



MANY VOICES, ONE CALL – The Strategic Plan to 2026

***President's Report***

May 2021

---

***Promoting Diversity, Equity, and Inclusion***

On April 6, Collection Development and Electronic Resources Librarian Giovannine Matheron worked with the Capital Area Library Assistants group to organize and participate in the "CALA Lunch and Learn: Autism Awareness for Adults in an Academic Setting". Senior Library Clerk Shari Cuomo also attended.

On April 8, Sarah Wilson-Sparrow met with the Schenectady Job Training Agency and students from SUNY Oneonta Human Services program who are graduating with their BA. The topic of discussion was opportunities within the Human Services field and career pathways postgraduation.

On April 9, Director of Library Services Jacquie Keleher participated in a SUNY-led discussion on Diversity, Equity and Inclusion (DEI) offered across SUNY campuses and on April 14, 2021, Jacquie attended "Addressing Equity-Minded, Inclusive, and Culturally Responsive Student Initiatives."

Associate Professor Allyson Keyser, D.M.A. (trumpet) is hosting weekly discussions with her classes about diversity, equity and inclusion that include studying minority conductors and teaching perspectives in conducting class and minority composers in music history class.

Dr. Keyser, D.M.A. (trumpet) has her students diving heavily into Minstrel shows and learning about Jim Crow in music history class, which has led to some important and eye-opening discussions. In the brass performance concentration class, students were asked to choose performers on their instrument that look different from them, an ongoing assignment that sparks excellent discussions related to DEI and the importance of being knowledgeable of DEI elements.

In wind ensemble, Dr. Keyser, D.M.A (trumpet) is rehearsing a piece called *A Mother of a Revolution!* by Omar Thomas. The piece commemorates the 50th Anniversary of the Stonewall Riots. Students learned about the history of the Stonewall Riots and Marsha P. Johnson, for whom the piece is dedicated to. We are thoroughly enjoying the conversations and the music and can't wait to share it with the SUNY Schenectady Community.

On April 20, Professor Ralf Schauer participated in a panel discussion on the topic of the interaction of environmental issues with social justice issues. This is relevant to his core courses as well as the Fifth Principal of Sustainability in Environmental Science which is a social and environmental justice issue.

On April 21, Liberal Arts Professors Rae Doyle, Dr. Babette Faehmel and Alicia Richardson attended a workshop entitled, "Dismantling White Supremacy in Online and In-Person Classrooms" presented by Melissa McPheeters.

On April 28 and 29, CSTEP & LSAMP Director Lorena Harris, PhD and the SUNY Schenectady Stall Catcher Team all participated in *The Stall Catchers International Catch-a-thon 2021* event. Stall Catchers is an online game anyone can play (no experience necessary). Players watch movies of the brains of mice and try to identify blood vessels as "flowing" or "stalled". The goal is to speed up Alzheimer's disease research by having many participants collaborate and contribute to the understanding, preventing and advancing of Alzheimer's Disorder Research (ADR) by gathering data to help answer key ADR questions.

On April 29, Professor Keion Clinton and Dr. Imari Shaw, Biology Instructor, moderated an open discussion as part of the SUNY Schenectady SGA program, "Lift Every Voice: A Community conversation about George Floyd, Daunte Wright, and hundreds more." Multiple faculty, staff, and administrators from attended the event.

Medical Coding and Billing Instructor Carol Maimone attended the SUNY Schenectady virtual live event on *The Lives of Transgender and Non-binary Students on College Campuses*. Carol is also continuing her work with the DEI subgroup on Microaggressions; the group is coming up with some exceptional ideas for moving forward.

On April 29, several staff including the Success Coach Manager, the Dean of Academic Affairs, Success Coaches and Academic Advisors participated in the "Student Success Summit: Embracing Equity and Building Inclusive Excellence".

The Guided Pathways Institute 3 was held on the Student Onboarding Process. It was a successful Institute attended by a collaborative team from across the campus.

