

# MCC

2022  
President's Report  
to the Community



Monroe  
Community  
College

STATE UNIVERSITY  
OF NEW YORK



TOGETHER AS ONE • STUDENT-CENTERED COLLEGE • ENROLLMENT REIMAGINED  
• COMMUNITY ENGAGEMENT AND PARTNERSHIPS •  
• INSTITUTIONAL EFFECTIVENESS, EFFICIENCY AND SUSTAINABILITY •

# Member of the League for Innovation in the Community College



## Monroe Community College

STATE UNIVERSITY OF NEW YORK

### Transforming the Future Together: Message from the President

There is a saying, made famous by Alex Dumas in his novel *The Three Musketeers*, “All for one, one for all.” At Monroe Community College (MCC), we say, “Together as One.”

As part of our strategic plan, *Vision2027*, it is our belief that our success as a college rests in the understanding that we all have a role to play. That it takes all of our MCC family, through collaboration, innovation, and a commitment to educational excellence and equity, to achieve. As a national role model and the jewel of Greater Rochester and Monroe County, MCC is also aware of its role and responsibility as the “community’s college,” to meet the breadth of our community’s needs.

With *Vision2027*, each division of the College has worked to create and implement strategies to both understand and address the challenges we face while positioning the College to seize opportunities which amplify our relevance for the next 60 years of our existence. This plan was created with the input of over 200 unique voices, including both MCC students and employees and external stakeholders. *Vision2027* is our roadmap, with key stakeholders from across our community partnering with us to set a strategic vision for how we will work together to catalyze MCC’s relevance over the next five years.

This *President’s Report to the Community*, released in 2023, illustrates many wonderful examples of MCC’s accomplishments over the past year. These accomplishments and others were not achieved alone. Your connection to and support of MCC’s mission of excellence, innovation, and access have been vital with the changing needs of a continually evolving world. MCC is grateful for your help in transforming the future together for our community, our region, and our state.

Kindest regards,



DeAnna R. Burt-Nanna, Ph.D.

President

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*Chief of staff*



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*Vice president, Economic & Workforce development and Career Technical Education*



**Calvin J. Gantt, Ed.D.**  
*Vice president, Diversity, Equity & Belonging; and executive director, Downtown Campus*



**Greg Hinton, MBA**  
*Chief financial officer and vice president, Administrative Services*



**Margaret Semmer, Ed.D.**  
*Provost and vice president, Academic and Student Affairs*



**Gretchen D. Wood, MPA, CFRE**  
*Vice president, Institutional Advancement; and executive director, MCC Foundation*

**Accreditation** | Monroe Community College is accredited by the Middle States Commission on Higher Education, 3624 Market St., Philadelphia, PA 19104, (267) 284-5000. The Commission on Higher Education is an institutional accrediting agency recognized by the U.S. Secretary of Education and the Commission on Recognition of Postsecondary Accreditation.

## Partnership and Progress for Student Success: Message from the Board of Trustees Chair

The Board of Trustees have forged a positive and productive partnership with President Burt-Nanna and her team in pursuit of student success at Monroe Community College. This partnership is indicative of both our commitment to MCC and to our students. With approximately 90% of our graduates remaining in our region, MCC's vital role in our community and in educating our future workforce cannot be matched. It is a partnership reflected throughout MCC's *Vision2027* strategic plan.

This partnership continues to guide MCC through demographic changes in our region, the challenges our students face, both in and out of their academic or job training pursuits, as well as the increasing fiscal challenges educational institutions across the state face.

It is a partnership based on a commitment to excellence, innovation, and putting the needs of MCC students first and foremost. President Burt-Nanna, her team of administrators, faculty and staff exemplify this commitment every day.

With this partnership and SUNY's continued support, we are confident in MCC's ability to meet these challenges, pursue excellence, and focus on the success of our students.

Sincerely,



A handwritten signature in black ink that reads "Allen K. Williams". The signature is fluid and cursive, with the first name being the most prominent.

**Allen K. Williams**

*Chair*

*Program coordinator, Rochester Joint School Construction Board (retired)*

# Monroe Community College Board of Trustees



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# Together as One

## FIRST-EVER MEETING WITH COMMUNITY FAITH LEADERS



Among MCC's early efforts as a thought partner in the national Truth, Racial Health & Transformation initiative was a first-ever convening between MCC's Executive Leadership Team and Rochester-area faith leaders (pictured above), held on the Downtown Campus in August 2022.

Forty local leaders representing a broad spectrum of faith institutions were invited to contribute ideas and solutions aimed at increasing racial equity in higher education and society. It is the first of many ongoing dialogues planned to engage residents of all ZIP codes toward fostering a college-going culture across the local community.

