



**College Council Meeting  
May 6, 2025**

**Office of the President  
Dr. Mary Bonderoff, President**

A special thank you to each of you for your continued support and for joining me in the celebration of my inauguration as the 11th President of SUNY Delhi. It was a momentous occasion made even more meaningful by your presence.

I'm pleased to share that we raised \$45,000 in support of the Inauguration Gala and our broader fundraising efforts. This success is a testament to the hard work and dedication of our Inauguration Committee. Special thanks to Amanda Holland and Michael Sullivan for chairing the committee. I particularly want to highlight the work of our culinary, hospitality, baking and pastry faculty and students for the incredible meal and their attention to detail that made the gala such an incredible event. I'm also grateful to the colleagues who traveled from other SUNY campuses and system offices to be part of this celebration.

One of the most meaningful parts of the ceremony for me was having our students take part in the processional—representing not only their academic fields of study, but also athletic teams, and Greek life organizations. Their presence highlighted the vibrant and diverse student body that makes SUNY Delhi such a special place. It was truly an unforgettable week of events that underscored our campus pride and sense of community.

As we move closer to Commencement, the energy on campus is inspiring. We've recently celebrated a number of important student milestones, including the Student Life Awards, the Student Senate Banquet, and the Kente and Lavender Graduation Celebrations—each recognizing the excellence, leadership, and perseverance of our students.

I had the great honor of accompanying two outstanding students, Julia Rios and Albert Osterman, to the SUNY Chancellor's Award for Student Excellence Ceremony. These prestigious awards are among the highest honors given to SUNY students, and Julia and Albert represent the very best of SUNY Delhi. I couldn't be prouder of their accomplishments and the many ways in which our students continue to shine.

In terms of enrollment, I'm pleased to report that our numbers continue to trend upward for the second year in a row. A special thank you goes out to our faculty, who have stepped up by offering additional labs and classes to meet the growing demand. Their flexibility and commitment to student success make a real difference. I'd also like to highlight the development of a new Health Studies program—another example of the creative, forward-thinking efforts our faculty are making to align academic offerings with workforce needs and student interest.

On the financial front, we continue to make solid progress on our fiscal sustainability plan. I'm proud to report that we are again on track to end the fiscal year with a surplus. We remain vigilant in monitoring our spending

and hiring practices to preserve and build upon the progress we've made. I want to express my gratitude to the entire campus community for embracing a spirit of shared responsibility—your commitment is vital to ensuring both student success and the long-term health of the institution.

The Regional Innovation Council meet on February 12, 2025 to discuss the Delaware County Housing study results. There was a great turn out for the event and we are bringing together a smaller group to look at possible grants to move some initiatives forward to support housing and tourism in the region. The Southern Tier Regional Council recently hosted a meeting at the Culinary Institute for the Co-Chairs across the NYS Councils. The work of this board continues to be rewarding and creating awareness to funding sources for the campus and community.

I had the honor of serving on a Leadership panel for the ACE Women's Network for NY at the Culinary Institute in March. We were able to have two students join us at this conference. It was an incredible experience for all of us. I also, had the privilege of proving the Keynote Address for the SUNY Chief Diversity Officer Academy's graduation ceremony. It was a wonderful event highlighting the important work happening across our institutions. We have the initial analysis of the Climate Survey that has been shared with the campus related to the student responses. Great conversations are occurring with action items to continue to create a great sense of belonging for all our students. We are moving the Pedagogy of Real Talk with Dr. Paul Hernandez forward with SUNY Oneonta in June. We have an opportunity to have 10 faculty and 10 staff participate. We are looking forward to this initiative to support our campus community.

Finally, we are looking ahead to Commencement on **Saturday, May 17th**, where we will celebrate the achievements of the Class of 2025. It promises to be a joyful and memorable occasion. SUNY Delhi Graduate James Palmiter will be our Honorary Degree Recipient and Keynote for the ceremony. For those unable to attend in person, a live stream will be available via the Commencement website.

Thank you again for your steadfast support and partnership as we continue to move SUNY Delhi forward.

**Academic Programs and Services**  
**Dr. David Brower, Provost**

***Continuing Education & Professional Studies***

This spring, 22 high school students from across New York State enrolled in the online VETS 120 Early College course—part of our ongoing effort to expand early college programming.

We also welcomed 27 high school students from the New York City area into our online BUSI 120 B-session course, made possible through a partnership with CAMBA Inc., a nonprofit organization dedicated to connecting individuals with educational opportunities.

Through our Ed2Go platform, 30 new learners have enrolled in courses, including a group from Delaware

Opportunities.

Our annual Farm Camp and RATS Camp programs are in full swing, with participation from:

- Mercy University: 20 students (Farm Camp)
- SUNY Ulster: 21 students (Farm Camp & RATS Camp)
- SUNY Delhi: 12 students (Farm Camp) & 12 students (RATS Camp)

We continue to serve our community with essential certification and skill-building courses, including:

- NYS DMV 5-Hour Pre-Licensing Courses
- ServSafe Certifications
- Notary Public Workshops

#### **External Groups:**

We began January 2025 by hosting the Boy Scouts Merit Badge Day, with several campus facilities supporting their diverse programming needs.

Also in January, SUNY Delhi welcomed the annual Catskill Agriculture Conference, organized by Cornell Cooperative Extension. This long-standing event brings together local farmers and agricultural professionals for workshops and networking sessions.

In February, our campus hosted both the Delaware Crossover Championships and the Section IV Tournament, attracting multiple schools and student-athletes from the region.

March saw the return of Project Perfect Swim, a program dedicated to helping students with disabilities connect and engage with peers through swimming activities held at our campus pool.

In April, SUNY Delhi co-hosted the Delaware County Counselors Association College Fair, welcoming 17 schools and approximately 600 high school students. Attendees toured the campus with Admissions and enjoyed lunch at Macdonald Hall.

We also hosted students from Delaware Academy and Charlotte Valley Central School for campus visits that included cookie decorating with our culinary students.

Additionally, SUNY Delhi served as a training site for Friesland Campina staff, utilizing both campus spaces and the Bluestone facility for professional development.

Looking ahead:

- In June, we'll host The Arc of Delaware County for their Annual Awards Ceremony, a cherished event we've supported for several years. They'll return in October for a staff retreat.
- In July, the Catskill Mountain Yoga Festival will take place on campus, with plans to establish SUNY Delhi as its permanent home.
- Also in July, we look forward to the return of the More Family Reunion, a time-honored event held on our campus every five years.

