



Division Highlights

Month of October, 2021

Chief Diversity Officer

Programming:

- Implicit Bias Training, Residential Assistants, Residential Life (MCC)
- REMINDER: Diversity Conference – *Transformative Conversations: Forging A Path to an Inclusive Campus Culture*
 - Friday, October 1, 2021 from 8:45 AM – 4:00 PM

Personnel:

- N/A

Partnerships:

- Co-Chair for the Western New York Diversity Officers (WNYDO) Council (August, 2019 – present)
- Board of Trustees Member, Urban League of Rochester (Spring 2019 – present)
- Board Member, Vertus Charter School (October, 2020 - present)
- Inclusion Allies Coalition (February, 2020 - present)
 - Social Media, Marketing and Communication Committee
 - Mentoring Committee

Other Highlights:

- Diversity Conference – *Transformative Conversations: Forging A Path to an Inclusive Campus Culture*
 - Friday, October 1, 2021
 - Equity coaches from New York University's Center for Strategic Solutions
- Launched 2021-22 IDEA Council
 - 28 members, including 4 students
 - 4 Primary Areas of Concentration: Inclusion/Retention, Attraction/Recruitment, Messaging/Metrics, and Community/Partnerships
 - Inclusive Climate Committee
 - Institutional Diversity and Inclusion Profile
 - Welcoming and First Point of Contact Behaviors
 - Bias Related Protocol and Prevention Strategies
 - Diversity and Inclusion Programming
- Exploring the establishment of two new Employee Resource Groups (ERGs) for Asian American Pacific Islander (AAPI) and LGBTQIA faculty/staff.
- Attended IBERO Fundraising Event (October 22, 2021)
- Applied for a Truth, Racial Healing and Transformation (TRHT) Campus Center Sub-Award to participate in a Campus Climate Assessment Toolkit. Sponsored by the American Association of Colleges and Universities (AAC&U).
- CSEA/Administration Bargaining Unit Negotiations



Division Highlights

Months of October and November, 2021

Administrative Services

Programming:

- Emergency Operations Center Exercise – On November 15, MCC conducted a Cyber Incident Response Drill. As part of our ongoing work towards compliance with NIST standards, Chief Information Officer, Eileen Wirley worked with Public Safety Chief, Fabian Rivera, and Public Safety Coordinator, Chuck DiSalvo, along with our partners at GreyCastle Security to update and test the College’s Cyber Security Incident Response Plan. The drill consisted of a training overview of the plan, followed by a tabletop data breach scenario, and concluded with a formal debrief. The plan is now being updated based on key takeaways from this real-time table top exercise. The drill satisfied regulatory requirements that MCC must: 1) have an incident response plan, 2) train employees on the plan, and 3) test the plan. We thank all the participants, including the President and her cabinet, as well as members of Technology Services for their active participation and feedback.
- WiFi Upgrades to Brighton, ATC, and PSTF: The network team in Technology Services have completed the installation of our upgraded WiFi network at Brighton, ATC, and PSTF, using CIP funds in October, one month ahead of schedule. Benefits include:
 - Faster speed
 - Enhanced Security
 - Increased coverage (20% density increase)
 - Improved aesthetics190 access points have been replaced and/or upgraded. When connecting to the network, you will now see the “MCC” SSID wireless network is available. This new network is our secured solution for all student, staff, and affiliates with an MCC e-mail address. “MCC-Crypto” will be retired at the end of the fall semester on December 31, 2021. Kudos to the network team for this project: James Clement, David Lederhouse, Kyle Mason with support from Andy Eggleston at the Student Help Desk.
- Annual Cyber Security Awareness Training was rolled out in October, Cyber Security Awareness Month. Eighty-nine percent of employees have completed their training. The passwords of those who are past due are set to expire every seven (7) days until they complete training.

Personnel:

- MCC Public Safety adopted 21 families as part of the *585Primetime Annual Thanksgiving Adopt a Family* event.
- Valarie Avalone, director of Institutional Planning, Effectiveness and Accountability has been busy representing MCC locally, regionally, and nationally. She was invited to serve as a Society for College and University Planning (SCUP) Chair for the SCUP Circles pilot program. Circles are about networking and sharing best practices, helping solve issues related to planning, etc. The first virtual meeting covered topics such as the cost of building projects, reducing real estate portfolios, and what it means to be a campus now. Additionally, she will be serving as a proposal reviewer for SCUP’s North Atlantic Conference.