## STUDENTS PROMOTE WELL-BEING OF REFUGEE FAMILIES

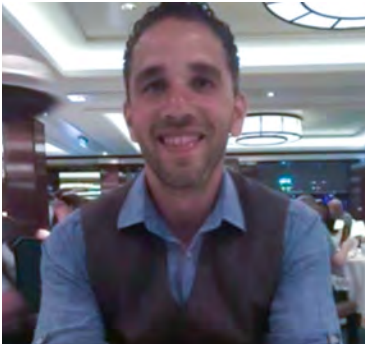
Where to start — the giant Connect 4 set, a chemistry demo, or a game of sack toss?

That was the choice Rochester-area refugee children faced as they enjoyed an evening of indoor interactive play, ranging from board games to hands-on experiments. Organized by a team of MCC students, the free event for refugee children and their families (pictured right) was held at the Downtown Campus in November 2022 as part of a student-led project promoting the well-being of young refugees and building a more inclusive community. The project demonstrated the positive role that increasing access to supervised play can have in enhancing coping skills and well-being.

While children played, families gathered in another room for an opportunity to meet with local outreach groups to learn about various community supports available.



**WITHIN THE NEXT FOUR TO FIVE YEARS, MCC WILL BECOME A MAJORITY MINORITY-SERVING INSTITUTION.**



## AWARD-WINNING STUDENT

Before Camilio Ocasio (pictured left), began his MCC journey in 2019, he was a GED holder who left school to help provide for his family and, over the years, held a string of “unfulfilling jobs.”

In need of help with adjusting to college life and building a strong academic foundation, he soon became part of the close-knit communities within the Educational Opportunity Program (EOP) and the Men of Excellence program at MCC. With their support and the resources available to him, he excelled in his studies, earning a spot on the dean’s list for four semesters.

His success inspired him to pay it forward: He tutored math and science and, as a peer leader, helped new students navigate the college environment. In 2022, he was among 45 SUNY EOP scholars honored with the Norman R. McConney Jr. Award for Student Excellence.

The 42-year-old parent of two boys is focused on completing his automotive technology degree while gaining paid work experience with the goal of being hired upon graduation.

**“THE SUPPORT SYSTEM – FROM SCHOLARSHIPS AND THE TUTORING CENTER TO THE EOP AND THE MEN OF EXCELLENCE – IS PHENOMENAL. MCC HAS BEEN REALLY GOOD TO ME.”**

- Camilio Ocasio



**EDUCATION IS AMONG THE TOP FIVE CHOSEN FIELDS OF STUDY AT MCC, WITH 286 STUDENTS ENROLLED ACROSS FOUR ASSOCIATE DEGREE AND CERTIFICATE PROGRAMS IN FALL 2022.**

## MENTORING PROGRAM AIMS TO ATTRACT AND RETAIN TEACHERS OF COLOR

In December 2022, early-career Rochester city educators began training for their yearlong role as professional mentors to students in MCC’s education degree programs.

Eight students, each paired with a mentor, are among the first participants (pictured above) of the inaugural Black, Indigenous, and People of Color (BIPOC) Teacher Mentoring Program, which kicked off in January 2023. A collaboration between MCC and the Rochester City School District, the program aims to create a strong system of support for aspiring and current educators of color. It also aims to recruit and prepare a new generation of teachers while helping retain those who are relatively new to the profession.

The mentoring program is funded by a two-year, \$133,000 grant from the Max and Marian Farash Charitable Foundation.

# Student-centered College

## INCREASED HEALTH AND WELLNESS SUPPORT FOR STUDENTS

In the second half of 2022, a reorganization merged Health Services with Counseling and Disability Services in establishing a Health and Wellness whole-person care model. The goal is to foster a culture of well-being and holistic wellness support for students. Leveraging Higher Education Emergency Relief Fund (HEERF) grants, MCC expanded resources and services, including:

- Hiring a health and wellness counselor (pictured right) to organize, coordinate and lead event offerings college-wide on topics covering suicide prevention, mental health awareness, health education, nutrition, sexual health, disability awareness and more. The counselor has prioritized the education and promotion of well-being and wellness among the student body; increased access to wellness resources and supports by offering on-campus events; and promotion of a healthy community that supports students' holistic well-being.
- Hiring an additional mental health counselor to meet our students' social-emotional needs.
- Providing Mental Health First Aid classes and instructional materials/resources to better equip MCC employees with the necessary tools to assist students experiencing emotional struggles. This skills-based training was available to MCC faculty, staff, public safety officers, and Housing & Residence Life staff to support attendees on how to identify, understand and respond to signs of mental illness and/or substance abuse disorders.



## PERSONAL LIBRARIAN SERVICE EXPANDS



In fall 2022, MCC Libraries expanded the Personal Librarian service to include customized outreach to first-year students and collaborated with other areas of the college – writing centers, student services, technology and faculty – in new ways to increase student success.

A dedicated personal librarian (pictured left) serves as students' point of contact to find and use materials needed for class assignments as well as other library resources, spaces and services throughout a semester. The librarian provides help in person or via email, phone or chat.

MCC is one of seven U.S. community colleges participating in the Community College Libraries & Academic Support for Student Success project focused on examining goals, challenges and needs from students' perspectives and developing services that effectively support students in achieving success. The project is supported by the Institute of Museum and Library Services.





