle and Michael Henderson, Success Coaches, participated in the Welcome Week event during the first week of on-campus classes.

Success Coaches addressed Starfish flags and referrals and had meetings with students. 213 student meetings were conducted and 554 flags resolved in February.

Heather Lessard, Student Success Manager, collaborated with members of the ReaCH Data Committee, Dale Miller, Director of Institutional Research, Beth Anne Horning, Research Analyst, and Mary Silvestri, Interim Student Activities Advisor, to develop and administer a student survey. During this pilot phase, the survey was sent to approximately 315 students in week three to assess their academic and personal status and needs. Based on student responses, automated and individual emails were sent to students with information on College resources, and outreach phone calls from Success Coaches were made.

Leanna Liuzzi, Student Success Coach, coordinated the Foundation Scholarship program, including presenting an informational session on February 8, awarded available scholarships for Spring 2022, and assisted students with the application process.

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. This month, four students received a combined \$1,112 in financial assistance.

Heather Lessard, Student Success Manager, launched the Starfish Student Engagement Progress Survey in Starfish. Participating faculty raised 1,416 Kudos, 311 Flags, and 174 Referrals.

Student Success Coach, Leanna Liuzzi, continues to visit the PTECH class every Monday to check in with students, review their progress in courses and address any unresolved Starfish flags or referrals.

Michael Henderson and Pam Stiansen, Success Coaches, attended Begley Library workshops in order to share related knowledge with students visiting the Student Success Center. Topics included How to Use the Library and Saving Documents: Using the college network, USB Drives, and cloud storage.

Heather Lessard, Student Success Manager, met with Starfish consultant, Michelle Beatty, to set Starfish goals for the upcoming year. Heather and Michelle also met with the SUNY Schenectady Starfish Team which includes IT staff and a member of the Advising team, Anna Westerman, for their monthly check-in meeting.

Tiombé Farley, Interim Director of EOP, and Ruby Roberts, EOP Retention Advisor, received training from Laura Sprague, Director of Admissions, on the SLATE program. This program will assist in sending out mass emails and various correspondence to EOP students in a seamless manner allowing EOP staff to monitor receipts and engagement.

Tiombé Farley received training from the Registrar in DegreeWorks and Extender. The DegreeWorks training allows Tiombe to assist EOP students with academic advising and Extender training provides her with the information needed to transfer student information into a confidential system, reducing the need for paper files in the office and to mitigate any potential FERPA issues.

Ruby Roberts, EOP Retention Advisor, facilitated a detailed work plan/goals for students who had academic challenges in the fall semester, aiding them for success in the spring semester.

Ruby Roberts, conducted four EOP workshops online and held an EOP Club meeting and was able to inform students of campus events to include transfer colleges and scholarship opportunities.

Laura Sprague, Director of Admissions, Mitzi Espinola, Assistant Director of Academic Advising, Heather Lessard, Student Success Coach Manager, and Jeff Snow, Chief Information Officer, worked together to troubleshoot and edit the process for new students to update their default password to prepare for New and Returning Student Registration.

Building Organizational Effectiveness

In February, Registrar Cynthia Zielaskowski met with the new Interim Director of EOP Tiombe Farley to introduce her to the activities of the Registrar's Office and inform her about a number of Banner and DegreeWorks topics. They reviewed the Academic Code and how changes are made to curricula and the course catalog. They plan to meet again to ensure that the EOP Office has updated information. The Registrar also met with EOP Retention Advisor Dr. Ruby Roberts to discuss these topics.

On February 1, Sarah Wilson-Sparrow met with representatives from Fulton-Montgomery Community College and SUNY Adirondack to finalize the Economic Development Administration (EDA) Good Jobs Challenge Grant.

On February 8, Meeting Professionals International Club member and student Leanne Rydzewski and Club advisor Professor Ingrid O'Connell attended a virtual education session on mindfulness hosted by the MPI Upstate NY Chapter. The session presented various guided mediation practices and emphasized the importance of self-care, followed by a group discussion.

On February 8, Dean Christopher Brellochs, D.M.A. met with Vice President of Administration Patrick Ryan and Director of Facilities Anthony Schwartz to discuss the conversion of the mini-computer lab in the School of Music to a dressing room to replace one being lost to the Begley bathroom renovations.

On February 10, Collection Development and Electronic Resources Librarian Giovannine Matheron attended a webinar presented during the Library Lunch & Learn entitled "Power of Regret" from Season 2: Episode 1 hosted by Penguin Random House publishing company.

