



MANY VOICES, ONE CALL – The Strategic Plan to 2026

President's Report

October 20, 2025

THE CULTURE OF CARE AND SUCCESS

Office of Diversity and Inclusion

On September 19, 2025, Catia Laird de Polanco, Associate Professor & Chief Diversity Officer, presented the [New Americans Reference Guide](#) to the Academic Senate on behalf of the JEDI Committee. The reference guide is a non-partisan informational and support resource that includes official guidance and supports provided by state and federal authorities.

Schenectady College and Career Outreach Center

On September 4, 2025, SCCOC, in partnership with Schenectady County Connects and Department of Labor, hosted a community job fair at Center City. Over 100 job seekers attended the fair and had the opportunity to meet in person with over 40 employers to discuss employment opportunities. In addition, DOL launched a mini essential skills workshop series that they will continue to offer to job seekers during future job fairs.

SCCOC staff participated in a Poverty Simulation workshop at the Capital District Educational Opportunity Center to deepen their understanding of the challenges faced by community members and to learn how to better support them.

DELIVERING A MEANINGFUL STUDENT EXPERIENCE

Academic Affairs

The School of Music partnered with non-profits this month including “Friends of Chamber Music of Troy, New York” and “A Place for Jazz” to host their concert series and educational outreach programs. The School of Music also partnered with WAMC “On The Road” to record a performance for future radio broadcast. Students in “Live Sound Reinforcement” helped set up for the event. (P1.1)

Ingrid O’Connell, Professor of Hospitality and Tourism and MPI Club Advisor, accompanied club members to the NYS Tourism Industry Association Conference in Lake George, NY where they had the opportunity to engage and network with industry professionals and experience a superb industry conference. Additionally, two HCAT students were honored to receive NSYTIA scholarships.

Throughout September, Jacquie presented “Ethical Ways of Using AI” to multiple First-Year Seminar sections, including combined sessions for faculty Cayla Gaworecki, Matt Farron, and Dan Holz; combined sessions for Mark Evans and Joseph Han; and an individual session for Susanna Adams. These workshops introduced students to responsible use of AI in college coursework, supporting both digital literacy and ethical decision-making. (Gen P2)

Information Technology Services

As part of the capital projects, we are scheduling a series of classroom technology refresh projects in Elston Hall, specifically targeting rooms 132, 134, 232, 234, and 239. These updates will include modern audiovisual systems, improved connectivity, and enhanced instructional tools to support both in-person and hybrid learning environments. The scheduling of these upgrades is being carefully coordinated to minimize disruption to academic activities. Beyond the immediate upgrades, these classrooms are being designed as model spaces that will inform our broader strategy for course delivery and classroom technology asset management. They will serve as testbeds for evaluating instructional technology standards, lifecycle planning, and support models that can be scaled across campus in future phases.

To ensure these upgraded classrooms are not only well-equipped but also well-utilized, we are placing a renewed emphasis on providing guidance and support for both students and faculty. As part of this effort, IT will be developing targeted training resources, offering hands-on workshops, and embedding support materials directly into the classroom experience. Our goal is to empower instructors to confidently integrate new tools into their teaching and to help students engage more effectively with the learning environment. This proactive approach will also allow us to gather feedback, refine our support strategies, and build a culture of continuous improvement around instructional technology use.

Marketing and Public Relations

Marketing developed new, larger vinyl banners for the Quad light poles, to promote the college brand, provide a welcoming vibrant entrance, and celebrate a core strength of the college. The new banner messaging aligns with the advertising messaging: *Build Your Future. Find Your Community. SUNY Schenectady.*

Marketing and Public Relations partnered with the SUNY System ASAP office and the college's ASAP team to support a press event to acknowledge the expansion of the program at SUNY Schenectady. WNYT-13, Spectrum News, and The Daily Gazette attended and provided coverage.

Strategic Initiatives and Planning

Academic Advising continues to refine student support and enrollment efforts. Anna Westerman, Assistant Director of Academic Advisement and Retention, and Jessica Gilbert, Dean of Learner Support, reviewed New Student Registration Days (NSRDs) and Anna follow up with making multiple program updated to continue calibrating it based upon student and staff feedback and observations (2.1; 2.3; 3.1; 3.3; 3.4).

SUNY Schenectady County Community College hosted an ASAP Press Event on September 30th. The event showcased the program and is an important element of SUNY's continued budget advocacy for ASAP and other student success programs. SUNY Schenectady is the largest community college program with 255 students; 42 ASAP students were able to attend the event (1.4; 2.3).

Student Affairs

Wellness and Support Services

Honored by Chancellor John B. King, Jr. with the inaugural **SUNY Basic Needs Champion Award** at the SUNY Basic Needs Summit, held at the University at Albany—recognizing her statewide leadership and dedication to addressing student basic needs.

