

# MVCC College Senate Meeting

Tuesday, December 3, 2024

2:30pm WH 225

## Attendance

---

### Present

E. Brindisi	E. Bush	K. Cordary	S. Crocker	S. Dar
H. Doty	N. Evanoff	M. Faitell	S. Frisbee	R. Golden
C. Hendricks	J. Ireland	M. Kuczynski	T. Lock	S. McGovern
M. McHarris	S. McManus	K. McNamara	A. Miller	C. Miller
R. Miller	A. Nolan	M. Parry	A. Roy–Small	S. Selden
C. VanNamee	F. Vellone	J. Wilkie	L. Williams	R. Wittenberg

### Student Senators

O. Green	S. Nakamura	M. Stevens
----------	-------------	------------

### Absent/Excused

T. Burke	S. Cummings	D. Head	R. Huyck	K. Montague
S. Silverman	R. VanWagoner	L. Warring	J. Wilcox	

## Call to Order

---

C. Miller called the meeting to order at 2:30 PM.

## Approval of the November 5<sup>th</sup> Minutes

---

The minutes from the November 5<sup>th</sup> meeting were approved (M. Parry, K. McNamara)  
(26, 0, 0)

## Student Congress Report

---

*S. Nakamura*

S. Nakamura attended the SUNY Student Assembly Fall Conference in Syracuse. Discussions included a SUNY–wide health support center and a SUNY–wide food pantry, as well as issues with A.I. Resolutions on the University Hospital of Brooklyn, Protection for Children of long-term VISA holders, SUNY-wide partnership of Active Minds, and an increased cap on the Student Activities fee were also discussed. S. Nakamura appreciated the workshops and the opportunities to network with students from other campuses and will share the experience with other MVCC officers to continue improvement at MVCC.

Elections were held at the last Student Congress meeting with J. Drake elected as the VP of Rome and V. Wiegand elected as the Program Board Director.

## **Old Business**

---

### **Use of Wheeled Conveyances on Campus Policy**

*T. Squires*

T. Squires summarized changes that had been made to the policy, including a change to the title, removing a reference to resident halls, and explicitly stating that batteries are not permitted. Student Congress unanimously endorsed the policy. The policy will be brought to the December Board of Trustees meeting with the intent to implement the policy in Spring 2025.

J. Wilkie moved to endorse the Use of Wheeled Conveyances on Campus Policy (K. Cordary second) and the motion passed unanimously (31, 0, 0).

### **Three-Year Calendar Proposal**

*H. Doty*

The Calendar Committee considered feedback on the calendar and adjusted the schedule so that there would be no more than two lab preps each week. In order to accommodate this change, one Wednesday will run as a Monday schedule, and a Fall Break will occur around the midterm of the semester. A three-year proposal is being presented so that there is time to assess the new calendar before needing to create future calendars.

A discussion followed, with S. Crocker expressing concern regarding student voice in the calendar discussion. C. Miller and R. VanWagoner did meet with the Executive Team of Student Congress and shared their feedback with the Calendar Committee prior to the revisions.

K. Cordary (A. Nolan) moved to endorse the three-year calendar. The motion carried. (26, 3, 2)

## **New Business**

---

### **Chief Diversity Officer Update**

*T. Marshall*

T. Marshall shared his process of assessing the goals of his department. Highlights of the past several years include

- Topic Circles to spread accessibility awareness
- Three Employee Research Groups (ERGs)
- Center for Inclusive Teaching Excellence (CITE) [web resources](#) and on-site "Coffee & Connections"

- Trainings for students on bias and microaggressions
- MVCC Bias Incident Accountability Team for students

## New Pillar for Annual Planning Council Strategic Framework

*J. Maio*

J. Maio shared that budget managers are required to justify how their work connects to the Annual Plan. Over time it has become evident that the current four pillars of the Annual Plan do not cover the full scope of work completed at the College. Therefore, a fifth pillar for Operational Excellence is being proposed to close that gap.

A motion to endorse the addition of the new pillar of Operational Excellence to the Annual Plan was made (E. Brindisi, M. Kuczynski) and passed unanimously (31, 0, 0).

