



## Economic Development and Innovative Workforce Services (EDIWS)

Month of January 2023

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### *Programming*

- MCC's Optical Technology professor, Dr. Alexis Vogt was awarded the 2023 SPIE Maria J. Yzuel Educator Award. SPIE is the international society for optics and photonics.
- EDIWS is partnering with L3Harris on a learn-and-earn program to build the company's electrical engineering technician workforce. More information and details regarding this program will be publicly released later in Q1 2023.
- Public Safety Training Facility:
  - Police Recruit Academy (class #70) of 24 recruits graduated on October 28, 2022.
  - Police Recruit Academy (class #71) of 72 police recruits from multiple agencies began on October 26, 2022. They are scheduled to graduate in mid-September 2023.
  - Fire Academy of 31 recruits from the Rochester Fire Department commenced on January 3, 2023. They will graduate in May 2023.

### *Partnerships*

- MCC and the Rochester Institute of Technology are partnering on a project focused on modernizing and accelerating machinist training and education to keep up with the pace of Industry 4.0 technology development. Developed by RIT, a new machinist training pilot program will be launched at MCC, Finger Lakes Community College, and BOCES throughout 2023 and 2024. The initiative also aims to make training and career opportunities more accessible to residents, including hard-of-hearing individuals, through the innovative use of virtual/augmented reality. In collaboration with regional industry, partners in the initiative will stay current on technical knowledge and skills through a series of workshops. The first workshop, offered on Dec. 9 at the Applied Technologies Center, was attended by approximately 25 representatives from BOCES, MCC, RIT, Rochester Technology and Manufacturing Association (RTMA) and employers, including Gleason Works and Raymond Corp.
- We received a SUNY Workforce Development Training Grant award of \$6,942 supporting our Developing the Conscious Leader and Conscious Culture Certificate Program.

This will be delivered to a consortium of five companies to include ABX Packaging Solutions, Tri Tower Telecom, Helen & Gertrude Agency, Spiritus Christi Prison Outreach, Isaac Heating & Air Conditioning, and Lifetime Assistance.

#### *Developing the Conscious Leader and Conscious Culture Certificate Program*

Delivery: 18Jan23 – 15Mar23

Value: \$17,342. The funding for this training includes: SUNY Workforce Development Training Grant funds of \$6,942 and a company matches of \$10,400

Description: The Conscious Leader, Conscious Culture eight-session certificate series combines straightforward tools under the umbrella of a practical leadership model to enable successful business execution of leadership theory and concepts.

Participants who embark on this series will drive higher employee engagement, successful implementation of innovative solutions to vexing problems and develop a continuous cycle of success. That cycle includes team

learning, goal setting, proactively driving change, working effectively with differences, overcoming fears and more.

The eight sessions include:

- Leadership in the Internet Age
- DISC Behavioral Profile
- Building a Dynamic Culture & Fearless Leadership (ALP)
- Working with Emotional Intelligence
- Everyday Practical leadership
- Organizational Change Executive Etiquette, Effective Meetings & Presentations
- Trust and Generational Differences
- My Conscious Leader Report and Dealing with Difficult Situations

### **PEKO Precision Inc**

PEKO has contracted MCC's Economic & WFD Center/Corporate College to deliver:

*Practical Leadership for the Human Resources Team*

Scheduled Delivery: 18Jan23 – 15Mar23

Value: \$7,520

Description: We understand PEKO Precision leaders desire Practical Leadership training to improve communication and consistency across the Human Resources team. PEKO leaders have requested that MCC Economic & Workforce Development Center/Corporate College outline a content and delivery plan for an interactive classroom instructional program for the Human Resources team to understand how to plan for and execute tough conversations, manage conflict, manage time and priorities, and improve teamwork.

The five sessions include:

- Session 1: DiSC Personality Profile
- Session 2: Time Management & Prioritization
- Session 3: Situational Leadership Model
- Session 4: Five Dysfunctions of a Team
- Session 5: Maslow's Hierarchy of Needs

### ***Other Highlights***

- Dr. Cole has recently joined the Board of Directors for Junior Achievement of Central Upstate NY.
- EDIWS is hosting 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, the nationally-recognized organization responsible for developing national standards and competency-based credentials in manufacturing trades. Details and registration information will be shared through Linda Hall as soon as it's available.
- A session titled "FWD Center: Creating Technicians of Tomorrow through a Regional Collaborative" will be delivered at two upcoming national conferences. The session focuses on MCC's journey to fully develop and realize the FWD Center and the role of community engagement and philanthropy in the process.
  - League for Innovations conference: session delivered by Dr. Cole
  - AACC conference: session delivered by Dr. Cole, Gretchen Wood, and Kristin Sine-Kinz

