



Economic Development and Innovative Workforce Services (EDIWS)

June thru July, 2023

Programming

- Law Enforcement:
 - FY22-23 – Recruit and In-Service Law Enforcement programs collectively tallied 4,001 enrollments to provide 597.50 credit hours of training, resulting in 392.78 FTE. More will be added before the fiscal year ends; however, we are on track to achieve the second highest FTE count over the past 10 fiscal years.
- Emergency Medical Services (EMS)/Paramedic:
 - 19 students will graduate from the paramedic program at the beginning of August 2023. This will result in approximately 19 new paramedic providers to serve our community needs!
 - 80% pass rate for the spring EMT courses.
 - A stellar year in CPR training/card purchases due to the national attention received after the Buffalo Bills incident and the world opening up, post-COVID. Revenue from FY 22 to FY 23 increased by \$24,115.
- Emergency Services/Fire/ARFF:
 - The Fire training programs took delivery of a 1999 RD Murray Spartan Engine that was purchased from the Hilton Fire District
 - The Fire Department In-Service Program has grown by nearly 50% since this time last year.
 - The Fire Technology/ARFF program has made several improvements to training equipment with the help of a partnership between MCC and the following: Bullard Thermal Imaging (2 thermal imaging cameras to be used during training valued at \$7000); and Holamtro Extrication Equipment (complete set of auto extrication equipment valued at \$68,000). This equipment is on a long-term loan from the vendors at no cost to the college.
- Monroe Community College Culinary Camp: Certified Executive Chef Chris Januzzi, and Certified Culinary Educator Evelyn Lannak led the camp which included three fun days of hands-on culinary exploration in the kitchen. The importance of food safety & sanitation were a recurring theme, and each day focused on a different topic including breakfast foods; a day in Italy; and baking & pastry. This program was at capacity filling all three sections, serving a total of 36 high school aged students.
- Career Exploration Summer Camp (pilot program): The FWD Center hosted two camp sessions: June 26/27 for high school students, and June 28/29 for middle school students. Both Camps were well attended by students from the Liberty Partnership Program. The camp utilized the FWD Center AR/VR lab for virtual career exploration, as well as the smart factory. Activities included: Developing a career plan; career exploration using AR/VR tools, use of a mobile arc welding simulator, smart factory demonstrations, and a virtual career fair walkthrough. The events yielded great learning opportunities for the MCC team and students enjoyed the camp. The MCC team will make program changes based on this learning and continue to grow this program.

Partnerships

Contract Training

- **DePaul Adult Care Communities, Inc., *Lead to Succeed (Supervisory Skills)***: Supervisors and managers will learn core knowledge skills and effective strategies for supervising others.
 - Value: \$6,760. This is supported with MPower Workforce Development Funds: \$3,380 (50%) and a company match of \$3,380 (50%)
- **Optimax Systems, Inc., *Internal Auditor training***: Companies seeking to train employees on the nuances and structure for internal audits benefit from this two-day comprehensive session. An overview of the latest ISO9000 along with auditing skills, techniques, checklist development and management and identification of non-conformance item are primary learning topics.
 - Value: \$5,388. This is supported with the SUNY Work-Based Learning Grant: \$4,053.50 (75%) and a company match of \$1,334.50 (25%)
- **Gleason Corporation, *Basic & Intermediate GD&T (Geometric Dimensioning & Tolerancing)***: Learn 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.
 - Value: \$16,990. This is supported with MPower Workforce Development Funds of \$8,495 (50%) and a company match of \$8,495 (50%) Certified Industry 4.0 Control Systems Specialist
- **Mary Cariola Children's Center – contract credit, *Disability Across the Life Span: Strategies for the Human Services (HUM 210) Working with Trauma Informed Care Skills (HUM 218)*** Description: Two contract credit courses for Mary Cariola teaching assistants, in collaboration with Department of Education and Human Services.
 - Value: \$20,280 (tuition and fees for 15 in each course to the College).

Other Highlights

- On June 8th, EDIWS hosted an all-day workshop for EDIWS employees titled Building an Effective Advisory Committee Training. The workshop was delivered by Dr. Wendy Norfleet, CEO, Norfleet Integrated Solutions. The workshop included in-depth instruction and hands-on activities to build, manage and engage effective advisory committees. EDIWS also invited current and prospective advisory board members to attend the afternoon session to better understand what it means to serve on an advisory board.
- On June 20th, EDIWS hosted a workshop titled Shattering the Taboo: Promoting Mental Wellness and Finding Solutions for Student and Community Success. The workshop was delivered by Doris Morehead, Founder / CEO, DE Legacy, and attended by EDIWS and ASA staff. The purpose of this interactive and engaging workshop was to teach the participants how to: identify, understand, and respond to signs and symptoms of mental illness encountered in the academic setting; navigate conversations; tackle stigma in the academic institution; and learn and implement strategies to alleviate burnout and build resilience to help students become successful members of society.

