



Leadership Notes - February 2020

Academic Programs and Services
College Council Report
February 2020
Kelli H. Ligeikis, Ed.D., PE. Provost

School of Veterinary and Applied Sciences
Bret Meckel, Dean

Veterinary Sciences

- Elizabeth Frisbee attended SUNY SAIL Winter Leadership Retreat 2020: Leading Culturally Intelligent and Inclusive Campuses.
- Cage washer renovation project nearing completion and will be operational around the beginning of semester.
- Final adoption numbers: 11 out of 12 beagles in colony were adopted and last one is in Foster care (hopefully to be adopted soon); seven colony cats adopted.
- Former campus Guiding Eyes for the Blind (GEB) puppy, Chandler, now a breeding dog for GEB. His first litter was born this fall and a new GEB puppy from the litter will be coming to campus in February.
- Barry Tech Career Day attended by Katie Murphy and Lisa Kaschak, one male applied and will most likely be accepted in February.
- Katie Murphy and Lisa Kaschak went to Broome-Tioga BOCES in Binghamton and spoke with 3rd/4th year classes. They are planning a visit to campus in the spring.
- Software to track Veterinary Science Technology Essential skills, "Trajecsys," utilized in all first year VETS courses.
- Veterinary software - AVImark, used exclusively to keep digital records of all animals used in Veterinary Science in efforts to go paperless.
- Delaware County 4-H Outreach hosted by SUNY Delhi Equine Club at the College Farm.
- Two successful dog washes offered during the fall semester creating excellent community relations.

Applied Sciences - Plant Sciences

- The new Special Projects Class in the Golf & Sports Turf Program started/completed several projects on The College Golf Course at Delhi. These included a bunker renovation on #10; two target greens added to practice facility; and the expansion of practice tee facility with an irrigation lateral installed along with tree removal.
- A landscape design for the entry plaza of Bush Hall was prepared by Horticulture student Carly Pitt and submitted to Campus Beautification Committee. Carly also represented SUNY Delhi as a student ambassador at the Landscapes 2019 Conference held in Louisville, Kentucky.
- Horticulture student Mario Malagisi prepared a landscape design for the Pro-shop area/entry to the newly renovated College Golf Course Clubhouse.
- Introduction to Horticulture Class worked on numerous campus related enhancement horticulture projects during the fall 2019 semester. These included: transplanting shrubs from the old entry sign to the agora planting beds, pruning shrubs at the Turf Education Center, perennial garden maintenance at the Turf Education Center, pruning evergreen trees at The College Golf Course at Delhi, planting spring flowering bulbs at the Alumni Hall entry, and cleaning and maintenance of plants in the campus greenhouse.
- Plant Sciences faculty presented about the green industry at numerous career fairs as well as local high schools throughout the fall semester.
- Plant Sciences faculty and staff have promoted program offerings to improve enrollment by creating a new poster for each of the two programs, posting on social media approximately three times a week during the semester and extending in class presentations about careers in the green industry.

- All students in Plant Sciences attended "Winning Fields", an educational day sponsored by the New York State Turfgrass Association, at Double Day Field in Cooperstown.
- The Orientation to Horticulture Class implemented a series of guest speaker initiatives during the fall 2019 semester. In total, nine guest speakers presented various topics about the green industry throughout the semester.
- Five Golf and Sports turf students were award New York State Turfgrass Association (NYSTA) scholarships ranging from \$750-\$1,100.00. Alumnus and NYSTA board member, Tom Leahy, came to campus to award the students.
- Julia Ward assisted with seasonal interest throughout campus this fall and winter by gathering materials and designing planters.
- The Delhi Turf Club performed various community service including planting and maintenance at the Delhi Village Park, assisting with a drill and fill project at a local golf course, and a baseball infield renovation project at the American Legion in Delhi.

Applied Sciences – Natural Resource Recreation and Sports (NRRS)

- The NRRS program continued to strengthen the working relationship with the EDD (Eric D. Dettenrieder) Memorial Fund by planning and operating three different adaptive sports programs throughout the fall semester.
- Students of the Recreation for Special Populations class completed more than 200 hours of experiential learning by way of the collaborative social recreation program with Robinson Terrace.
- Sports Management students were the guests of the Colgate University Athletic Department for a day of facility tours, athletic administration presentations, and game day event management for a women's ice hockey game versus Ohio State University.