Teaching and Learning Specialist David Wolf has continued with Cohort instruction specifically addressing accessibility and equity issues. Faculty are informed of the demographics of the College and taught about steps in inclusive design to accommodate their needs. Additionally, Cohort trainings introduce the Principles of Universal Design for Learning to ensure equitable learning environments. Cohort 9 Part 1 is completed and preparations for Cohort 8 Part 2 has begun. Cohort 8 will also entail quality reviews (OSCQR) of six of our courses.

David Wolf continues to discover new ways to inspire faculty to focus on only using accessible content. According to him, our accessibility standing is improving and the rate of inaccessible content is gradually decreasing.

Coordinator of the Testing Center, Mary Silvestri, also attended the 2021 Vanguard Awards & NET Conference. This session focused on highlighting students who should succeed in non-traditional fields over the course of the year. The conference then focused on the impact of women in government and community roles.

Workforce Development and Community Education (WFD&CE) staff continued participation in the Diversity Equity and Inclusion subgroups meetings.

Maria Kotary and Christian Ryan, instructor for Intro to Craft Brewing & Distilling course, met with Kaciem Swain, the Creative Director at Flagship Ultra. Flagship Ultra is a creative think-tank agency and idea lab producing brands, events, and products in Albany, New York. Mr. Swain's organization is working with 17-20 minority students who are interested in participating in the Intro to Craft Brewing & Distilling course at SUNY Schenectady. Mr. Swain has a vision of creating a Distillery completely owned and run by people of color. A partnership with Flagship Ultra and Mr. Swain would help bring future registrations to the Craft Brewing course.

### ***Delivering a Meaningful Student Experience***

The Foundation sent a spring scholarship survey to 17 Promise and Foundation Scholars, with the intent to gather information to update donors on the students' experiences and activities.

The Foundation is developing relationships with contacts at a sister college in Indonesia, with assistance from Chef Yono Purnomo, in order to lay the groundwork for international students to study in our School of Hotel, Culinary Arts and Tourism.

Vice President of Development and External Affairs, Stacy McIllduff and Chief of Staff, Paula Ohlhaus assisted with coordinating a video message from George Goldhoff '84 for Commencement. His message is a powerful call to action for the Class of 2021 to take part in changing our world for the better. Additionally, the Office of Marketing and Public Relations coordinated the video commencement messages for Chair Brown, President Moono and SGA President Jennifer Malave recognizing and congratulating the graduating Class of 2021.

On April 1 and April 9, three out of four of the Certified Medical Administrative Assistant (CMAA) successfully passed course and national testing.

On April 1 and April 9, 15 students successfully completed Phlebotomy course. 14 of those 15 students passed national testing to become Certified Phlebotomy Technicians.

On April 2 and April 21, Dr. Tiziana Rota and Sarah Wilson-Sparrow met with Dean Tania Cabrera and the Math, Science, Technology & Health (MSTH) Division to discuss collaborations and updates to the Health Studies Certificate to provide a more efficacious student experience and better align with market trends in the Healthcare Sector.

On April 5 and April 21, Maria Kotary and Sarah Wilson-Sparrow met with the Rethinking Adult Education grant team (Capital Region BOCES, Center for Economic Growth and AlbanyCanCode) to discuss next steps on the grant application. Capital Region BOCES is the application lead. This grant focuses on providing pre-apprenticeship opportunities in the Information Technology sector.

On April 8 and April 22, Sarah Wilson-Sparrow met with Interim Dean Kelly Majuri of Business Criminal Justice and Law and Professor Tami Calhoun regarding the development of a Micro credential around the Child Development Associate project.

On April 26, Director of Library Services, Jacquie Keleher and Senior Library Clerk Anna Fidler, and multiple other Academic Affairs faculty, staff, and administrators attended a presentation on Hy-Flex teaching with Dr. Lamb from Genesee County Community College.