Division Highlights

December 2021

Student Services

Programming:

- Dreamkeepers and the Wegmans grant have awarded \$84,289.79 during the fall 2021 semester to help students overcome financial emergencies and continue their studies, including:
 - A full-time, second-year, HVAC student with a 3.86 GPA who received \$491.87 for a car payment and insurance: “This assistance will help me with my success at MCC as a student because I am able to focus on my last few weeks of my program... By receiving this assistance, I am learning a valuable lesson that it is okay to ask for help when I need it and push in life to work hard so I don’t ever have to struggle financially again.... Thank you again for everything.”
 - A full-time, first-year, Human Services student and Wegmans Success Scholar who received \$308.66 for a car payment, describing the effect of COVID-19 on her life, shared: “It has caused depression, job loss, and the sense of not knowing where or who to go to anymore... [Dreamkeepers] helped so when I do have to take my daughter to school and myself to work, I can get there.... Thank you from the entirety of my heart.”
 - A full-time, first-year, Business student who received \$489.88 for utilities, food, gas, and books: “You guys have been amazing with helping me and my education. Balancing a full-time job, and that would be a job that consists of early hours with long, loud, hard days doing labor in construction, with full-time schoolwork didn’t work out so well, so I decided to put school first and focus on this only. Before I knew it, I got behind on everything - bills, food, more bills - so with each and every ounce of me, I thank you. It’s very hard being a single mom trying to get an education and a career and still support my family. We have no one to ask for help. It means a great amount to both myself and my children.”
 - A full-time, second-year, International Business student who received \$1,105.97 for utilities, rent, food, personal automobile expenses, and gas: “A hungry stomach and worried heart cannot focus on achieving anything and that has been my life for a while now, but this assistance has given me a huge break. For the first time in a long time, I have the next 30 days to worry only about my studies.... Thank you a million times over. Thank you for contributing to my success. I am grateful and someday I promise to join my benefactors and give more students the same opportunity and privilege I have been given.”
- DWIGHT (Doing What Is Good and Healthy Together) is open on the Brighton Campus and gift cards are being distributed to students at the Downtown campus. Trader Joe’s Tuesday is on both campuses.
- There are 33 active student clubs with over 146 student leaders and 35 active faculty advisors.

Personnel:

- Eric Wheeler, Assistant Director in Advisement, Testing, Transfer, and Veteran Services, received Rochester Institute of Technology’s “Services After Service” Award at their annual Veterans Day Breakfast.

Partnerships:

- Registration and Records collaborated with the Office of Dual Enrollment to register over 4,800 high school students in dual enrollment courses.



Division Highlights

Months of October & November 2021

Economic Development and Innovative Workforce Services (EDIWS)

Programming:

- Finger Lakes Youth Apprenticeship Program (FLYAP) has seen a 176% increase in enrollment of junior and senior CTE/BOCES and high school students from 2021 to 2022. FLYAP enrollment for 2022 reflects a 100% increase in CTE/BOCES represented high schools and a 630% increase in underrepresented populations.
- FLYAP will host 8-10 Matching Day/Signing Day events to link high school students with employers. To-date, 275 students are signed up and over 55 companies are confirmed.
- The Bank of America Foundation awarded \$100,000 to support the EDIWS Certified Nurse Assistant (CNA) program. Grant funds will enable 40 residents, over 11 months, to complete the CNA training program and join the workforce within an in-demand field. Funds cover tuition, books and supplies.
- Finger Lakes Performing Provider System (FLLPS) awarded a 2-year, \$4M grant for EDIWS to establish a sustainable model for long-term career pathways that expand the health care workforce pool. MCC will lead efforts with community partners across the region to create training opportunities in three areas: Clinical Support to Registered Nurse, Non-Clinical Medical Assistant, Community and Social Services.
- ESL Charitable Foundation awarded \$423,710 for a 3-year investment to bridge the gap between under-represented community members lacking in-demand skills, and multi-sector employers seeking access to a greater supply of technical workers. To complete grand deliverables, EDIWS will provide: scholarships, wraparound services, essential skills training, job search assistance, and support post-job placement.

Partnerships:

- Corporate College training programs:
 - *Principles of Investigative Techniques*: Two sessions of training for Public Services Workforce Programs in Albany; client serves state agency employees through the SUNY Research Fund. Sessions delivered remotely in October and December 2021. Expected total revenue for the Economic and Workforce Development Center (EWDC) for this delivery is \$7,000.
 - *Investigation Documents - Reports that Hold Up*: New section developed for Public Services Workforce Programs; instruction to be delivered remotely in November. Expected total revenue for the EWDC for this delivery is \$3,050.
 - *Practical Leadership- Personal Core Values*: Training for 18 leadership executives at LaBella. Instruction was delivered in November. Revenue to the EWDC for this delivery was \$2,000.
 - *Precision Machining*: 45 hours of contract training for USG Corporation (Oakfield) to be delivered November – January, 2022. This course provides students with fundamental concepts and processes in basic machine theory. USG Corporation (Oakfield) is a new client for the EWDC. Expected revenue for this delivery is \$7,350.
- The MCC downtown campus hosted a press event in honor of National Apprenticeship Week. Representatives from all regional Building Trade Apprenticeship Programs, Rochester Building Construction Trades Council, Monroe County, MCC President Dr. Burt-Nanna, NYSDOL Commissioner Roberta Reardon, Monroe County Executive Adam Bello, Assemblymember Bronson, Helmets to Hardhats, and UNICON Rochester were in attendance.