## SCHOLARS' DAY CELEBRATES CREATIVE AND SCHOLARLY WORKS OF OVER 75 PRESENTERS

Over 75 MCC students, faculty and staff showcased their original research and creative works at the annual Scholars' Day in May 2022. Featured works included research and writing projects, exhibits (pictured left), drone and robotics demonstrations, and theatrical presentations.

\$32,000 in scholarship awards went to 23 top student presenters.

Presentations were judged on originality, creativity and the scholars' depth of understanding of the topic.



## OUTSTANDING GRADUATE

While in MCC's Honors Institute, Daniel Heberle '21 (pictured left) developed his academic research and writing skills by taking a deep dive into artwork from the medieval and early modern periods to street art of the present day. His essays were published in MCC's literary magazine, *Cabbages and Kings*, and earned multiple MCC Scholars' Day awards in 2021 and 2022.

One of his essays, "The Spaces and Surfaces of Street Art: The Perception of Graffiti in the Time of Banksy," won Most Outstanding Paper and Presentation honors in the arts category at the 2022 Beacon Conference for student scholars at two-year colleges in the Mid-Atlantic region. Another paper "Individualizing

the Objectified: Diego Velázquez's Court Dwarf and Jester Portraits of Philip IV's Court" appeared in the 2022 edition of *Illuminate*, an undergraduate journal of the Northeast Regional Honors Conference. Currently majoring in art history at University of Rochester, Heberle aspires to become a professor. He holds an associate degree in English and a certificate in advanced studies from MCC.

## AWARD-WINNING FACULTY

Two MCC faculty members received the national League Excellence Award for exemplifying exceptional teaching and leadership:

2022-23 – Sherri Kurtz (left), assistant professor and clinical coordinator for first-year students in the dental studies program

2021-22 – Rachel Santiago, Ed.D. (right), assistant professor of mathematics



A 2000 MCC graduate, Kurtz also received the 2022 New York Dental Hygiene Association Excellence in Mentoring Award for her outstanding contributions as a mentor in advancing the dental hygiene profession.

## Student-centered College



### STUDENT-ATHLETES' SUCCESS

187 student-athletes competed on 12 teams across seven different sports in 2022-23. Four teams competed in the national championship tournament: women's soccer, men's and women's swimming and diving, and women's lacrosse.

54 student-athletes earned all-conference, all-region, and all-American awards for their academic success. MCC student Sierra Edwards was named Western New York Athletic Conference Athlete of the Year.

MCC student-athletes completed more than 1,500 hours of community engagement, and 85 earned the MCC Leadership Education and Development certificate.

### WOMEN OF EXCELLENCE LAUNCHES TO INCREASE SUPPORT FOR UNDERSERVED STUDENTS



Launched in January 2022, MCC's Women of Excellence focuses on helping historically underrepresented populations, particularly first-generation students and those from low-income families, successfully navigate in and outside the classroom through holistic support and various self-improvement opportunities.

Program participants (pictured above) benefit from resources and support in the areas of academic readiness, financial literacy/assistance, professional development, community engagement, and health and wellness. In May 2022, scholarships were awarded to 13 participants who have shown talent or promise for success as a student and a leader.

Women of Excellence builds on the success of MCC's longstanding Men of Excellence initiative. Both aim to foster a sense of belonging among students, increase persistence and graduation rates, and prepare students for success beyond college.

# Enrollment Reimagined



## FACILITY EXPANSION TO STRENGTHEN TALENT PIPELINE

In April 2022, U.S. Rep. Joe Morelle in collaboration with Sens. Charles Schumer and Kirsten Gillibrand, sought – and later secured – \$3.5 million in federal funding for the expansion of MCC’s Applied Technologies Center to address employers’ workforce demands in the Finger Lakes region. The \$54.6 million center is anticipated to open in fall 2026 on the Brighton Campus, replacing the current facility located a mile away.

The new center would offer increased opportunities for hands-on training and education in automotive technologies; heating, ventilation and air conditioning; precision machining; optical systems technology and more. The current location housing the programs (pictured above) no longer adequately meets community needs.

## EXPOSURE TO 21ST-CENTURY CAREER SKILLS

In July 2022, six students from area public and parochial high schools completed the inaugural FANUC Robotics Handling Tool Operations & Programming, earning first-level certification in eight days. Students gained skills in setting up and programming a FANUC robot (pictured right) – tasks that an operator technician, engineer or programmer in the field regularly performs on the job. The training opportunity in the Finger Lakes Workforce Development Center on MCC’s Downtown Campus was supported through a Ralph C. Wilson Jr. Foundation grant.



In 2022, MCC was named a certified training institution for FANUC America’s material handling program software.

## HIGHEST GRADUATION RATE IN PROGRAM’S HISTORY

MCC’s optical systems technology program experienced record graduation rates and increased student enrollment in 2021-22 and 2022-23. The program’s historic gains come after years of robust collaboration with partners in industry and government, strategic recruitment and marketing, and program enhancements to meet employers’ workforce needs.