On April 29, four students are scheduled to successfully completed Behavioral Health Technician (BHT)

On April 30, six students are registered to test for the New York State Certified Nurse Aide Exam

Student Activities Advisor/Title IX Coordinator Ben DeAngelis and Assistant Vice President of Student Affairs Sabrina McGinty have been participating in the NACUA Title IX training series, which will run until the end of May.

We continue to provide testing to all students and staff daily. We have tested 1,049 individuals during the month of April.

Admissions hosted a New Student Enrollment Day on May 1, providing face-to-face appointments with Academic Advisors, Success Coaches and Financial Aid.

Throughout the month, Adjunct Instructor Rachel Holland (CHM 113 - Fundamentals of Chemistry) has been incorporating a variety of demonstrations into her lectures to enable students to visualize chemical phenomena, for example using salt water mixtures to represent unsaturated, saturated and supersaturated solutions. Rachel also used ping pong balls and a hair dryer to show students how pressure, volume, and temperature effect the behavior of gas particles. She regularly employs Tutor-to-Learns, Kahoot and other interesting activities to address diverse learning styles in her classroom.

Dr. Allyson Keyser, D.M.A. (trumpet) has organized another masterclass for May 3, 2021 with the world-renowned guest trumpeter and pedagogue Rex Richardson. In this masterclass he will discuss how to revamp a music career and find motivation to practice during a pandemic or other setback.

Instructor Carol Maimone is constructing an enhanced virtual professional internship experience for the Fall 2021 semester which will include coding encoder work and a capstone seminar. This virtual internship is vital for students who cannot work in a healthcare setting due to COVID-19 limitations.

During April, Assistant Professor Kimberly Otis invited Richard Golding of SUNY Delhi and Addy Waldie of Trinity Alliance, MPI to speak about hospitality and the importance of trade associations in the hospitality industry.

Assistant Professor Kimberly Otis continued her work on the Scholarship Committee and as the Neurodiversity Cohort Leader on the DEI Task Force. She has also acted as the relationship coordinator between Feed Albany and SUNY Schenectady. Kimberly's banquet class works together with the Quantitative Foods class to cook, package and distribute food for Feed Albany.

### ***Building Organizational Effectiveness***

The Foundation submitted a \$3,000 grant request to the Network for Good Foundation to offset costs of the associate alumni data cleaning project.

Foundation staff met virtually with Deb Chesky, President of "That Man May See" Foundation at University of California, San Francisco to discuss grant request strategies and best practices.

Foundation staff held a preliminary planning meeting to identify issues with the current scholarship program, in preparation for the **Scholarships Work Group**. Dr. Donald Rohr will lead this group, which has been charged with overseeing the Foundation's goal of refining the scholarship program over the next five years.

Sarah Wilson-Sparrow and Professor Matt Farron have initiated monthly meetings to discuss Workforce and Business alignment within the college and ways that we can collaborate in partnerships.

During the month of April, Professor Tammy Calhoun, ECE Program faculty and Sarah Wilson-Sparrow, Executive Director of Work Force Development, have been meeting to investigate the potential design of a Child Development Associate (CDA) Micro-Credential.

On April 5, Musicians of Ma'alwyck (MoM) led by Adjunct Instructor Ann-Marie Barker Schwartz (violin) played live on WAMC's *Open for Takeout*. The program was devoted to Scottish music inspired by Robert Burns poetry. MoM is also in the process of releasing a new video short of MoM will be released. Shot by Chromoscope Pictures with content created by Adjunct Instructor Ann-Marie Barker Schwartz (violin), the film was inspired by the story of Legs Diamond and filmed in the historic Kenmore Ballroom, in Albany, NY. Musicians of Ma'alwyck was joined by guest artists Adjunct Instructor Brian Patneade (saxophone) and Max Caplan (piano) as well as professional ballroom dancers Florin and Natalia Vlad and actors Byron Nilsson and John Romeo. On Wednesday April 28<sup>th</sup>, Musicians of Ma'alwyck are performed a live concert at the Fort Orange Club in Albany, NY at their invitation.

