



## Division Highlights March 6, 2023

### Economic Development and Innovative Workforce Services (EDIWS)

February 2023

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#### ***Programming***

- Public Safety Training Facility:
  - NYS EMT exam pass rates
    - 16% attrition rate between 3 original classes
    - 100% pass rate for the practical skills exam
    - 96% pass rate on the NYS written exam, as of 1/31/23
- *Data Analytics Foundation with CompTIA Data+ certification:* This new foundation-level program kicked off Feb. 6th with 10 participants – 8 of whom are women. It enables someone with basic data skills (such as Excel) to prepare for a career as a Data/Business Intelligence Analyst. Despite recent slowdown in IT, the demand for data analysts, engineers and scientists continues to grow. The program revenue from this program is \$16,950. A companion course, Data Visualization using Power BI and Tableau, has been designed and classes will start in April.
- *Front-end developer professional certification:* A three-part program (Beginner, Advanced, and Professional) is aimed at those looking to enter (or switch into) an IT career track as a developer. Students who complete all three parts receive a Professional Certification from MCC. The program started September 24th and will end on March 29th. Seven students registered for the entire program and completed the Beginner and Advanced parts; the third part begins February 6th. The feedback for this course from the students has been outstanding. Total revenue for the program is \$42,000.

#### ***Partnerships***

- Engineering Technologies (ENT) faculty are partnering with the Spencerport High School to use workforce technical skills in an applied and hands on high school math course.
- The Electrical Engineering Technology program is working with URMC Clinical Engineering to develop a program for new U of R medical technicians.
- Corning Fairport has contracted MCC's Economic & Workforce Development Center/Corporate College to deliver:

#### *Basic GD&T (Geometric Dimension & Tolerancing) training*

Scheduled Delivery: Section I: 2/1 thru 2/9/23 and Section II: 3/7 thru 3/16/23

Value: \$7,300

Description: Our standard course serving multiple manufacturing and other businesses over the years, this course teaches the terms, rules, symbols, and concepts of GD&T, providing you have a basic understanding of mechanical drawings. This course offers an in-depth explanation of the geometric tolerancing symbols, tolerance zones, applicable modifiers, drawing examples and interpretations. This class includes a comparison of GD&T to traditional methods and highlights the advantages of geometric tolerancing. Datums and their applicable coordinate systems will be discussed. Illustrations of inspection methods for the geometric tolerances are also presented.

- *Livingston Associates, Annual Construction Kickoff Conference* – The FWD Center and Downtown Campus hosted more than 200 tradespersons and 11 vendors daily during the week-long training and exchange conference, Feb. 20th thru 25th. The 5th floor classrooms and FWD Center skilled trades lab area welcomed construction workers from the region for this annual event including training programs, presentations, and dialogue. Many MCC teams collaborated to execute this first-time experience with partners we hope will raise awareness and participation in non-credit and credit programming.  
<https://www.livingstonassociates.com/annual-construction-kick-off-conference>
- *Public Service Workshops Programs* – The Economic & Workforce Development Center was awarded a contract for three workshops to be delivered from Jan. 1, 2023 thru March 31, 2026 for state agency employees. The three: *Principles of Investigative Techniques*, *Investigation Documentation: Reports that Hold Up*, and *Fundamentals of Business Analysis for IT Professionals*, will be delivered upon request from PSWP during the contract period. In 2022, workshops MCC delivered for state agencies employees accounted for more than \$70,000. Lifetime value for the PSWP relationship in the past several years totals nearly \$350,000.