Applied Sciences – Professional Golf Management (PGM)

- Four seniors in the PGM program and Dave Arehart attended the PGA Merchandise Show in January.
- Tom Philion will be attending two regional golf expos this spring (Central New York Golf Show - Turning Stone Resort in February and Empire Golf Expo – Albany in March).
- Jim Lees completed his MS in Sport Management (SUNY Cortland) in December of 2019.
- PGM faculty and students once again offered the Golf in Schools program. During the fall and springs semesters a total of 10 schools in two different counties will benefit from this specialized instruction.

School of Nursing **Susan Deane, Dean**

- Susan Deane and Cheryle Levitt attended the MSCHE Convention in Philadelphia, December 9-11, 2019.
- Susan Deane has accepted the invitation to be a member of the University-wide SUNY Online Advisory Committee. She will be one of three academic deans serving on the committee.
- Four Pre-Licensure (PL) students participated in a RAM (Rural Area Medical) trip with Melissa Ackerly in November 2019. This was the first time PL students have participated and it was very well received by the students.
- Three MSN students attended a RAM trip in Maryland in conjunction with U.S. Public Health Service where they met and chatted with U.S. Surgeon General Jerome Adams.
- Susan Deane reviewed one manuscript for *NLN Perspectives*.

- Cheryle Levitt reviewed two manuscripts for the *Journal of Nursing Education and Practice*.

Resnick Library
Carrie Fishner, Director

- Fifty-four instruction sessions were conducted by Librarians for faculty during the fall semester, which means that Librarians had contact with approximately 850 students during class sessions. Several requests have already come in for the spring semester.
- The Resnick Library received a grant of \$7,194.00 from the Coordinated Collection Development Fund through Baker and Taylor to help purchase print items for the library collection this year.
- Librarian Amanda Calabrese had a case study published in the book, *Library Services for Online* by Joelle E. Pitts, Laura Bonella, Jason M. Coleman, and Adam Wathan, this December.
- Librarians answered over 250 reference questions during the fall semester, via in person, computer chat, email, and phone for students and faculty/staff. Over 400 other questions/contacts were made that included computer/software troubleshooting, directional questions, and helping students with referral questions for campus services.
- The Library hosted the Student Achievement Day Poster winners for each category during finals week and over break, with 10 posters being displayed in the library.
- Carrie Fishner organized the annual Stress Less week programming during finals week for students, which included coloring, crafts, and Therapy Dog visits. The Library staff also collaborated with Residence Life and RHA to offer students free 10-minute chair massages during this programming.

Resnick Academic Achievement Center

Jeff Stedman Director of Advising and Resnick Academic Achievement Center

- Starfish Success: 10,348 tracking items were raised during the fall semester, with 4,631 flags and 5717 kudos. There were 2,637 unique students who received a flag or kudos and this is 89% of the total student population of the fall 2019 class.
- The campus has established an Academic Advising Advisor Committee comprised of both faculty and staff across campus. The members represent all of the academic schools and staff in areas such as advising, student financial services, registrar's office, student life, etc. The topics to be discussed will be advising process/practices, student success and training.
- Access and Equity Staff proctored 218 exams during finals week. The number of exams proctored during finals week was reduced by 6% from last fall. Overall, test center usage decreased by 6% compared to fall 2018.
- Access and Equity Staff, attended the SUNY Office of General Counsel Mental Health Conference in Albany January, 2020. The conference was based on the legal requirements of colleges regarding campus community members with mental health disabilities. The conference addressed not only students but also faculty and staff with disabilities. The OGC (Office of General Counsel) presented on innovative topics about a large portion of our current student population which will help address situations of concern in upcoming semesters.
- Jeff Stedman and Cara Aguirre presented at the SPARK workshop (Sharing Pedagogy, Awesome Ideas, Research & Knowledge) about Starfish Success.

- The tutoring center will be using Starfish Success to track attendance for both the math and writing centers starting in the spring 2020 semester.
- Access and Equity continues to work with other key members across campus to develop a plan for the new SUNY EIT (Electronic Information and Technology) policy/mandate.
- Advisement works closely with the orientation group, and continues to play a key role in new student orientation both for January and throughout the spring semester.

