



MANY VOICES, ONE CALL – The Strategic Plan to 2026

PRESIDENT’S REPORT

February 2026

THE CULTURE OF CARE AND SUCCESS

Academic Affairs

Dr. Laurie Lacey, Professor, donated a full course entitled *Discrete Math* to Lumen and SUNY OER Services. The course is built around Dr. Lacey’s OER text *Discrete Structures*, which is housed on the LibreTexts platform in SUNY Schenectady’s mathematics bookshelf. The head of SUNY OER services plans to share the course with OER leads at their next meeting. (Gen PI)

Diane Molloy, Director of CSTEP accompanied three students to Albany Medical Center for an internship experience. Students toured an operating room, learned CPR and practiced techniques on teaching mannequins used in Medical School. (2.5)

Michelle Ragucci, Director of Academic Services hired a part-time, TESOL certified tutor to assist students who speak other languages navigate their coursework and complete assignments. This greatly expands the English Language Learner (ELL) student support offerings in the Learning Center. (1.3)

Strategic Initiatives and Planning

Jacob Young and Shanzeyh Hussain, Admissions Advisors, welcomed 40 students from the Liberty Partnerships Program (LPP) on January 15 for a campus presentation and tour. LPP participants, middle school students from the Schenectady City School District, were introduced to academic programs and educational pathways available at the College. Students also learned about key student support services, including EOP and ASAP, highlighting SUNY Schenectady’s commitment to early outreach, access, and student success (1.4).

DELIVERING A MEANINGFUL STUDENT EXPERIENCE

Academic Affairs

A group of Performing Arts: Music students shared their talent with theatergoers in Manhattan over Winter Break, performing the micro-opera *Troubleshooting* at the Producers Club Theaters in the midtown Theater District. Their performance and trip to NYC was organized by alumnus John Carroll, who wrote the micro-opera, and Mark Evans, Associate Professor in the School of Music. The students wowed an audience on campus when they performed *Troubleshooting* last semester. It had its original premiere at the College in 2022. (Gen P2)

Liberty Partnerships Program (LPP) staff partnered with CREATE Community Studios to facilitate middle school student participation in a collaborative arts initiative focused on student creativity and community engagement. Students worked together to design a mural reflecting the mission of LPP. The mural design was approved by the Principal of Mont Pleasant Middle School and students have started painting. (2.3, 2.4)

On January 29, the FYS instructors hosted the first of two Spring FYS Resource Fairs. This event was reintroduced last semester following the disruption of COVID and continues to provide a valuable experience for students. College resource areas hosted tables and students visited each in a “speed-networking” format. Three FYS classes participated. (2.1, 2.3)

EOP Director Michael Henderson and EOP Student Success Coach Tiffany Wilson, currently serve 50 returning students and four transfer students from other SUNY EOP programs. Their efforts have helped one student be admitted to the Belanger School of Nursing for Fall 2026 and encouraged student Yurisa Cueva, who won the Norman R. McConney Jr. Award recognizing EOP students for academic excellence and perseverance. (2.3, 2.5)

Development and External Affairs

Stewardship Officer Liuzzi presented *Taking the Mystery Out of Scholarships* during Institute Week.

Foundation Staff attended the SUNY CAO Retreat on January 8th and 9th in Albany.

Schenectady College and Career Outreach Center

The Schenectady College and Career Outreach Center (SCCOC) has received approval from SUNY’s University Center for Academic and Workforce Development (UCAWD) to establish a SUNY ATTAIN Lab.

Schenectady continues to face significant digital access and skills gaps that limit educational attainment and workforce participation. Establishing an ATTAIN Lab at SUNY Schenectady will expand the College’s capacity to serve the broader community, strengthen local workforce pathways, and advance digital equity across Schenectady County. For more than 20 years, ATTAIN Labs statewide have supported economically disadvantaged and digitally under-resourced communities by providing free access to technology, digital literacy instruction, career exploration tools, and industry-recognized certifications.

At SCCOC, the Lab will serve as an on-ramp for individuals who are not yet college-ready or who need digital readiness support to succeed in coursework and navigate online systems. It will also provide a welcoming space where community members can build skills, explore careers, and transition into non-credit, workforce, or credit-bearing programs at the College.

Bringing a SUNY ATTAIN Lab to Schenectady is a strategic investment in student preparation, community access, and regional workforce development, strengthening the pipeline into SUNY Schenectady and supporting the county's long-term economic vitality services.

Strategic Initiatives and Planning

The Office of Admissions supported Spring New Student Orientation, which demonstrated significant growth compared to Spring 2025. Registration increased by 31% (152 vs. 116) and overall attendance increased by 20% (132 vs. 104). Admissions staff supported the event through tabling, activities, and campus tours. This increased participation reflects effective pre-enrollment outreach and reinforces support for Orientation as a critical early engagement milestone that builds momentum for student retention and success (2.1; 2.3).

