



Division Highlights

Month of November, 2020

Chief Diversity Officer

Programming:

- 21-Day Racial Equity Challenge (Sponsored by the United Way of Rochester) – 65 MCC participants (including all of the President's Cabinet)
- Election Related Programs
 - Voter Rights and Voter Suppression (8/22/20),
 - Understanding the ISMS: Understanding terms such as socialism, nationalism, fascism, and populism (9-29-20)
 - Long Table – Immigration by Rachel Y. DeGuzman, Executive Director WOC
 - Speak Out, Issues Impact MCC
 - National Pronoun Day (10-21-20)
- The Diversity Conference Series presents, "Mental Health and Wellness in Diverse Communities." - October 2, 2020, from 8:45 AM – 3:30 PM. (virtual and registration is required)

Personnel:

- N/A

Partnerships:

- Co-Chair for the Western New York Diversity Officers (WNYDO) Council
- Board of Trustees Member, Urban League of Rochester (Spring 2019 – present)
- Board of Trustees Member, Vertus Charter School (Expected - October, 2020)

Other Highlights:

- President's Emerging Leaders Program (PELF) speaker – Dr. Michael Baston, President Westchester Community College (11-18-20)
- Panelist, New York Community College Trustees (NYCCT) Meeting – The Role of Chief Diversity Officers at Community Colleges (11-13-20)



Division Highlights

December 2020

Student Services

Programming:

- The first virtual Phi Theta Kappa Induction Ceremony was held on November 13; 100 students, faculty, and staff attended.
- DWIGHT (Doing What is Good and Healthy Together), First Year Experience, Phi Theta Kappa, and Student Life and Leadership Development provided 100 Thanksgiving dinners to students at both the Brighton and Downtown Campuses.



Personnel:

- Eric Wheeler, Assistant Director, Veteran Services, was nominated by the SUNY Military Advisory Council and named by the SUNY Chancellor as a member of the newly formed SUNY Veteran and Military Action Council, which will work directly with college leaders, elected officials, and state agencies to implement a series of policy shifts that increase access and improve the educational experience for all current and prospective military-connected students.
- In memory of MCC Student Jaquayla Young, who passed away on September 19, 2020, as a result of violence in our community, a sugar maple tree has been planted between Building 4 and Parking Lot F, next to the sidewalk on the southeast side of the lot. A ceremony will be held in the spring and a plaque will be placed by the tree. A note of appreciation to Eric Mendel and Blaine Grindle from Facilities for their assistance with this project.

Partnerships:

- On November 16, the Holocaust, Genocide, and Human Rights Project, along with several other sponsors, hosted keynote speaker Dr. Khalil Gibran Muhammad for *In Punishment We Trust: Mass Incarceration in the Post-Civil Rights Era*; over 300 people attended.
- To emphasize the importance of pooled testing and encourage student participation, the MCC Association, in collaboration with the Bookstore, Vice President Simmons, and IT/Computing, conducted a random prize drawing (Spring Fling T-shirt or limited edition MCC beanie cap) for students who tested each week. The first two weeks of the program, 1,360 students were tested and over 20 students have received prizes to date. At the end of the semester, there will be a grand prize drawing for \$150 Amazon, \$75 Grubhub, and \$250 Netflix gift cards.



Division Highlights

Months of September-December 2020

Economic Development and Innovative Workforce Services (EDIWS)

Programming:

- In support of future programming at the Finger Lakes Workforce Development Center, EDIWS has purchased Fanuc Robotics Certification Carts. This new investment will support a stronger introduction of robotics for students enrolled in MCC's mechatronics program and will also serve as the beginning of developing a larger instructional emphasis in robotics and automation technologies.
- The HVAC Jumpstart program is anticipated to begin its 2nd cohort on February 1st, the start of the Spring 2021 semester. This program is designed as an introduction to the HVAC industry which links students to employment opportunities while enrolled in this 11-week program. This program will function as a stackable credential and is equivalent to completing the first semester of the two semester MCC HVAC Certificate.
- The Economic and Workforce Development Center anticipates the 1st cohort of the Mechatronics Jumpstart program to commence on February 1st. This program is designed as an introduction to electro-mechanical disciplines that prepare students for career opportunities that exist in this region.
- The AWS (Amazon Web Services) Cloud Practitioner certification program is currently planned to have a first cohort beginning February 2021. MCC has formally partnered with AWS Academy, who will provide up to date curriculum for the course and accredit nominated instructors. Two instructors (both AWS Industry professionals) have had their nominations approved by the Academy, and an anticipated 1-3 additional instructors will be nominated soon.