## ***Other Highlights***

- Professors Vogt, Pomerantz, Michels, and optics student Kay Wilkoff attended Photonics West Conference in San Francisco, CA. Dr. Vogt presented “Fundamentals of Optical Engineering” short course, “Workforce Update” in APOMA meeting, and moderated AmeriCOM’s “Where Have All the Technicians Gone” panel; Michels presented "Cost-Conscious Tolerancing of Optical Systems" short course.
- Professor Vogt contributed to “Wanted: Optics and Photonics Technicians” workforce article published in February 2023 Optics and Photonics News magazine.
- EDIWS hosted a professional development event on February 10, 2023, titled “DEI and Accountability in Workforce Development and Technical Careers.” The keynote speaker is [Montez King](#), Executive Director of NIMS. If you would like to know more about Mr. King, please access this link <https://youtu.be/5wp4s91kVrs>. There were 100 attendees and the event received incredibly positive reviews.
- Dr. Robin Cole Jr. has been chosen to co-chair RMAPI Employment Working Group with Dave Seeley of RochesterWorks!

# Division of Diversity, Equity and Belonging

February 2023

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## ***Programming***

- The Little Rock Crisis of 1957, Presented by Professor Mark Sample (February 6, 2023)
- Presentation & Discussion of the book Alabama v. King, facilitated by MCC Professor Karen Morris and Brighton Town Justice and Traci Archie, Executive Vice President of Diversity, Equity and Inclusion for the Rochester Transit Service (RTS)
- Viewing of the film Emergency (February 6, 2023) and Panel Discussion (February 8, 2023)
- MCC's MLK Celebration with Keynote by Sabrina LaMar, President, Monroe County Legislature and MCC Board Member (February 13, 2023) - Monroe A & B (photo below).



- Michael Jackson: History on Film (Wednesday, February 15, 2023)

## ***Personnel***

- Cross-Cultural Advisor, Global Education, and International Services (GEIS), in process
- Secretary III, Educational Opportunity Program (EOP), in progress
- Associate Director, Employee and Labor Relations (HR), late February 2023
- Executive Director, Human Resources and Organizational Development, TBD

## ***External Partnerships***

- MCC (Monroe Community College) League Representative, League for Innovation
- Co-Chair for the Western New York Diversity Officers (WNYDO) Council (August 2019 to present)
- Chair, Board of Directors, Urban League of Rochester (August 2022 to present)
- Board Member, Vertus Charter School (October 2020 to present)
- College Liaison, New York State Education Department Civil Rights Compliance
- Committee Member, Rochester-Monroe Anti-Poverty Initiative (RMAPI)
- Inclusion Allies Coalition (February 2020 to present)

## ***Internal Partnerships***

- Negotiation Team: CSEA and FA Contract Negotiations

## ***Other Highlights***

- Veteran Services and the Vet Club facilitated a documentary screening about Medal of Honor recipient Corporal Jason Dunham. The event, which featured a Q&A with the documentarian and Jason Dunham's parents, drew more than 100 attendees.
- Brie Larson is a Personnel Clerk in the Human Resources department. The HR (Human Resources) team and MCC wish to celebrate Brie's recent graduation from the Reserve Officers' Training Corps (ROTC) as a commissioned officer. Before joining MCC, Brie enlisted as a Human Resources Specialist in the New York Army National Guard. She completed her bachelor's degree at Brockport in December 2022 and thereafter received acceptance into the army as a second lieutenant. Upon completion in spring 2023 of the Basic Officers Leaders Course, Brie will continue her work as a lieutenant in the New York Army National Guard as a Maintenance Control Officer, managing repairs of the equipment at the 642nd Aviation unit in Rochester. We thank Brie for her service to our country and the MCC community and we celebrate her acceptance as a 2nd Lieutenant and Maintenance Control Officer.
- Winnie Nicholson is a Personnel Clerk in the Human Resources department. The HR team and MCC community wish to celebrate Winnie's recent completion of a 4-hour training course called, "Thriving as a Generalist – Bootcamp," hosted by the organization The Black in HR. Winnie's completion of this credential brings her one step closer to sitting for the Society for Human Resources Management (SHRM) Certified Professional Exam on May 1, 2023. SHRM certification is the only HR certification offered by the world's largest HR membership organization. Go Winnie!
- Chelsea Davis is a Coordinator II in the Human Resources department. On February 7, Chelsea represented Monroe Community College in a virtual New York State Department of Labor Job Fair. Interest in MCC was high, and Chelsea received over 50 potential job candidate visits at the MCC virtual booth. Chelsea is currently reviewing the over 50 resumes received and will follow up with individual outreach, encouraging candidates to apply to MCC opportunities for which they qualify.
- We partnered with the Library to create and purchase a Title IX Reading Library- list of books and authors attached.
- Planning underway for Campus Sexual Violence Climate Survey to be sent out to all employees and students in March 2023 by SUNY (State University of New York).
- Planning is underway for a variety of educational and experiential events recognizing Sexual Assault Awareness Month and Enough is Enough legislation in April 2023.
- EOP student, Sydne Clupper is participating the in Disney College Program for spring 2023.
- EOP had its first ever EOP Winter Program for incoming spring 2023 that concluded at the end of January. We have added 22 first time students to the EOP family.