The Advancing Success in Associate Pathways, ASAP program, implemented an ASAP Student Orientation designed to reduce melt and support early momentum. The orientation reinforced program expectations, and connected students to academic supports to promote first-semester retention and degree completion (2.1; 2.3).

The Admissions Office hosted an Instant Admit Week from January 5 - 9, with a targeted focus on adult learners, including those eligible for SUNY Reconnect as well as other prospective students interested in enrolling for the spring semester. During the week, 19 students received on-the-spot admissions decisions, reducing barriers to entry and supporting equitable access to enrollment opportunities (Gen. P2; 2.1).

Student Affairs

Food Pantry

Facilities & Systems

- Updated internal thermometers for all freezers and refrigerators
- Tested refrigerated lockers; addressing minor glitches with full operation expected by month's end
- Began preparation for Banner integration with PantrySoft to automate student eligibility verification
- Prepared for ADA-compliant locker installation
- Began development of an annual freezer service contract

Staffing & Training

- Hired and trained all new student workers:
 - Empire State Service Corps: 2 positions
 - Student Worker (Student Affairs budget): 1 position
 - Volunteer: 1 position

Community Partnerships

- Coordinated with the Regional Food Bank to host an on-campus Food Pantry Community Event in February:

- Distribution of 12 pallets of food
- Receipt of an additional ½ pallet for the on-campus pantry
- Re-established Panera Bread donations for the semester

January Usage Statistics (*Pantry opened first week of classes*)

- Visits: 34
- Visitors: 103
- People Fed: 97

Donations

- Amazon Wish List donations continued throughout the month

SGA/Student Activities

- Student Government Association (SGA) Training – January 15
 - Conducted a comprehensive SGA training prior to the semester start (ahead of the January 20 opening).
 - Reviewed SGA policies, procedures, and governance expectations.
 - Hosted an official SGA meeting with lunch provided.
 - Welcomed two new SGA members, who were formally introduced and seated during the official meeting.
- Welcome Week Support & Campus Engagement
 - Collaborated with Student Affairs to host two days of Welcome Week programming.
 - Staffed the Welcome Center and distributed snacks to support student engagement.
 - Implemented a faculty and staff sign-up schedule to provide full-day campus coverage.
 - Coordinated volunteers to assist students with navigating campus, locating classes, and finding key spaces.
- Student Programming & Engagement
 - Hosted the first Free Pizza Day of the semester to encourage early student involvement.
 - Published and promoted a semester-long Student Activities event schedule.
- Esports Program Development & Inventory Management
 - Initiated a new Esports project focused on inventory control and student engagement.
 - Collaborated with multiple campus departments to develop a rental coding and swipe system.
 - Coded and cataloged all Esports equipment for tracking and accountability.
 - Implemented new IT platforms for equipment check-in/check-out.
 - Launched a new scanning system to monitor all student entry and exit from the recreational Esports arena.
- Event Planning & Facilities Coordination
 - Created a comprehensive Spring Semester event calendar.
 - Reserved and confirmed campus spaces for all scheduled spring events.

Financial Aid

During January, the Financial Aid Office was represented at the First Year Seminar Fair by Cynthia Decker, Assistant Director of Financial Aid, who met directly with first-year students to explain how the office supports students throughout the financial aid process and to answer individual questions. This engagement provided an important opportunity to build early awareness of financial aid services, reduce apprehension about navigating aid processes, and help students become more comfortable seeking assistance.

The 2026–2027 Foundation Scholarship application opened on January 26 and generated strong early interest, with 126 students submitting applications within the first five days. The application will remain open through June 1 for both new and continuing students

Workforce Development and Community Education

On January 9, SUNY approved WFD&CE to offer the DSP(Direct Support Professional) Micro-credential III.

On January 27, Matt Maloy, Director of the Mobile Training Labs, worked with the Emerging Technologies Instructional staff at Capital Region BOCES to better utilize advanced manufacturing training equipment, set up class curriculum, and labs. The first stage was to move WFD&CE's Amatrol Mechatronics Lab, Mechanical Drives Lab, Fluid Power Lab and Wind/Solar Power Lab to BOCES' new state-of-the-art lab space so that students can get hands-on technical experiences with this high-tech equipment that replicates shop floor experiences in industry. Through this partnership, WFD&CE will have access to these new lab spaces for corporate and community training outside of BOCES class hours. In the second stage, WFD&CE will also work directly with Emerging Technologies BOCES students during classroom and lab experiences.