#### ***Enrollment & Strategy***

The enrollment cycle for the academic year 2025-2026 is well underway. Counselors are travelling to high schools and college fairs. Yield events have been greatly attended so far. Three out of four upcoming Accepted Student Days are filled.

The fiscal stability plan outlines expectations to increase enrollment by 2% YoY, based on actual enrollment from this academic year. Admissions is working diligently to enroll an additional 55 new students. With tremendous demand in the applied technology programs, the admissions office, in consultation with the provost and dean, has increased capacity in electrical by 15 students, HVAC by 10 students, and plumbing by 26 students. The online veterinary technology program has steadily increased enrollment as well. Currently, several applied technology programs have closed out applications as they have reached full capacity.

### Enrollment Comparison: All Programs

	Spring 2024 Actual	Fall 2024 Goals	Fall 2024 Actual	Spring 2025* Actual	Fall 2025 Goals	Fall 2025*
<b>Apps</b>	751	6,800	7,081	778	8,400	<b>9,092</b>
<b>Accepts</b>	363	5,000	5,848	319	7,025	<b>7,788</b>
<b>Deposits</b>	224	1,260	1,264	201	1,330	<b>836</b>

\*As of 4/14. Previous years include reentry and readmit numbers. These are now considered continuing students and do not count towards new enrollment count.

Since the college enrolled its largest incoming class last year, coupled with positive enrollment trends for fall 2025, there are regular meetings to proactively address prospective housing challenges. Certainly, retention rates will impact these matters too. Currently, admissions deposits and housing deposits (for new and returning students) are much higher than the same point last year.

Many new students will be housed in triple rooms. Murphy Hall will provide additional first year experience programming as well. Residence life is proactively communicating with returning students to incentivize triple rooms.

Representatives from admissions, residence life, advising, financial aid, registrar, and CIS are meeting on a weekly basis to monitor new, returning, and potential graduating student numbers. Senior leadership and Residence Life are actively exploring options for off-campus housing. This collaborative effort will also benefit academic affairs with registration.

### Recruitment & Yield Events

- March: Delaware Academy Indoor Futsal Tournament (Sponsor)
- March: Accepted Student Day & Open House
- April: College Fair in Clark Field House
- April: Accepted Student Day
- May: Accepted Student Days (3x)

### *Operations*

The utilization of Slate (CRM) has expanded beyond the admissions office and serves as a key platform for engaging with prospective and current students. The director of operations is actively collaborating with various departments across campus to develop new reports and implement automated communications. This includes faculty, residence life, institutional research, diversity, equity and inclusion; the scholastic standing committee, veterans' services, and the honors program.

The online and graduate admissions advisor is piloting a scheduling feature in Slate. This enables prospective students to schedule individual meetings with her, and it is working very well so far. If this proves to be a successful method of counselors engaging with students, it will be scaled for all admissions counselors. Additionally, the office is in the process of renewing third party contracts to generate a new funnel for the upcoming admissions cycle and expand SUNY Delhi's market share beyond New York State.

## *Retention*

Retention remains a top priority for SUNY Delhi. In partnership with the National Institute for Student Success (NISS), campus stakeholders have gathered extensive information and completed surveys to inform recommendations for student success. Provost Brower is the project sponsor. Nazely Kurkjian and Nikki Hoffman are the project leads. The project timeline is slated to conclude in August of this year. Insights will be shared at a future college council meeting.

The First Year Experience (FYE) Working Group is developing short- and long-term initiatives to strengthen first year student experiences. This intersects with orientation but is not technically planning orientation. There is a smaller committee working on improving the structure and programming. There are also several additional working groups directly related to retention that are creating tactics in conjunction with the college's strategic planning.

A newly established Academic Recovery Working Group, chaired by Nikki Hoffman, will examine current practices and revamp current academic probation practices and updated terminology to better support at-risk students.

The campus withdrawals pilot, which now begins with OneStop, is going very well. A small group representing professionals from financial aid, academic affairs, counseling services, and information technology regularly meet to develop a withdrawals process that is more cohesive, consistent, and reduces barriers for students. They are creating workflows to digitize and streamline a previously paper-based process. Additionally, they are identifying data points for future interventions. The long-term goal is to develop a plan to reengage students who stop out through the withdrawals process.

A newly created Argos report provides detailed information regarding internal transfers. The purpose of this report is to track major changes, examine trends, and inform practices for relevant departments. It is currently in a testing environment in Banner. Data will be shared at a future meeting.

## **Looking Ahead: Academic Year 2026-2027**

In preparation for the next cycle, admissions invited key campus stakeholders to inform measurable digital enrollment marketing campaigns. Admissions and marketing are working closely with an agency to launch media delivery for select undergraduate programs and target audiences for transfer. The purpose is to generate prospects, leads, applications, and deposits. This data automatically syncs with Slate. The agency will provide regular reports to showcase time spent on SUNY Delhi's website and related form submissions. Consequently, Admissions will be able to see how many inquiries, applications, and deposits yielded resulted to evaluate the return on investment. Ads will be primarily visible on Meta (Facebook and Instagram), Google Search, and YouTube.

Additionally, marketing and communications created a full-page ad for the New York Mets Yearbook. This garners significant visibility throughout the MLB season, both in paper and across media platforms.

## Appendix

### Enrollment Breakdown by School

<b>Fall 2024*</b>	<b>Actual</b>
School of Applied Technologies & Architecture	773
School of Nursing, Arts & Sciences	1231
School of Veterinary & Professional Studies	1031

<b>Spring 2025*</b>	<b>Actual</b>
School of Applied Technologies & Architecture	694
School of Nursing, Arts & Sciences	1065
School of Veterinary & Professional Studies	907

\*Excludes continuing education enrollment

### Graduate, Undergraduate and Continuing Ed (PT/FT) - as of census date.

	<b>Fall 2023*</b>	<b>Spring 2024*</b>	<b>Fall 2024</b>	<b>Spring 2025</b>
<b>Grand Total</b>	2780	2550	3,058	2,719

Includes readmit/reentry\*

### Fall Enrollment Comparison: Undergraduate on Campus

	<b>Fall 2023</b>	<b>Spring 2024</b>	<b>Fall 2024</b>	<b>Spring 2025*</b>	<b>Fall 2025*</b>
<b>Apps</b>	6531	695	8,779	306	<b>8,686</b>
<b>Accepts</b>	5474	316	7,492	86	<b>7,626</b>
<b>Deposits</b>	1005	192	1,318	38	<b>750</b>