On February 13, Assistant Professor Vanessa Traver met with renowned Pastry Chef Kriss Harvey (one of the top 10 pastry chefs in the United States) to discuss equipment used for spraying chocolate molds with cocoa butter in preparation for the Chocolate and Confections II class that she teaches.

On February 14, Assistant Professor Vanessa Traver had a pre-interview with reporter Pam Abrams from the Times Union about the upcoming article she will be writing about the program and the Chocolate Lab. Pam will be observing Vanessa's class on March 1st.

On February 15, Dean Christopher Brellochs, D.M.A. spoke at the Union College Music Department Faculty Meeting to explore partnerships and possible orchestral opportunities for students.

On February 17, Sarah Wilson-Sparrow attended the Partnership Signing with Exit 29 Labs at Fulton-Montgomery Community College.

On February 18, the Meeting Professionals International (MPI) Club members and advisor Professor Ingrid O'Connell visited The Edison event venue in downtown Schenectady. See photo of Club members in the old Schenectady Gazette newspaper press control room. The former Edison Machine Works and Schenectady Gazette Building have been reinvented as a premier downtown event venue. The former control room is now used as a gathering space for groomsmen prior to a wedding ceremony.

On February 19 Assistant Professor Vanessa Traver met with Public Relations/ Publication Specialist II Heather Meaney at the Mill Lane Confections Lab to discuss filming a commercial on-site with the film crew. Filming begins next month.

On February 23 & 28, the Choral Director search committee interviewed finalists and observed as they taught music theory, a voice lesson, and conducted the chorus. Demolition began in late February on the Begley Lobby Restroom project. Our contractors completed abatement activities and removed old wall board, ceiling tiles and other fixtures in preparation for building four new restrooms off the Begley lobby area.

On February 28, Lauren Lankau and Sarah Wilson-Sparrow attended the NYS Economic Development Council Conference.

The County approved funding for construction of a new four pod hanger at the Schenectady County airport. The college plans on occupying two of the four new pods. One pod will be used for airplane storage/shelter and the other converted to instructional education space. The college will seek capital funding from SUNY for 50% of its cost of the new hanger as part of a 2023 Capital Request in late Spring 2022.

A pre-construction meeting was held in early March for the new Admissions and Welcome Center. All contractors were invited to discuss the project schedule and when demolition and construction would begin. The County issued a purchase order for office furniture, fit and finish items related to the Admissions and Welcome Center.

Renovations to 13 State Street continued in February. The former gymnasium floor was replaced during February and March. An anticipated completion date for this project is March 18, 2022 with turnover of the space to the college planned for April 1st.

The College's 2022-23 Capital Projects are pending approval with passing of the New York State budget in early April. The total value of these projects is \$5.8 million.

Vice President McIlduff is currently conducting onboarding sessions with two new investment account managers.

The Foundation continues to work to refine the scholarship program to maximize funding available to support the student experience. Zonta Club reinstated their annual \$1,000 *Florence Kundernatch Memorial Scholarship*.

Women's Fund of the Capital Region renewed their \$20,000 donation to fund five scholarships for 2022-2023.

An anonymous donor made a repeat contribution of \$1,000 to help an endowed scholarship reach the \$25,000 threshold, increasing annual support for students.

The UFP renewed their annual \$1,000 contribution for a 2022-2023 scholarship. Create a culture of change and innovation through improved processes, updated technology, and collaboration across all divisions and a commitment to mutual respect and dignity for all employees in the interest of student success

The Office of Human Resources is currently recruiting for 28 full and part time vacancies, 12 of which are professional full time vacancies, 6 faculty vacancies, 7 professional part time vacancies, 2 civil service full time and 1 civil service part time.

The Office of Human Resources has compiled specific timelines for the evaluation process for full-time employees in the Unrepresented, Union of the Faculty and Professionals (UFP) and the Chairpersons, Administrators, and Directors Association (CADA) employee units.

The Office of Human Resources is reviewing the College's Mandatory Compliance Training and will be implementing a new schedule of these trainings with an announcement to the College community within the next week.

The Office of Human Resources continues to send updated information regarding COVID positive cases to the College Community as well as updated guidance and updates impacting employees.

Welcome Center

- Quotes for relocating the network, security camera and data connections away from the current security desk area have been sent to the county. The relocation is required before destruction of the security counter.

Student self-password reset

- A recent potential cyber security issue was raised to ensure we do not provide for a “backdoor” for hackers to exploit with this and grant access to our main systems. Following a due diligence review, it has been determined; potential has been mitigated via security measures and restricting to student accounts only. Since no student account has access to any system level accounts there is no chance of deeper penetration.
- Additionally, we’ve activated an instant password reset process for the success coaches so when they are working one on one with a student having logon issues a password reset can be accomplished immediately. This has the benefit of quick decisive support for the student ensuring a smooth start.