# Division of Diversity, Equity and Belonging

December 2022

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## ***Programming***

12-7-22: Educational Opportunity Program (EOP), Winter Refresh

## ***Personnel***

- Cross-Cultural Advisor, Global Education and International Services (GEIS) – in process
- Secretary III, Educational Opportunity Program (EOP) – in progress

## ***External Partnerships***

- MCC League Representative, League for Innovation
- Co-Chair for the Western New York Diversity Officers (WNYDO) Council (August, 2019 – present)
- Chair, Board of Trustees, Urban League of Rochester (August 2022 – present)
- Board Member, Vertus Charter School (October, 2020 - present)
- College Liaison, New York State Education Department Civil Rights Compliance
- Monroe County/MCC SIV
- Inclusion Allies Coalition (February, 2020 - present)
  - Social Media, Marketing and Communication Committee
  - Mentoring Committee

## ***Internal Partnerships***

- Negotiation Team: CSEA and FA Contract Negotiations

## ***Other Highlights***

- The Women of Excellence is currently doing a Community Service Event where they will collect winter clothing for women and children, along with hygiene products, and donate them to several women's shelters. There will be boxes around campus starting in late-January for those who would like to donate.
- The LGBTQIA+ affinity group had a get-together at Deja Brew to celebrate the end of the semester (12/7/22).
- Inclusion, Diversity, Equity and Accountability (IDEA) Council is working on sub-committee assignments and gearing up to begin its work on the 2022-2027 Diversity Plan for MCC.
- Donor Re-committed \$50K for the Men and Women of Excellence for 2023-24.

# Administrative Services

Month of December 2022

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## ***Programming***

- Highlights from December 31, 2022 financial statements:
  - FY 2023 Enrollment (thru Fall Census) amounted to 2,928 FTE; a decline of 130 FTE (4.3%)
  - Total Revenues, excluding HEERF funds, amounted to \$42.6M which is an increase of \$300k over the prior year
    - Increase in Sponsor Aid (\$250k) and Investment Income (\$445k) partially offset by decline in Student Tuition (\$310k)
  - Total Expenses amounted to \$35.3M which is an increase of \$1.6M over the prior year; variances as follows:
    - Wages increased by \$110k, 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 \$300k primarily related to Health Insurance
    - Other Expenses increased by \$1.2M; primarily related to Utilities, 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 12/31/21). ***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 \$7.3M in FY23 compared to \$8.6M in FY22
- A more formal cost analysis is being completed by the design consultant for the Downtown Parking Garage Rehabilitation project for both rehabilitating and decommissioning the garage. The original rehabilitation estimate was close to \$4M, and the rough estimate to decommission the garage was close to \$2M. However, the scope on which the decommissioning estimate was based was not detailed, and did not take into-account the active utility lines that would need to be maintained and accessed in and around the garage. Additionally, both estimates are outdated given the current volatility of the construction market. A more formal cost analysis must be completed to make an informed decision about taking the garage offline. The consultant continues to perform regular inspections of the structural integrity of the facility to ensure compliance.

## ***Partnerships***

- The Department of Public Safety held an Active Threat training exercise on December 20, utilizing the vacant 9A building. The training was held in collaboration with the Brighton Police Department and the Monroe County Office of the Sheriff, as an integral part of the College's preparedness effort.
- The Facilities Department and Technology Services worked together for planned power and chiller shutdown projects during the holiday break, to allow for necessary maintenance and upgrades, while safeguarding our systems and infrastructure against any adverse impact(s).

## ***Other Highlights***

- The Department of Public Safety organized a "Snow Pants & Winter Collection" to benefit the children at the Guon Child Care Center; the youngest members of our Tribune community.
- The Facilities Department held their 3rd Annual Food Drive in December, benefitting MCC's DWIGHT (Doing What Is Good and Healthy Together) Food Pantry, supporting our food-insecure students.

# Academic and Student Affairs

January 2023

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## *Programming*

- Women's soccer finished ranked sixth in the country for NJCAA Division I with a 13-2-2 record. Sisters Autumn and Sierra Edwards were named NJCAA Division I All-Americans.
- Men's soccer had an eight-game winning streak during the season and was ranked as high as 18th in the country, the team's highest ranking in 12 years.
- Women's volleyball made the Region III playoffs for the fifth straight season, losing in the first round of the playoffs.
- The BIPOC Teacher Mentoring Program is aimed at creating a supportive network of early career teachers of color from the Rochester City School District, as well as charter schools, to mentor pre-service teacher candidates of color in the education program at MCC. Mentors will use an integrated mentoring model employing multiple approaches aimed at supporting mentees with personal and professional goals. Cohort 1 kicks off on Thursday, January 19, with a total of eight mentors from two charter schools: Eugenio Maria de Hostos Charter School and University Prep Charter School, as well as several schools within the RCSD: Wilson Magnet High School, Dr. Walter Cooper Academy, James Monroe Lower, and Edison Career and Technology High School. The selected mentors will support eight students at the college who have completed at least one semester. Additionally, a veteran teacher from The Children's School will be a co-facilitator in the program.