Liberal Arts and Sciences
Linnea Burwood, Dean

- Roshan Houshmand has a solo exhibition of her paintings at the Black Hen Gallery in Midland, TX, January-February, 2020. Her work was featured at the Annual Benefit for Tibet at Tibet House, NYC in December 2019.
- Justin Whitney's Mini-Essay titled "It's a Big Umbrella: We Need More than Just a Peak" was accepted for publication. This mini-essay will appear in *Transfer in an Urban Writing Ecology: Reimagining Community College -University Relations in Composition Studies* by Christie Toth. Her book has been accepted to the Studies in Writing and Rhetoric book series published by the National Council for the Teachers of English.
- Justin Whitney's paper was accepted for presentation at the Conference on College Composition and Communication, the premier conference on Writing Studies in the world. The title of the presentation is "Korean International Community College Students: Intervening on Assumptions of Wealth and Academic Preparation."
- Justin Whitney's paper accepted for presentation at the Two-Year College Association-National Conference. Title of presentation is "Avoiding the 'Cliffs:' Korean International Community College Students and the Preparation of Rhetorical Flexibility."
- Rhonda Harrow-Engel's work was selected to be on display for one year at the Rockefeller Institute of Government in Albany. The two works chosen were a Ceramic Bust of a former Delhi Student from West Guinea, Africa: Maimouna Sow, and a Pastel Drawing of the Harvest.
- Rhonda Harrow-Engel proposed a Color Theory class, to be run in the Spring Semester of 2021, and it was passed by the Curriculum Committee
- Shelly Jones's short story "Blackwork" was published in *Sword and Sorcery* literary magazine on December 31, 2019.

School of Business & Hospitality Management
David Brower, Dean

- Desiree Kever and students in the Legal Aspects of Healthcare Management class completed a project with Delaware County Public Health creating materials for distribution to the public. Two groups each completed a public education project; one on new lead standards and how to protect themselves and their children from lead exposure, and the other on the New York State initiatives to combat the opioid crisis.
- Richard Celli's Advanced Network Security Procedures class all passed their Security Pro certificate exam. SUNY Delhi students rank in the top .1% nationally.
- Doug Gulotty is now Society of Human Resource Professional Managers (SHRM) certified.

- Four students have fulfilled the IRS VITA requirements to help people who qualify with their income tax preparation starting February 8, 2020 and continuing for seven Saturdays. These students are supervised by Charlie Molé and Adriene Clifford.
- Charlie Molé attended National Association of Tax Preparers (NATP) two-day, 16 hour course on 2019 tax preparation, passed the New York State certification examination for tax preparation, and is registered as an IRS tax preparer.
- Julee Miller and the Gingerbread Team took first place and best in show at the Annual Gingerbread Jubilee in Oneonta. This win marks Delhi's 14th consecutive victory at this competition. Julee Miller and the SUNY Delhi Gingerbread Team worked with Destination Oneonta to bake and assemble 100 gingerbread house in Oneonta as part of their youth outreach program.
- Sean Pehrsson worked with ten students as part of a campus-wide food insecurities cooking competition. Students competed in teams of two. Each team was given an hour to create an entrée from a mystery box filled with items typically found in food pantries. Special guests at the event included New York State Food and Anti-Hunger Coordinator Susan Zimet and representatives from the Delhi Food Bank.
- Brianne Slocum and the students from the Baking for Health class hosted over a dozen guests to participate in a tasting as part of their final practical exam. Students discussed ingredients, preparation methods, pricing, and marketing strategy.
- Faculty from the Hospitality Management Department hosted Sunday brunch at Bluestone in the fall. The semester culminated with brunch with Santa which was well attended by members of the community. Event Management students facilitated activities and craft projects and assisted with marketing.
- Students from the Hospitality Human Resource Management and Training and Development for the Hospitality Industry courses attended the presentation of nationally-renowned speaker and activist, Temple Grandin.
- Heidi Yorke and Michael Barnes hosted a field trip to the Otesaga Resort Hotel in Cooperstown. Students learned about the importance of social media to the effective marketing of the property.
- Linda Blocker, Heidi Yorke, and Michael Barnes facilitated training on pricing/costing and product marketing and promotion as part of the Agripreneur program held at Delaware County FoodWorks+. The Agripreneur program has been made possible through a Chobani Foundation grant.
- Amanda Holland hosted Event Management professional Mark LaValle from Mark LaValle Events in Cooperstown for two courses – Introduction to Event Management and Wedding and Social Event Management in November. Mr. LaValle presented about the importance of design, lighting, and décor to successful events.
- Heidi Yorke invited Brook Denison to her Hotel Maintenance and Engineering course to speak about a major hotel project that he designed and built.
- Hospitality Management faculty hosted a pre-planning conference call with the department's Advisory Board on January 13. Members of the board shared their perspectives on best practices and topics to be discussed during their visit to campus during the spring semester.
- Jessica Backus-Foster and David Brower are working with Sidney High School's farm-to-school program to provide culinary skills training to cafeteria employees.
- David Brower and Glenda Roberts have been working on a collaboration to offer college credit for hospitality coursework taken by students at Burlington Technical Center in