- Student enrollment increased 18% from fall 2021 to fall 2022 (from 101 students to 119 students).
- Recruitment efforts targeting underrepresented populations resulted in increased diversity of the optics student body in fall 2022: 24% female; 29% students of color.
- MCC graduated the most students in the program’s history in 2021-22 – the record was broken in 2022-23 when 47 degrees and certificates were awarded to 46 students.

GRADUATES	YEAR	PROGRAM GRADUATES	DEGREES & CERTIFICATES AWARDED
	2023	46	47
	2022	45	46

ENROLLMENT	YEAR	PROGRAM ENROLLMENT
	FALL 2022	119
	FALL 2021	101

# Enrollment Reimagined

## 5TH CLASS OF ESL/MCC SCHOLARS SELECTED

In December 2022, five MCC students (pictured right) were selected for the ESL/MCC Scholars program, a collaboration between ESL Federal Credit Union and MCC since 2017 to prepare students for a career in banking and finance. Students are offered a part-time, paid position at one of ESL's 24 local branches, and a \$1,000 scholarship for each semester they participate, up to \$2,000.



*Provided/ESL*

Benefits to ESL/MCC Scholars include professional skill development opportunities, mentoring, and exposure to career paths within the banking and finance industry. Students also have the option to obtain academic credit for their work experience.

The long-term goal of the program is for students to become employed full time at ESL upon graduation from MCC or their transfer college.

## TWO NEW ACADEMIC PROGRAMS RESPOND TO REGION'S INCREASED DEMAND FOR SERVICES

Approved by the State University of New York and registered by the state Education Department in 2022, two MCC academic programs respond to employers' demand for qualified professionals in the mental health and information science fields:

- **Geospatial Information Science and Technology A.A.S. degree**

MCC is the first college in New York state to offer an online associate degree program in geospatial information science and technology (GIST). A blend of in-person and online courses is offered to students seeking flexible learning options.

Participants learn to use specialized software to collect, convert and integrate geographical data into digital form. They also gain skills in using geospatial data to produce data layers, maps, tables and reports and conduct spatial analysis.

Innovative aspects of the program include virtual internship opportunities with organizations across the region and the globe, virtual one-on-one mentoring, and hands-on support from public and MCC libraries for students with limited or no access to computer technologies.

The program was supported in part through a \$468,000 grant from the National Science Foundation.

- **Hospital & Community Mental Health Tech A.A.S. degree**

The program prepares students in providing various specialized support to individuals with mental health needs in hospitals and community-based mental health care settings. Students learn the fundamentals of emotional wellness, an understanding of disabilities and related services, effects of substance abuse on behavior, how social and multicultural issues relate to mental health, and effective communication in a crisis situation.

Students also have an opportunity to gain fieldwork experience through various employers.



## STUDENTS AND FACULTY LEAD MCC-HOSTED COMMUNITY DIALOGUES

MCC hosted a series of Deliberative Dialogues on several local and national issues in the spring and fall 2022 semesters.

Moderated by a mix of students and faculty, the forums (pictured left) are unique opportunities to engage in collaborative thinking and robust political and democratic discourse. Attendees at a forum evaluate a pressing problem and discuss potential options and associated actions. Free and open to the campus community and the public, the annual forums have been organized by The Democracy Commitment at MCC since 2018.

Topics in 2022 included:

- “America’s International Relations: What Obligations Do We Have to the International Community?”
- “Elections: How Should We Encourage and Safeguard Voting?”
- “Safety & Justice: How Should Communities Reduce Violence?”
- “War in Ukraine: How Should the United States Respond?”
- “Making Ends Meet: How Should We Spread Prosperity And Improve Opportunity?”
- “COVID-19 And Vaccines: How Should We Keep Our Communities Safe?”
- “A House Divided: What Would We Have to Give Up to Get the Political System We Want?”



## REDOUBLING EFFORTS IN STUDENT RECRUITMENT AND RETENTION

In fall 2022, MCC’s Strategic Enrollment Management (SEM) Committee developed and introduced a plan aimed at increasing new student enrollment, retention and completion rates with a focus on post-graduation outcomes.

The SEM plan outlines overarching goals and strategies for 2023 and beyond. It uses key performance indicators set forth by the MCC Board of Trustees and the executive leadership team and takes direction from the college’s *Vision2027* plan.

Composed of faculty and staff across the college, the committee worked under the guidance of a SUNY-sponsored American Association of Collegiate Registrars and Admissions Officers coach funded by a Lumina Foundation grant and in collaboration with a cohort of SUNY community college enrollment leaders. Students were invited to share input during the project’s process to help inform the plan’s development.