# Administrative Services

January 2023

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## **Programming**

- Planning, Programming, Budgeting, Execution (PPBE) Training – used initially by the Department of Defense and later proving successful in the civilian sector, the fully- developed PPBE process will build on Vision2027 goals and objectives, enable resource prioritization based on academic and non-academic initiatives, and help with reallocating fiscal and other resources going forward. Building MCC’s PPBE process will begin in earnest with a one-day workshop on March 3rd to be presented by the Graduate School, USA.
- Highlights from January 31, 2023 financial statements:
  - FY 2023 Enrollment (thru Fall) amounted to 3,613 FTE; a decline of 24 FTE (0.7%)
  - Total Revenues, excluding HEERF funds, amounted to \$54.4M which is an increase of \$540k over the prior year
    - Increase in Sponsor Aid (\$300k) and Investment Income (\$600k) was partially offset by decline in Student Tuition (\$240k)
  - Total Expenses amounted to \$43.4M which is an increase of \$2.3M over the prior year; variances as follows:
    - Wages are essentially flat, however, ***FY2023 includes 27 pay periods (instead of 26). As such, wages will be low due to timing until August 2023***
    - Fringe Benefits increased by \$400k primarily related to Health Insurance
    - Other Expenses increased by \$1.9M; primarily related to Utilities, Supplies, PSTF Instruction, Insurance and the timing of various expenses
  - The College claimed \$3.1M in HEERF funds as Lost Revenue in FY 2023; \$3.0 of Lost Revenue was claimed in FY 2022 (thru 1/31/22). ***FY2023 will be the final year the College can claim HEERF funds as these funds must be used by 6/30/23***
  - Excluding HEERF funds, Fund Balance increased by \$11.0M in FY23 compared to \$12.8M in FY22
- 2023-24 Operating Budget: Through an inclusive and transparent budget development process, divisional budgets were formally distributed on Friday, February 10, 2023. Managers will build their respective budgets over the next month with submissions due to the Budget Office on March 10. Noteworthy aspects of this year’s process include regular engagement of the college officers with FA, CSEA, and Faculty Senate representation along with formal discussions with President Burt-Nanna and the Executive Leadership Team.
- The Controller’s Office began implementing new processes necessary for the administration of self-funded health insurance which was effective on January 1, 2023 for all active employees and retirees under age 65
- Work continues on the Voluntary Compliance Plan
  - Scheduling work on repairs that can be completed with in-house staff
  - Working with Monroe County to contract with a design consultant to develop plans for medium to large capital projects

- Request is in to Monroe County, as part of the 2024 to 2029 Capital Improvement Program, to accelerate deferred maintenance in 2024 to fund capital projects required to address various findings

<b>Year</b>	<b>Completed</b>	<b>In Progress</b>	<b>Not Started</b>	<b>Total Findings</b>
<b>2019</b>	10			<b>10</b>
<b>2020</b>	31			<b>31</b>
<b>2022</b>	13		2	<b>15</b>
<b>2023</b>			1	<b>1</b>
<b>2024</b>			12	<b>12</b>
<b>2025</b>	1		70	<b>71</b>
<b>2028</b>			4	<b>4</b>
<b>2029</b>			1	<b>1</b>
<b>Refuted</b>		32		<b>32</b>
<b>Total</b>	<b>55</b>	<b>32</b>	<b>90</b>	<b>177</b>

Percent Complete: 31.07%

Percent Complete from Previous Report: N/A.