The Emerging Technologies program offers students a comprehensive introduction to growing industries. Students gain hands-on experience and theoretical knowledge in advanced manufacturing, mechanical and electrical systems, automation, hydrogen fuel cell technology and semiconductor manufacturing. Students will be prepared for employment in entry level technician roles or continue their education in high demand fields such as SUNY Schenectady's newly restored Alternative Energy degree program. Plans are in the works to bring industry partners in and conduct workforce development training at the BOCES facility with SUNY Schenectady training equipment.

BUILDING ORGANIZATIONAL EFFECTIVENESS

Academic Affairs

Dr. Babette Faehmel, Professor RaeEllen Doyle, and Instructor Shannon Wolf recently completed University of Pennsylvania Graduate School of Education coursework, *Introduction to Teaching with Artificial Intelligence*. Collectively, this professional development strengthens instructional effectiveness, enhances the student learning experience, and positions the Liberal Arts Division to respond proactively to rapid technological change in higher education. (3.3 & 3.5)

Dr. Babette Faehmel delivered a professional development workshop for administration, faculty, and staff at SUNY Ulster on the theoretical, practical and ethical dimensions of AI. This will enhance institutional capacity to engage thoughtfully with AI, strengthen regional collaboration, and position SUNY Schenectady as a leader in ethical and innovative pedagogical practice. (Gen P3)

David Wolf, Director of Instructional Design and Online Learning developed an *AI Tips Guide* for faculty and a *Student Guide to AI and Prompting*. Both eBooks provide digital, interactive sources that allow users to search text, jump to chapters from the table of contents, download as PDF or print. Both will be available here and at 6 other SUNY schools. (3.4)

Giovannine Matheron, Collection Development and Electronic Resources Librarian, attended the "Weed'em and Reap," webinar focused on strategic collection maintenance to ensure the library optimizes high-value shelf space and that our physical and electronic holdings are aligned with current curriculum needs and student research trends. (Gen P3)

The Success Coach at Center City met with all 90 Early College grant students five months earlier than in the past, to discuss their choice of a major at SCCC when they enroll for Fall 2026 in order to support more informed course planning by the Academic Deans. (Gen P3)

Administration

The first phase of the Elston Hall Skylight and President's Terrace project was completed. Bids were received for the second phase of the project that involves renovations to the Elston Hall cafeteria area and Gathering Space. The lowest bidder is currently in contract negotiations with the County. We anticipate construction will start in late February or early March of 2026.

On January 20th the CST Lobby and Restroom project was substantially completed to allow student, faculty and staff access through the CST lobby. In early February, our contractor will finish punch list items. The project includes four renovated restrooms, a rebuilt staircase, new entry doors and lighting. In addition, the space contains educational-level appropriate chemistry and physics murals.

Pre-construction meetings continued through January and February on a variety of projects that will start over the spring and summer period. These projects include renovation to the Elston Hall Basement Hallway and a sub-basement support beam; Begley Basement floor replacement, sanitary and one roof drain lines; and renovation to the Taylor Auditorium which includes painting, acoustic panels, new stage lighting and replacement of exterior doors. Bids for the Elston Hall Façade and Window Replacement Project are due in mid-February with work to start in late March or early April.

Development and External Affairs

The 2026-2027 scholarship application opened on January 26th.

12 Foundation scholarship recipients graduated in December and completed a survey, which was shared with Alumni and scholarship donors

Engaging our Alumni

Alumni News sent to 7,600 emails with a 36% open rate

Human Resources

Employee Wellbeing & Campus Climate

Human Resources continues to advance initiatives that strengthen employee wellbeing, community connection, and organizational resilience.

Wednesday Wellbeing messages – January focus areas

- 12/24 – A message for the holiday break and new year of Wellbeing.
- 1/7 – Celebrating the brilliance of our unique individual contributions.
- 1/14 – Sharing a dinner recipe for busy workdays.
- 1/21- Creating a natural cleaner from leftover holiday greens.
- 1/28 – Nurturing your wellbeing in winter.

Workplace Wellbeing & Engagement Initiatives

We hosted a presentation by Capital EAP on the topic of Communication Climate and Causes of Conflict as part of the Institute Week agenda. We also prepared a presentation on FMLA for the January Coffee and Conversations meeting.

Benefits Engagement

A full reconciliation was performed on the 2026 benefits plans and enrollments.

New Employee Onboarding

We welcomed 13 new employees this month, ensuring they received a supportive, well-structured onboarding experience aligned with institutional expectations and culture.

Employee Support Services

- We processed retirement and COBRA information for eight individuals.
- We met with two employees for pre-retirement counseling.
- We also provided leave counseling to eight employees

These services reinforce HR's role as a strategic partner in employee wellbeing and organizational stability.

