



Economic Development and Innovative Workforce Services (EDIWS)

January, 2024

Programming

- **Engineering Technologies**
 - Supported on-campus career presentations for students from Boeing, Micron and L3Harris.
 - Developed internship opportunities with Transcat and Universal Instruments.
 - The department hosted 48 students from two local high schools in a Robotics and Automation Introduction Series. Monroe High School students toured the QuidelOrtho manufacturing facility and Webster High School students toured the Bausch and Lomb manufacturing facility. All the students also toured the FWD Center where Robotics and Automation instructors demonstrated and discussed learning opportunities.
- **Construction Tech**
 - Currently re-instituting the Student Chapter Charter with the New York State Associated General Contractors Association AGC NYS and will be active in the Spring semester. This charter will give MCC some access to new funding opportunities, and exposure to statewide and local building & highway contractors and associated support businesses.
- **Optical Systems Technology**
 - The MCC Optical Systems Technology (OST) program had a large presence at the biannual SPIE Optifab Conference and Exhibition held at the Joseph A. Floreano Rochester Riverside Convention Center. OST faculty staff, current students, and alumni participated in many facets of the conference, including: presentations, guides for the more than 400 participating students, parents, and teachers, and MCC optics students attended employer recruiting presentations, receptions, panel discussions, research presentations, and more.
 - Optics Club students provided hands-on optics and photonics demonstrations at Rochester's STEAM Fest and Maker Faire at the Joseph A. Floreano Rochester Riverside Conventions Center, and hosted speakers from Rochester Precision Optics, Rochester Institute of Technology, University of Arizona, and University of Rochester in weekly club meetings.
- **Cohort 2 of the Licensed Practical Nursing (LPN) program** graduated in October 2023. There were 29 completers and 22 have obtained employment contracts as LNP's upon passing the exams. 7 completers are currently fielding offers.
 - LPN cohort 3 has 22 students enrolled and is scheduled to graduate in May 2024.
 - LPN cohort 4 has 32 students enrolled and is scheduled to graduate in December 2024.
- **The FWD Center** is launching a new certification on 2/5/24 called Certified Industry 4.0 Process Control Technician. This course prepares individuals to succeed as instrumentation technicians in modern production environments that use Industry 4.0 technologies. In this role, individuals will install, troubleshoot, repair, and maintain instrumentation and control systems using transducers, transmitters, and PID controllers used to control flow, pressure, temperature and pressure of industrial fluid processes. This course is based on 240- contact hours of curriculum developed by Amatrol and covers various topics in Advanced Manufacturing and a comprehensive background in the technical aspects of process controls in modern manufacturing.

Partnerships

Contract Training

- **Gleason:** signed two Letters of Agreements (LOAs) for Intermediate GD&T and Blueprint Reading training in 1Q 2024. Total value: \$7,245. These training have Mpower support of \$3,622.50 (50%) and a company match of \$3,622.50 (50%) 2023. Training Total: \$18,290.
 - **Intermediate GD&T:** The intermediate GD&T class offers a brief review of the concepts established in the basic class followed by a wider range of datum topics including degrees of freedom, mating envelopes and datum feature shift. The focus of the class is on positional tolerance. Single and multiple frame applications of position will be presented using animated illustrations applied to single features and patterns of features. Computational and graphical methods for positional tolerance verification are discussed. Functional gauge design for the inspection of single features and patterns using virtual condition calculations conclude the course.
 - **Blueprint Reading:** The objective of this course is to develop an understanding of both simple and complex parts and the mechanisms, graphically described on blueprints. To differentiate between the various line types, multi-view representation and determination of key dimensions involving the given tolerances. The student will be able to develop the ability to visualize a completed part from a drawing. (16 total contact hours).
- **Canandaigua National Bank:** signed LOAs for two sections of Become A Rock Star Presenter. Total value: \$2,750. Scheduled delivery: April and November 2024. 2023 Training Total: \$10,745.
 - **Become A Rock Star Presenter:** learn models and techniques and practice professional and organized presentations. Learn how to build and present sessions that state clear objectives, capture listeners' attention and raise their comprehension. This interactive class includes group and individual activities and delivery of a final presentation.