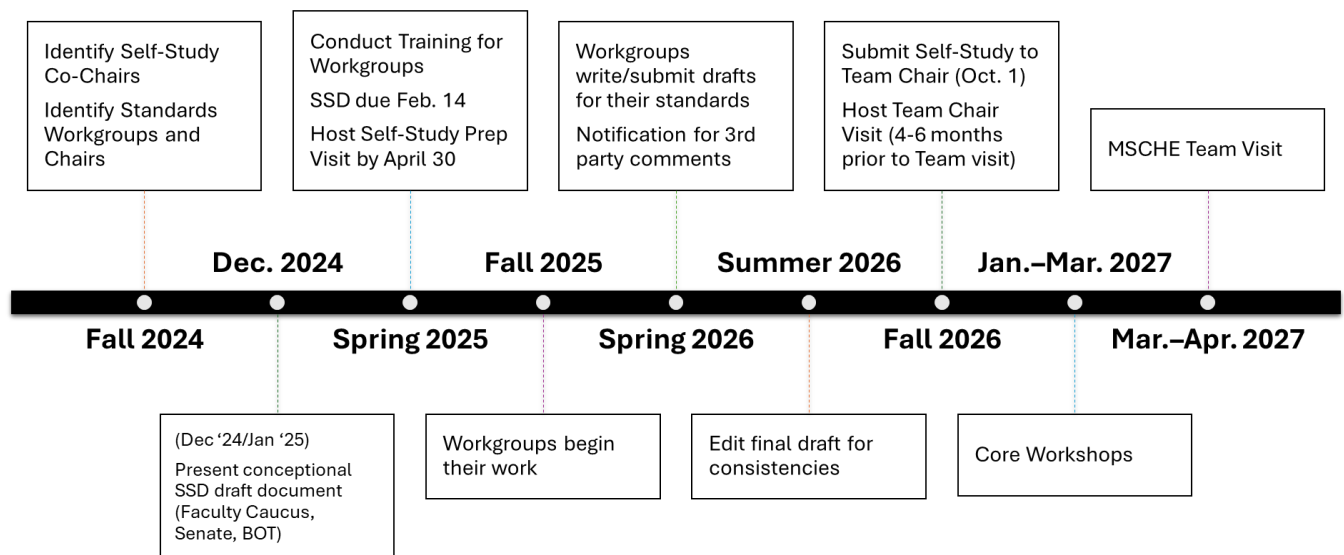
## Middle States Self-Study Update

*J. Heintz, A. Nolan, R. Wittenberg*

J. Heintz shared that the Middle States Commission on Higher Education (MSCHE) will visit in Spring 2027. In accordance with the timeline of processes:

- Members of the College participated in the Self Study Design Institute this Fall
- The self-study design document is due on February 14<sup>th</sup>. This document will become the road map for our self-study design process.

R. Wittenberg and A. Nolan are co-chairs of the Middle States Self-Study Team. The chairs of the workgroups for each standard are being identified and the following timeline was shared:



The four (five) institutional priorities – which will play a critical role in our assessment – are to increase student completion, strengthen the educational pipeline, advance

diversity and inclusiveness, and to develop the workforce and community (and, once approved by the Board, the operational priorities discussed earlier). Additionally, R. Wittenberg and A. Nolan shared the communication plan, issued a call for volunteers to participate in the workgroups on the standards, and answered questions from Senators regarding MSCHE standards and changes to the process and requirements from the last Self-Study.

## **PLA Action Plan**

*A. Palmer*

SUNY has mandated that all colleges submit a comprehensive action plan regarding prior learning (PLA or CPL Plan). The plan – which outlines our current policies, indicates opportunities for where students can earn credit, as well as where we can expand and advertise those opportunities – must be submitted by the end of the year. A. Palmer then responded to questions from senators, including whether prior work experience is included (it is), how it is assessed (variable, but can include prior work experience and portfolios), and fee structures (looking to move away from a per-credit hour fee and towards a flat fee structure).

S. Crocker moved to endorse the plan for submission to SUNY (A. Miller second). The motion was unanimously approved (32, 0, 0).

## **Chairperson's Report**

---

*C. Miller*

C. Miller shared a brief overview of her report (due to time), remarking on the plenary she attended in November and upcoming spring semester tasks, which include a Senator Mentoring Program being developed by the Senate Advisory.