As of 4/14; excludes readmit/reentry\*

### Fall Enrollment Comparison: Undergraduate Online

	<b>Fall 2023</b>	<b>Spring 2024</b>	<b>Fall 2024</b>	<b>Spring 2025*</b>	<b>Fall 2025*</b>
<b>Apps</b>	333	292	584	386	<b>340</b>
<b>Accepts</b>	237	138	341	169	<b>124</b>
<b>Deposits</b>	167	92	232	119	<b>65</b>

As of 4/14; excludes readmit/reentry\*

### Fall Enrollment Comparison: Graduate Online

	<b>Fall 2023</b>	<b>Spring 2024</b>	<b>Fall 2024*</b>	<b>Spring 2025*</b> <b>Actual</b>	<b>Fall 2025 *</b>
<b>Apps</b>	116	56	134	86	<b>66</b>
<b>Accepts</b>	98	44	101	64	<b>38</b>
<b>Deposits</b>	72	32	72	44	<b>21</b>

As of 4/14; excludes readmit/reentry\*

Readmits/Reentries Comparison: On Campus, Undergraduate Online & Graduate Online

	<b>Spring 2024</b>	<b>Fall 2024</b>	<b>Spring 2025</b>	<b>Fall 2025*</b>
<b>Apps</b>	90	155	90	90
<b>Accepts</b>	66	104	55	37
<b>Deposits</b>	56	86	48	21

As of 4/14

*Retention*

Looking at undergraduate students (removing continuing ed & graduate) and excluding students who graduated and didn't return for another degree:

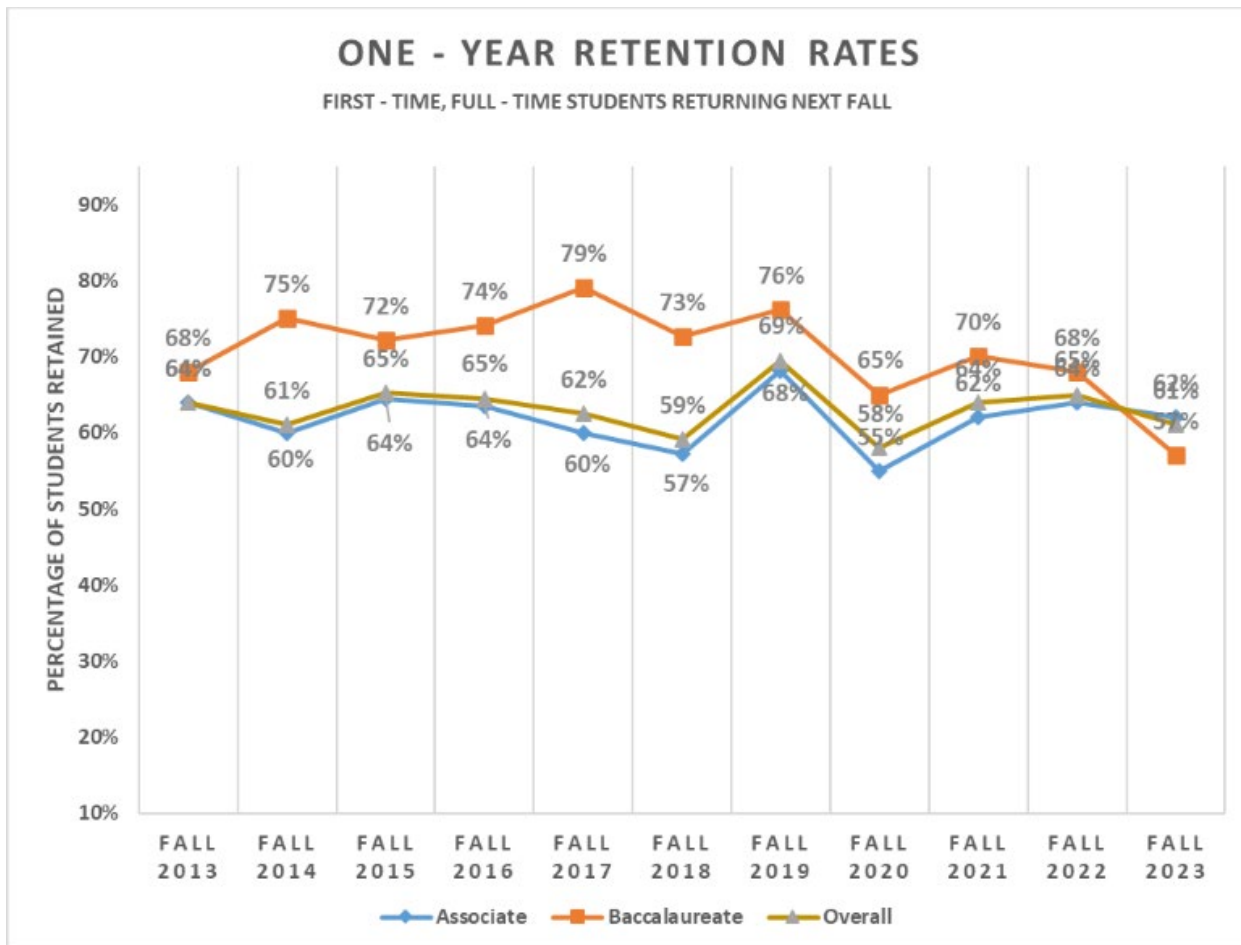
- From Spring 2024 > Fall 2024 = 82% total retention
- From Fall 2024 > Spring 2025 = 85% total retention

Notes:

- For Spring 2024 and Fall 2024; using 3-week census data
- For Spring 2025, using 1st of class day data

One-Year Retention Rates

While the retention % of bachelor's students decreased, the total number of students remained steady due to an increased cohort size.



#### Drop, Fail, Withdraw, Incomplete (DFWI)

Institutional Research is now pulling grade distribution data each semester. The purpose is to identify key hurdles to inform early interventions. Below includes all student types and populations, including undergraduate and graduate level courses.

- In Spring 2024, 17% of classes resulted in dropped, failed, withdrew, or had incomplete grades.
- In Fall 2024, 22% of classes resulted in dropped, failed, withdrew, or had incomplete grades.

#### ***Resnick Library***

The Resnick Library co-hosted an Open House with the Academic Achievement Center for students, faculty, and staff.

We also hosted an early semester mini-StAR Day for the Inauguration of President Bonderoff, showcasing work from students to the campus and community during the week's festivities at a reception on April 2nd.

Librarians have hosted three Citation Workshops, two Monthly Makerspace events, and a Mario Kart Tournament event so far this semester. Librarians have also created multiple passive displays on topics such as Black History Month, Holocaust Remembrance Day, Women's History Month, Arab-American Heritage Month and Campus Pride Month.