Vermont. The first course will be a "contract" course and will provide students up to four SUNY Delhi credits. Hospitality faculty will pursue recruitment opportunities at Burlington Technical Center as well as the other 14 technical centers throughout Vermont.

- Jessica Backus-Foster and David Brower attended and recruited students at SUNY Adirondack's College and Career Fair on December 16, 2019. More than 60 students were in attendance.
- Culinary Arts major Emily Tekel competed at the Fall Competition at The Culinary Institute of New York at Monroe College with a cold food platter.
- Victor Sommo facilitated a cold food platter preparation seminar at Skidmore College in December.
- Heidi Yorke invited Donna Ackerman in to her Lodging Accommodations Management course to speak about the fundamentals of facilities management.



Business & Finance
College Council Report
February 2020
Carol Bishop, VP for Business & Finance

Student Support & Development

- The 2020-21 general scholarship application is now opened, and students can access the application on the scholarship webpage. Applications will be accepted until the beginning of the fall 2020 semester (September 1, 2020). The Presidential Scholarship Application has now closed, with 18 eligible applications. Interviews will take place at the end of January and applicants will be notified of decisions by February 1, 2020. The Merit-Based scholarship (incoming/transfer students) priority deadline is February 15, 2020. Currently 208 offers have been sent.
- HR worked with the Student Employee Excellence Development Committee to develop a standardized work experience for all students employed on the SUNY Delhi Campus, whether working for NYS, Federal WorkStudy, CADI, or the College Foundation. With a goal to provide all students an opportunity to build their resumes, experience employment interviews, receive job descriptions and evaluations of performance, Bronco Connect will make available leadership and training opportunities that will provide additional certificates to add to co-curricular transcripts. A student career/summer employment job fair is scheduled for March 5, 2020. It is estimated that over 30 external businesses and 20 SUNY Delhi offices will participate in the job fair

Investing in People, Staff Excellence, Hiring/Promotions, Training

- SUNY shared governance resources were shared with the chair of the College Senate Bylaws Committee as well as the former co-chairs of the Budget and Planning Committee to continue discussions on creating a more effective purpose for the future of the campus Budget and Planning Committee.
- One-on-one budget trainings on the 2020-21 budget packet will be conducted with all assigned budget preparers in late January and early February.
- HR created comprehensive benefit summary booklets for each of the following employee groups, full-time and part-time: CSEA, UUP and M/C. This information is currently being updated for the 2020 calendar year.
- Numerous and varied professional development workshops were offered in January 2020.
- Liz Avery, Instructional Support in CIS, will be attending the SUNY SAIL/NYSERNET leadership academy this spring. Liz will be completing the aspiring leader track, with tuition and travel being covered by a SUNY Council of Chief Information Officers scholarship.
- CIS has invested in SkillSets Online training. This system allows up to three individuals at a time to participate in online training. Staff members can choose from hundreds of technical topics which will assist them in their current positions or put them on a path for an industry certification.
- CIS underwent a network penetration test this fall conducted by the SUNY Security Operations Center (SOC). The test is an in depth exercise that looked for weaknesses in SUNY Delhi IT Systems. Items that were identified were minor and most have been remedied at this time. Currently Delhi is only one of two SUNY SOC members that have completed a PEN Test.