## **Vice Presidents' Report**

---

*L. Kahler, T. Squires, K. Pine*

K. Pine expressed appreciation for the feedback on the BERT process and summarized the actions being taken in response (see report for further detail). In particular, there will be training as part of January Institute to discuss risk and threat assessment.

## **FCCC Report**

---

*A. Miller*

A. Miller shared three resolutions which came out of the FCCC October Plenary:

- Importance of Early Engagement of Shared Governance Groups in Policy Development

After a brief conversation clarifying the final statement in the resolution, a motion to endorse this FCCC resolution passed unanimously. (A. Miller, S. Dar) (32, 0, 0).

- **Resolution Calling for Equitable Funding for Community Colleges in New York State**

Endorsement of this resolution was unanimously approved. (A. Miller, L. Williams) (32, 0, 0).

- **Resolution to Provide Definitions and Term Limits for Temporary Executive-Level Vacancies in Community Colleges**

Endorsement of this resolution was unanimously approved. (A. Miller, M. Kuczynski) (32, 0, 0).

Additionally, A. Miller shared that free training is available through SUNY at <https://cpd.suny.edu/>.

## **Faculty Caucus Report**

---

*S. Dar*

S. Dar shared the following report on the November 19<sup>th</sup> meeting:

### **DEI Conversations:**

- Hosted Dr. Babette Faehmel from Schenectady Community College to discuss the new Civic Discourse Competency.

### **Prior Learning Assessment Action Plan:**

- Adam Palmer from Learning & Academic Affairs, presented the Prior Learning Assessment action plan.
- Caucus members offered suggestions, which were noted.

### **Review of the BERT Process:**

- Held a brief discussion about the BERT Process review.
- Encouraged faculty members to share their experiences with BERT.

### **New Business:**

- **General Education Committee Update:**

- Chair AJ provided an update on the committee's activities.

- **Screening Committees:**

- Discussed the college's policies and processes for forming search committees.
- Addressed questions about topics discussed during 360 meetings.
- Considered including faculty members in screening committees for administrators like academic deans or VPs.

### **Calendar Committee Feedback:**

- Provided feedback on the newly proposed calendar as requested by the Calendar Committee.

## **Adjournment**

---

The meeting was adjourned at 4:03 PM.

**Next Senate Meeting:** Tuesday, February 4<sup>th</sup> at 2:30PM in WH 225

**Senate Advisory Routing Sheet due:** Tuesday, January 21<sup>st</sup>

**Next Senate Advisory Meeting:** Tuesday, January 28<sup>th</sup> 2:30PM via Teams

Respectfully submitted,  
Anna Radlowski

## **President's Report**

**Community service** - Without counting state and national service, we have 54 full-time employees serving 71 local organizations in some formal leadership role. From school boards and non-profit boards to municipalities, judges, and volunteer firefighters, we have Hawks embracing the community through their time, talent, and treasure.

**Language Volunteers** - Each fall Todd Marshall does a call for volunteers who would be willing to spontaneously respond to help a front-line staff member working with a student who's first language is something other than English. We have 29 staff that speak 23 languages that responded with their willingness to answer the call when needed.

**Post-Graduate Outcomes/ATD Community Vibrancy** – During my remarks at Fall Opening in August, I mentioned that community college thought leaders at the Aspen Institute, Achieving the Dream (ATD), Jobs For the Future (JFF), and the Community College Research Center were all shaping the next national focus for our sector focused around post-graduate outcomes. For Aspen, they call it “Community Colleges 3.0” and JFF is focused on quality jobs, while ATD's theory of action is that the better post-graduate outcomes our students experience, the more they'll flourish and contribute to the overall vibrancy of our community. As I shared in my remarks, MVCC was fortunate to be invited as one of eight community colleges nationwide to participate in a five-module community vibrancy curriculum and is one of six founding members of JFF's 75 million network. A group of about 20 faculty and staff will be attending the fifth and final virtual training in December. Thus far, we've explored their conceptual framework and examined some post-graduate data of our students. I intend to convene our group in January to process what we've learned and identify some priority action steps. From what I've learned thus far, it seems this next 3.0 direction for community colleges is not as large or complex as Guided Pathways was, but rather a focused way of extending how we think about student success to go beyond the stage at graduation. In addition to examining new data we haven't previously examined, this work will likely involve asking ourselves questions about our current practices, systems, processes, and interactions with students to consider intentional changes that can directly and indirectly change post-graduate outcomes for the future.