Division of Diversity, Equity and Belonging

January, 2024

Personnel

The HR department has successfully completed the following (since 12/1/23):

- Onboarding packets for 70 hires (includes adjunct, part time and full time; current employees changing roles, new hire and rehires)
 - In regard to in-progress onboarding packets, there are 64 “in the works”
 - 6 Adjuncts
 - 3 full time
 - 55 part time
- We have filled/closed out 6 full time searches
- There are 74 full time/adjunct searches in-progress
 - 22 adjuncts
 - 33 full-time FA
 - 17 full-time CSEA
 - 1 full-time non-contract
 - 1 full-time MCC Foundation

Programming

External Partnerships

- League for Innovation in the Community College, MCC (Monroe Community College), *League Representative (2020 - present)*
- Co-Chair for the Western New York Diversity Officers (WNYDO) Council (August 2019 – present)
- Urban League of Rochester, Board Chair (August 2022 – present)
- Board Member, Vertus Charter School (October 2020 - present)
- Committee Member, Rochester-Monroe Anti-Poverty Initiative (RMAPI)
- Inclusion Allies Coalition (February 2020 - present)

Internal Partnerships

- Negotiation Team: CSEA and FA Contract Negotiations

Other Highlights

- On Sunday, December 3rd Eric Wheeler was the Emcee for the *Blue Star Mother’s Lights of Honor* Event at the Blue Cross Arena.
- Veteran Services and the Vet Club again supported the United States Marine Corps- Reserve in their efforts with **Toys for Tots** during the holiday season.
- Christina Lee submitted an article *Monroe Community College: A Collaborative Partnership to Build a Global Perspective on Social Justice* in the August 2023 Member Spotlight for the League for Innovations. Her article was also featured in a US Dept of Education October Newsletter.
- Christina Lee is a finalist for the **Athena International Women’s Award**. Greater Rochester Chamber has been presenting the ATHENA Awards, designed to honor and empower Greater Rochester’s female

leaders in business, since 1987. The ATHENA International Award is given annually to a professional female leader who has demonstrated significant achievements in business, community service, and the professional advancement of women.

- 25% of the EOP students completed the Fall 2023 semester with a GPA of 3.0 or higher (43 out of 173). 20 of those student's made the Dean's List
- EOP is welcoming 21 future EOP Scholars for Spring 2024 who will participate in the Winter Bridge Program to prepare them for college before the semester begins.
- EOP student, Jennifer Ames presents "*Healthy and Equitable Futures: The Change We Wanted to See,*" during the Student Poster Session of the Middle States Commission on Higher Education's (MSCHE) Annual Conference on December 5. Jennifer's research focuses on the strategies the Greater Rochester Health Foundation uses to promote racial equity and parental involvement to advance whole child health for Black and Latino children ages 0 to 8 in Monroe County.
- Title IX held Vicarious Trauma Training.
- Title IX training was completed with all members of Public Safety.

HR Team Highlights

- Recognition that the College has completed a successful 1st year under self-funded healthcare and has successfully maintained premiums **below the 5% increase**. This was successful due to the help of a joint team, The Healthcare Committee, established in December 2021. This team continues to review how the plan is doing and weigh available options to effectively manage our healthcare costs.
- Partnered and guided nine (9) retirees from our full-time faculty who accepted the Voluntary Retirement Incentive Plan, and who officially retired on 12/31/2023.
- Completed benefit open enrollment for actives and retirees.
- Ongoing partnership with the College Wellness Council to actively identify ways to create greater employee engagement and support in 2024.
- Finalizing testing of new electronic forms for VPs / Designees to use to effectively process Faculty Association ranked, non-ranked promotions, and title changes moving forward, with a go live within the next few weeks.
- Rolled out annual HR Compliance training throughout the College and are tracking completion rates. This tracking includes reinforcing expectations of those who need to complete and messaging in partnership with MCC leadership team to ensure all active employees complete prior to Spring semester starting.

