

# Rebecca Griffin

---

April 22, 2023

Human Resources  
Monroe Community College  
1000 East Henrietta Rd  
Rochester NY, 14623

Dear Hiring Committee,

I am writing with interest in the Monroe Community College Dean for Career Technical Education. I have over 20 years of Hospitality industry experience, with managing teams in both a union and non-union environment. I have held the Monroe Community College Hospitality department chair position for the past 6 years, recently being promoted to Associate Professor and receiving Tenure.

I am a supportive leader with the success of the department and individual team members in mind. I advocate for students, faculty and staff, to ensure that each individual feels supported and receives the resources they need to meet their ultimate goals. Most recently, we worked with the TAAC to incorporate a Supplemental Instructor into three of our program courses that students have traditionally struggled with. I support faculty/staff in their professional development goals, and support students in meeting their goals and navigating opportunities available to them.

I actively participate in the community, connecting our program to community partners. I am an active member of Visit Rochester, and volunteer as a member of the Board of Managers for the Rochester Commissary Kitchen. I support our faculty who actively participate with the American Culinary Federation -Rochester Chapter. I provided assistance to Food Link in planning their Culinary Fellowship program and created a pathway for students to move into the MCC Culinary Program.

I have worked to increase visibility of the MCC culinary and hospitality program and pathways into the program. We are currently working on accreditation for our Culinary Arts program through the American Culinary Federation. We have found new opportunities to increase dual enrollment opportunities, have created an articulation agreement with REOC and Food Link's Culinary Fellowship program, implemented an annual High School Culinary Competition for Scholarships, and are working to create a summer Culinary Camp for middle-high school students.

In October 2021, I applied for and received a grant through the Statler Foundation to support research in DEI and the Hotel/Hospitality industry. With this grant, from May 2022 – current, I have been working on an Inclusion, Diversity, Equity, and Accessibility (IDEA) project. Completing research with key IDEA stakeholders, and surveying hospitality industry service employees. Then using the research results to create an eLearning in IDEA in partnership with Visit Rochester. The eLearning will be available to 300-400+ Rochester area businesses and the MCC College community. In addition to this program development, I have participated in DEI professional development opportunities as they arise to allow me to better advocate for and lead our team.

I am an active member in the Monroe Community College community. I recently supported the Presidential Inauguration by chairing the Hospitality Subcommittee. I look for ways for our Hospitality program to partner with other college departments, such as working with the Financial Aid office in a scholarship lunch, the Foundation for Cookies for their major donors, Admissions department in sharing cookies with area high school partners, Model UN celebration, participating in the MCC Association Dining RFP committee, participating on hiring committees, and curriculum development committees.

I have worked with the Hospitality department team in updating program curriculum to meet industry needs. Recently streamlining the Hospitality A.A.S degree program and creating an online degree option, as well as creating a new Culinary Arts A.A.S degree. In addition to creating new courses, revising courses, and sunsetting the Golf program.

I have experience with budget creation, and implementation. While working in operations I managed multiple budgets at one time. While working with Lackmann Culinary Services at St. John Fisher College, I managed budgets for 4 separate café operations. While at Aramark at the University of Rochester I managed the budget for a \$2.7 million catering operation. Currently, I manage four budgets within the Hospitality department. Which include the department budget for the departmental operation. The Food For Thought restaurant, which is a self-funded and sustaining student-run restaurant operation. I manage the budget for the Travel Club fundraising, and the Italy Study Abroad program which is roughly \$90,000 in travel funding.

I have a vested interest in the Monroe Community College community, and the future of the Career Technical Education programs. I take pride in advocating for faculty, staff and students, and developing programs to meet their needs and the needs of our industry partners. I am looking forward to meeting with the hiring committee to discuss in further detail.

Thank you for your time and attention,

Rebecca Griffin  
Associate Professor  
Monroe Community College