# Academic and Student Affairs

February 2023

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## **Programming**

- On February 4, 2023, MCC's a cappella group, the Tributones, participated in the quarterfinal of the International Championship of Collegiate A cappella (ICCA) competition. Out of thousands of entries, only 400 groups from across the world qualify for the ICCA's competition and MCC is one of only 2 community colleges participating. In the quarterfinal, the Tributones competed against groups from Penn State, RIT, and McMaster University, to name a few. Although they did not place in the top 3, the Tributones received many great comments from the judges. Here is the link to the [Tributones performance \(video\)](#), which will be repeated at the March 1st Combined music concert at MCC.
- The MCC Veterans' Club was pleased to host a one-hour, condensed version of a new, five-part documentary, "The Gift," about Jason Dunham's life in Scio, New York, and death "on a duty road in western Iraq" to save his fellow Marines, and the impact of this gift on them to the present day. This screening was held on February 4, 2023, from noon to 2 PM in the Robin and Tim Wentworth Arts Building. There was also a Q&A session following the screening with its Director, David Kneiss. Over 125 people were in attendance.
- The Student Government Association, together with the Black Student Union, held a Candlelight Vigil in memory of Tyre Nichols. The event was held on February 15 at 2:15 PM in the R. Thomas Flynn Campus Center and was live streamed. Attendees were invited to light a candle in memory of Tyre.

## **Personnel**

- Andrea Gilbert, Assistant Director of the Virtual Campus, completed requirements for her Ed.D. in Educational Administration from the University of Rochester. Congratulations, Dr. Gilbert!
- Jasna Bogdanovska, Associate Professor of Photography (VaPA), is the recipient of the 2023 *AACC Dale P. Parnell Faculty Distinction Recognition Award*. The award recognizes faculty who are making a difference for students and their College with a demonstrated dedication to supporting students and participation in college-wide efforts such as Prof. Bogdanovska's leadership of *Vision2027*. Professor Bogdanovska will be honored at the American Association of Community Colleges annual conference in Denver, Colorado at the beginning of April.
- Dr. Tokeya Graham (English & Philosophy) received the *Seven Pearls of Excellence in Education Award* from Theta Omega Sigma Alumnae Chapter of Sigma Gamma Rho Sorority, Inc. during the organization's 100th Founders' Day Centennial Scholarship Ball. This honor recognizes an educator who has exhibited leadership above and beyond expectations on behalf of Rochester's students. The recipient has also demonstrated outstanding leadership in the school building, classroom and through extracurricular support.
- Dean Michael Jacobs (Humanities & Social Sciences) was recently published in the University of Tennessee Press's new anthology of scholarship, *Agee in Context: New Literary, Cultural, and Historical Essays*. Dr. Jacobs's essay, "The Case Against Language: Agee, Dos Passos, and Modernist Amalgamation," draws unexplored parallels between two of the most important works of early twentieth century American literature, John Dos Passos's *USA* and James Agee's *Let Us Now Praise Famous Men*.
- Drs. Michael Jacobs (Dean, Humanities & Social Sciences), Susan Hall (Associate Director, Assessment), and Tracey Graney (Professor, Biology) presented "Leading Monroe Community College through General Education Revision" at AAC&U's 2023 Conference on General Education, Pedagogy, and Assessment.
- Michael Weingart (World Languages and Cultures) completed the Online Teaching Certificate program through SUNY's Center for Professional Development in fall 2022. The full program consisted of two online asynchronous courses, each six weeks long, designed to prepare teachers, instructional designers, and professionals in education to effectively develop and facilitate online learning environments.

- Jasna Bogdanovska, Associate Professor of Photography (VaPA) was invited to exhibit her work at the international exhibition *Migrations and the Shifting Borders* in Rome, Italy. The exhibition ran from January 13th to February 16th, 2023. Curated by LoosenArt, the exhibition was displayed at Millepiani Gallery in Rome.