Global Education and International Services hosted the following events in November:

- Interfaith Hour in Monroe AB, this time can be used for individual prayer, meditation, and reflection during this difficult time globally. Bring a journal, drawing materials, blanket, or pillow for your reflection and comfort. Tea lights will be available to write messages of peace, hope, and love. Attend for as long or as little as you want or need. This will be a silent event.
- *Book Talk with Achut Deng and Keely Hutton*, Achut Deng and Keely Hutton will discuss their book, *Don't Look Back: A Memoir of War, Survival and My Journey from Sudan to America*.
- *Deliberative Dialogue on Climate Change*, Deliberative Dialogue: Local Impacts of Climate Change
- *Guest Lecturer from Cornell University* on Globalization in the Americas, Martin Majia, Visiting Scholar, will speak on Globalization in the Americas: post Washington Consensus
- *Diwali Celebration with Global Union*, Participants could decorate a candle holder and celebrate this light holiday with students from Global Union
- Two Events Today to kick off International Education Week and Geography Awareness Week

- Speed Travel on the Downtown Campus, 2nd Floor Terrace, from 11 am to Noon. ESOL students share their countries of origin in a speed dating format.
- Geographer, Dr. Joseph Kerski on Modern GIS tools to explore Diversity, Equity, and Inclusion from 11 am to 2 pm. Program includes a lecture, lunch, and hands on workshop. Hosting by MCC's Mapping Club.
- Speed Travel on the Brighton Campus, 2nd Floor Terrace, from 11 am to Noon. ESOL students share their countries of origin in a speed dating format.
- Interfaith Hour Downtown PRISM Room, this time can be used for individual prayer, meditation, and reflection during this difficult time globally. Bring a journal, drawing materials, blanket, or pillow for your reflection and comfort. Tea lights will be available to write messages of peace, hope, and love. Attend for as long or as little as you want or need. This will be a silent event.
- LGBTQ+ Identities in Study Abroad Virtual Event.
- *International Education Week Keynote Panel - Writers from the African diaspora*: Writers from the African diaspora share their work and experiences.
 - [Danielle Obisi-Orlu](#), Nigerian American Youth Poet Laureate of Allegheny County
 - [Chioma Iwunze](#), fiction writer specializing in African novels and American short fiction
 - [Chijioke Onah](#), research focus is ecological violence of toxic waste and pollutants in African and Black communities globally
- African Drumming Performance and Workshop, with Ethnomusicologist, [Samuel Nyamaume](#), and his students from SUNY Binghamton.

Administrative Services

Month of December, 2023

Programming

Highlights from November 30, 2023 financial statements:

- FY 2024 Enrollment (thru Fall Census) amounted to 3,042 FTE; an increase of 114 FTE (3.9%) from the prior year and 208 FTE above the current year budget
- Total Revenues, excluding HEERF funds (Lost Revenue), amounted to \$35.2M which is an increase of \$2.0M (6.1%) over the prior year:
 - Increase in Student Tuition (\$1.0M) due to enrollment increase and tuition rate increase
 - Investment Income increase by \$530k
- Total Expenses amounted to \$25.3M which is a decrease of \$1.8M over the prior year; variances as follows:
 - Wages decreased by \$1.5M, however, this is due to one less pay period in FY24 (thru November) and Wages are expected to increase in FY24
- Excluding HEERF funds (Lost Revenue), Fund Balance increased by \$9.9M in FY24 compared to \$6.2M in FY23

Other Programming

- All Public Safety department personnel attended mandated Title IX training, conducted by MCC Title IX Coordinator Director Shannon Glasgow, and Officer Joseph Zarcone