Students continue to utilize the new online library study room reservation system, with 67 bookings made since January (triple what was made in the fall 2024 semester when the system was implemented). Walk-in use of the rooms continues to remain high as well, with an 11% increase in room usage overall so far, this academic year.

### ***Resnick Academic Achievement Center***

#### ***Academic Advisement and Student Success***

The Resnick Academic Achievement Center held its open house at the end of February. This event has been expanded to incorporate the Resnick Library over the last two semesters, and has proven to create a more cohesive open hour.

The Advisors in the Resnick Academic Achievement Center are working with various offices to offer registration support, including our now annual Registration Fair.

Academic Advising & Tutorial Services will participate in the annual “A Night Against Procrastination” event in collaboration with the Resnick Library.

The Director of Academic Advisement and Student Success joined the Office of the Provost and other Directors in a tour of several Learning Commons in the Capital District. This experience will help us recreate the library and achievement center spaces, creating a Learning Commons.

SUNY Delhi is currently working in partnership with the National Institute of Student Success (NISS) to improve retention at SUNY Delhi. Nicole Hoffman and Nazely Kurkjian will serve as project leads with the project sponsor is Dr. David Brower. NISS is currently in the process of reviewing our current practices and will be making recommendations to improve our retention rates and suggest practices that will facilitate the success of each of our students.

We are repurposing a screen for use in Sanford Hall which will be used by Career and Transfer to highlight local jobs, career events, and upcoming employer visits.

The First Annual Employment Fair was held on Wednesday, April 16 in the Farrell Center. Fifty employers had registered from across the state from a wide variety of areas that will interest our students.

Since January, Career and Transfer has presented resume and cover letter information to 248 students. Various departments invited the Center to present to their students and offer assistance when developing career documents.

Career and Transfer Services has/will be participating in the following events:

- Graduation Fair
- Nursing Fair
- Networking Event
- Executive Order 31

Career and Transfer is collaborating with Human Resources to create videos to assist students in developing resumes, cover letters, and networking skills.

CAMBA is an initiative to assist students in lower income areas of New York City earn college credits. The Career Services will present on creating employment documents.

On-campus student internships through SUNY incremental funds have been suspended until further notice. Previous funding has been exhausted.

The Empire State Service Corp (ESSC) completed its first year, with three Delhi students as members. ESSC will be starting two new cohorts, summer and fall 2025. Applications are now open.

We hired 24 peer tutors for the spring 2025 semester. Aside from Math and Writing related courses, we offer tutoring for 45 elective courses.

We hosted a Tutorial Services Trivia Tabling event on April 2<sup>nd</sup> to market and promote our academic support services, and the event yielded 50 student visits. This was a great opportunity for students to meet professional and peer tutors while testing their math and writing skills.

### ***Accessibility and Opportunity Programs***

C-PASS hosted its inaugural Academic Achievement Awards on March 18, recognizing students who earned a GPA of 3.0 or higher during the fall 2024 semester. A total of 25 students were invited to be honored for their academic accomplishments. In preparation for the fall 2025 incoming class, C-PASS is actively developing the mandatory Summer Transition Program, scheduled for August 16–18, 2025.

EOP held its annual Chi Alpha Epsilon Honor Society Induction Ceremony on March 19, immediately followed by the SUNY EOP Academic Achievement Awards, which celebrated students who earned a 3.0 GPA or higher during fall 2024.

Peer mentors for both EOP and C-PASS summer transition programs have been hired and will begin training immediately following the spring semester. In addition, Opportunity Programs staff continue to support students in completing the 2025–2026 FAFSA. The One Stop Office partnered in these efforts by presenting and supporting FAFSA completion events.

Opportunity Program Enrollment updates: C-PASS: 124, EOP: 20 students deposited for the Fall of 2025. The campus EIT Officers are collaborating with SUNY EIT Accessibility Faculty Fellow, Dr. Shelly Jones, to conduct a comprehensive audit of digital accessibility training and resource needs. This initiative is focused on preparing for compliance with the updated ADA Title II regulations. Dr. Jones and Gabriella have met with the College Senate, Student Senate, Callas Center, and numerous academic programs, with outreach continuing through the end of the semester.

This spring semester, the Access and Equity Office has registered 477 students, of whom 315 have established access plans. The office has also administered 570 exams to date.

### ***School of Applied Technologies & Architecture***

The Architecture program is working on modifications to meet the requirements of the NAAB accreditation process. Program Director Max Dehne is in conversation with SUNY Alfred about a semester abroad program in Italy. In the past, the Architecture program has delivered a J-session trip for credit. This new program would enable students to spend the entire semester in Italy and earn 12 credits toward their degree. The program is also seeking a full-time assistant professor for fall 25 and a visiting instructor to cover a non-paid leave.

The Automotive program electric vehicle training equipment should arrive by the end of April. The faculty will begin training on the equipment as soon as it arrives.

The Construction program will be facilitating a search to replace a retiring faculty member. The fall 2025 enrollment numbers are looking good.

The Electrical program visited the Gilboa Dam energy plant in April. Due to the incredible volume of prospective students, the program opened a fifth lab section. We are utilizing the renewable energy lab to offer 15 more seats for Electrical Construction. We ended up closing the program on April 4<sup>th</sup>, and have more students than we have room for. The students in the Utilities Program participated in a Bashlin Self-Rescue Training: Robert Newton demonstrated and trained the students on how to use a self-rescue system out of a bucket truck. The program requires Instructional Support Associates (ISA) and a full-time faculty member. The job market is very thin for all of our technology positions, and we have recently placed advertisements with Zip Recruiter.

Mechatronics will be utilizing our new advanced hydraulic/pneumatic trainers that were purchased through a \$400,000 grant from the Heckscher Foundation, whose mission is to level the playing field for underserved youths. This equipment will prepare Delhi graduates for work in the manufacturing field, which is ever-expanding in New York State. The program is seeking a full-time faculty member as well as a full-time ISA.

The HVAC program has expanded its plumbing/heating program to an evening lab, bringing the total number of students to sixty. This includes a new plumbing course, a new 60-seat lecture space in Catskill Hall, and a new instructor. To match this offering, Refrigeration has opened a third lab and will be searching for a 3<sup>rd</sup> instructor. Even with the expansion of the programs, we had to close both programs on April 4<sup>th</sup>, the soonest ever! The HVAC program is working with Ellen Liberatori on a "Green jobs grant" that will expand our student's certification and allow for skilling-up of local HVAC contractors.

The Residential Construction program students are continuing work on a new house project on County Road 18 in Delhi. The program is looking into the possibility of bringing back the timber framing curriculum.