Mobile classrooms

- Continued interaction with vendors for pricing, specifications, and best practices to achieve the desired outcome.

13 State Street

- Work continues with vendors and contractors for the networking portions of the project. Network room has been identified; construction clean out of the area is not complete. Schematics for the network cabling, connections and drops to be ready by end of month. Distance 2 Learn, BrightSpace LMS.

There are now weekly meetings with D2L, SUNY and SCCC staff to organize and configure the structure for our instance of BrightSpace.

Information Technology (IT) Department is currently reviewing overall practices and procedures, as well as auditing to ensure best practices are being followed.

Lauren Lankau served as the Committee Chair for the Schenectady College and Career Outreach Center (SCCOC) Outreach Advisor Search Committee.

Dale Miller, Director of Institutional Research, continued to distribute weekly enrollment roster reports to track spring enrollment. Mr. Miller presented data to the SUNY Schenectady Board of Trustees on the IPEDS graduation and retention rates. Mr. Miller provided data to the Vice President for Strategic Initiatives & Planning to increase Spring 2022 enrollment. Mr. Miller has also completed the SUNY preliminary enrollment report and the SUNY Fall 2021 student and course data submissions.

TRIO’s Interim Director, Ben DeAngelis, joined the January Cohort of the Council for Opportunity in Education’s TRIO Training Program. In addition to modules completed last month, DeAngelis is in the process of completing the “Financial Well Being” course to be able to better serve our students.

Michelle Ragucci, Director of Academic Services, improved upon the test-taking experience for differently abled students by updating the Kurzweil reading software capabilities in the Testing Center to accommodate students taking online exams via Blackboard.

Mitzi Espinola, Assistant Director of Academic Advising and Retention, and Anna Westerman, Academic Advisor/Veterans Certifying Officer II, attended the American Association of

Collegiate Registrars and Admissions Officers (AACRAO) webinar, Fraud busters: The Battle Against Diploma Mills.

Mitzi Espinola, Assistant Director of Academic Advising and Retention, administered the Academic Advisement Development quizzes 1 and 2 to Academic Advisors, Shannon Stone and Meghan Vian.

Student Success Center staff attended various meetings to keep informed and maintain relationships across campus including: division meetings and Academic Senate. Michael Henderson, Success Coach, is a member of the ReaCH Professional Development Committee, who surveyed faculty and staff to identify professional development trainings essential to strengthening student pathways, increasing student retention and completion, and reducing equity gaps. After receiving the feedback, the committee met to understand faculty and staff training needs and interpret the results of the faculty and staff survey. The committee continues to work to deliver professional trainings to improve learning outcomes for all students.

Success Coach, Evelyn Maclutsky, and part time Student Success Coach, Pam Stiansen attended the first meeting of the Guided Pathways Institute 5 team meeting (3.3).

Ruby Roberts, EOP Retention Advisor, participated in two SGA events, Welcome Back and SGA Council meetings.

Ensuring Financial Sustainability and Self-Sufficiency

In February, CSTEP Director Lorena Harris, PhD. was invited by SUNY Stonybrook to be a Co-Primary Investigator on an S-STEM Hub grant that creates transfer opportunities for community college students to attend 4-year universities via scholarship funding.

On February 7, Sarah Wilson-Sparrow met with the Economic Development Administration (EDA) Good Jobs Challenge Grant team to finalize the application and on 2/9/22, the grant was submitted by the Center for Economic Growth

On February 12, Professor Karen Hosmer and Adjunct Instructor Norman Thibodeau (flute) organized Flute Day to attract prospective students. Activities included performances, master classes, and an ensemble experience.

On February 15 - 17, Pane e Dolci sold the first Mill Lane Chocolate bars with inclusions (aka nuts, coconut, etc.). Proceeds finance the cost of ingredients and contribute to Chocolate Lab budgets.

On February 15, Lauren Lankau, Dr. Rota and Sarah Wilson-Sparrow met with representatives from the Office of Persons with Developmental Disabilities (OPWDD) regarding a long-term partnership that supports barrier mitigation for individuals interested in entering the healthcare sector.

On February 18, Sarah Wilson-Sparrow, Professor Jay Larkin, and Rich Michaels of Frog Alley Brewing Company met with representatives from Mohawk Valley Community College, Tompkins-Cortland Community College, Corning Community College, Westchester Community College.

On February 21, Dean Christopher Brellochs, D.M.A. appeared in HBO's TV series "The Gilded Age" episode 4 entitled "A Long Ladder". In it he portrayed composer, conductor, and first professor of music in the United States, John Knowles Paine. Dean Brellochs worked with the production company to ensure historical accuracy.