Voluntary Compliance Plan

Work continues on the Voluntary Compliance Plan

- Work to be completed with in-house staff and covered by operating budget is ongoing
- Monroe County is still working on contract with Colliers Engineering & Design (formerly Bergmann Associates) to develop plans for medium to large capital projects
- No updates to scorecard since last report

Table: Capital Project Status

Year	Completed	In Progress	Not Started	Total Findings
2019	10			10
2020	31			31
2022	14		2	14
2023	13		3	16
2024			12	12
2025	3		54	57
2028			4	4
2029			1	1
Refuted		32		32
Total	71	32	74	177

Percent Complete: 40.11%

Percent Complete from Previous Report: 31.07%

Personnel

- Three new Peace Officers started the police academy on 12/6/23; Officer Tyler Stewart, Officer Mark VanAuker, and Officer Jose Vazquez
- Peace Officer (formerly Guard) Ekrem Ozcelik was to start the academy as well, however, he unfortunately sustained an off-duty injury and is going to start the academy that is scheduled for Spring 2024
- Lt. Jeremy Giordano attended and successfully completed Crisis Intervention training, held in early December at the PSTF

Partnerships

- Technology Services has partnered with Human Resources to design and develop new electronic forms to automate Faculty Association Promotions and Title Changes
- Public Safety collected art supplies for the Richard M. Guon Child Care Center for Christmas. Officers also read books to the children on January 4, 2024

Other Highlights

- CFO and VP Hinton, and AVP Jachim-Moore's presentation proposal on *VUCA: A Framework for Mastering Disruption in Today's Environment* was accepted by the League For Innovation in the Community College for their March 2024 conference.

Academic and Student Affairs Division

January 29, 2024

Programming

- Alice Wilson and Dax Parasnis-Samar headlined the "Spotlight on SUNY Libraries" webinar on December 13. This engaging session covered the development and implementation of [College Researcher](#), the award-winning information literacy digital badging program from MCC Libraries. The presentation focused on the equity-driven motivations that fueled the creation of this program, designed to level the playing field and ensure all students develop the essential research skills needed for academic success. Since the fall of 2022, 1,082 individual MCC students have achieved 3,694 badges from this program.
- The Business Administration Department has entered into a two-year agreement with Barron's Investing in Education Program. This program will afford faculty and students access to MarketWatch, which provides real-time market data, a newsletter sent to faculty and students, and a virtual stock exchange. Overall, faculty will be able to integrate Barron's and MarketWatch articles as assignments for students or as class discussions. We will also have access to national webinars, as well as Barron's database of past articles, podcasts, and videos. Faculty are already planning on how to integrate this into their spring classes. We are able to participate in this program thanks to an MCC Foundation Gift Agreement from Lori Van Dusen.
- The Rochester Business Journal covered MCC's new Phlebotomy Technician microcredential in an article titled [MCC/RRH partner for new phlebotomy technician microcredential to address demand](#), quoting Professor Tracey Graney: "Phlebotomy can be viewed as a career itself or the first step into a career in healthcare, such as nursing or in the laboratory." Professor Graney is the Director of MCC's Clinical Laboratory Technician program and helped develop this microcredential.
- The Law and Criminal Justice Department announced the graduation of 15 Paralegal Studies students on December 13. All students earned the title of "paralegal" and nearly all have secured jobs within the local legal community. One graduate has been accepted to Syracuse University College of Law with a scholarship for this fall. The ceremony was attended by college administration – Margaret Semmer and Medea Rambish; Program Director Jennifer Vigneri; Professors Michael Martella, Jane Gorski, and Jacklyn Penna; the graduating students and their families and friends; former program graduates; and other community members.