On April 23, Adjunct Instructor Brian Patneade performed with the band Soul Tribe for the *Soul Nite!* event at Lost & Found in Albany, NY.

In late April, work began on replacement of selected roofs on Begley and Elston Halls. Our contractors began work on removal and replacement of the two slanted practice room roofs which was completed in early May. After completing that work, they moved to the large middle roof area of Begley Hall. Upon its completion, the roofers will transition to replacement of selected roofs above the Culinary kitchens.

Members of the College community met with the engineer, project manager and partners from Metroplex on the design and pre-construction of new parking lots on So. Church Street. A design for the parking lot and adjacent streetscape was agreed upon with construction bid documents going to the public in mid-May. We anticipate this project will be completed by the Fall of 2021.

In late April and early May, the College received 500 laptop computers that were purchased with HERRF (Higher Education Emergency Relief Fund) funding from the Federal government. These computers are essential for continued virtual instruction and electronic resources in support of our students.

In late April, members of the Office of Administration provided an update to the College community on ongoing and new capital projects. Projects discussed included the IT Infrastructure Project, Skyway Bridge Design/Engineering project, the Elston Hall Admissions and Welcome Center, and the Campus-wide Generator Project. In addition to the ongoing projects, three new capital projects were also discussed, which included Roof Replacements on

Elston Hall and the Center for Science and Technology, Renovation of the CST Chemistry Laboratory and Replacement of Culinary Ovens and Dishwashers in the School of Hotel, Culinary Arts and Tourism (HCAT).

During April and May, College management, together with leadership from the CSEA and SEIU bargaining units met to discuss labor contract negotiations.

In April, Charles Barber and Paul Henry of the ITS department attended a day-long workshop on Microsoft Azure. Azure is the foundation software of many of our IT server systems.

Associate Professor Allyson Keyser, D.M.A. (trumpet) began a free trial of Soundtrap -- a new music program -- where the brass and wind ensembles can rehearse more efficiently. Students now have greater ownership over their own recordings and have learned to edit them and set their own recording levels. Both students and Dr. Keyser have found this program to be extremely beneficial to all and enjoy using it.

Coordinator of the Testing Center, Mary Silvestri attended the NET Webinar #2: "It Takes a Village: Regional Collaborations for Transformative Impact" session which focused on evidence-based practices for developing collaborations and cooperative agreements with post-secondary and secondary institutions as well as partnerships between these institutions and industry.

Adjunct Instructor Susan Hermance-Fedak (voice) continues to provide voice recordings of hymns for her church's worship services and Adjunct Instructor Karlinda Caldicott (harp) continues to perform Sundays at the State Street Presbyterian Church in Schenectady.

For the second year in a row, the SUNY Schenectady CSTEP program, has been awarded the summer interdisciplinary and online suite program *Brite 2021*. This two-week collaboration involving Hello Studios, NGCP and non-profit organizations like SUNY Schenectady's CSTEP program, offers kids ages 13-16 the opportunity to join an online, interdisciplinary STEM program. The Summer STEAM Academy powered by Brite will take place July 12-22, 2021, and will provide an online suite of activities centered on collaborative learning with role models and consist of two courses: "Art x Science," featuring role models and activities at the intersection of art and science, and "Dream Big, Take Risks", featuring role models and activities that introduce kids to audacious careers in STEM.

BCJL Division Professor Gary Perkins worked independently with incoming adjunct instructors to support improvements in adjunct onboarding and training including work with course development, learning tools for Blackboard, and course assessment within the criminal justice programs.