# Community Engagement and Partnerships

## MCC AMONG RECIPIENTS OF AMERICAN RESCUE PLAN ACT GRANTS



In September 2022, MCC was awarded \$5.5 million to implement its Transforming Lives through Nursing Pathways initiative. The project focuses on expanding and strengthening the Licensed Practical Nurse (LPN) (pictured left), Certified Nurse Assistant Training and Development, Home Health Aide, and the Clinical Bridge programs to promote a smoother transition for working LPNs to succeed in MCC's registered nurse program.

MCC was one of 40 organizations in Monroe County selected to receive a share of the county's federal American Rescue Plan Act allocation.

## TRANSFORMING HEALTH CARE EDUCATION

In May 2022, a proposal to build a state-of-the-art laboratory space for health care training programs at MCC's Downtown Campus received unanimous approval from the Monroe County Planning Board. The project was added to the county's 2022-27 Capital Improvement Program and the 2022 Capital Budget. The board's action is in response to a \$1.25 million grant from the Louis S. and Molly B. Wolk Foundation to the MCC Foundation to help meet the Rochester community's pressing health care workforce needs. The project will convert two classrooms into the Louis S. and Molly B. Wolk Center for Nursing Excellence and Health Sciences. The Wolk Foundation has been instrumental in the evolution of the health care programs at MCC. The generosity that began with Louis and Molly Wolk has allowed MCC to respond quickly and meet the ever-changing health care workforce needs within our community.

## BANK OF AMERICA GRANT TO ENHANCE FWD CENTER EXPERIENCES

In July 2022, the MCC Foundation received a \$250,000 grant from Bank of America (pictured right) for further development of the Finger Lakes Workforce Development (FWD) Center, housed on the college's Downtown Campus.

The grant enables MCC and FWD Center partners to build a storefront experience in the fifth-floor lobby to orient and admit students and community partners to the apprenticeship program operations. Construction is anticipated to be completed in summer 2024.



The goal of the FWD Center is to increase the region's pool of skilled technicians for occupations involving robotics/automation, mechatronics, skilled trades, information technology, advanced manufacturing, and professional services.

**A VAST MAJORITY OF MCC'S 1,573 GRADUATES IN THE CLASS OF 2022 STAY IN OUR REGION AND CONTRIBUTE TO ITS SUCCESS.**

## CONFERENCE EXPLORES NEW FRAMEWORK IN TRAINING REGION'S WORKFORCE

In February 2022, MCC hosted a conference, "Intentional DEI and Accountability in Workforce Development and Technical Careers," featuring Montez King (pictured right), executive director of the National Institute for Metalworking Skills, followed by a panel discussion with area community leaders on elevating diversity, equity and inclusion (DEI) efforts in partnership with businesses and academia.the community.



Both events examined creating and delivering more inclusive, equitable educational opportunities in a collaborative approach to better serve students and the community.

Local civic and business leaders who served as panelists:

- Seanelle Hawkins, Ed.D., president/CEO, Urban League of Rochester
- Angelica Perez-Delgado, president/CEO, Ibero-American Action League
- Aqua Porter, executive director, Rochester-Monroe Anti-Poverty Initiative
- Dave Seeley, executive director, RochesterWorks



## EDUCATORS AND EMPLOYERS JOIN EFFORTS IN UPDATING MACHINIST TRAINING

In December 2022, a group of 30 area educators, employers and industry association representatives familiarized themselves with technologies and concepts being introduced in the advanced manufacturing field – the first of a series of workshops to help participants stay current on technical knowledge and skills.

In partnership with Rochester Institute of Technology, MCC is participating in a collaborative initiative on modernizing and accelerating machinist training and education to keep up with the pace of Industry 4.0 technology development. Participants (pictured above) include representatives from BOCES, Rochester Technology and Manufacturing Association and employers, including Gleason Works and Raymond Corp.

## U.S. ASSISTANT SECRETARY CASTILLO VISITS MCC

U.S. Rep. Joe Morelle (right) and MCC hosted U.S. Assistant Secretary of Commerce for Economic Development Alejandra Castillo (right) during her stop in Rochester in March 2022.

She participated in a workforce development roundtable discussion on Rochester's strengths and opportunities with about 20 invited guests from across the Finger Lakes region.



# Community Engagement and Partnerships

## MCC AND SUNY GENESEO JOIN FORCES TO PREPARE FUTURE STEM TEACHERS

In March 2022, a team of MCC and SUNY Geneseo faculty was awarded a five-year grant totaling \$1.4 million from the National Science Foundation for their collaborative project, “Supporting and Preparing Future STEM Teachers through Scholarships and Teaching Experiences.”

The project’s purpose is to recruit and nurture MCC science, technology, engineering and math (STEM) students and encourage them to consider careers in STEM education. Work is under way to build a pathway to SUNY Geneseo for these aspiring educators in STEM fields, including geology, biology and chemistry. Funds will be used to support students’ early teaching experiences (pictured right) through internships, mentorships, scholarship awards and other career-related services.

Serving as project co-leads for MCC are geology professors Jessica Barone and Amanda Colosimo.