Talent Acquisition & Staffing

HR continues to support operational effectiveness by advancing critical searches across the College.

Active Searches: 14 Total

- **Open Searches:** nine
- **Faculty:** one
- **Professional Staff:** eight

Strategic Initiatives and Planning

Anna Westerman, Assistant Director of Academic Advisement and Retention, and staff from other campus teams came together to examine Starfish, the College's Early Alert System, to determine ways to refine and advance it (3.1; 3.4; 3.5; 2.3).

The Middle States Commission on Higher Education has invited Dr. David Clickner, Vice President for Strategic Initiatives & Planning, to be a plenary panelist for this year's Self-Study Institute through which colleges with upcoming site visits are provided professional development. Dr. Clickner was selected across Middle States Peer Evaluators for his high degree of expertise and his exemplary service to Middle States as a site visit Vice Chair and Peer Evaluator as well as recommendations from the teams he has served with on site visits (Gen. P3).

Student Affairs

Financial Aid

As part of Institute Week, Nicole Grant, Assistant Director of Financial Aid, delivered a session for faculty and staff focused on Foundation scholarship opportunities and the associated application process. The session was designed to equip faculty and staff with the knowledge needed to effectively advocate for students and encourage timely scholarship applications.

Workforce Development and Community Education

On January 8 and 12, Maria Kotary and Sarah Wilson-Sparrow participated in Capital Region BOCES 2025-26 Comprehensive Local Needs Assessment.

ENSURING FINANCIAL SUSTAINABILITY AND SELF-SUFFICIENCY

Academic Affairs

Anna Fidler, Principal Library Clerk, was awarded a \$642.00 Technology and Equipment Grant from the Capital District Library Council (CDLC) to be used to purchase a thermal transfer label printer and supplies to streamline the processing of spine labels and bookplates, reducing manual errors while improving accessibility of our physical materials. (4.5)

Professor Ingrid O'Connell visited Catskill High School to observe final presentations for TAT 121 Introduction to Hospitality, a core component of the students' Career and Technical Education (CTE) pathway. The semester project culminated in formal student research presentations on hospitality careers. Following the observations, Professor O'Connell provided professional feedback and shared insights into the HCAT degree programs. This visit served as a curriculum observation and is a valuable recruitment opportunity for prospective hospitality students. (Gen P4)

The Early College Grant Program saved over \$3,000 by instituting a new protocol for textbook collection and distribution. Students who do not want to keep their textbooks return them to the office to be reused for grant students taking the course in the future. This reduces costs and minimizes environmental impact. (4.2)

TRIO redesigned their Student Lounge at no cost to SUNY SCCC. Furniture was rearranged and inspiring wall art was purchased with TRIO funds to encourage academic and personal growth. The lounge now includes activity stations for quiet engagement, a communal library and a communal shelf for school supplies. (Gen P4)

Administration

Divisional budgets for fiscal year 2026-27 were received by the Office of Administration and compiled into the overall budget request. Individual departments provided justifications for their requests along with information on how the request relates to the college's strategic plan. Budget revenue projections and expenditure adjustments will be refined during the winter and early spring.

The college's 2024-25 audit of financial activities was completed in late January. The report will be considered by the Board of Trustees at the February 2026 meeting with a presentation by Lumsden and McCormick.

Development and External Affairs

In addition to the contributions from SUNY, notable gifts include:

- The Foundation received \$5,000 from Ridgewood Energy from an anonymous donor.
- First Reformed Church of Schenectady sent in \$2,600 for the Food Pantry
- \$2,500 from Market 32 for the Price Chopper/Market 32 Scholarship
- Food for Thought sponsorships and Honorary Committee sign-ups are coming in. An update will be provided for the Vice Chair to share with the BOT.
- President Moono's Legacy Celebration planning has begun. Sponsorships and donations will be provided to the Vice Chair to share with the BOT.

Workforce Development and Community Education

WFD&CE is working on grant applications in the areas of Alternative Energy, NY Power Authority, and Energy and Carbon Management and Resilience Training (ECMR).

PRESIDENT'S OUTREACH



President Dr. Steady Moono with (from left to right) Senator Patricia Fahy, Congressman Paul Tonko, Vice Chair of the Schenectady County Legislature Cathy Gatta, the Chair of the Schenectady County Legislature Gary Hughes, Assemblymember Angelo Santabarbara and Schenectady County Legislator Raj Ishmael at the Schenectady County Legislature Organizational Meeting on January 5, 2026.



President Dr. Steady Moono welcoming faculty and staff during his last Coffee & Conversations on January 29, 2026.