## *Personnel*

- Women's soccer coach, Sal Galvano, won his 200th game as MCC's head coach and was named Northeast District Coach of the Year.
- Jacques Plumart, Office Clerk II, Registration and Records, retired January 2, 2023.
- Professors Angelique Stevens, English/Philosophy, and Rita Straubhaar, World Languages and Cultures, co-presented at the 2023 Modern Language Association (MLA) Convention in San Francisco, CA. Their presentations, "Law Enforcement and the Community: Genocide, Human Rights, and the Criminal Justice Classroom" (Stevens) and "ASLcore: Expanding Discourse Across Disciplines through Collaboration and Technology" (Straubhaar), were part of the Committee on Community Colleges-sponsored panel, Advancing the Humanities through Cross-Disciplinary Collaboration, which was co-developed and co-chaired by Michael Jacobs, Dean, Humanities and Social Sciences.
- Professor Matt Fox, ESOL/TRS, and Dean Michael Jacobs, Humanities and Social Sciences, presented at MLA with colleagues from the Community College of Baltimore County for the panel, Self-Placement into English Composition.
- Ryan Messenger, Acting Associate Vice President, Student Affairs, and William Dixon, Director, Institutional Research, presented for the New York Student Success Center SUNY REACH and Pathways Learning Session on Student Basic Needs.

## *Other Highlights*

MCC supports students outside of the classroom to build student engagement, foster a sense of belonging, and promote a healthy college community that is conducive to student learning and development.

## **Student Clubs and Organizations**

Student Life and Leadership Development helps support a vibrant campus community, community service, and a student-centered college. The department helped support over 75 campus events.

- In the fall semester, there were 44 active student clubs and organizations, with 193 student leaders who have participated in leadership and Title IX training, and over 700 students attending club and organization meetings. There were seven new student clubs added in the fall semester: Japanese Cultural, Young Democratic Socialists of America, Nepali Student Union, Dance, Cheerleader, Healthy Baby Father Network, and Council of Excellence.
- The Student Government Association (SGA) has 14 student leaders that meet weekly. They collaborated with the Monroe County Board of Elections to do a voter registration drive, worked with the SUNY Student Assembly and Turbovote to provide easy access for students to register online and vote early, and held Snack and Chats with the student body at the Brighton and Downtown Campuses.
- Phi Theta Kappa (PTK) Honors in Action capstone project, Come Play with PTK, was featured on three local TV channels. The PTK students invited MCC international, refugee students from Refugees Helping Refugees, and House of Mercy. In addition, the project was selected for SUNY's 30 Days of Giving.
- PTK's Rock and Enroll event helped students enroll for the spring semester.
- Students served on a panel for the Teaching and Creativity Center (TCC) Supper Success event. Four student leaders met with adjunct faculty members and shared what faculty can do to provide an engaging classroom environment.
- Over 50 students and 50 student-athletes participated in the Leadership Certificate Program, which is now available completely online.
- Over 140 student leaders attended Dr. Deanna Burt-Nanna's inauguration.
- Student Life and Leadership Development organized the first annual Dessert Social with the President, the Executive Leadership Team, the Board of Trustees, and student leaders.
- The Campus Activities Board (CAB), First Year Experience (FYE), and Student Life and Leadership Development collaborated to host 14 events for the Weeks of Welcome.

## **Student-Athletes**

One of the main initiatives of the Athletics Department this year is to enhance the sense of belonging and community amongst student-athletes. During the fall semester, student-athletes engaged in a myriad of activities, from community service, IDEA workshops, financial literacy/education, and many more designed to bring teams together to support each other and the greater MCC community.