Projects, Construction, Innovations, Procurement

- We are drafting a campus-wide scholarship agreement form that will be applicable for all scholarships administered by the College.
- Construction project updates:
 - Generators were installed at Wall Service and Electrical Tech Building, Foreman and Kunsela Halls, and Lower Valley Campus.
 - Thurston and South Halls are in construction for Architecture studio and faculty offices.
 - The new cage washer project for Veterinary Science is near completion.
- CIS will be assisting Student Financial Services and the SICAS Center to set up Student Outcome tracking in BANNER. This will allow the Financial Aid office to ensure that students are taking classes that fulfil requirements for their major and keep them eligible for financial aid.

Resource Development, Compliance, Budgets, Billing & Fees

- Version 2 of the budget packet for the 2020-21 year has been finalized; this will better incorporate assessment needs and will streamline data compilation for more effective decision-making. A “dream sheet” is being developed to link useful information together for Leadership Team and Deans (collectively the Resource Allocation Task Force (RATF)) to better evaluate budget needs and plan for the future; this data collection will be distributed to the RATF near the end of January.
- A SUNY/UUP executive-level committee developed guidelines and a methodology to analyze and identify the extent of salary compression and inversion, and the adopted guidelines and methodology have been utilized at SUNY Delhi. The agreement also included using 0.5% of the 1% discretionary pool to address identified compression and inversion. Discussions were held with local UUP Labor/Management Committee and in an effort to be transparent.



**College Council Report – January 2020
Highlights from November 2019 - January 2020**

Office of Marketing & Communications
Dawn Sohns, Vice President for Marketing & Communications

Digital & Social Media Activity & Engagement:

Highlights: An engagement campaign on Facebook on the last day of class for the Fall 2019 semester that generated some very touching posts to encourage students to finish the semester strong. It reached over 5,300 people, had 237 likes, and received over 50 comments. Some selected responses:

SUNY Delhi: “We don’t know who needs to hear this but finish strong, Broncos...it's the last day of class!! Send a little note of encouragement to your favorite Bronco in the comments.”

Eric Lanseigne: Emma Lanseigne, it’s been tough on you being so far from home. You’re rocking it so far. First semester is coming to an abrupt close. You make me happy every day! You’ve got this. Love Dad

Anthony J. Eardley: You are all my favorite Broncos. The Heard runs strong so finish out the end of this semester and head home to your families. See y’all soon!!

Anthony J Gougoutris: John Gougoutris we are very proud of you son! Great job.

Jamie Smith: You got this Ally Smith just believe in yourself- we love you

A photo of the new sign at the entrance to campus gathered the most likes for the quarter on Instagram:



Facebook: Our following continues to increase and we currently have 12,260 followers. We continue to work with the Office of Outreach & Workforce Development on using Facebook to promote their workshops and classes. This has been successful in helping them enroll community members in courses.

Instagram continues to grow with our current following at 3,838. We have had five student takeovers so far this year. These have received positive feedback on giving an inside look at life as a SUNY Delhi student.

Twitter: we currently have a following of 2,867 and are averaging about 25,000 impressions on our tweets each month.

LinkedIn: We currently have over 13,000 followers on LinkedIn and continue to assist the Office of Human Resources in posting campus vacancies on LinkedIn and sharing alumni and college news.

Digital Advertising: Facebook & Instagram ads were designed and executed for the following departments: NRRS, Business & Professional Golf Management, Golf & Sports Turf Management, Horticulture, and Nursing.

Merit (our media monitoring software and student achievement platform):

- SUNY Delhi was mentioned in media articles (radio, TV, newspaper, online) more than 220 times this quarter resulting in an earned media/ad equivalency value of over \$80,000 (What it would have cost if we placed ads to promote those stories. This is estimated using page views and social media impressions on pages and platforms on which our stories appeared).
- Published 8 achievements recognizing over 25 students for academic accomplishments. 18 high schools and 47 government representatives received these updates about students originating from their districts.

Critical Mention: Our new TV and Radio monitoring software has alerted us to seven mentions of SUNY Delhi on news stations in Binghamton, Utica, and Elmira. Six of the mentions were during sports reports about our men's and women's basketball teams playing colleges in those markets. One was an interview with Abby Losie at Delaware Academy about a community service project two of her students completed and she mentioned the CTEP program they offer in partnership with SUNY Delhi.