## ESL HONORED FOR CREATING OPPORTUNITIES FOR STUDENTS TO ACHIEVE CREDENTIAL

In November 2022, represented by ESL Federal Credit Union President and CEO Faheem Masood (pictured left), ESL was honored with the MCC Foundation’s 2022 Salute to Excellence award for its philanthropic support of local residents returning to school to achieve a high school/college credential and of the hundreds of Rochester-area children who participate in the annual Be A Healthy Hero Summer Camp.

ESL’s cumulative \$5 million investment in MCC students over the years has touched all aspects of the college. ESL’s gifts provide scholarships and support innovative programs, such as Pathways to MCC and the Finish Strong Scholarship. Its generosity also helps launch accelerated training programs that prepare individuals to immediately begin in-demand careers upon graduation.

Additionally, as presenting sponsor of the annual MCC Scholars’ Day for more than five years, ESL has helped make it possible for MCC students to win scholarships for their original research and creative works and for MCC to bring distinguished visiting scholars to campus.



## OUTREACH TO CHILDREN THROUGH HIGH-IMPACT LEARNING

During June and July 2022, MCC hosted more than 750 Rochester City School District (RCSD) children ages 6 to 13 (pictured right) participating in the annual Be A Healthy Hero Summer Camp.



The five-week camp combines fitness activities with high-quality academics and health education to help students stay physically and intellectually active during the summer. It also promotes positive behavior by incorporating sessions on nutrition, character development, music, drug and alcohol avoidance, and teambuilding. Youth volunteers and junior counselors who gain paid experience assist with instruction, mentoring and role modeling.

The camp would not be possible without our community partners who are building on the legacy of support from the Greater Rochester Health Foundation, including the ESL Charitable Foundation, Glover-Crask Charitable Trust, Ralph C. Wilson, Jr. Legacy Fund for Youth Sports at the Rochester Area Community Foundation, RochesterWorks, United Way of Greater Rochester and the Finger Lakes, and the William & Sheila Konar Foundation.



## RECORD ENROLLMENT IN YOUTH APPRENTICESHIP PROGRAM

The Finger Lakes Youth Apprenticeship Program (FLYAP) finished its 2021-2022 academic year with record numbers. In its third year, FLYAP tripled student enrollment and employer participation and expanded to every BOCES and Career & Technical Education high school in the Greater Rochester and Finger Lakes region.

*Provided/RTMA*

A collaboration of MCC and the Rochester Technology and Manufacturing Association since 2018 to proactively address the region's demand for skilled workers, FLYAP offers high school juniors and seniors (pictured left), an opportunity to participate in a job shadow and/or paid co-op at a local advanced manufacturer. It is the only manufacturing apprenticeship program for youths in New York state.

### FLYAP BY THE NUMBERS: (2021-22)



## INVESTING IN THE SUCCESS OF FUTURE STUDENTS

28 Monroe County high school students completed the Summer Advanced Manufacturing Experience (SAME) program in July 2022, gaining basic career skills and knowledge in a high-demand field (pictured right).

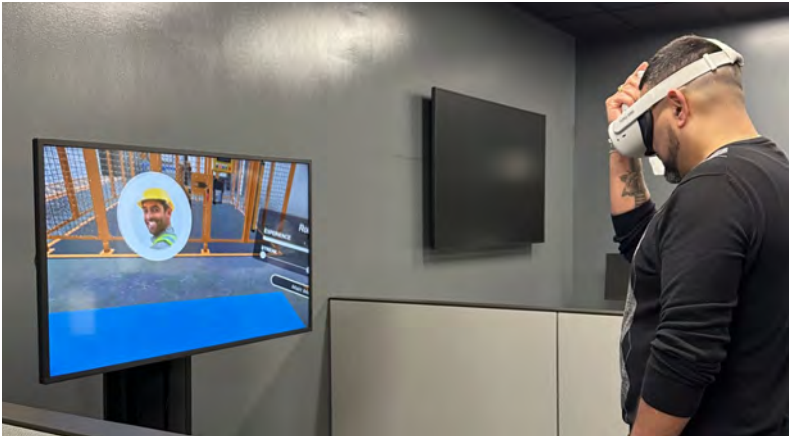
Upon completion of the three-week program, participants received three credit hours toward an A.A.S. degree or certificate in precision machining or optical systems technology at MCC.



*Provided/Monroe 1 BOCES*

The annual program is funded by Monroe County and supported by MCC, Monroe One BOCES, Monroe 2-Orleans BOCES and the Finger Lakes Advanced Manufacturers' Enterprise.

# Community Engagement and Partnerships



## NEW AR/VR ROOM PROMOTES CAREER EXPLORATION

In July 2022, work commenced to create a Career Exploration and AR/VR Room in the Finger Lakes Workforce Development (FWD) Center on MCC's Downtown Campus.

A resource for individuals of all ages, the newly established space is designed to promote career exploration and increase the community's awareness of how programs in robotics,

augmented reality/virtual reality, automation, and information technology available at the FWD Center can lead to in-demand jobs that pay family-sustaining wages.