## ***Other Highlights***

- The Diversity, Equity, and Inclusion in Teaching and Learning (DEI in TL) workgroup endeavors to expand the practice of equity-driven pedagogy, curriculum development, course design, assessment, and faculty-student engagement across all academic departments at MCC. Led by Dr. Natasha Chen (AHPS) and comprising a dedicated team of faculty and staff, this workgroup functions as a standing committee of the College's Inclusion, Diversity, Equity and Accountability (IDEA) Council with a focus on DEI as it relates to academic practices and structures at MCC. To date, the DEI in TL Workgroup has made significant contributions to the College in this context. During the 2021-2022 academic year, Dr. Chen worked directly with 18 of MCC's 20 academic departments, facilitating meaningful dialogue on the value of infusing DEI into the aforementioned areas of teaching and learning. These meetings catalyzed a number of department-led efforts to implement equity-minded and anti-racist classroom practices. Moreover, the workgroup developed and proposed a new institutional learning outcome (ILO) that will further bolster the College's commitment to the tenets of DEI: Upon the successful completion of any credit-based credential at Monroe Community College, a graduate will be able to ***apply knowledge about systemic inequities based on race, class, and gender to analyze past, current, or future social justice action.***

Faculty Senate will vote on the potential endorsement of this proposed ILO at its February meeting.

Additionally, the DEI in TL Workgroup has played an instrumental role in the College's implementation of SUNY's revised general education framework, reviewing proposed course revisions for the new, required Diversity, Equity, Inclusion & Social Justice (DEISJ) outcome. To date, three courses have been approved for the DEISJ attribute, and another sixteen, ranging from Cultural Anthropology to Geography of Genocide are in the process of being reviewed.

The DEI in TL Workgroup's 2022-2023 summary of responsibilities include developing set of specific, measurable goals that inform long-term recommendations in the following areas:

- Embracing and embedding DEI and antiracism within the curriculum
- Aligning classroom practices in support of DEI principles
- Working as part of the IDEA council to make recommendations for AFDR, evaluation, and promotion processes to include the review of faculty and staff efforts in these areas.

# Institutional Advancement

February 2023

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## ***Programming***

- Development and implementation of the Vendor Risk Assessment program is on track for completion at year-end. The College's 2022 external audit report found MCC is implementing a robust vendor risk assessment process that is compliant with NIST standards and technology policies with a recommendation to develop a policy which is currently underway.
- Community Relations (CR) crafted talking points, handouts to distribute for the NYS elected officials budget breakfast and worked with EDIWS to help generate media and social media coverage for their CTE Professional Development Workshop.
- CR, working with the social media team, helped generate media and social media coverage for the Aspen Institute College Excellence Program announcement, including MCC.
- CR crafted talking points for President Burt-Nanna's MLK event and developed and coordinated input for the PowerPoint slide deck for the February town hall meeting.
- Institutional Research (IR) hosted 3 trainings on how to be better data users and how to make data informed decisions. The trainings were open to all MCC employees and 19 people attended at least one of the sessions. The overall goal is to create a data network on campus where data can be openly discussed and shared.

## ***Other Highlights***

- The Foundation has embarked on a strategic planning process with a committee led by MCC Foundation Board Chair Lori Van Dusen.
- IR completed the required federal reporting for the spring session. This ensures that federal financial aid will continue to be awarded to MCC.
- IR updated its Department of Labor database that tracks employment outcomes for students who enroll and/or graduate from MCC.
- Valarie Avalone, Institutional Planning, Effectiveness, and Accountability met with the VPs and shared the template for the Assessment of Administrative Units along with the Assessment Schedule document. Administrative Unit Assessments are a part of institutional effectiveness and are a requirement of accreditation.
- Results from the Voluntary Support for Education (VSE) survey were released. The MCC Foundation is #1 among reporting SUNY community colleges in overall giving, unrestricted giving and restricted giving for the 2022 fiscal year.