Partnerships:

- On the job Train-the-Trainer course was delivered to 25 participants from Kodak in November and generated \$10,000 in revenue. A portion of the cost of this training was supported by *Mpower* partnership funds. This train-the-trainer course prepares Kodak's Journeymen to deliver more effective on the job training to their respective apprentices. MCC is also providing Kodak apprentices with related instruction utilizing courses from the MCC Mechatronics program.
- An article appeared on the front page of the RBJ in late October highlighting the MCC [Future of the Technician Workforce Study](#). The article's focus was on the increasing role of technology in business, and how MCC will use findings from the study to ensure students are provided the skills necessary to be successful in the workplace.
- In partnership with RTMA, MCC held 2 Finger Lakes Youth Apprenticeship webinars in November. The first webinar focused on best practice in registered apprenticeships related to diversity, equity and inclusion, and the second webinar featured two MCC women registered apprentices.
- MCC and RTMA conducted three virtual Matching Day events for Monroe County area students that are accepted into the Finger Lakes Youth Apprenticeship Program. Matching Day provides youth apprentices the opportunity to interview with multiple companies in the region to secure a job-shadow or a paid co-op.
- On October 2nd, Monroe County Executive Adam Bello announced that Monroe County has committed \$550,000 in CARES Act funding for MCC to develop, implement, and manage a workforce development partnership, *Mpower Healthcare*. This innovative program will provide free training to Monroe County residents looking for work in essential health and medical positions.

Other Highlights:

- In November, the Economic and Workforce Development Center published a research brief in partnership with the Finger Lakes Performing Provider System (FLPPS) titled [Findings from an Examination of Government Sourced Labor Data and Online Job Posting Analytics to Inform a Regional Workforce Investment within the Finger Lakes Performing Provider System \(FLPPS\) Service Area](#). The research brief set out to inform a regional workforce investment that will create a more functional career pathway system for the healthcare sector across the 13-Counties of the FLPPS service area. The EDWC anticipates additional projects with FLPPS as a result of this study.

- The MCC America's Promise Grant Program is one of three grantees selected to receive a promising practices site visit this year. MCC was selected based on exemplary performance in executing this program and demonstrating the ability to develop and deploy creative solutions to challenges along the way. The purpose of the promising practices site visit is to document achievements, lessons learned, and sustainability strategies, and then share it with the America's Promise grant community and other H-1B grantees. The visit will take place in December 2020.



Division Highlights
Month of October and November, 2020
Administrative Services

Programming:

- **CALEA Accreditation Complete - 1st in Nation**
On November 12, Chief Tony Perez and Assistant Chief Kevin Hall attended the CALEA Candidate Agency Final Review committee meeting. During this remote gathering, CALEA commissioners reviewed the final report on the Department of Public Safety's efforts to prove compliance with 138 CALEA Campus Safety standards, asked questions of both Chief Perez (as the Department Head) and Assistant Chief Hall (as the Program Manager), and made a motion to grant accredited status to the agency, which passed unanimously. Currently, 10 law enforcement agencies hold CALEA accredited status in New York State, 8 certified under the law enforcement program and 2 (MCC and New York University) under the Campus Security Program. The Department of Public Safety at MCC is the first community college nationally to achieve this prestigious honor.

- **Cyber Security Awareness Training**
In compliance with the MCC Cyber Security Awareness Training Policy, employees must complete annual training. Technology Services rolled out FY20-21 training in October, which is Cyber Security Awareness Month. Results are impressive; 85% of active employees have completed their training. Anyone past due on training has had their MCC password set to expire every 7 days until they complete training, as a mitigating control.

Other Highlights:

- **5 Year CIP/First draft of the Facilities Master Plan**
 - The five-year Capital Improvement Program (CIP) request has been submitted to the County Planning Dept.
 - The Facilities Master Plan (FMP) has been received and is under review now and will be submitted to the BOT for February approval.