Professor Gary Perkins has been working on keeping the OER Criminal Law text up to date. That text provides a savings of more than \$160 to each student in the program. Professor Perkins has also presented a program change to rename the Criminal Evidence & Procedure course to Criminal Law II, as the course deals with the 4<sup>th</sup> & 5<sup>th</sup> amendments, which is an extension of Criminal Law. With minor updates, students will again be saving more than \$160 for that course too. Both of these courses are required core courses in Criminal Justice.

Throughout the month of April, Professor Tammy Calhoun, ECE Program faculty and Director of Workforce Development Sarah Wilson-Sparrow have been met to investigate the potential design of a Child Development Associate (CDA) Micro-Credential.

Advising and the Success Center have collaborated with Admissions to offer New Student Registration Day Planning for Saturday, May 1<sup>st</sup>. 26 new students have registered for appointments.

Teaching and Learning Specialist David Wolf was the recipient of the [FACT2 Excellence in Instructional Support: Community Colleges Award](#). This is a system-level honor conferred to acknowledge and provide SUNY-wide recognition for consistently noteworthy achievement. He competed across all 64 SUNY campuses and he will be acknowledged at the [CIT conference](#) next month.

### ***Ensuring Financial Sustainability and Self-Sufficiency***

Foundation Board member Susan Zongrone '85 has agreed to lead the Foundation's ***Fundraising & Engagement Work Group***, which will be charged with increasing fundraising effectiveness to grow by 5% annually by engaging alumni, businesses and the community.

Foundation Board member Kevin Buhmaster has agreed to lead the Foundation's ***Communications Work Group***, which will be charged with creating a new case for growing flexible funding to support our students over the next five years.

The Vice President of Development and External Affairs met with two (2) major donors.

The Foundation's Stewardship Officer sent 61 alumni survey "Thank You" packages, which included the 50<sup>th</sup> Anniversary brochure and led to two new brick orders.

In line with our donor stewardship and retention strategy, the Foundation sent out several "good news" communications in April:

- The April 2021 issue of *alumNEWS* was successfully sent to 19,152 alumni and associate alumni and featured a personal video by Stacy McIlduff of the fountain and news that brick pavers are still available;
- "A Tune for Your Friday Afternoon" featuring the SUNY Schenectady Wind Ensemble was sent to 982 donors as a feel-good Friday message;
- "MVP Sign in the Food Pantry" was a custom video for Ellen Sax; and
- "CLYNK for the Food Pantry" educated and solicited 6,593 targeted donors on Earth Day.

On April 7, Sarah Wilson-Sparrow met with Hill & Markes regarding the continuing development of our partnership in the Supply Chain and Leadership areas.

On April 8, Sarah Wilson-Sparrow met with Hill & Markes, Fulton-Montgomery-Schoharie County One Stop, Schenectady Job Training Agency, Capital Region Workforce Development Board and the Employer Resource Network to discuss the workforce system and alignment with funding streams to support training projects at Hill & Markes.

On April 9, Sarah Wilson-Sparrow attended the Capital Region Workforce Development Board meeting. In this meeting Sarah and other members of the board voted to increase Workforce Innovation and Opportunity Act funding allocations from a cap of \$1,500 to \$4,000 per individual. This change went into immediate effect and will have a positive impact on workforce initiatives across the region.

8 funding sources have been identified for currently enrolled students:

- Health Profession Opportunity Grant
- Albany Community Action Partnership (Consolidated Funding Application)
- Schenectady Community Action Partnership (Consolidated Funding Application)
- Schenectady Job Training Agency (Workforce Innovation Opportunity Act)
- City of Albany (WIOA)
- Fulton Montgomery Schoharie Workforce Development Office (WIOA)
- Access VR
- Self-Pay
- Some Self-Pay will be receiving tuition reimbursement through their employer

Two classes began in April: Certified Phlebotomy Tech and EKG. The Phlebotomy Tech was filled to capacity and EKG is running at 86% capacity.