On February 21, Dean Brellochs worked with Admissions to sponsor an event to speak with prospective students and their families including a tour of the School of Music and an extensive Q & A session.

On February 21-24, School of Music faculty held auditions for incoming Fall 2022 students and Dean Christopher Brellochs, D.M.A. advised them regarding program, transfer and career opportunities. This week was also Shadow-a-Student week, a crucial recruitment event for the SoM. Prospective Music students have an opportunity to join current Music students for a day of classes and an opportunity to speak with faculty and the Dean.

On February 22, CSTEP Director Lorena Harris, PhD., MSTH Dean Tania Cabrera and Associate Professor Richard Simons, PhD. submitted the S-STEM NSF grant application. This grant would provide \$1.4M in scholarships over 6 years to enable low-income, high-potential students to pursue STEM A.S. degrees and transfer to 4-year institutions.

On February 23, Collection Development and Electronic Resources Librarian Giovannine Matheron participated in a webinar entitled OpenAthens: Moving Beyond IP Authentication.

This month, 13 students in the Early Childhood Education program enrolled in the newly approved Child Development Micro-credential for Fall 2022. Funding is provided through CUNY and the New York Early Childhood Professional Development Institute.

During February, the Office of Administration compiled all 2022-23 budget requests. Each request was reviewed and analyzed for completeness and compiled into a unified request document. Department requests were discussed with department managers and their division head to ensure accuracy and to answer questions related to amounts requested. During March and April, the college will finalize revenue projections with passage of the State budget.

The Foundation continuously builds and draws upon the strength of the Foundation Board members as advocates for the College: Vice President McIlduff met with Foundation Board Chair Lynn Manning and Chair Elect Ken Countermine '93 to begin the transition of the Chair position.

The Foundation is creating a bold, new, positive case for growing flexible funding to support our students: Foundation staff have attended several webinars to increase our knowledgebase and help us respond to short- and long-term solicitation and donor trends:

Network for Good: Strategies for Fundraising Success with a Small Development Team
Donor Relations Guru Live Q&A

Michelle Kraines partnered with Herkimer County Working Solutions about funding a student in our EKG class.

TRIO is analyzing our organizational spending and working to utilize free and existing programs and services to replace unnecessary costs. This process includes a review of existing contracts and memberships as a fiscal spending redundancy.

Michelle Ragucci, Director of Academic Services/Testing Center special assignment/Perkins Grant Officer, compiled and reviewed progress reports, as well as expenditures, from the offices in receipt of Perkins funds and submitted the 2022 Perkins Grant Interim Report to the New York State Department of Education.

Heather Lessard, Student Success Manager, and the Project Director of the Title III grant, collaborated with Activity Directors, Dr. Clickner, Vice President for Strategic Initiatives & Planning, Amiee Warfield, Controller, and the grant's external consultant to collect information needed to complete the Annual Performance Report.

Heather Lessard, Student Success Manager, completed the Student Success Center's portion of the interim report of the Perkins grant, in collaboration with Michelle Ragucci, Director of Academic Services/Testing Center special assignment/Perkins Grant Officer.

President's Outreach

Myself, Dr. Hamin Shabazz, Paula Ohlhous, and Board Chair, Ann Fleming Brown attended the Association of Community College Trustees (ACCT) Annual Conference in Washington. While we were there, we had the opportunity to meet Senators Gillibrand, Schumer and Congressman Tonko to advocate for the college.

A New York Community College Association of Presidents (NYCCAP) meeting was held at Herkimer Community College, although I attended virtually. Topics of discussion was the Demographic Drought and the 2022 community college budget advocacy strategy. SUNY updates were provided by Interim Chancellor Deborah Stanley and Vice Chancellor Johanna Duncan-Poitier.

The annual AtD Dream Conference was held virtually and attended by myself and other representatives within the Strategic Initiatives and Planning Office.

Myself, other leaders from SUNY Schenectady Community College and the Schenectady City School District held a celebratory assembly at Schenectady High School on March 8 to announce that all members of the Class of 2022 were being granted early instant admission to the college in the fall. Approximately 400 students were presented with acceptance letters to SUNY Schenectady and next steps so they could begin the planning for their college entry.

This relationship between the school district and college, otherwise known as the "*Schenectady Promise*," serves to ensure that every student will have access and the opportunity to attend college including those who might not otherwise be considering college as an option due to a variety of reasons. As such, the promise to provide a pipeline and make college accessible to every student serves to address the college opportunity gap for our underserved students.