A group of social media ambassadors are being utilized and have one volunteer intern who will be working with our office for the rest of the academic year.

Photography & Videography Activity:

- 6 new videos were created and published with over 3,000 views across platforms which highlighted Cross-Country star Abshir Yerow, Perkins non-traditional majors, The Year in Review, Bronco Spirit, and Admissions overview.
- 50 unique photography shoots were completed to aid academic departments, student life activities and programs, for the Horizon's magazine, and student headshots.

Story Development & Creation:

Press/Media Releases: 13 media releases (articulation agreements, college rankings, student and alumni achievements, new academic programs, community connections, and many others) were written and published by The Daily Star, The Reporter, CNY News, and/or Newschannel 34 in Binghamton.

Published Stories: 11 stories were published, including the cover story for Horizons (Brooke LaTourette), architecture program's collaboration with the Delaware County Historical Association, a profile on President Laliberte, an article on Temple Grandin, and others.

Other Writing Assignments: 7 other writing assignments were completed, including student testimonials for the SUNY Delhi website, Horizons articles. SUNY Delhi candidates for SUNY Chancellor's Student Excellence Awards, and entries for "People of SUNY".

Graphic Design Projects:

- 13 graphic design projects requests were submitted, while over 20 other projects contained some graphic design element, this quarter. Although our office tries to handle as many graphic design requests as possible, we are pulling people off their other assigned work duties to complete the request or sending this work to off-campus designers.
- Graphic design projects included enrollment pieces for nursing, ads for newspapers, postcards for prospective and accepted students, a 7' banner for MOSAIC, and design pieces for the aquatics program, the Office of Outreach & Workforce Development, and the School of Veterinary and Applied Sciences.
- We have been unable to secure a graphic design intern for this quarter due to not having funds to offer a paid internship.

Web Updates:

- Continuous ADA compliance training for website accessibility is occurring.
- Significant updates made to the webpages that house information on each major, as well as remediating 139 web forms to be compliant in this quarter.
- Five landing pages were created to support a digital ad campaign with Hearst Media Company, as well as a Delhi Difference page highlighting key strengths of Delhi.
- In final stages of the creation of a master template that will be used throughout the website with a more up-to-date look.

Marketing Requests:

- We received 69 new individual marketing requests through our automated system.

Print Shop Updates:

- Print Shop management software is in the beta testing mode with select users.
- Working with budget office to create an updated business model for the print shop & refining accessible metrics for pricing, reporting, and costs for running the print shop.
- Site visits to demo models of production color printers is complete. Recommendation for purchase of the color printer will be forthcoming.
- Increase in requests for assistance with student projects and with layout design.

Professional Development:

- All staff are completing online training for accessibility through SiteImprove.
- Nick George participated in the post-cookie web webinar.
- Riikka Olson replaced Dawn Sohns as a member of the Employee Appreciation Day committee, and designed, printed, and sold posters at the Holiday Bazaar for the BASIC club.
- Karyn Wendrow is the Assistant Basketball coach this season.
- Dawn Sohns attended the UUP sponsored Global Cultural Diversity & Inclusion: Communicating Effectively in a World of Difference conference on January 13, 2020.

Current Major Projects:

- Awaiting approval on the major webpage redesign from SiteImprove and for manual ADA testing to be completed. We continue to work on writing the content, updating the photos and videos, and developing student and faculty profiles for these new pages.
- Developed a year-round digital advertising campaigns and beginning an SEO improvement project with Hearst Media Company which includes re-writing web content.
- Implemented advertising in four movie theatres in NYS and three ski mountains.
- Developing guidelines and manuals for all functions of the office, as well as overall priority system for workflow.

College Advancement
College Council Report
February 2020
Michael Sullivan, Vice President

Student Potential

Organizing Student Philanthropy Awareness activities in the month of February with the assistance of: Athletics, CADI, Center for Student Leadership and Engagement, Scholarship Coordinator, Marketing/Communications and O'Connor Center for Community Engagement. Activities will include Blackout Men's Basketball game on February 12, tabling in Farrell Center and the Fire & Ice Dinner on February 13. SUNY Delhi Alumni Association will match all student donations for the benefit of the General Scholarship Fund.