Workforce Development and Community Education

On September 4, 2025, Mathew Maloy, Lauren Lankau, and Sarah Wilson-Sparrow met with Suzanne Neary (Project Director of College & HS Programs to discuss possible new programs in areas such as aviation, manufacturing, green energy, etc.

Throughout the month of September, the WFD&CE has been participating in a Biz Serve Team initiative led by the Capital Region Workforce Development Board to meet with regional middle and high schools to expand awareness of programming at the C5 sister institutions, Capital Region BOCES, and Early College High Schools programs. The team has met with the following schools so far with other school meetings to occur throughout the fall and spring of 25/26.:

- Shenendehowa
- Niskayuna
- Bethlehem
- Voorheesville

BUILDING ORGANIZATIONAL EFFECTIVENESS

Administration

Replacement of the cafeteria skylight finished in early October with our contractors moving on to replacing the cafeteria roof and finishing the renovation to Elston 220G and the Presidents Terrace. Scaffolding in the cafeteria is to come down during October. The CST lobby and restroom project continued. This project will finish in October/November. Replacement of the Van Curler Room hardwood floor due to water damage will be completed in October.

Multiple capital projects are in the planning and bid stage with projects to start in late 2025 and 2026. These include the cafeteria gathering area, mobile classroom garage, Begley Learning Commons basement and plumbing, replacement of the Taylor Auditorium lighting and others.

Human Resources

Strengthened Employee Wellbeing Culture: Relaunched the Workplace Wellbeing Committee and introduced campus-wide initiatives—including weekly wellness messages and organized walking sessions—to foster a healthier, more engaged workforce. Participation and engagement are being tracked.

Workforce Growth & Talent Acquisition: Onboarded 16 new employees (including 11 student workers) and are actively managing 16 recruitment searches across Civil Service, Faculty, and Professional roles to meet evolving institutional needs.

Enhanced Employee Support Services: Delivered individualized benefits counseling, processing 31 benefit waivers, and provided targeted leave and retirement guidance to support informed employee decision-making.

Ongoing Engagement Through Strategic Communication: Deployed weekly wellness communications aligned with institutional wellbeing priorities, promoting productivity, balance, and community connection.

Information Technology Services

We continue to make significant strides in modernizing our technology infrastructure and aligning our systems with current and future needs. Our transition from Banner 8 to Banner 9 is almost complete, essential for maintaining vendor support, improving system usability, and enabling better integration with other platforms. We are well into the process, with most core functions already migrated, and we are working closely with departments to ensure a smooth and complete transition.

Additionally, we are conducting a comprehensive internal evaluation of on premises vs. cloud services, with a particular focus on user provisioning, role-based access, and identity management. As our reliance on cloud platforms continues to grow, it is essential that we adopt more scalable and secure approaches to managing digital identities across systems. This includes assessing how we can better automate account creation and deactivation, streamline role assignments, and enforce consistent access controls. By aligning these efforts with our broader IT strategy, we aim to improve operational efficiency, reduce security risks, and lay the groundwork for a more integrated and responsive digital ecosystem.

In parallel, we are nearing the completion of our campus-wide upgrade from Windows 10 to Windows 11. This move not only ensures continued support from Microsoft but also brings enhanced security features, improved performance, and a more modern user experience. Most systems have already been updated, and we are addressing the final few to complete the transition.

We continue our strategic collaboration with LogicalNet to assess our current IT environment and identify areas where we can improve both infrastructure and internal capabilities. This partnership is helping us uncover opportunities for optimization while also focusing on building the skills of our internal team, reducing long-term reliance on external vendors and increasing our institutional resilience.

In support of our broader modernization efforts, we are also enhancing our IT support portal and service desk operations. This initiative is focused on creating a more intuitive, user-friendly experience for students, faculty, and staff while embedding Information Technology Service Management (ITSM) best practices into our workflows. By adopting a more structured and proactive approach to incident management, service requests, and knowledge sharing, we aim to improve response times, increase transparency, and elevate overall service quality. These improvements will also provide better data for decision-making, allowing us to identify trends, anticipate needs, and continuously refine our support strategies.

Finally, we are actively evaluating our Microsoft licensing structure with the goal of achieving both cost savings and improved cybersecurity. By exploring different licensing tiers and configurations, we aim to implement a solution that not only reduces expenses but also enhances our security posture and streamlines user provisioning. This includes leveraging advanced features such as identity protection, conditional access, and automated account management.

These initiatives reflect our broader commitment to innovation, fiscal responsibility, and the continuous improvement of our digital environment. I want to thank all teams and partners involved for their dedication and collaboration as we continue to move forward.