On April 12, WFD&CE Grant Team (Christine McLearn, Dr. Tiziana Rota, Sue Lombardi and Sarah Wilson-Sparrow) submitted a grant to the Health Resources and Services Administration (HRSA) for \$2 million that would expand our Behavioral Health Technician and Community Health Worker offerings and support credit and noncredit students pursuing behavioral health career and education pathways.

On April 13, Sarah Wilson-Sparrow met with the One Schenectady Coalition which works together collaboratively to meet workforce needs with a particular focus on COVID response and recovery efforts.

On April 22, Director of Library Services Jacquie Keleher and Collection Development and Electronic Resources Librarian Giovannine Matheron met with Robert Karen, from the Westchester Academic Library Directors Organization to discuss pricing and potential savings on our current subscriptions. With the increased focus on deliberate financial prudence that has been implemented in Academic Affairs, Interim Dean of Liberal Arts Eileen Abrahams and Director of Library Services Jacquie Keleher found a cost savings for the College-wide subscription to Mango Languages.

On April 27, Sarah Wilson-Sparrow and Dr. Tiziana Rota attended the NYS Budget Overview hosted by New York Association of Training & Employment Professionals (NYATEP) with specific focus on workforce development allocations and grant opportunities.

On April 27, Sarah Wilson-Sparrow attended the Greater Capital Region Career Center-Community College Partnership meeting to discuss collaborative work between the workforce development boards and workforce arms of community colleges in the Capital Region.

On April 27, Sarah Wilson-Sparrow attended the monthly Apprenticeship Programs at SUNY meeting to discuss ways in which apprenticeship opportunities can be further shared and adopted across the NY state.

During April, members of the Office of Administration participated in conversations with SUNY, the SUNY Community College Business Officer Association members and the National

Association of University and College Business Officers (NACUBO) group on guidance necessary to spend the Federal Coronavirus HEERF funding. Items discussed included how to calculate for lost revenues and clarification on eligible costs.

During April and continuing into May, the Office of Administration continued work on the 2021-22 college operating budget. Departments were asked to review their initial funding requests to ensure appropriate resources were requested for 2021-22. It is anticipated the 2021-22 operating budget will be presented to the Board of Trustees in June of 2021.

In late April, the Office of Administration conducted a Request for Proposals for the College's Auditing Services. An RFP was released with proposals received in April. Interviews were conducted with the top three firms with a recommendation of award anticipated to be made for the May 2021 Board of Trustees meeting.

### ***President's Outreach***

SUNY Schenectady and Brown School partnered together on the Early College Program. The partnership allows students at Brown School to earn college credits and an associate degree while still in high school. SUNY Schenectady was the first community college partnership Brown School collaborated with.



Dr. Moono attended the Presidential Inauguration for Montgomery County Community College, in Pennsylvania.

A Virtual Coffee and Conversations meeting was held with faculty and staff, providing College updates on budget, capital projects and commencement.

Dr. Moono participated in the Human Rights Commission meeting held earlier this month, as we met to discuss the revisions to the by-laws. Additionally, the job descriptions for the Executive Director were reviewed.

SUNY Schenectady Student Government Association presented: Lift Every Voice: A Community Conversation about George Floyd, Daunte Wright, and several others. I, along with Damonni Farley, SUNY Schenectady Board Member offered our reflections on this topic and how the outcome will impact us as a community.

Dr. Moono was a panelist on a National Community College Panel Discussion, hosted by TargetX. The panel was entitled: “Community College Focus: Addressing Equity-minded, Inclusive, and Culturally Responsive Student Initiatives.”



SUNY Schenectady was the host for the Schenectady County Naturalization Ceremony. This was an important and special day for those whose dreams of citizenship have now become a reality. Chief of Staff coordinated the “drive-in” event with Cara Ackerley, the Schenectady County Clerk. Dr. Moono provided remarks on his own experience as an immigrant and was accompanied on stage by Judge Powers and Cara Ackerley for the ceremony. Thirty new citizens were celebrated.