Division of Diversity, Equity and Belonging

June/July 2023

Personnel

The HR department has successfully completed the following:

- 65 full-time vacancies in search (please note, 4 searches on the list have multiple vacancies (between 2 to 4) so they are combined into 1 posting)
 - In June, we had 6 full-time hires start in their new roles.
 - In July (so far), we had 13 hires already start/slated to start (actual # may increase as searches close throughout the rest of the month)
- Non-contract/executive level searches:
 - In-progress: 1 (offer extended to finalist)
 - Filled in June/July 2023: 4 (AVP (2), Executive Director HR, Chief Public Safety)
- EOP hired a full-time secretary, Yoluixamar Cruz-Vazquez

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

- EOP welcomed 37 incoming first-year students to their Pre-Freshman Summer Bridge Program
- There are 151 registered EOP students for fall 2023, and we are on track to exceed fall 2022 enrollment. Fall 2022 enrollment was 157 total.
- Effective going into fall 2024, the allied health programs at MCC will no longer require U.S. citizenship or permanent residency as an admission requirement. International students (as well as asylum seekers, humanitarian parolees, etc.) can apply to these programs after residing in NYS for at least 1 year. This change was advocated by Carly O'Keefe and me to Admissions and the allied health academic departments.
- This spring semester, we were able to hire and onboard a new advisor in Global Education and International Services (GEIS), Katie Leite. She will focus on enrollment and advisement efforts with our immigrant and refugee student populations. She is also completing training to be a DSO this summer.

- In May, our college SEVIS recertification was approved. This gives MCC the ability to continue to enroll F-1 visa international students, and we are required to recertify every 2 years.
- We continue to advocate for the adoption of SUNY's resident tuition policy for students from TPS countries. The BOT has yet to approve this policy at MCC for the 2023-2024 academic year. 14 students benefited from this policy in spring 2023. 12 out of the 14 students are in good academic standing after spring 2023, with GPAs of 2.8 or higher; 10 of them at 3.0 or higher.
- Our fall 2023 class of international students continues to come together through the summer; however, we anticipate around 40 new F-1 students this fall.
- Also wanted to add, this list came out today of [top student-athlete academic achievers](#): 2 men's baseball players, 12 (!!!) men's soccer players, and 2 women's soccer players on this list are F-1 international students.
- July 1 through July 31 is ***Disability Pride Month***
- July 18 through August 17 is ***South Asian Heritage Month***.

Administrative Services

Months of June, and July 2023

Programming

- Highlights from June 30, 2023 financial statements:
 - FY 2023 Enrollment (thru Spring) amounted to 6,757 FTE; an increase of 201 FTE (3.1%) from the prior year and 33 FTE above the current year budget
 - Total Revenues, excluding HEERF funds (Lost Revenue), amounted to \$95.9M which is an increase of \$2.5M over the prior year
 - Increase in Sponsor Aid (\$625k), Investment Income (\$1.5M) and Non-credit programs (\$750k) were partially offset by decrease in Overhead Recovery (\$540k)
 - Total Expenses amounted to \$89.1M which is an increase of \$3.6M over the prior year; variances as follows:
 - Wages essentially flat, however, ***FY2023 includes 27 pay periods (instead of 26). As such, wages will be artificially low due to timing until August 2023***
 - \$900k increase in health insurance for active employees
 - \$700k decrease in HEERF offset of expense for smaller class sizes
 - Other Expenses increased by \$2.4M; primarily related to Utilities, PSTF Instruction, Insurance and the timing of various expenses
 - The College claimed \$6.5M in HEERF funds as Lost Revenue in FY 2023; \$3.0 of Lost Revenue was claimed in FY 2022 (thru 6/30/22). ***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 (Lost Revenue), Fund Balance increased by \$6.8M in FY23 compared to \$7.9M in FY22
- The College's Fiscal Year 2023-24 Budget was submitted to Monroe County after Board approval at the June meeting. President Burt-Nanna, CFO and VP Hinton, and AVP Jachim-Moore attended the Joint Meeting with Committees of the Whole (Ways & Means, and Rec. & Ed.), July 25, where the President delivered remarks to the Legislators regarding the College's proposed fiscal year 2023-24 operating budget.
- Facilities is beginning to use the two Tennant Autonomous T7 Floor Scrubbers acquired with HEERF funds. These easy to use robotic scrubbers are designed and tested to operate in complex real-world environments while safely avoiding people and obstacles. Each scrubber has a productivity of 28,600 sq. ft per hour. They will be a tremendous resource for our Custodial Operations team.
- The Technology Services Desktop Support Team worked with a Microsoft certified vendor on a Fast Track implementation of Microsoft Defender for Endpoint, to enhance cyber security protection of MCC systems and data. Expeditionary completion of the project allowed time to terminate the previous vendor's contract before its expiration date. Resulting in savings that offset half of the annual incremental cost incurred by the enhanced Microsoft license(s).
- MCC's early commitment to "Zero Trust" cyber security protection offered through SUNY ITEC, earned MCC free implementation from the vendor, as well as significant annual savings due to the purchasing power of SUNY ITEC.
- College WiFi upgrade from "MCC-Crypto" to "MCC" was completed in June, resulting in enhanced speeds, coverage, and security.