### **Key Performance Indicator (KPI) – Meeting the diverse needs of our students**

The KPI this month from our mission statement focuses on the extent to which MVCC “meets the diverse needs of our students.” Our starting point among the multiple measures for this KPI is to look at the demographic profile of credit student population (excluding dual credit). The attached spreadsheet provides an overview of age, gender, ethnicity/race, and Pell eligibility. While the last five years have seen a more diverse student population and a substantive decline in the percentage of Pell-eligible students, the student profile has remained generally unchanged. With the SUNY diversity climate student survey this year, we hope to have additional metrics to provide deeper insights into measuring this KPI.

Mohawk Valley Community College  
Key Performance Indicators  
Academic Year: August 2024-June 2025

**Vision Statement**

Transforming lives through learning.

**Mission Statement**

Mohawk Valley Community College **provides accessible, high-quality educational opportunities to meet the diverse needs** of our students. We are the community's college, **committed to student success** through **partnerships, transfer and career pathways**, and **personal enrichment**.

1. **MVCC is committed to student success through transfer pathways.**
  - 1a. – Overall six-year student success rate
  - 1b. – Overall transfer and bachelor's completion in 6 years  
(AUGUST)
2. **MVCC has adequate resources to fulfill its mission.**
  - 2a. - Fund balance trend
  - 2b. - Budget to actual trend
  - 2c. - Cost per/FTE  
(SEPTEMBER)
3. **MVCC provides accessible educational opportunities.**
  - 3a. - Student loan default
  - 3b. - Tuition is below the average among SUNY community colleges
  - 3c. - Courses offered how and when I want them  
(OCTOBER)
4. **MVCC meets the diverse needs of our students.**
  - 4a. - Fall student profile: Race, age, gender, Pell-eligibility
  - 4b. - % of students who feel their needs are met at MVCC  
(NOVEMBER)
5. **MVCC is committed to student success through career pathways.**
  - 5a. – Percent of graduates employed in their field of study
  - 5b. – Average graduate earnings post-graduation  
(DECEMBER)
6. **MVCC is committed to student success.**
  - 6a. - Graduation rates 2 and 3 year
  - 6b. - Persistence momentum fall-spring/ fall-fall
  - 6c. - Average credit hours at graduation
  - 6d. - Early momentum indicators 15/semester, 30 annual in 1<sup>st</sup> year
  - 6e. -Gateway momentum- college level math/English in first year
  - 6f. - Program credit momentum-9 program credits in the first year  
(JANUARY)



7. **MVCC is committed to student success through partnerships.**
  - 7a. – Number of dual credit offerings in the high schools
  - 7b. – Qualitative summary of most significant partnerships  
(MARCH)
8. **MVCC provides high-quality educational opportunities.**
  - 8a - % student satisfaction with overall quality of instruction at MVCC
  - 8b - % student satisfaction with overall satisfaction with MVCC experience
  - 8c - % of students who would choose MVCC again if they could start over
  - 8e -% of students who feel a sense of belonging at MVCC  
(APRIL)
9. **MVCC is committed to student success through personal enrichment.**
  - 9a – Number of active student clubs and organizations
  - 9b. - Number of participating students in clubs and organizations
  - 9c. – Number of individuals participating in non-credit CCED courses  
(MAY)
10. **MVCC has a vibrant organizational culture to support its mission.**
  - 10a. – Percent of overall employee satisfaction
  - 10b. – Percent of overall employee pride
  - 10c. – Percent of overall employee engagement
  - 10d. – Full-time employee turnover rate  
(JUNE)

# Vice-Presidents' Report

## BERT Review update:

- o Launched an operational review of BERT using a rubric grounded in the [Council for the Advancement of Standards in Higher Education](#) (CAS) standards and guidelines for practice. Reviews will be solicited from team members and other identified stakeholders.
- o Processing institutional membership with [National Association of Behavior Intervention and Threat Assessment](#) (NABITA) allowing for unlimited college access to a robust series of topical training videos, registrations and discounts for certification series for BERT team members, full BERT team access to baseline threat and risk assessment training, and policy and procedural evaluation manuals. All of this while gaining access to a network of behavioral intervention team specialists and consultants.
- o Secured [InterACTT](#) certified trainer for campus-wide risk and threat assessment in-person training opportunity to focus on multiple settings across the college campus. Date is being finalized shortly and registration will be offered to all employees.