College Advancement, Career Services and EOP staff are working collaboratively to assemble a panel discussions and professional networking reception between students and alumni of the EOP program. The event will be held on campus March 26.

An evening social gathering in Kennedy Lounge is planned for April 23. The nearly 100 faculty and staff alumni who work at the college will be invited as well as alumni from the Delaware County and tri-county area.

Alumni Engagement

SUNY Delhi Alumni Advisory Council continues to be active with 15 members ranging from classes of 1962 - 2018 plus two student representatives and a faculty alum liaison. The council met on campus in the fall and via web conferencing in January. Council committees have all met at least once this year and include: Executive, Nominating, Events, and the Recent Graduate Engagement committees. Key projects of the councils this New Year include:

- A re-invented homecoming combined with the college Family Weekend.
- 2020 nominations of outstanding SUNY Delhi Alumni for the association's annual awards. Nominations are due by May 1. <https://www.delhi.edu/alumni/association/awards/index.php>
- Supporting as planners, ambassadors and volunteers homecoming and regional events. Optimizing attendance by their classmates and fellow alumni.

Staff from the Center for Student Engagement and Leadership, College Advancement, CADI and a representative from the Alumni Advisory Council are planning Homecoming 2020: for alumni, students and families. The event will bring together alumni and family weekends during the weekend of September 18 – 20.

Several stewardship mailings were sent in December to donors. More than 300 calendars featuring picturesque campus photos, quotes from grateful student scholarship recipients and key SUNY Delhi dates

were sent to all faculty/staff donors and volunteer board members. A seasonal greeting card distributed to various audiences at year's end.

Direct mail appeal dropped in early January to 4,100 alumni with past giving history, attendance at a recent alumni event and/or are celebrating a special reunion year in 2020. Different signatories from the College Foundation Board and Alumni Advisory Council signed the letters to appeal to specific eras of alumni graduation years.

The Student Phonathon team will begin spring semester call in March.

We continue to develop *Horizons Magazine*, a powerful tool used to communicate with the alumni community. In addition to the magazine, a quarterly alumni e-newsletter is produced to share updates and information with SUNY Delhi alumni and friends. A priority of the 2019-20 year has been to further enhance the online components of the magazine and increase alumni engagement.

Recent Events

Capital District Networking Event 11/8/2019

Houston Alumni Social-- Phil & Derek's Rest. & Jazz Lounge, Houston, TX—11/19/2019

Upcoming alumni events include:

Student Philanthropy – Beginning 2/3 through 2/14 experiential and engagement focused promotions and activities as described above.

Naples St. Patrick's Day Parade – Naples, FL—3/14/2020

Professional Networking Reception – 4/3/2020

Tri-County and Faculty-Staff Alumni Reception – 4/23/2020

Yankees Hat Day – at Yankee's Stadium 7/11/2020

Homecoming 2020 – 9/18-9/20 2020

Major Donors

With the use of our new resource ResearchPoint, we have a new research tool to assist in our work to identify individuals that may have the capacity to make major investments in SUNY Delhi and the college's priorities.

Scholarships

- Officially raised the minimum gift level for newly established scholarships to \$25,000 (Jan).
- Solicited and received a \$25K gift to create an endowed scholarship (Dec).
- \$32K Required Minimum IRA Distribution received in early January.
- New \$25K endowed scholarship established with initial gift of \$5K (Fall '19). Total funding of \$25-\$30K expected by summer 2020.

Faculty & Staff Networking

- Working with Dean Bret Meckel of Veterinary Science Technology, and Vet Tech faculty to fundraise for the Peer Mentor Program.

Investing in People

Lucinda Brydon and Kari Haugeto attended a full-day session on Global Cultural Diversity and Inclusion: Communicating Effectively in a World of Difference hosted on campus by the NYS/United University Professionals Joint Labor-Management Committees on January 13.

Kari Haugeto will attend the CASE District II Regional Conference on College Advancement, February 23-25. She will focus on presentations about modern engagement practices and major gift acquisition.

Chelsea Casey has been instrumental in forging a relationship with the NY Yankees to score SUNY Delhi students, staff, faculty and alumni discounted tickets and Bronco branded baseball caps on their July 11th home game.