- Work continues on the Voluntary Compliance Plan
 - Work to be completed with in-house staff and covered by operating budget has slowed while staff completes other high-priority summer work.
 - Monroe County is still working on contract with a Bergmann Associates to develop plans for medium to large capital projects.
 - Updates will be reflected in next scorecard. Facilities is still working on a process for transferring information from our work order system to the master spreadsheet.
 - Monroe County, as part of the 2024 thru 2029 Capital Improvement Program, approved request to accelerate deferred maintenance in 2024 to fund capital projects required to address various findings.

Table: Capital Project Status

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

Percent Complete: 31.07%

Percent Complete from Previous Report: N/A

Personnel

- Stephen P. Wise hired (pending Board approval) as Chief, Public Safety
- Kristin Reed promoted to Assistant Director, Purchasing
- Tera Kendall promoted to Sr. Technical Assistant, Student Accounts
- Hannah DeLorenzo hired as Technical Assistant, Administrative Services
- Chris Szatkowski, EH&S, completed the New York State Certification for NYS Fire Inspector and Code Enforcement Officer. This training consists of six individual week-long sessions taking place over six months. Annual training is required to maintain these certifications.
- Ray Sabourin and John Morrill in EH&S completed the NYS DOT Hazardous Waste and Resource Conservation and Recovery Act regulation training. If an entity generates hazardous waste in New York, it must comply with both EPA and New York Department of Environmental Conservation (DEC) regulations. The RCRA Hazardous Waste Training instructs hazardous material professionals in the proper management

of hazardous waste (generation, transportation, treatment, storage or disposal) and its effects on the environment in compliance with the Resource Conservation and Recovery Act (RCRA) regulations. This training is required annually.

Partnerships

- MCC Public Safety hosted *Targeted Violence Training*, that included other colleges and local police departments; teaching participants to recognize threats or behaviors which might indicate that a person is on a path towards violence, and how to report it.
- MCC Public Safety has amended our MOU with Rochester Police Dept. to enable them to have access to our Downtown campus CCTV system, (outside cameras). This will be an important tool in combating vehicle break ins, motor vehicle accident investigations, suspicious persons, etc.

Other Highlights

- The Biden administration wants to create a new income-driven repayment option, *Saving on a Valuable Education* (SAVE) plan. Undergraduate borrowers would see payments cut in half starting next summer, while those who borrow \$12,000 or less would be eligible for forgiveness after a decade, among other changes. (Current plans forgive after 20 - 25 years of payments.) For the 2021-2022, MCC's last full academic year, 1,571 graduates:
 - 61 % graduated with zero debt
 - 39 % graduated with an average of \$9980 debt
- HEERF funds have been closed out as of June 30, 2023. All funds have been drawn down totaling \$74.3M. Of this amount, \$41.3M was for Institutional (College) purposes and \$33.0 was paid directly to students in the form of emergency grants.
- Technology Services received kudos from an Education faculty member for leveraging the college's cyber security training in a pilot for student use in the EDU125 Technology in Education class. Students received a solid grounding in the fundamental issues and best practices around cybersecurity for teachers. This is especially important as NYS is in the process of rolling out digital fluency standards for P-12 students, and cybersecurity is one of the elements of those standards. We hope to continue offering this training access in fall semester.