Personnel

- Bethany Gizzi serves as a facilitator of Implicit Bias trainings for New York State United Teachers (NYSUT) and the National Education Association (NEA). On behalf of NEA, she recently facilitated the Implicit Bias trainings for K-12 teachers and school-related professionals in the Monroe and Everett school districts in Washington state. As a certified Safe Zone trainer, Bethany created a Safe Zone Train-the-Trainer program. She trained her first cohort of Safe Zone trainers, other educators from across NY state, for NYSUT on December 1 to 2.
- Michael Jacobs chaired "Public Humanities and the Community College Mission," a sponsored session at the 2024 Convention of the Modern Language Association.
- Nursing faculty Associate Professor Judy Wilson and Assistant Professor Caridad Rosario Mathieu presented their work, "Enhancing Clinical Judgment in Nursing Students Using Faculty as Standardized Patients," at the Organization for Associate Degree Nursing's 2023 Turning the Tide of Nursing Education Convention in San Diego, California, at the end of November.

Other Highlights

Admissions

- Fall 2023 recruitment highlights:
 - On-campus tours: 1,103 students
 - School group visits: 974 students to date
 - Off-campus recruitment events: 154 events
 - Instant Decision Days: 27 events
 - Hosted 150 school counselors for SUNY-sponsored Operation Inform
- Newly implemented strategies:
 - Slate customer relationship management software (fastest implementation in SUNY)
 - Created, updated, and implemented new communication, from inquiry to enrolled (and continuing to evolve)
 - Memorandum of Understanding signed with the Rochester City School District for a data-sharing and concierge services agreement:
 - Niche college resource tool for high school students; generates leads

MCC Libraries

- 60,000+ people entered the LeRoy V. Good Library on the Brighton Campus during the months of September, October, and November 2023. This is a 17% increase in traffic compared to the same time period last year.
- Students say, “We love study rooms!” Nine study rooms in the library were reserved over 5,100 times during the fall 2023 semester. Students use these rooms to take online classes, meet with study groups, find a quiet place to concentrate, and more.
- Throughout the fall semester, Taz, a therapy dog, regularly visited the library to help students de-stress. Taz’s visits resulted from a collaboration between the library and Counseling, Disability, and Health Services.
- The library continued to coordinate laptop loans to MCC students in need of technology. The 37 available laptops were checked out to students for the entire fall semester. The library has received grant funding to purchase additional laptops and increase this popular program to meet student needs.
- Research help appointments help students get started on research and develop their research skills by meeting 1:1 or in small groups with a MCC librarian.
 - 100% of students surveyed would recommend a research help appointment to a classmate.
 - 73% of students strongly agreed, with an additional 23% agreeing that they felt more confident about conducting research after meeting with a librarian.

Student Development

- Dale Pearce, Assistant Athletic Director and Head Swimming and Diving Coach, successfully defended his dissertation, *A qualitative study: Leadership styles associated with registered apprenticeship programs that address middle-skills gap in the Finger Lakes region*. Dale earned his Ed.D. in Educational Leadership from the American College of Education.
- Student Life and Leadership Development hired Mary Geisert as a temporary, part-time graduate assistant to serve as a co-advisor to the Campus Activities Board and help expand student activities at the Downtown Campus.
- The Engineering Leadership Council, SMASH Club, and Student Government Association, led by President Peter Cetner, won first place in the Annual University of Rochester (UR) Pumpkin Chucking

Contest. The MCC team competed against UR's Baja team, UR's Solar System Splash Team, and Rochester Institute of Technology's American Society of Mechanical Engineers chapter team. Students designed and built an oversized slingshot that launched pumpkins accurately from 100 to 350 feet. MCC students secured first place by using elastic bands, a hand winch, and a crane scale.

- The National Society of Leadership and Success (NSLS) is a new student organization with 305 MCC students in the chapter. It is the largest and only accredited leadership honor society in the nation, with more than 700 chapters. The NSLS aligns with our mission of teaching students' skills that will last a lifetime. Throughout the program, students hone valuable, in-demand skill sets that hiring managers specifically look for, including leadership, relationship-building, goal-setting, and effective communication.
- Campus One80 and the Disability Awareness Club collaborated to assist the Single Moms Success Design Challenge by organizing two campaigns this fall. These student clubs collected and distributed backpacks early in the semester and books for the holiday season. These donations were distributed to MCC student parents for their children.
- The Holocaust, Genocide, and Human Rights Project (HGHRP) hosted their 32nd Annual Kristallnacht Program. HGHRP partnered with the Jewish Federation, creating a way to commemorate the event with students, faculty, and staff, as well as the Jewish community. Students and staff gathered with community members for a dinner with Keynote Daniel Mendelsohn and to honor local survivor of Kristallnacht Warren Heilbronner who was celebrating his 91st birthday. The keynote addressed over 85 individuals in person and 50 streaming live.