The Welding program held a public demonstration of the new sanitary pipe process equipment on April 28<sup>th</sup>. We had Clark Farms at the welding building, as we are using the new welding process to update the equipment for their business expansion. The new training will provide skilled workers for the dairy, food, and pharmaceutical companies in the surrounding area and the country.

### ***School of Veterinary and Professional Studies***

Veterinary Science faculty member, Jackie Howard, completed a certificate course called "Outsmarting Implicit Bias" through Harvard University. The course was taught by Mahzarin Banaji, PhD an experimental psychologist who co-developed the concept of "implicit bias" nearly 30 years ago and co-authored the *New York Times* best-selling book *Blindspot: Hidden Biases of Good People*.

The VITA (Voluntary Income Tax Assistance) Program, facilitated by Adriene Clifford and Charles Mole, ended on March 29. This program assists students and community members to file their income taxes for free. We had six students from the spring Federal Income Tax class volunteer and pass an IRS certification exam over winter break. The students then had to be present for seven Saturdays during the spring semester from 9:45am – 2:00pm to assist our clients. The students prepared an average of one-two customers each Saturday, primarily fellow students, but we had a few community members come up. Galya Nocheva, who recently took over the international students' program, brought international students to see us one Saturday, as they have to file tax forms even if they have not earned any income. This program is a great way of applying and expanding the knowledge students have learned in the classroom and providing a free service to the greater Delhi community at the same time.

The Hospitality Management Department played a major role in the execution of the Presidential Inauguration on April 3, 2025. Associate Professor Amanda Holland served as the co-chair of the Inauguration Committee and coordinated, implemented, and supervised major elements of the event. Chef Brienne Smith served as the Gala Representative on the Inauguration Committee and coordinated the front of house efforts at the event. Chef Jessica Backus-Foster led the beverage operations, and Tracy VerValin coordinated logistical elements and designed event décor. Chef Keith McGrath led the preparation and execution of the cocktail hour, Chef Victor Sommo and Chef Sean Pehrsson coordinated, prepared and executed the first and second course, and Chef Julee Miller conceptualized and prepared the dessert course. Linda Blocker and Heidi Yorke assisted with check-in, seating, and student volunteer supervision.

Linda Blocker, Hospitality Faculty, is finalizing the revisions of the fifth edition of *Culinary Math*, published by John Wiley & Sons, Inc. After co-authoring the previous four editions, she is working solo on the new edition. It is scheduled to be published this June. ([Link to Culinary Math listing on the Wiley website](#))

Chef Keith McGrath, and the restaurant class students have been open and operating for five weeks. They have been creating feature menus each which including a traditional Irish themed meal for St. Patrick's Day. Chef McGrath and the students recently held an etiquette dinner with Keynote speaker Dr. Brower, and plan to host the Hospitality awards ceremony in early May.

The Veterinary Science Program has signed a partnership with Onondaga Community College where students in Central NY can take liberal arts components of the Vet Tech Online program at OCC and complete the VETS requirements through Online Delhi. The program will also develop additional clinical partner institutions (including the Rosamond Gifford Zoo) in the central NY region where students can complete their hands on essential skills required for the AAS degree program.

Golf Turf, PGM and Construction students are starting a cross discipline student project at the College Golf Course that will design and build an artificial turf for the driving range.

### **Division of Student Life**

#### **John Padovani, Interim Vice President for Student Life**

#### ***Athletics***

We successfully launched our inaugural "Back the Broncos" campaign, aimed at raising funds for the athletic department. This initiative garnered significant support from our community, resulting in contributions exceeding \$10,000. The funds will be instrumental in enhancing our athletic programs and supporting our student-athletes in their pursuit of excellence.

We hired Samantha Schmidt as the Head Women's Soccer Coach. The department is eagerly anticipating the upcoming Athletics Banquet and is excited to host the campus's first Women's Only Flag Football Intramural Event.

#### ***Aquatics***

Plans for summer swim lessons and lifeguard certification are in progress. With the support of the NY Swims Grant, we are excited to offer these programs free of charge or reduced cost to all participants. We are also partnering with the Town of Delhi Pool to provide an enhanced summer swim program for the community.

### ***Bronco Ready Days and New Student Orientation***

All Orientation Leaders for Welcome Week have been hired. Their responsibilities will now extend through the first 30 days of the semester, allowing them to mentor students for a longer period and align with current trends in orientation.

The Welcome Week program will begin on Tuesday, August 19, and will feature several changes based on feedback from fall 2024. These changes include shortening the program by one day, adding a pep rally event, and piloting a parent program for the afternoon of the first day. Planning is in full swing.

### ***College Association at Delhi, Inc. (CADI)***

The CADI scholarships committee awarded 18 student employee scholarships to well deserving students.

Bronco Dining proudly hosted the Sodexo Global Chef Program, welcoming Brazilian chefs Bruno Souza and Tayuane Gorziza to campus. On Friday, March 21, they curated an authentic Brazilian dining experience at MacDonald Dining Center, offering a flavorful menu that highlighted the richness of Brazilian cuisine. Guests enjoyed Cashew-Crusted Cod with Coconut Rice and Banana Tartar, Carreteiro Rice with Garlic Flank Steak and Cassava Chips, along with Roasted Sweet Potato and Couve à Mineira, bringing a true taste of Brazil to the table.

Bluestone Pub & Restaurant is undergoing an exciting transformation, redefining its menu to highlight and celebrate the rich flavors of regional cuisine. Leading this culinary revival is award-winning Chef Brian Alberg, who joins SUNY Delhi's Sodexo dining team to spearhead the restaurant's evolution. The highly anticipated reopening is set for May, promising a fresh and inspired dining experience.

### ***Counseling Services***

We hosted the 2nd annual Campus Mental Health Summit, which saw increased attendance from faculty, staff, and students compared to last year's inaugural event. The day was filled with learning, healing, and growth, thanks to the collaboration between the University at Buffalo's Institute on Trauma and Trauma-Informed Care (ITTIC) and our Counseling Center.

Planning for several professional development opportunities centered on college student mental health awareness and training for faculty and staff during the campus professional development series in May and June.

We are actively advancing through the Request for Proposals process with our legal and finance departments to secure a five-year contract for our Electronic Health Records (EHR) system. Our aim is to implement this system over the summer, ensuring uninterrupted health and mental health services for our students.

### ***Fraternity & Sorority Life***

In February, all active chapters successfully completed 52 recruitment events to engage potential new members (PNMs), resulting in one of the largest lines of PNMs in recent years. Each chapter also fulfilled their mandatory training requirements, including community service with Ann-Lis Glenn from the O'Connor Center for Community Engagement, hazing prevention courses, and harm reduction sessions with Lacey Williams from Student Rights and Responsibilities.