Using augmented and virtual technologies, individuals try their hand at different occupations in virtual, simulated environments across career clusters in advanced manufacturing, skilled trades and automotive technology (pictured above). For participants who want to take a deep dive into a particular occupation, a different simulation experience immerses them into a virtual environment that replicates real-world equipment and workplace processes.

Opened in January 2023, the AR/VR Room project was supported through grants from the Ralph C. Wilson, Jr. Foundation and Perkins.

## AWARD-WINNING FACULTY

Jonathon Little (pictured right), professor of geography and director of MCC's Geospatial Information Science and Technology (GIST) programs, is the 2022 recipient of the American Association of Community College's Dale P. Parnell Distinguished Faculty honor for going above and beyond to support students in and outside the classroom.

Currently an advisor of the student-led MCC Mapping Club, he has worked with organizations across New York state and the world in creating virtual internship opportunities for GIST students. He also served as the National Geographic's steward for New York state.

He was awarded the 2021 James Kweku Eshun Mentoring Award from the U.S. Agency for International Development for his exemplary support of students.



# Institutional Effectiveness, Efficiency and Sustainability

Guided by its strategic plan *Vision2027*, MCC provides effective programs and services through the efficient and sustainable use of resources.

The college invests in its students, faculty and staff, facilities, and technology to provide an inclusive culture and relevant education.

Key performance indicators are used to monitor progress annually toward achieving increased institutional effectiveness, efficiency and sustainability.



## MCC'S STRATEGIC GOALS:

- Strengthen employee recruitment, onboarding, retention, technology training, professional development, and succession planning.
- Invest resources into internal data-sharing, communications, decision-making, and systems integration.
- Advance institutional effectiveness and organizational efficiency through integrated planning, collaboration, assessment, evidence-based decision-making and automation.
- Develop a proactive fiscal strategy that promotes revenue growth and aligns programs, staffing, and facilities with College priorities.

# Institutional Effectiveness, Efficiency and Sustainability

## MCC 2022-23 OPERATING BUDGET

REVENUE SOURCE:	REVENUE AMOUNT:	COSTS BY FUNCTION:	FUNCTION AMOUNT:
Tuition and Fees	\$44,008,743	Instruction	\$41,321,325
Other Sponsored Programs	\$2,816,000	Other Sponsored Programs	\$2,725,723
State Aid	\$29,911,328	Public Service	\$531,214
Federal Appropriations – HEERF	\$5,400,000	Academic Support	\$12,832,065
Monroe County Sponsor Support	\$20,380,000	Libraries	\$1,906,527
Charges to Other Counties	\$5,513,040	Student Services	\$12,236,239
Other Sources	\$1,410,889	Maintenance & Operation of Plant	\$18,689,328
Allocated Fund Balance	\$0	General Administration	\$9,075,411
		General Institutional	\$10,122,168
<b>TOTAL REVENUES:</b>		<b>TOTAL EXPENDITURES:</b>	
	<b>\$109,440,000</b>		<b>\$109,440,000</b>

# Institutional Effectiveness, Efficiency and Sustainability

## A TEAM OF DATA CHAMPIONS

In September 2022, a group of MCC staff members completed six-month training for their new role as Data Champions.

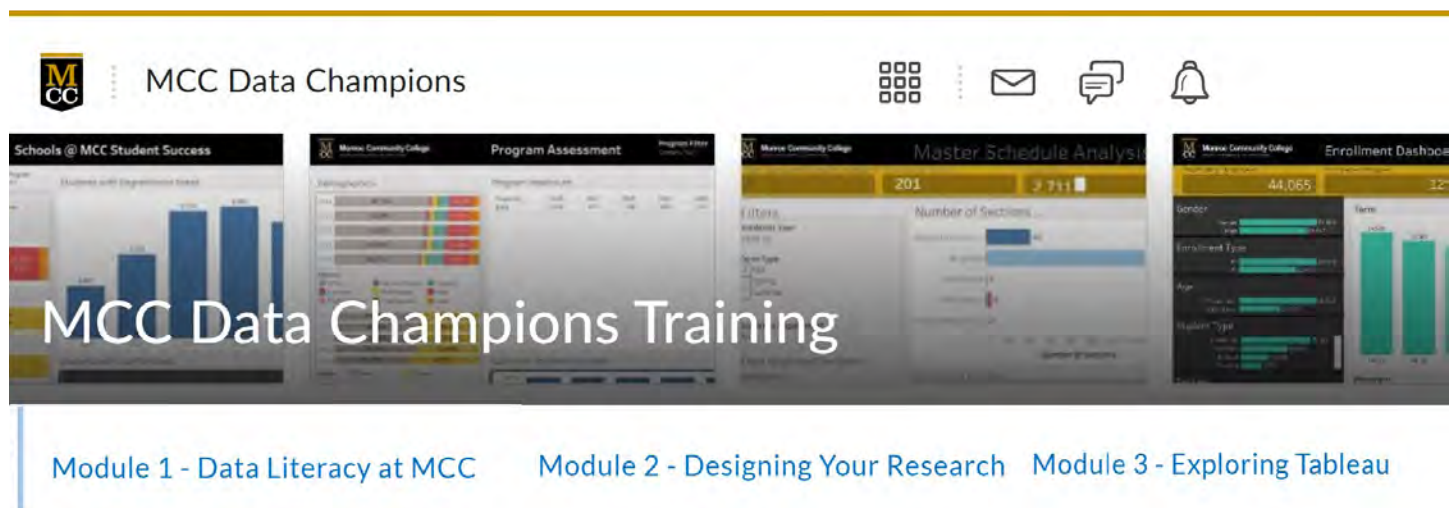
When members of the MCC community seek data, they can now go directly to a Data Champion with the appropriate expertise. Data Champions are able to pull reports, design dashboards (pictured right) and access and analyze any needed data within their area of focus.