Other Highlights:

- [Project Firstline: Infection Control in Community College Curriculum](#). Through this partnership, leaders across healthcare and community college education will work together to develop enhanced infection control curricula using Project Firstline training resources and real world experience from hospitals and health system teams. The EWDC has implemented content into our curriculums.



Division Highlights

Month of December, 2021

Academic Services

Programming:

News from the TCC: In line with the College's commitment to equity and inclusion, the TCC has expanded ways to support departments working together to be more equity-minded:

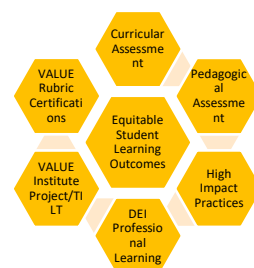
Increasing capacity to facilitate conversations around racial equity.

- Amy Burtner (ENG/PHL), April Daniels (ESOL/TRS), Rebecca Horwitz (PSY), Gena Merliss (TCC), Anjali Parasnis-Samar (Library), Mark Ricci (VaPa), Alice Wilson (Library) participated in a 10-hour Racial Equity Facilitators Training led by Paul Gorski ([the Equity Literacy Institute](#)) and Marceline DuBose ([Due East Educational Equity Collaborative](#)).
- Gena Merliss (TCC) will be leading the third 5-day training for Reflective Practice Group (RPG) facilitators beginning in January and finishing in June. Gena participated in a two-part internship to be able to offer this nationally recognized type of seminar in order to teach MCC employees how to lead these groups on our campus. She has trained 18 MCC faculty and staff as RPG coaches and ten MCC faculty and staff are already registered. This opportunity is free for all MCC employees but please spread the word. To register: <http://bit.ly/reflectivepracticeinstitute>

Providing direct support through facilitation, consultation, and presentation.

- Members of the Biology department are continuing their work to make assessments more transparent using the evidence-based [TILT framework](#) (Transparency in Learning and Teaching).
- The HIPs committee will work with faculty (e.g., Writing Across the Curriculum, Undergraduate Research) to implement TILT.
- The chair of the Psychology department, Rebecca Horwitz, is utilizing department meetings to introduce DEI conversations. The TCC is supporting this work by offering resources and practices used in our Reflective Practice Groups.

Monroe Community College (MCC) has embraced AAC&U's *Strengthening Guided Pathways and Career Success by Ensuring Students are Learning* (SGP) project as a catalyst for the integration of ongoing initiatives HIPs, learning assessment, and institutional equity. Prior to its participation in the project, MCC supported these programs and endeavors but largely in silos whereby different departments and divisions worked independently to achieve overlapping goals. Through its participation in SGP, however, the College has made significant strides in achieving cross-disciplinary and cross-divisional collaboration, thus streamlining and bolstering our efforts toward scaling HIPs, strengthening assessment, and ensuring an equity-minded approach to all areas of teaching and learning.



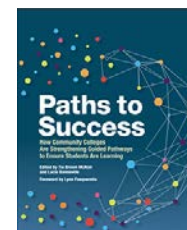
NEW Program - Geospatial Information Science Technology AAS (GG10) GIST is a growing career field that allows users to see trends in crimes, health, environment, finances, and more. GIST uses software, imagery (airplanes, drones, and satellites), and data (phones to online data) to map and analyze information. An AAS in GIST will prepare students to enter the geospatial workforce as a technician or transfer for more career options (cartographer, geospatial intelligence, or remote sensing analyst).

Personnel:

- Lori Moses, (VaPA) published the second edition of her textbook, *An Introduction to Media Literacy*. Used at MCC for COM 120: Media Literacy, the book implements a systematic approach to covering various techniques used in creating media messages and exposing students to the critical thinking skills necessary for an informed citizenry.