Academic and Student Affairs Division

August 7, 2023

Programming

- Roughly 35 MCC faculty and staff participated in a professional development field trip organized by Chemistry and Geosciences Professors Jessica Barone and Jason Szymanski, with support from the Division of STEM and Health. The group visited Erie Canal sites Port Byron Heritage Park and the Centreport Aqueduct with talks on human geography, history, and Light Detection and Ranging technology by Professors Michael Boester, Tim McDonnell, and Heather Pearce respectively. Michael's presentation included an acknowledgement of the ancestral land and historical removal of the Cayuga people.
- MCC launched TimelyCare June 28 to deliver virtual health and wellness services for credit students. TimelyCare provides 24/7 access to virtual mental health, medical care, self-care content, and basic needs support from anywhere in the United States at no cost.
- The Mathematics Department reviewed data that showed that FLEX-paced sections of MTH-096, MTH-098, and MTH-104 had significantly lower success rates than traditional face-to-face and online sections and voted to eliminate FLEX-paced starting with Spring 2024. Face-to-face FLEX-paced sections will be replaced by sections to be held in computer classrooms where faculty will use a range of pedagogies, including practice problems on the computer, to engage students and encourage their success. Online FLEX-paced sections will be replaced by regular online sections where the more structured due dates will encourage students to stay on task throughout the semester.
- Women's Lacrosse earned a number 3 national ranking and members of the team earned NJCAA Region II All-Region Team honors: Skye Gaudio (1st Team), Kennedy Mueller (1st Team), Michaela Neelin (1st Team), Maddie Hoffman (2nd Team), Molly Curley (2nd Team), Janelle Hunzek (2nd Team), and Kate Oxley (2nd Team).
- Three members of Men's Lacrosse earned NJCAA Region III All-Region Team honors: Ian Kane (3rd Team), Zach Cole (3rd Team), and John Verrioli (3rd Team).
- New SUNY General Education Update: Thanks to the work of many faculty and staff, twenty-eight Transfer Programs A.S./A.A. programs have been revised, approved and implemented for Fall 2023. Two additional Transfer programs have reached MCC Final approval but have changes that trigger the need for re-registration. Both are in process of being submitted to SUNY and SED for approval. Seven remaining Transfer programs are at various approval levels within the MCC review process and that work will continue in Fall 2023. One Career Program. A.A.S. has been revised and meets the new SUNY General Education criteria as well. Program Revision work on all other Career Programs will commence during Fall 2023 for expected Fall 2024 implementation.

Personnel

- Dr. Michael Jacobs (Dean, Humanities & Social Sciences) presented as part of a plenary session for the Modern Language Association's Academic Program Services (MAPS) Leadership Institute: Humanities in the World, Humanities at Work. The session, "Beyond the Crisis Narrative: Leading with the Humanities," explored innovative approaches to advancing the traditions, methods, and values of the humanities in American higher education. Dr. Jacobs's presentation examined the ways in which faculty and administrators can align humanities education with the equity-driven, access-oriented mission of the community college.
- Dr. Holly Wheeler's article, "The STARS Project: A practical professional development program for higher education professionals who serve military-connected students" was recently published in New Directions

for Higher Education. The Supporting Transitioning and Returning Service Members (STARS) Project is a researched-based professional development program enabling higher education institutions to better serve students who have served or are currently serving in the US military.

- Dr. Holly Wheeler was appointed as the first Liberal Arts Program Lead. She will report directly to Dean Michael Jacobs. This appointment ensures that—as with all other degree programs at the institution—faculty maintain direct oversight of curriculum and assessment.
- Dr. Michael Jacobs was a guest instructor for the American Council of Learned Society’s (ACLS) Leadership Institute for a New Academy (LINA). LINA is a Mellon Foundation-funded initiative “designed to galvanize faculty to forge career paths in administration that will strengthen the humanities and drive forward-looking change.” Institute participants in attendance for Dean Jacobs’s lecture, “Lessons from Community Colleges,” included faculty, deans, and provosts from a broad range of institutions, from community colleges to Ivy League universities.
- The National Association of Two-Year College Athletic Administrators (NATYCAA) unanimously voted Aaron Bouyea as the third vice president. The NATYCAA represents the three major two-year college athletics organizations: the National Junior College Athletic Association, the California Community College Athletic Association, and the Northwestern Athletic Conference. Aaron previously served the NATYCAA as a district representative and was voted treasurer in 2019. Being named the third vice president begins a four-year assentation plan that will lead to serving as president in 2026 – 2027. For the 2023-2024 academic year, Aaron will chair the National Scholar-Athlete of the Year award program.
- Jason Tebo was promoted to head Men’s Lacrosse coach. Tebo previously served as the assistant Lacrosse coach at MCC.
- Kelsey Klopfer was named the new head Volleyball coach, bringing over 12 years of coaching experience to MCC. Most recently she served as an assistant coach at RIT and Ithaca College. She also works at MCC as the program manager for healthcare programs.
- Santino Cinotti was named the new Women’s Basketball head coach. Santino brings a wealth of experience to the position, having served as the assistant Men’s Basketball coach at MCC since 2019.

