

Medea C. Rambish

April 20, 2023

Dear Search Committee:

Please accept my application for the Associate Vice President for Student Success and Strategic Initiatives at Monroe Community College.

I have spent 22 years at community colleges as both a teacher and administrator specializing in developmental education. During my first five years as a higher education professional, I taught underprepared and English for Speakers of Other Languages (ESOL) students in rural, suburban, and urban areas the fundamental skills and strategies to help make them successful in college and beyond.

I have been a college administrator, with responsibility for college-wide academic support initiatives, since 2006. My role has been the main bridge between student and academic affairs, as developmental education includes advisement, coursework, academic support, and college and career readiness initiatives. Currently, I oversee a centralized developmental education division, working with colleagues on campus and in the community in order to improve student readiness and success, retention, and completion. In this capacity and throughout my time as a community college administrator, particularly the past 12 years that I have spent in an academic dean role, I have made many difficult decisions and engaged in transformational leadership in order to move the needle on retention and success, specifically within our most vulnerable student populations.

Upon my arrival at MCC, I oversaw Starfish, the early alert program, and I was asked to serve on the Integrated Advising Board, a group whose focus was to develop an advising model in line with the Guided Pathways effort. I was on the core group of four who developed, presented, implemented, and assessed this model for efficacy. The IAB team and I attended two Achieving the Dream Holistic Student Success Conferences where we collaborated to build the framework for the model. In 2017-2018, I also was the MCC team lead for SUNY Guided Pathways Cohort One. As the team lead, I coordinated team responses to a comprehensive Scale of Adoption (SOA) assessment, as well as six pre-, during, and post-conference worksheets for submission to the SUNY Guided Pathways lead. I also was the primary architect of the Student Success Committee concept and structure, wherein I wrote a proposal for review by the former Vice Presidents and assisted with its start and as a co-lead on two of the committees.

I have also been the lead or co-lead on many retention and success initiatives, both in my role as dean and as a college representative. I have led several SUNY projects, including the Strong Start to Finish Mathematics Co-Requisite Project and REACH, and I attended and presented at Innovations, AACC, and SUNY Student Success Summits. In addition, I have participated in and/or co-lead the Single Moms Success Design Lab project for four years. I have also worked together with the other two deans on a more equitable and accurate course placement model for many years.

Recently, I have facilitated or led the writing of policies, procedures, and protocols relating to SUNY Seamless Transfer and Articulation, Dual Enrollment, and course placement. I have co-written/written grant applications and partnered with the MCC Foundation to fund many projects, including a federal Title III grant and a four million-dollar, five-year grant through the Eastman Savings and Loan (ESL) Charitable Foundation to support underprepared students and high school

stop-out students to come to MCC to earn their New York state diploma within a credential pathway.

I also have extensive experience writing strategic or division plans. I co-wrote the first draft of the Academic Master Plan with the Associate Vice President of Instructional Services, and I co-wrote the Strategic Enrollment Master plan with the Associate Vice President of Enrollment Management. I have experience with writing both Middle States Commission on Higher Education and Higher Learning Commission reports and participating in site visits. I have used data in decision making as a tool for improvement of programs for many years, since working at a first-round Achieving the Dream college (Montgomery County Community College, PA).

I believe that all of these experiences have led me to apply for this position. If I were to be selected for this position, I would look forward to working with college support departments and faculty to implement proactive mentoring and coaching programs and seamless student networking systems meant to retain and support students in meeting their goals. I look forward to connecting with students and hearing from them about what would help them to be successful. I believe that making connections with community business, industry, and education leaders will give students every opportunity to utilize the skills they already possess in tandem with what they learn in the classroom to prepare for college and the workplace. Community colleges are vital to the economy of a community, and students should be offered the equity and opportunity to work and live safely in the region in which they wish and make a comfortable living in a field they like.

I have learned that being highly communicative is the keystone to being a successful leader, and having tenacity and the ability to work in an environment of ambiguity is essential for leaders in postsecondary education. I possess these qualities, and I look forward to speaking with you further about how I can make a positive impact on the lives of students and on the strategic direction of the institution.

If I am the successful candidate, I wish to negotiate salary given my current salary. Thank you for your time and consideration.

A handwritten signature in cursive script, reading "Medea Rambish", enclosed in a thin black rectangular border.

Medea C. Rambish