Our main goal for April was to transition PNMs into full membership and celebrate at the semester Full Family event. Chapters are working to meet the Greek Council's Standards by hosting various events and completing at least 15 hours of community service per member each semester. They aim to improve or maintain their Standards scores from the fall semester, which can be viewed on their BroncoCONNECT pages.

March was Philanthropy Month, during which fraternities and sororities hosted a showcase in the Farrell Center to raise awareness for their chosen causes. They competed in the "Raffle for a Cause" event to see who could raise the most money for their philanthropy, culminating in the Raffle Reveal Reception on March 26.

### ***Health Services***

Obtained access to EPIC CareLink Emergency Health Records (EMR) system through Bassett. This service provides us with the ability to provide better and more time efficient continuity of care for those individual students who need medical follow-up. Bassett will fax the health center any students that have signed a medical release, when those faxes are obtained, we download the student medical record and then a health staff member reviews the record to determine what medical follow-up is indicated, if any.

The health and counseling peer-educators have been actively providing outreach programs for our students. These programs included:

- **Winter Weather Warning:** Tips for winter, information on Seasonal Affective Disorder (SAD), demonstration of happy lights and how to sign them out, and free gloves, hats, Chapstick's, and lotion. Attendance: 98 students.
- **Sweet & Spicy Valentine's Event:** Information about safe sex, healthy relationships, and friendships, with three raffle baskets provided. Attendance: 150 students.
- **Magic in a Bottle:** Information on various essential oils that can help with both mental and physical health, with free essential oil bags containing information on the benefits of those oils and three essential oils in each bag. Attendance: 190 students.
- **Health & Hustle Fitness Program:** Partnered with the dietician to provide information on the mental and physical health benefits of working out and eating healthy, with a QR code to determine interest in a beginner gym program. Attendance: 18 students.

### ***Housing and Residence Life***

Residence Life has successfully launched housing selection for the 2025-2026 academic year, with increased interest from both returning students and new student housing deposits. We are exploring options in the Delhi and Oneonta communities to reduce overflow housing on campus for the fall semester. Additionally, we are considering "space-saving" furniture and adding extra wardrobes to triple rooms to maximize space.

In April, returning students started being assigned and selecting their own rooms on campus next academic year. We are still in the process of utilizing our older housing software and hope to complete our migration to our new housing software Housing Cloud in late spring/summer.

### ***O'Connor Center for Community Engagement***

The O'Connor Center for Community Engagement submitted SUNY Delhi's application for the Carnegie Foundation Elective Classification for Community Engagement. This application is to re-certify the college's designation, previously awarded in 2015 for a 10-year period. We are hopeful that we will once again earn this prestigious classification, recognizing the value that SUNY Delhi places on community service and civic engagement.

The Center has continued to facilitate daily service opportunities for students via partnerships with the Delhi Campus Child Care Center and the Heart of the Catskills Humane Society, in addition to unique events and monthly volunteer projects. This semester the Center hosted a Day of Service Event for students in the re-boot program, as well as new students, on MLK Jr. Day, in which 36 students volunteered in seven projects. The Center also hosted the American Red Cross for three days of on-campus blood drives this semester, celebrated

National Random Acts of Kindness Day on February 17, and facilitated Valentine's Day activities at the Delhi Nursing Home & Rehabilitation Center. The annual Community Service Event was held on April 19 and the Citizenship Award Ceremony on May 6.

Regalia, our food pantry and career closet, has remained busy and is tracking a 50% increase in visits year-over-year. The Food Pantry provided pre-break groceries to 43 students going into the February break. An additional 34 visits were logged during the break and 22 student lunches were served to students staying on campus during break via two free lunches offered in partnership with MOSAIC. Regalia provided groceries for students staying on campus during the spring break and ingredients for three lunches during the break week.

### ***Student Activities***

The Center for Student Leadership & Engagement (CSLE) successfully hosted an Inauguration Casino Night event on April 1. Hundreds of students participated in the three-hour event, enjoying 13 table games along with a variety of hot snacks and beverages.

The Student Programming Board (SPB) sponsored a day trip to Boston for a 57-passenger bus on April 19. Upcoming spring semester events included the Delchella Concert on May 3 and the Campus Carnival on May 8. CSLE and Intramurals are teaming up for a NY Mets Game in Queens on May 10.

### ***Student Life Division Office***

Four Self Defense Workshops were held in March in the evenings. Based on student request, Basic RAD (Rape Aggression Defense for female identifying students only), along with SAMI Defense Training (for any students), we offered and 16 students attended.

SUNY Delhi has been Designated a Voter-Friendly Campus through NASPA and the Fair Elections Center. The initiative recognizes institutions that have planned and implemented nonpartisan practices that encourage their students to register and vote. Kudos to Elizabeth Hoyt, Delhi Broncos Vote Committee Chair, for their tremendous amount of outreach and education being done.

The Division held their annual Student Life Leadership Award Ceremony marking the 25<sup>th</sup> anniversary of acknowledging students, faculty and staff leaders, along with recognizing specialty scholarships recipients, and celebrating student Chancellor Awards recipients.

In collaboration with the Chief Diversity Officer, the Student Life Division is excited to invite staff to apply for the Pedagogy of Real Talk program. We are thrilled to announce that the first cohort training will be held from May 19-21. This institute will bring together a select group of professional staff members committed to enhancing student success through authentic connection, research-based pedagogy, and practical applications of the Pedagogy of Real Talk framework. Participants will engage in interactive workshops, peer collaboration, and hands-on activities that translate theory into practice.

### ***Student Rights & Responsibilities***

Focusing on Restorative Justice, the office completed two trainings for both the Equity Council and the Student Association in March and also held a Restorative Justice community circle with female Athletes in February.

Student Rights & Responsibilities coordinated with University Police to create the first campus Cleary committee and held the first meeting in March.

The office added seven (7) more Personal Growth Lessons on “OnlineDelhi”. New topics include Cannabis Etiquette, Damage & Vandalism Level 2, Dating Violence, Empathy, Healthy Masculinity, Sexual Citizenship, and Stalking. In total, we currently have 35 lessons that are live and are continuing to build more.

In April, the department concentrated on sexual assault prevention and cannabis education programming, collaborating with various campus offices, Greek organizations, and Safe Against Violence. Additionally, we completed our annual review of the Student Code of Conduct and prepared our revision proposal for the upcoming academic year.

### ***State University Police***

We have filled three open positions in the department:

University Police Campus Security Specialist position. Shawn Sulger, from Delhi joined us in February. Dispatcher Sulger comes to us with 19+ years of experience working in law enforcement for Delaware County Sheriff’s Office. He completed his six-week field training on April 10.