Division Highlights

Month of December, 2020

Academic Services

Programming:

Programming from our TCC continues with great participation in Adjunct Suppers for Success, First & Second Year Faculty Series Meetings, Conversations, and book group discussing, *So You Want to Talk About Race* by Ijeoma Oluo. Specific events included:



- Sharing is CAREing: Adjunct supper exploring faculty-driven factors that improve student retention (presenter: Jason Anderson, Chem/Geo, 42 attendees)
- Brain-Based Teaching: Adjunct supper (presenter: Adjunct Prof. Wayne Uter, 36 attendees)
- Safe Zone Training by Professor Dina Giovanelli as part of the second year faculty series
- A “Talk with Teachers” conversation with Professor Tokeya Graham (38 attendees)
- Workshop: What, Exactly, Is Equity, and What Does 'Equity-Mindedness' Mean? (facilitated by Christina Lee)

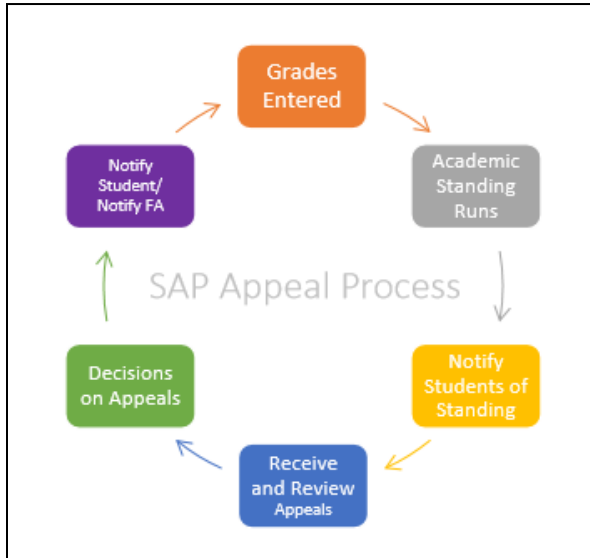
Personnel:

- On November 10th, Professors Lou Andolino, Nayda Pares-Kane, and Joseph Scanlon from the Anthropology, Sociology, History, Political Science Department presented A Call to Understand, Learn, and Communicate—A Post Election Analysis to the MCC community. Their talk explored political divisiveness and incivility leading up to—and in the aftermath of—the Presidential Election, as well as how Americans can better cope and express ourselves following one of the most important elections in American history.
- English and Philosophy Chair Tony Leuzzi continues his affiliation with The Brooklyn Rail, where he is the lead reviewer of poetry for its "Books" section. In October 2020, The Rail published Tony's interview with poet Tyree Daye. The interview focused on Daye's new second book, *Cardinal*, a powerful collection of lyric and narrative verse that addresses the central theme of "traveling while black in America."
- Dean Michael Jacobs organized and leads a HyFlex Advisory Committee charged with establishing best practices, cultivating resources, and developing guidelines for HyFlex teaching. MCC will pilot the HyFlex modality this spring. Dr. Jacobs is a member of a newly-formed SUNY workgroup constructing a series of system-wide webinars on HyFlex course and resource development, which will take place from November 30th to December 4th.
- On November 10th, Assistant Business Adjunct Prof. Jodell A. Raymond and Amy Betti, Adjunct Instructor in ESOL/TRS, presented “Universal Design for Learning and Diversity, Equity and Inclusion Initiatives” to adjunct faculty at the TCC Adjunct Supper for Success. Their discussion explored Universal Design for Learning, and how it is an important part of diversity, equity and inclusion efforts. The presentation's focus was on finding ways to create accessible and welcoming learning environments that are supportive and inclusive of all students.
- Angelique Stevens recently won the Prism International 2020 Creative Nonfiction Contest, for her essay, "Ghost Bread" which is excerpted from her memoir in progress. The contest, judged by Alexander Chee, brings with it a \$1500 prize. Angelique's essay will be published in the forthcoming winter issue.



Other Highlights:

MCC updated its Satisfactory Academic Progress (SAP) process.



Satisfactory Academic Progress refers to a student’s successful completion of coursework towards a degree or certificate. According to federal regulations, students who fail to make satisfactory academic progress towards their degree or certificate will lose their eligibility to receive Federal Student Aid (FSA). At MCC, this requires evaluating the academic standing of between 8,000 and 9,000 students each semester. Our SAP standards include determining if students are meeting the minimum GPA requirement of a 2.0, are completing 67% of attempted credits per term, and have a completion rate of at least 150% of the published length for the program.

A student who fails to meet any one of the three SAP standards becomes ineligible for FSA; however, federal regulations allow students to appeal for eligibility to receive federal financial aid funds. The appeal process effects approximately 1,500 of our students each year. This includes students who return to MCC after a period of absence, students attempting to complete a second degree, students that have

decided to change programs, and students experiencing various obstacles to successful progress.

