



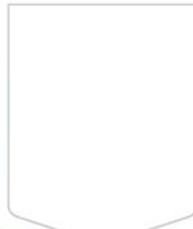
Thank You, Foundation Staff & Board for post surgery well wishes

Town Hall

Friday, July 10, 2020



- Announcements
- Re-Opening campuses
- Fiscal Impact Personnel Strategies
- Questions & Answers



Inspiring every day.



Welcome today's fellow-panelists:

- Tony Perez, Chief Public Safety**
- Darrell Jachim-Moore, Administrative Services**
- Mike Quinn, Controller**

July 4, 2020...yet 168 years ago



- July 5, 1852 Frederick Douglass, Corinthian Hall, Rochester; addressed the Rochester Ladies' Women's Anti-Slavery Society.
- "What to the Slave Is the Fourth of July?"
 - Constitution is a GLORIOUS LIBERTY DOCUMENT.
 - Slaves owed nothing to and had no positive feelings towards the 4th
 - Profess to believe, "that, of one blood, God made all nations of men to dwell on the face of all the earth," and hath commanded all men everywhere to love one another; yet you notoriously hate (and glory in your hatred) all men whose skins are not colored like your own.
 - In the end, Douglass keeps his hope and faith in humanity high. He believes that the end of slavery is near and that there is no way to stop progress.

AS EDUCATORS – we MUST effect change addressing racism @ MCC

New Student Support Programs for Fall 2020

- Dreamkeepers Express (DKX) – John Delate
 - MCC raised \$50,100 by deadline– anonymous donor matched \$50,000
 - \$100,100 to be awarded in Fall 2020, beginning August 3rd
 - Up to \$1,000, removed GPA & credit minimum criteria
- SUNY Pathway Scholars – Christine Casalnuovo-Adams
 - 119 FT/FT students to MCC receive \$500 upon registration
 - Prioritize students of color
 - Students commit to complete in two years
 - College commits to providing wrap around services
 - Students receive \$1,000 upon graduation and transfer to SUNY institution



'Talkabouts with Dr. Kate' launched



First segment with Student Leaders

Available on President's web page

Future sessions planned with students,
faculty, and staff



Thanks to Rosanna Yule and Janet Ekis

Search Update – Acting Vice President Student Services

Thanks to Search Committee

- Doug Henneberg, Chair
- Members: Amy Ariola, Mike Bates, Sarah Benedict, Tiffany Brecker, Ginny Geer-Mentry, Peggy Harvey-Lee, Gary Johnson, Jessica Morelli, Meryll Pentz, Tony Perez, Taine Vinci, Ambika Walker

Thanks to Kristin Lowe,

Open Forum Facilitator

Let's acknowledge:

- New procedure for MCC; search vs appointment
- Challenges of Internal Search
- Tight timetable
- Still processing data, hope to announce next week



SUNY Approval of MCC's Re-opening Plan: cited as Best Practice among community college sector

- **July** – Facilities staff returns, Public Safety continues on-campus presence
 - Complete Spring 2020 programs; Surg Tech, Rad Tech, CNA, Hospitality, Auto, and Welding
- **August** – Administrative staff, partial return each campus with students/faculty
 - Students, faculty & staff of identified programs return to campuses, August 17- 24th
 - Remaining academic programs and coursework continue to deliver remotely
 - Residence Halls welcome back reduced occupancy in three halls, August 10th
 - Maintain Tribune Hall for isolation/quarantine

MCC filtration system:

Generally upgraded to use a dual filtration system;

First, a pre-filter with MERV 8 filter is followed by a second MERV 13 filter. These are the same filters used in hospitals. Some MCC locations with limited space could not accommodate this upgrade when done a few years ago. **Good news** – a smaller MERV 13 is now available, has been ordered, and will be installed upon arrival.





Fiscal Reality Update

NYS' quarterly allocation to MCC

- Received 20% reduction: 1st quarter (State FY) and 4th quarter (MCC FY)
- Reduced by \$1.6m, follow up reductions in the amount of CARES \$ will occur over next 2 fiscal years.
- Plus reduced FTE model support



PERSONNEL STRATEGIES – Outcomes to date

- Voluntary Separation Incentive Program (VSIP)
 - 20 positions eliminated = \$1,984,000 savings*
 - 9 backfilled positions savings = \$180,000*
- Hiring Freeze – budgets eliminated
 - 36 positions = \$2,871,000 savings*

Total savings = \$5,035,000*



*Savings include benefits

Voluntary Efforts: Thank You...truly

Voluntary Furloughs – short term/four weeks/through July 29th

- Total of **33** requests, \$76k savings

Voluntary Requests – reduced work for reduced pay (includes FA Article 18)

- 12 month to 11/10 month, 4 day work week, (**5**)
- Salary reductions (**2**)
- Unpaid leaves (**2**)
- Total savings = ~\$325k

Salary Reductions/Mandatory Furloughs

- ~\$8.4m budget gap to be closed after voluntary savings: based on following assumptions
 - State reductions of at least 20% for FY21, remember NYS Budget Director quarterly revenue review
 - County allocation remains flat YOY
 - Achieve 8,525 FTEs next year
 - \$830k further reduced contractual expenses
- Goal – achieve \$2.5m savings from combination of salary reductions and mandatory furloughs; some positions lend themselves towards one strategy more than the other
- These positions/employees remain with MCC
- Negotiations required for Faculty Association & CSEA employees

Achieve MCC's optimum size for sustainable future

- Calculating every \$75k in reduced expenses = saves one position
- Align full-time employee workforce with a *Lean MCC* vision
- Requires identifying \$5m in additional savings
- Elect not to fill open positions (~45)
- Reduce current positions (~25)





Hopeful Sign:

Summer enrollment



Questions and Answers:

Our Deepest Sympathies...

- The Monroe Community College family deeply mourns the loss of Professor Emeritus of Business Administration/Economics Mitchell "Mitch" Redlo.
- Professor Emeritus Redlo passed away on Monday, July 6.
- We extend our heartfelt condolences to his family, especially to his son, Jesse Redlo, who teaches in MCC's ESOL/Transitional Studies Department.
- Professor Emeritus Redlo's memorial service will be broadcast online at 1 p.m. today, right after this Town Hall.
- To view the service and/or to leave a condolence or tribute, please go to www.miller1889.com.

"His spirit lives on in his students, friends and family."