## Student Affairs attention on internal constituents' and current student support:

Programming in recognition of Mental Health Awareness and Domestic Violence Awareness; Supported Manufacturing, Criminal Justice, and Emergency Management career education and networks; coordinated a student fieldtrip to SUNY Poly; Providing for Thanksgiving break housing and support for food/meal security; financial aid and billing counseling; and Mid-term grade tracking and recovery support.

## Student Affairs attention on community and future student support:

Admissions hosted school counselors from 28 area high schools for a "day with MV," partnering with ACCESS-VR, Disability Mentoring programs serve 125 area students, worked with 68 RFA students in areas of both vocational planning and financial aid, serviced 40-45 HS students daily for financial aid and math tutoring, provided a celebration of Halloween and Rome area support and recreational services for more than 700 children and families at Trick or Treat Street, and hosted seven different voter registration campaigns.

## Recent Events

- o MVCC Hosted the 11<sup>th</sup> annual CNY Hackathon on November 9<sup>th</sup>. The CNY Hackathon is a learning community of industry professionals, faculty and students, and 90 students from six regional colleges attended this year. Students are challenged to defend virtual systems from simulated attacks from the "Red Team", a group of industry professionals serving as malicious adversaries.
- o MVCC successfully hosted the 22nd Annual High School Math Competition on Thursday, November 21<sup>st</sup>. We welcomed participants from five school districts, with seven teams and 28 individual students taking part in this exciting and challenging event. This event serves as a wonderful opportunity to promote the importance of mathematics and highlight the exceptional opportunities MVCC offers to students in our community.

- MVCC Hosted over 250 Girl Scouts and 70 Chaperones for an overnight experience that introduced them to science experiences and the college campus on October 26th. MVCC's WISE group organized and delivered five unique and engaging hands-on science experiences over the course of four hours on a Saturday evening and were thrilled with the level of excitement and engagement they received from the Girl Scouts. The event was so successful that planning is underway for a 2025 event, and MVCC's Facilities and Operations, Dining Services, Athletics, Public Safety, and Law Enforcement Program staff were critical to its success. WISE is also seeking participation from a wider segment of the college, so if you would like to offer engaging hands-on sessions next year, please contact [amiller@mvcc.edu](mailto:amiller@mvcc.edu).

### Athletics Update:

- Men's soccer: 2024 National Champions after defeating 6 time defending National Champion, Dallas Richland College 2-1 in overtime. **Go Hawks!**
- Women's soccer: 2024 National Runner-Up, fell to defending National Champion Delta College.
- Men's Basketball: currently 6-0 and ranked #7 in the nation
- Women's Basketball: 4-2, undefeated in NJCAA Region III play at 4-0
- Bowling: opens up this weekend.

### Additional Updates

- Reminder that the Employee Satisfaction and Engagement survey is still open will remain open until the end of the fall semester. The Institutional Effectiveness Committee (IEC) is encouraging all full- and part-time employees to complete the survey. The survey may be found at this link: <https://www.surveymonkey.com/r/6HHK3SC>
- The Department of Public Safety has had several vacancies for quite some time. The civil service list has finally come out and we are now in the process of filling the vacancies. Getting the Department fully staffed will relieve the burden of covering all shifts on the current officers and bring the Department much-needed capacity to service the College community more effectively.
- We expect the renovation of Payne Hall 102 to begin on December 9, and anticipate completion before the start of the Spring semester. There may be noise and disruption during the renovation work.
- If you want to receive your W-2 online vs. snail mail, please go to your MyMV account and electronically consent to receiving it online. This will get you access to it just a bit quicker and help save on postage, supplies, etc. The Payroll Department will send more detailed instructions in December.