MCC is continually improving our SAP appeal process to ensure we are providing the best service possible for our students as they work towards their educational goals. This year we have automated some of the manual tasks and streamlined the process resulting in faster notification for students on their appeal decision, more up-to-date information for those serving students, reduction in errors, and a mechanism to capture information on students impacted by COVID-19. The improvements were the result of a cross-divisional effort including participation from Financial Aid, Records and Registration, Instructional Services, School Specialists, and Computing and it impacts Students, Academic Counselors, Counseling and Advising, and Admissions.



Teaching & Learning Toolkit

A Research-Based Guide to Building a Culture of Teaching & Learning Excellence



MCC was prominently featured in Achieving the Dream’s Inaugural Teaching and Learning [Toolkit](#) for the TCC’s Reflective Practice Groups. Faculty are harnessing the power of reflection to help them deepen their professional learning and improve their practice. With support from the campus professional learning hub, they engage in Reflective Practice Groups, a structured process that unfolds over the course of a semester. This process is revelatory for educators. It strengthens their use of the iterative process of inquiry and reflection, helping them regularly pause, reflect on something they have tried, and improve on their teaching

The Toolkit, released during the pandemic, draws on a wide body of research and innovative practices at community colleges nationwide and is as a resource to support college teams in building institutional capacity in teaching and learning.



Division Highlights

Months of October and November, 2020

Institutional Advancement Division

G. Wood Details

Foundation:

- Six new scholarship funds established since September, bringing total number of scholarship funds available to 274.
- 23rd Annual Gold Star Gala presented by M&T Bank theme was selected. Guests will be invited to join the MCC Foundation for an elegant travel adventure that celebrates highlights from across the globe. *The Great Goldstar Circum Navigation* will be held on Saturday, April 24. Our thanks to Dixon Schwabl for their creative support.
- MCC Foundation office moved from 1057 East Henrietta Road to the Downtown campus.

Government and Community Relations (GCR):

Government Relations:

- Facilitated post-election results messaging.
- Hosted Monroe County announcement of CARES Act Funding at the Downtown Campus – provided media relations and social media relations support.
- Provided RMAPI state budget advocacy coalition letter support.

Community/Media Relations:

- Diversity Conference – communications support, social media and media relations.
- MCC Presidential Search -- Managed search website finalist info and community partners' interview sessions.

College Community Communications:

- Facilitated statements against racism.
- Supported development of fall campus departure and return plans.
- Presidential Search -- produced 2-minute video on MCC used during finalists' virtual visits during early November.
- COVID-19 Pooled Testing rollout to all students and employees – communications support, including web, text/email, signage.
- Continue the management of all aspects of the MCC COVID-19 website, including facilitating the re-opening plans and details on SUNY updates on this webpage.

Institutional Compliance and Internal Audit:

- Policies, Procedures and Protocols –
 - Updated process checklists to reflect the reorganization and streamline the process from creation to approval.
 - The protocol process is in the process of being automated to enhance communication and tracking. The goal is to do the same for policies and procedures.
 - The College officers approved changing the three year policy review process to five years based on benchmark data from other colleges.
 - Six policies and procedures are updated to reflect the reorganization and we will continue this effort.
- Ethics Hotline – The College is changing vendors from EthicsPoint to Lighthouse resulting in a savings of approximately \$4,000 annually for a 80% cost reduction. Lighthouse offers enhanced features and brings the College into compliance with the American With Disabilities Act. The system provides additional administrative and reporting features that will eliminate past manual processes. The target date for implementation of the Lighthouse product is February 1, 2021 and there will be communications to the College community.

Institutional Research (IR):

- CARES Act funding: An evaluation of the CARES Act was completed that looked at the student persistence of those who received funding and those who did not. This research also compared the persistence rate of students Pre-COVID to the actual persistence rate of the group and found that the CARES Act met its intended target and alleviated a large part of the financial stress created by the pandemic.
- The office completed the office newsletter, found on the IR website. The newsletter contains articles on some of the most pressing issues at MCC including: changes in enrollment status, how COVID-19 impacted course success rates, demand at the Downtown campus, and a follow-up on the graduating class of 2019.
- New enrollment projections were created for the December 1 meeting of administrators at MCC. A list of college initiates is being created in order to evaluate their impact on student persistence and success. This will include information on the return on investments for each program examined.