University Police Officer I. Ryan McKenna, from Tuxedo Park, joined us on April 10, and he will be attending the police academy on May 12, graduating on September 17. He will then return to SUNY Delhi to begin his 10-week field training.

University Police Office II. Lieutenant Jonathan Nichols also joined us on April 10. Lt. Nichols is from Unadilla and comes to us with 21+ years of experience working in the NYS University Police for SUNY Oneonta. Lt. Nichols has been a supervisor for the past eight+ years.

Chief O’Donnell presented an active shooter response (CRASE) program to Residence Hall Assistants on March 3.

Lt. Lonecke attended the FBI-LEEDA Supervisor Leadership Institute in April. This cutting-edge, four-and-a-half-day program was designed specifically for first-line supervisors and middle managers, aiming to enhance their leadership competencies.

### ***Veteran Support Services***

Veteran Support Services currently employs three students in the VA Work study program. The Student Veteran Association (SVA) has grown this year under the leadership of the current president. The club has incorporated discussion circles into their regular meetings, during which times members introduce and discuss current event topics. SVA held their first Bataan Memorial Death March event on April 19; during this event participants will carry 25-pound packs on a four-mile march around town in memory of the WWII soldiers who endured the 66-mile march in the Philippines as prisoners of the Japanese army.

In partnership with Admissions staff and Student Financial Services, Veteran Support Services made great strides this semester in identifying current military-affiliated students and submitting more accurate reporting on numbers to SUNY Administration. Data access development will allow for more robust outreach, especially to new military-affiliated students, regardless of whether they use military financial benefits.



**Diversity, Equity & Inclusion**  
**Louis A. Reyes, Jr., Interim Chief Diversity Officer**

The ceremony for the President's Awards for Excellence in Diversity & Inclusion took place on March 24. This has been the first-time awards were presented since 2017. Recipients of the 2025 awards were:

- Angelina Blankson - Student
- Alexandra Morris - Student
- Open Catskills - Community Organization
- Suroyya Lomax Williams - Student
- Dr. Erin Wagner - Faculty

Transportation and registration assistance was provided for eight students, and two staff to attend the SUNY Oneonta Student Diversity & Leadership Conference in March. The event is designed for individuals from diverse backgrounds, experiences, and perspectives to interact with student, administrator, and faculty presenters and exchange information to enhance multicultural comprehension, self-awareness, and leadership skills.

The Pedagogy of Real Talk (PRT) is coming to our campus. Through an intentional collaboration between our Provost, Interim Vice President of Student Life, and Interim Chief Diversity Officer; SUNY Delhi will be offering both a Faculty and Professional Staff three-year track. Participants will be provided tools grounded in educational research and theory. Learn inclusive approaches that foster a sense of belonging. PRT was created by Dr. Paul Hernandez who will be coming to campus to kick off both programs. Applications are available with the Professional Staff May 19<sup>th</sup>-21<sup>st</sup> and Faculty June 2<sup>nd</sup>-5<sup>th</sup>.

The results are in! We held a forum on Wednesday, April 16 to discuss our Campus Climate Survey results. This is an important step to influence positive change on the campus of SUNY Delhi.

Louis A. Reyes Jr. took part in a pilot program, the Chief Diversity Officer Leadership Institute, established by SUNY's Office of Diversity, Equity and Inclusion. This culminated in a capstone presentation entitled "It takes a Village, how to create sustainable change at SUNY Delhi." This Institute took place over four months in spring 2025.

***International Students***

Christina Wood, MOSAIC Coordinator, has attended webinars through DHS and SUNY, and continues to work with Galya Nocheva of the One Stop to support the needs of international students.

***MOSAIC***

MOSAIC continues to host, co-sponsor, and provide space for a variety of activities and events, supporting a broad range of clubs, organizations, and individuals.

Bjorn Davis and Taylor Hoyt joined MOSAIC as guest chefs for the well-attended Soup, Bread, and Belonging events. Also, during spring break, MOSAIC co-hosted "Spring Break Lunch Breaks" with the O'Connor Center, serving approximately 15 attendees each meal. These programs continue to address food insecurity while fostering a stronger sense of community on campus.

MOSAIC also collaborated with the Black Student Union for a week of Black Love events. Highlights included Black History Trivia, Love Song Karaoke, and a Radical Black Feminist Poetry Reading “On Love.”

Christina Wood and RA Abigail from Catskill Hall collaborated on “Building Bonds with Legos,” a fun and successful event where attendees reflected on a meaningful memory and recreated it using LEGO bricks. Each participant shared their story with the group.

W.O.K.E.’s annual Women’s Day event drew a strong turnout, offering students opportunities for pampering, giveaways, and access to informative resources.

On March 19, a catered reception was held at Alumni Hall to reintroduce the Men of Distinction program, with approximately 50 attendees. The Men of Distinction Speaker Series opened with a talk by Dr. Howard Ashford on March 26, followed by Dr. Maurice Odago on March 31.

Continue to offer meals in collaboration with the O’Connor Center. Currently, “Lunch Breaks” have been scheduled for Wednesdays in April.

Staff are currently working with three vendors to fine-tune proposals/quotes for new furniture in the center.

MOSAIC’s Programming Assistants are finalizing their events/programs for the spring semester:

- **Rest is Resistance** with Joanne. An hour of intentional rest inspired by Tricia Hersey’s book “Rest is Resistance”
- **Campus Pride Month Team Trivia** with Tiffany and Parker
- **Rights & Bites.** Sandro will collaborate with Open Catskills to host “know your rights” training and a breaking of bread
- **Anime History & Trivia** with Parker (collaboration with Upsilon Delta Epsilon)
- **Closing the Wealth Gap: Financial Wellness Series.** Suroyya will host a two-part speaker series on financial literacy and systemic obstacles to wealth
- **Community Art Show & Mosaic Making** with Alice (collaboration with Latin American Student Organization)
- **Authentic West African Cuisine at Kente Graduation** organized by Rebekah.

Christina Wood, Coordinator of MOSAIC Multicultural Center

- Recognized by the Catskill Center as Female Changemaker in the Catskills
- Participated in a focus group on Guaranteed Income for Creative Workers
- Attended “Centering Victims & Survivors in Restorative Justice”
- Exhibited artwork at the Ely Center for Contemporary Art in New Haven, CT.

Opeyemi (Yemi) Adesanya, Diversity, Equity, and Inclusion Associate

- Drove for the NYC trip with the History Club and Pride
- Attended SUNY Oneonta’s Student Diversity & Leadership Conference
- Attended “Centering Victims & Survivors in Restorative Justice”
- Produced a music video!