Other Highlights

- Since the launch of the new myMCC portal in September 2022 students and employees have had great success accessing needing links, resources, and vital supports for student success. myMCC provides seamless mobile and web access to our student information system (BANNER), the learning management system (Brightspace), our customer resource management tool (Starfish), as well as the academic, career, and financial plans. Planned updates include a more personalized view for students.
- Kathleen Borbee, Business, and Marj Crum, Visual and Performing Arts, organized an EPortfolio information session on June 15. The speaker was Pablo Avila from Laguardia College. LaGuardia is at the forefront of implementing EPortfolios across their curriculum, and Pablo is Director of that endeavor. Attendance was very good with a cross section of faculty and staff. Kathleen and Marj also presented this information at the SUNY CIT Conference held in Oswego this past May. The topic was “Bridging the Gap Between College and Career.”
- Dr. Amy Greer started a community garden pilot program on the Brighton Campus with ten large self-watering planters. The garden thrives with watermelon, yellow and green peppers, zucchini, tomatoes, cucumbers, and herbs. It also features coleus plants that students grew in a spring biology course. The pilot garden will inform whether or not the program can and should expand by documenting labor, yield, use, and manageability.

- Karen Morris, professor of Business Law, gave a presentation at the annual conference of Text and Academic Authors Association, a national organization that advances the interests of authors of textbooks and academic articles. The title of her presentation was "Musings of a 30 Year Textbook Author." The conference was held virtually on Zoom. Among Professor Morris' textbooks are *Hotel and Restaurant Law, A Preventive Approach*, 8th Edition, published by Kendall Hunt, and *Criminal Law in New York*, published by Thomson Reuters.

Institutional Advancement

June/July, 2023

Programming

- Community Relations crafted several press releases which garnered positive press coverage and coordinated several press interviews on topics including: Money Smart Financial Coaching Program, art exhibit at the Mercer Gallery, Spectrum News Interview on automotive technician shortage, Ibero Action League interview with Dr. Cole, Strategy Magazine interview with Dr. Burt-Nanna, Be A Healthy Hero Summer Camp, and the EOP summer bridge program.
- Institutional Compliance & Internal Audit completed the vendor risk assessment for high risk vendors for 2022-2023. The department started the three-year review process for medium risk vendors. Additionally, Institutional Compliance & Internal Audit is taking a greater role in assisting Technology Services and Purchasing in evaluating information security for possible new vendors.
- Institutional Compliance & Internal Audit completed an internal audit of Athletics Department's compliance with laws and College Policy.

Personnel

- Valarie Avalone, Director, Institutional Planning, Effectiveness, and Accountability and William Dixon, Director, Institutional Research, presented at the recent Executive Leadership Retreat on progress and outcomes of MCC's Strategic Plan: *Vision2027*.
- William Dixon presented at AIRPO (Association of Institutional Research and Planning Officers) on "Predictive Analytics and Student Retention." The presentation focused on how to use predictive analytics to improve student retention on campus and how colleges can use existing program assessment to create roadmaps for student success.
- Mark Pastorella and Betheny Reid, CEO and Principal, Betheny L. Reid & Associates, presented at SUNYCAUD on "Stop Spending Dollar Time on Penny Tasks!"
- Christyn Sanagursky presented at SUNYCAUD on "Worth the Ride: Improving Donor Engagement Through Student Success."
- Karen Chin was elected to serve on the Board for the Rochester Institute of Internal Auditors. She is also serving on the Programming Committee.
- The Wellness Council, under the leadership of Dolores Pasto-Ziobro, hosted two sessions during Professional Development week on the wellness benefits of growing and cooking with herbs.
- Valarie Avalone, Director, Institutional Planning, Effectiveness and Accountability (IPEA) recently served on a 4-day, On-Site Evaluation Team Visit at a community college in Maryland for Middle States Commission on Higher Education (MSCHE).

Other Highlights

- The MCC Foundation's 39th Annual Scholarship Open presented by Toyota, was held on Monday, June 26 at the Country Club of Rochester. The event was a great success, raising over \$123,000 (net of expenses) in support of MCC students.
- In partnership with Dr. Cole and the team in Economic & Workforce Development & Career Technical Education, hosted the Ralph C. Wilson, Jr. Foundation's board of directors meeting on July 11.