- Girls Supporting Girls Soccer Initiative. Our women's soccer team invited local area youth soccer teams to watch our first home game of the season. The team walked onto the field for pregame introductions and then played mini-games during halftime. After the game, players signed autographs and took pictures with all the teams.
- Athletes for Athletes. Games throughout the year have been selected to be deemed athletes-for-athletes games in which all student-athletes come out in support of each other. This allows student-athletes to engage with each other outside of their respective sport and see the hard work and dedication of student-athletes in other sports.
- Habitat for Humanity. The women's basketball team spent an entire day at the Habitat for Humanity Restore assisting with processing new inventory, fixing furniture, and organizing the stockroom as way to give back.
- National Day for Truth and Reconciliation. Staff and student-athletes wore orange shirts to promote awareness about the Indian residential school system still impacting Native American communities in the United States and Canada. Known as National Day for Truth and Reconciliation, the day honors the children forced into Indian boarding schools. In addition, the day also remembers those who never returned home.
- Annual 5K Walk/Run for Scholarships. Over 90 student-athletes participated in the 5K Walk/Run Challenge hosted by the MCC Foundation.

- **Campus Clean-Up.** Student-athletes took part in the second annual campus clean-up. They were assigned to areas of the campus and collected trash, painted, and organized storage areas. In all, 32 bags of trash were collected. After the event, student-athletes were invited to stay for a pumpkin-carving contest.
- **Implicit Bias Training.** Dr. Calvin Gantt held two sessions on implicit bias and micro/macro aggressions with student-athletes. Student-athletes engaged in reflective small-group discussions and reported back to the larger group.

### **Supporting a Safe and Healthy Campus Community**

A reorganization merged Counseling and Disability Services and Health Services under the leadership of Dr. Aubrey Zamiara. As we prepare for the future, the Student Wellness Center will focus on a holistic wellness component to include programming and educational resources. The Wellness Center will provide a whole person-centered care model, prevention services, health promotion, personal development, and positive well-being to build a culture of well-being and holistic wellness support for our students.

Prevention and education programming is a significant part of the work of Student Rights and Responsibilities. It is mandated for Title IX topics, like consent and bystander intervention, through NYS 129b. Additionally, through the student conduct process and sanctions, we provide education to students on other topics through conversation and completion of assignments. For each of the most common charges, Student Rights and Responsibilities created an educational program for students to complete if they are found responsible. Students who complete these programs are less likely to be found in violation of additional charges. The overall recidivism rate for all student conduct is low, at about 14%.

The college-wide CARE team (formerly known as the Behavioral Early Alert Team (BEAT)), a behavioral intervention team with membership that includes the Associate Vice President of Student Affairs, Director and Prevention and Education Coordinator of Student Rights and Responsibilities, Chief of Public Safety, Director of Housing and Residence Life, and Director of Wellness meets biweekly to coordinate support for students referred through Behavioral Intervention Reports. Typically, between 30 and 45 students are referred per semester.

# Institutional Advancement

December 2022 and January 2023

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## ***Programming***

- Initiating the first data discussion on the book *You Are a Data Person*. This is an in depth, cross divisional discussion on how to use data and how our personal data experiences/perceptions shape our beliefs.
- Community Relations (CR) supported President Burt-Nanna's presentation "The President's Role in Resource Development: It's More than Fundraising" to the December League for Innovation in the Community College, Executive Leadership Institute meeting.
- CR supported the launch of the new "Hospital & Community Mental Health Tech" program.

## ***Personnel***

- William Dixon was asked to join the SUNY data standards discussion group and represent community college IR offices for the state.
- Valarie Avalone, Institutional Planning, Effectiveness, and Accountability, was invited by Middle States Commission on Higher Education (MSCHE) to participate in an On-Site Evaluation Team Visit at a community college in Maryland.
- Karen Chin, Institutional Compliance and Internal Audit, elected to the Board and Secretary for the Institute of Internal Audit Rochester Chapter.
- Dolores Pasto-Ziobro, Institutional Compliance and Internal Audit, elected to the Board and Chair for the Academic Relations Committee for the Institute of Internal Audit Rochester Chapter.

## ***Partnerships***

- In partnership with The Bonadio Group successfully completed the Single Audit of Federal funds. There were no audit findings due to the close working relationship between the Financial Aid and Institutional Compliance & Internal Audit departments which includes continuous monitoring of student federal aid by Internal Audit.

## ***Other Highlights***

- The MCC Foundation hosted a reception for the STAR Power Scholarship, which benefits single parents who are head of household, raising an additional \$84,000 in support of the program.
- Institutional Planning, Effectiveness, and Accountability -- Actively engaged in seeking State funding for a number of MCC's Capital Improvement Projects (CIP), including Applied Technology STEM Addition, Louis S. and Molly B. Wolk Center for Excellence in Nursing and Health Care Sciences at the Downtown campus, Finger Lakes Workforce Development Center (Bank of America) 5<sup>th</sup> Floor Lobby.
- Institutional Compliance and Internal Audit – Responded to seventeen Freedom of Information Requests in 2022 consistent with NYS law and gathered required documentation for BSK to determine Athletics compliance with regulations governing sexual harassment prevention and training.