**Office of Finance and Administration**  
**Chelsea Mathieu, Vice President for Finance & Administration**

While we continue to meet with System Administration bi-weekly to monitor our progress, they are pleased with the strides we are making. Within the academic enterprise we have generated ~\$26.8M to date which is up +\$1.1M vs the same point last year and a direct correlation to our increase in enrollment. We have spent ~\$28.8M to date which is +\$900K versus last year. As a result, our current cash balance within the academic enterprise is ~\$(443)K. Across all campus funds our overall cash position is strong at ~\$17.6M to-date which is up +\$3.9M since the start of the fiscal year. As such, we are projected to end this year in a surplus position across all campus funds.

Fund	Description	2024/2025	
		Beginning Balance	Ending Balance
Revenue Offset	This fund supports the Core Instructional mission it includes: Direct State tax transfers, Tuition revenue, Interest, the College Fee, etc.	(1,434,296)	(2,464,447)
General IFR	Supported by revenues generated for services provided by the campus, such as student fees, conferences, concerts, training, facilities rentals, etc.	2,862,551	1,865,088
SUTRA	Supported by tuition revenue collected from summer session, contract courses, overseas academic programs, etc.	495,993	156,268
Stabilization Fund	Supported by unspent prior year Direct State Tax Support or tuition	13	13
Collection Fund-Campus	Fund whereby revenue generated is held prior to being disbursed	634,613	2,386,224
Dormitory Operations/Sponsored	Supported by room rental fees and charges	9,026,616	11,393,158
Res Hall Rehab and Repair	This fund support the rehab and repair of the residents halls	2,148,515	4,285,787
Total as of 9.25.2024		13,734,005	17,622,091



### ***Student Support & Development***

OneStop continues to provide student support for Financial Aid and generally meets weekly to discuss recent topics or for training.

### ***Investing in People, Staff Excellence***

Chris Keaney, FA Assistant Director stepped up and did an excellent job taking on various functions while balancing his workload in the absence of Liz McGee, FA Director, who was on leave.

Ellen Pickett, Personnel Assistant, joined the Human Resource Department on March 15<sup>th</sup> to take on a primary role in administrative payroll. Ellen comes to SUNY Delhi from SUNY Oneonta, where she was also a human resource professional, in the space of student employment. Welcome Ellen!

The Human Resources Department was present for the April 4th Accepted Students Day highlighting Student Employment Opportunities, and participated in a community job fair hosted by Oneonta High School on April 10<sup>th</sup>.

For the next 25-26 FY, the Human Resources Department was awarded \$4,000 from the CADI Coca-Cola grant to be applied to expenses related to onboarding and integrating of new employees including for the annual New Employee Orientation program.

In early January 2025, Title IX regulations were returned to 2020 Rule terms following rulings of the federal court overturning the 2024 Rule terms that had gone into effect on August 1, 2024. Through this last quarter, the Title IX Coordinator has taken another extensive series of training to become certified for the role and tasks under the 2020 Rules.

A Title IX training series was identified in our compliance subscription of KnowBe4, and is expected to be launched in fall 2025, to further educate employees on Title IX law and regulations, and their impact upon the roles and responsibilities of employees.

The annual NYS Sexual Harassment Prevention trainings, for employees and managers, was launched in February 2025, with a 98% completion for managers and 92% completion for employees. This training also features information specific to SUNY Delhi Title IX information and resources.

In collaboration with SUNY system, two in-person supervisory leadership trainings are scheduled for April 28th and May 7th, to cover Employee Relations 101 and Building Civil Workplaces. These trainings will cover fundamental key concepts for people managers to be better equipped to recognize and handle issues related to negativity, harassment and discrimination, performance and general interpersonal issues.

Seven volunteers were appointed to the campus Affirmative Action Committee by President Bonderoff, and six of the members received training on Tripartite Hearing Panel procedures.

Ruth Ehrets has been assisting with FOIL requests since January. In April, she attended a FOIL conference in Buffalo which included guest speakers from the Deputy Director and Counsel for the Committee on Open Government, Senior Campus Counsel for Labor & Employment from the University at Buffalo, Chief Campus Counsel from the University at Buffalo, Chief Campus Counsel for SUNY Western Campuses, and SUNY Managing Counsel for Litigation and Labor, as well as SUNY Senior Counsel for Litigation and Labor. To hear information and have questions answered from these attorneys was very beneficial. Also, meeting FOIL officers from other SUNY campuses provided an opportunity for networking and relationship-building, which will be most helpful with future FOIL matters.

### ***Projects, Construction, Innovations, Procurement***

Campus Logic Campus Communicator setup is still underway. Virtual Advisor (chatbot) is in the early stages of setup. It will be a phased rollout, starting with financial aid as it comes pre-built with FAFSA Q&As. The bot can be used campus-wide and a working group will need to be formed in the coming months. IT support will be needed along with coordination from other campus departments.

CSEA/Classified Service Annual Performance Evaluations- Annual Performance Evaluations of CSEA and other classified staff (i.e.- UPD) occurred through the month of March. For CSEA employees, annual performance programs were also created for the following year (4/1/25-3/31/26).

Executive Order 31- Following the creation of a working committee in late 2024, the EO31 strategic plan has been turned into an implementation plan training, having been approved by the campus leadership cabinet and delivered to the human resource department. A town hall for the campus community was held on April 30<sup>th</sup> where the training was delivered to participants, informing them of SUNY Delhi's commitment to hiring and supporting qualified persons with disabilities. Also featured at the event was a panel made of staff, faculty, student, and community resources to share additional information. The training portion will be duplicated in an online training that will become available in fall 2025 for staff and faculty not in attendance at the April town hall event, and they will be required to take the training by the end of the calendar year.

Employee Appreciation Day planning has been underway for the annual Employee Appreciation Day scheduled for May 28th. In preparation for the event, the Human Resource department provides support through acquiring the service length data of employees for appreciation awards, and ordering and maintaining award stock for distribution.

An internal I9 audit is underway of all I9 documents to ensure compliance with federal laws and regulations. Audit findings will be recorded and corrected as appropriate.

We are pleased to report that following months of working with CIS to move toward a more automated purchasing process utilizing *Team Dynamix*, the pilot group for Centralized Purchasing has been trained and we have begun rolling out this initiative. This group will be instrumental in providing feedback regarding this new process to work out the kinks before rolling it out campus-wide. By centralizing the Purchasing Function, we expect to increase efficiency in terms of labor, accuracy and speed of the purchasing process.