The group also collaborates on practices that will guide future data work at MCC, including data literacy opportunities.

Recognized as 2023 Innovation of the Year by the League for Innovation in the Community College, the initiative allows for greater transparency and information sharing across areas in partnership with Institutional Research and reaffirms MCC's commitment to data-informed decision-making. The Data Champions program was.

The planning team has also created an online course (pictured below) for the use of others the vice presidents may designate for this training in the future.



## BOARD'S ROLE IN SETTING STUDENT SUCCESS

MCC's Board of Trustees has taken a proactive role in setting and promoting student success. Beyond voting to endorse the strategic plan *Vision2027*, the trustees were active in its development and promotion. They have collaborated with President Burt-Nanna and her Cabinet to develop and set key performance indicators by which strategic priorities of *Vision2027* will be assessed.

Board members also provide input into the budget process to fund annual priorities. Annually, in the spring, they meet with the president, vice presidents, and representatives from institutional research and enrollment for the Budget Workshop. This is a precursor to presenting the budget to the County Executive and county legislature for approval each year. The board has changed its meeting agenda with the addition of the student testimonial, student success dashboard and student trustee report, to receive updates and get a first-person account from students regarding MCC.

# MCC Foundation Leadership



## 2022-2023 MCC FOUNDATION BOARD OF DIRECTORS

### **Lori A. Van Dusen, chair**

founding principal and chief executive officer, LVW Advisors.

### **Gretchen D. Wood, MPA, CFRE**

vice president, Institutional Advancement and executive director, Monroe Community College Foundation.

## EXECUTIVE COMMITTEE:

### **David J. Beinetti,**

principal, SWBR

### **Martin K. Birmingham,**

president and chief executive officer, Five Star Bank

### **Daniel J. Burns,**

regional president, Rochester division, M&T Bank

### **DeAnna R. Burt-Nanna, Ph.D.,**

president, Monroe Community College

### **Julie Camardo,**

chief executive officer and owner, Zweigle's, Inc.

### **John L. DiMarco, II,**

president and chief operating officer, DiMarco Group

### **Lauren Dixon,**

board chair, Dixon Schwabl

### **Sergio Esteban,**

principal, LaBella Associates

### **Emerson U. Fullwood,**

corporate executive, Xerox Corporation (retired)

### **Kenneth L. Hines,**

senior vice president, Merrill Lynch, Pierce, Fenner & Smith Inc.

### **Scott M. Kogler,**

CPA/PFS, president and shareholder, Davie Kaplan, CPA, P.C.

### **Lee J. Patterson '70,**

sales and marketing executive, Millwork Industry (retired)

### **Margaret Semmer, Ed.D.,**

provost and vice president, Academic and Student Affairs, Monroe Community College

### **Mark A. Siwiec,**

Realtor, The Mark Siwiec Team, Keller Williams Realty Greater Rochester

### **Gary L. Squires '76,**

president, Manning Squires Hennig Co., Inc.

### **Stephanie E. Von Bacho '88,**

senior director, learning and development clinical enterprise, University of Rochester Medical Center

### **Maureen R. Wolfe,**

senior vice president, human resources and community relations, ESL Federal Credit Union

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Inquiries regarding the application of Title IX and other laws, regulations and policies prohibiting discrimination may be directed to MCC's civil rights compliance coordinators:

**Shannon Glasgow,**

Title IX coordinator

(585) 292-2108 or [sglasgow@monroecc.edu](mailto:sglasgow@monroecc.edu)

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## MCC PRIMARY SUBURBAN AND URBAN LOCATIONS

- 📍 Brighton Campus and Applied Technologies Center  
Brighton, N.Y.
- 📍 Downtown Campus, home to the Economic and Workforce Development Center and the Finger Lakes Workforce Development Center  
Rochester, N.Y.
- 📍 Public Safety Training Facility  
Chili, N.Y.
- 📍 Virtual Campus  
Online
- 📍 Monroe Community College  
1000 East Henrietta Road  
Rochester, NY 14623-5780

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