Faculty Association

- The Faculty Association's annual basket raffle associated with their holiday party raised \$1,300 for the Follow Your Dream and Matt Hachee Memorial Scholarships, which will be awarded in the spring 2024 semester.

Institutional Advancement

December, 2023 and January, 2024

Programming

- Community Relations (CR) and Institutional Research (IR) held an inaugural Zoom data deep dive for the College community. Sessions are planned monthly and will explore different subjects, allowing for a deep dive into what the data reflects. The first subject covered was enrollment.
- Community Relations, along with Institutional Research, assisted in the rollout of the results of the climate survey to the College community.
- Community Relations assisted Dr. Burt-Nanna in drafting an article on resource development for the League for Innovation in the Community College *Innovatus Magazine*.
- Institutional Compliance and Internal Audit presented the 2022-2023 Vendor Risk Assessment results to the Board of Trustees. This was the first year for mandated regulatory compliance. Institutional Compliance, Technology Services, and Purchasing worked together to develop a robust process.
- Institutional Compliance and Internal Audit expanded the Vendor Risk Assessment process to include potential new vendors, thereby enhancing the review of software vendor internal controls.
- As Co-Chair of the Wellness Council, the Institutional Compliance Officer is working with Human Resources to offer a series of retirement educational sessions for college employees. Additionally, the Wellness Council, in partnership with Hospitality, hosted a cooking class with the theme of cooking to reduce hypertension.
- IR completed the National Center for Education Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS) requirements for MCC in December.

Personnel

- The Project Manager for Internal Audit chaired a search committee to successfully hire a buyer in the Purchasing Department.
- The Director of Institutional Planning served as a proposal reviewer for the Society for College and University Planning's (SCUP) 2024 North Atlantic Regional Conference to be held in Boston in March and the 2024 Annual International Conference to be held in Philadelphia in July.
- In addition to her role on the SUNY Sustainability Advisory Council (SAC), the Director of Institutional Planning and Co-chair of the MCC Sustainability Steering Committee was appointed to serve on SAC's Green Workforce and Apprenticeships Working Committee.
- Mark Pastorella, associate vice president, development, MCC Foundation, chaired the 2024 State University of New York Chief Advancement Officer Conference in Albany. The conference attracted key development staff from around the state and, 20 of the 30 SUNY community colleges were represented.

Partnerships

- IR presented nationally on how to increase student retention using existing data sources at the college. This presentation was seen nationally and has led to a partnership with Nazareth College to explore their data structure and how to implement the strategy at their college. This is in the initial stages but has the potential to create a partnership between the two IR departments and enrollment management.
- The MCC Foundation hosted two *Breakfast with the President* meetings on campus for both current and prospective donors and partners to further develop connections between MCC and the community.

Other Highlights

- Co-Chairs: Valarie Avalone, Director, Institutional Planning, Effectiveness, and Accountability and Calvin Gantt, Vice President, Diversity, Equity, and Belonging, and Executive Director of the Downtown Campus, submitted the Future of the Downtown Campus Steering Committee Recommendations Report to President Burt-Nanna. The committee focused its efforts on research and analysis, needs assessment, academic programs and community partnerships, campus and community engagement, and financial considerations. The report contains nine recommendations linked to MCC's *Vision2027* Strategic Plan.
- William Dixon, Director of IR, was asked to serve as a data equity consultant for MindHealth, a mental health provider who is attempting to predict mental health risk and identify helpful outreach.