- AVP Kimberley Collins (Academic Services) and Dean Michael Jacobs' (Humanities & Social Sciences) article, "Institutionalizing Equity Consciousness through Collaboration" was included in the AAC&U's recent publication, *Paths to Success: How Community Colleges Are Strengthening Guided Pathways to Ensure Students Are Learning*. The publication is an anthology of narratives from twenty leading community colleges across the United States. For their article, Collins and Jacobs interviewed faculty and staff whose work intersects with the tenets of the initiative: equity consciousness, scaling and enhancing high-impact practices, and learning assessment.
- Dr. Nayda Pares-Kane, Professor of Sociology and Marisol Galarza-Ruiz, Professor of Spanish, co-moderated a community event titled, "Escuchando su voz: Rochester Area Colleges Listen to the Puerto Rican Community," as a part of University of Rochester's yearlong Sawyer seminar series on "Unbordering Migration."
- Jasna Bogdanovska (VaPA) and five MCC photography students had their photography included in the Art 52nd Street International Online Exhibition. Curated in South Korea, organized by Professor Iksong Jin (Chungbuk Nat. University in Cheongju, S. Korea), it features the artwork of students and faculty from MCC, Columbia University, University of Fine Art (Skopje, Macedonia), NYU, Parsons School of Design, RIT, and The Art Students League of New York.
- Natasha Christensen (Anthropology, History, Political Science, & Sociology) served on a panel discussion for LSU's Reilly Center for Media and Public Affairs as part of the "Racism: Dismantling The System" series. The focus was on "Anti-AAPI Hate and Its Effects." Professor Christensen presented "The Social Construction of Asian Americans" to the NYSUT General Counsel and taught a workshop, "Let's Talk About Critical Race Theory", through 540 WMain Community with Calvin Eaton and Chris Widmaier. Natasha routinely teaches workshops on intersectional feminism, critical race theory, and her other areas of focus to the Rochester community.



Other Highlights:

Virtual Campus Updates: In preparation for our next Learning Management System (LMS), the Virtual Campus design team facilitated 3 workshops this summer with a group of 20 faculty members to explore the functionality of the new Digital Learning Environment (DLE), Brightspace. Our plan is to pilot Brightspace with a small group of faculty in the Spring 2022 semester, with a full college-wide rollout for Fall 2022, pending the signing of the SUNY contract. The Virtual Campus team has supported over 600 faculty visits to our drop in room with instructional technology needs (such as the Zoom and Blackboard) and instructional design support. The Virtual Campus will support faculty and staff with instructional technology and instructional design both through Zoom and in-person in our Faculty Innovation Center this fall.

Library Services Updates: The LeRoy V Good Library and Downtown Campus Learning Commons have resumed full in-person hours and services to support students and the MCC community, including evenings and weekends hours ([link](#)) Also:

- MCC Libraries has added additional computers to accommodate students who need technology and space to attend remote classes. Desktop computers have been added to library study rooms to meet increased demand.
- MCC Libraries has continued virtual services to support MCC students, including 24/7 chat help, zoom research coaching appointments, the College Researcher Badging Program, and virtual classroom instruction sessions.

Learning Resources Updates: For the fall semester, Learning Resources has:

- Checked and repaired classroom equipment on all four main campus locations
- Installed 4 additional Zoom-capable classrooms
- Extended Student Technology HelpDesk hours at Downtown Campus from 9am-1pm to 9am – 4pm M-F.



Divisional Highlights

Months of October and November 2021

Institutional Advancement Division

Foundation:

- Secured more than \$500,000 in pledges via the SUNY Impact Fund utilizing the New York State Charitable Tax Credit program.
- Selected the theme for the Gold Star Gala presented by M&T Bank. The event will be held at the Country Club of Rochester on April 30, 2022 with the Cornell/Weinstein Family Foundation as Honorary Chairs.

Government and Community Relations (GCR):

- Supported communications for *Forging a Path to an Inclusive Campus Culture* diversity conference.
- Helped develop *Trust and Inclusion: A Foundation for Hiring a College President during COVID-19 and Beyond* presentation for the 2021 American Community College Trustees Leadership Congress.
- Media:
 - *Rochester Business Journal* Power 30 List – facilitated highlights for President Burt-Nanna, Provost Wade and AVP Sine-Kinz.
 - *Rochester Business Journal* – contributed to special report on diversity of leadership, including an interview with Dr. Gantt.

Institutional Compliance and Internal Audit:

Compliance

- Started the Vendor Risk Management Project to bring the College in compliance with the NIST 800-53 Information Security Standards. This is a sizable project that will involve many areas in the College.

Internal Audit

- Completed the audit work for the 2021 Single Audit. The amount of work increased due to the Higher Education Emergency Fund (HEERF) grant funding received by the College.

Institutional Research (IR):

- Working cross-divisionally on updating the refund policy for students across campus.
- Working with Administrative Services to identify how the COVID vaccination drop impacted student enrollment and MCC's budget.
- Setting up automated system to identify programs that may be beneficial to students based on their academic and socio-economic background. Working with John Delate on this system.