Schenectady College and Career Outreach Center

SCCOC staff, along with the Center's liaison from SUNY UCAWD, took part in a facilitated strategic planning workshop to initiate the development of a three-year plan for the Center.

Strategic Initiatives and Planning

The Office of Admissions has completed a full update of marketing campaigns in Slate for the 2025–2026 recruitment cycle. This includes refreshed letters, messages, and communications designed to better engage prospective students and support enrollment goals (3.1; 3.5).

Student Affairs

Food Pantry Operations

Inventory & Distribution: \$6,400 in Regional Food Bank orders + \$600 in SUNY Transformation Fund items; **2,490 items valued at \$7,034** distributed.

August Service Impact: 918 visits, 145 visitors, supporting 528 people.

Staffing: 1 Empire Service Corps member, 2 Federal Work Study students, and 1 Human Services Intern.

Volunteers & Engagement: Staff support through Clynk recycling and assistance with pantry operations.

Outreach & Professional Development: Tabling at NSO, Welcome Week & FYS Fair; staff tours; webinar prep for PantrySoft; Robyn & Karen attended SUNY Basic Needs Conference.

New Initiatives: Purchased **cargo electric van** for deliveries and launched **refrigerated food lockers** for fresh food access.

Disability Resource Office:

Digital Accessibility Tech Talk – The first session launched successfully with 15–20 faculty and staff participants. The workshop focused on building essential accessibility skills in Microsoft Word in preparation for the April 2026 ADA Title II compliance deadline. Future sessions are scheduled, with strong interest from attendees to continue. *Presented by Daniel Van Buren, Educational Aide.*

Leaders Lead: Getting Your Ducks in a Row – This leadership session introduced the Digital Accessibility Inventory Form, a new tool that will guide each department through accessibility audits and remediation planning. Department heads across all levels are expected to use this process to ensure campus-wide accountability. *Presented by Michelle Ragucci, Digital Accessibility Liaison.*

Digital Accessibility Hub – The Hub continues to expand resources for students, faculty, and staff, offering guidance on creating accessible documents, remediating existing materials, and adopting inclusive digital tools. The Hub is a central resource supporting the College’s commitment to ADA Title II, with full compliance targeted for April 2026.

Workforce Development and Community Education

On September 29th, Matt Maloy and Sarah Wilson-Sparrow hosted staff from Shenendehowa on a tour of the Manufacturing and Healthcare Mobile Training Labs. WFD&CE is working with Shenendehowa to schedule 2-3 events in which the Labs will be present.

ENSURING FINANCIAL SUSTAINABILITY AND SELF-SUFFICIENCY

Academic Affairs

Dawn Jones, Director of Career & Transfer Services onboarded 7 Empire Service Corps students and anticipates filling program for the Fall 2025 semester within the next month providing over 30 paid opportunities for students this academic year.

Administration

The college released an RFP for Legal Services over the summer and evaluated prospective bidders. Fourteen bids were received and the valuation team conducted interviews with the top three bidders. After review, the team developed strengths and weaknesses and made a recommendation to the President for potential consideration at the October 2025 Board meeting.

Development Office

The Foundation had an alumni reunion on campus on **October 10, 2025 from 9-12pm**. 67 participants signed up to attend.

The *NYS Charitable Tax Incentive* is projected to raise \$100,000 for the Foundation.

Several Board members and College staff connected with existing and potential supporters at the Chamber's *Schenectady Business Awards* held at Glen Sanders Mansion on October 15.

Marketing and Public Relations

Marketing launched the Fall Open House advertising campaign. The event is scheduled for Saturday, October 25, from 10am-1pm.

Workforce Development and Community Education

On September 3, 2025, Michelle Kraines met with Friends of Recovery-NY about becoming a Group Sponsor for Apprenticeship for Certified Recovery Peer Advocates.

Throughout the month of September, the WFD&CE team worked with Capital Region BOCES to develop a MOU in which SUNY Schenectady will serve as sponsor for Capital Region BOCES EMT program which will start in Fall of '26.

PRESIDENT'S OUTREACH



President Dr. Steady Moono and Board Chair Ann Fleming Brown with Student Trustee Josh Johnson and members of the Student Government Association.



President Dr. Steady Moono with Munkombwe Chumabantu, a current student from Zambia and her mother, Mrs. Chumabantu.



President Dr. Steady Moono with Professor Kazhila Chinsembu, Director-General of the Higher Education Authority (Zambia), Chair of the NIPA Board Professor Hambaba Jimaima and Professor Jacob Malungo, Executive Director of NIPA.



President Dr. Steady Moono and SUNY Schenectady Board Vice Chair Tina Versaci with Professor Jacob Malungo, Executive Director of NIPA, Vice Chair of the NIPA Board Mrs. Pamela Chizuni-Pio and Director-General of the Higher Education Authority (Zambia).