Investing in Facilities

The College Advancement office has been completing the maintenance of our alumni and donor mailing lists in Banner. Data mapping has begun with our CRM partner BlackBaud. We anticipate beginning the first testing phase the end of February.

College Advancement's partnering with CIS (Computer Information Systems) has proven to be an asset beyond simple data transfer. Implementation should be completed by June 2020.



Student Life Division
College Council Report, February 2020
Dr. Tomás A. Aguirre, Vice President for Student Life & Chief Diversity Officer

Investing in Facilities

The Athletics Department is continuing to promote and plan for the new all-weather turf field for lacrosse and soccer. The addition of this facility (anticipated August 2021) will benefit the recruiting (and retention) efforts of the athletics coaching staff tremendously and in addition there will be significant savings on travel costs.

The Athletics Department is continuing to advocate for the re-paving and re-surfacing of the outdoor tennis courts. This needed improvement is for the benefit of the tennis program, for teaching physical education classes and for the general use of the campus and local community.

This Spring 2020 semester the Community Outreach Assistants will be collecting data on the number of students and individuals who visit Regalia, "The Student Ready Store". In addition the COA's will keep track of all questions and comments provided by visitors about the new store and community service center. This data will be reviewed at the end of the semester and recommendations will be reported for further discussion.

SUNY Delhi continues to work with JMZ Architects to complete a Residence Life Master Plan to help guide building new and renovating existing residence halls on campus.

Plans are being finalized to take Gerry Hall offline for summer 2020 to replace the existing roof and fire alarm systems. Security cameras will be installed in O'Connor Hall during spring 2020 semester.

Lacey Williams, Director of Student Rights & Responsibilities, updated the fire safety policy in the code of conduct to include the ban of hookahs, will continue outreach and education during spring semester. This change is due to fire safety impact and incorrect discarding of hot coals in residence halls. Student have been notified through student newsletters, Delhi Today, and Lacey will be reaching out to the Student Senate for presentation and question and answer.

Aquatics will begin use of their new Water Rescue Mannequin for in-service lifeguard training to practice the rescue of people from the bottom of the pool and practice CPR on that mannequin to simulate a real emergency.

Aquatics will continue the Friday night Family Swim Special. More outreach and marketing will be done to entice use of the racquetball courts beyond just racquetball. Such ideas could be Wally ball, kickball, dodgeball, soccer, lacrosse, dancing and singing.

The Center for Student Leadership & Engagement (CSLE) has transitioned to a new credit/debit card vendor to better assist clubs/organizations with accepting non-cash payments. The new system will be more secure in terms of PCI compliance and offer more availability for our students.

A wall mural contest will be announced in the coming weeks to begin the process of select areas in the Farrell Student & Community Center to have student designed and painted wall murals. The first area will be the hallway leading to MOSAIC. This is part of a larger vision to infuse more artwork and color into the Student Center.

Office staff organized several storerooms in the building to improve capacity and organization of supplies and materials. Additionally a new pharmacy refrigerator was installed and connected to alarm system to monitor it in compliance with Health Department regulations.

Enhancing learning environment by utilizing technology. The Educational Opportunity Program will be using an IPAD, with a securing stand, strategically placed in the Academic Achievement Center to track study hours of our students.

Investing in People

The Student Life Gathering for took place on Friday, January 10. Local speakers were invited to present to the entire Division on the topic of Wellness & Self-Care. A recent assessment from Division Members stated they desired this topic be covered. The Mind, Body, Spirit Connection was presented, which was followed by a Self-Care Fair, staffed by on campus professionals, the invited community speakers, and additional community members. Division members were able to visit each stop to put what they learned in to practice, and learn what other types of self-care methods are available to each of us. Assessment has been overwhelmingly positive.

Tomás Aguirre, VPSL & CDO, along with Bob Backus, Athletic Director, Cathy Foto, Associate Athletic Director, and College President Michael Laliberte, recently attended the 2020 NCAA Division III Institute in Anaheim, CA.

Tomás will be traveling to Albany in early February for the Council of Chief Student Affairs Officers meeting, and again in late February as a representative of the SUNY System Mental Health Task Force, where he also serves as a Subcommittee Co-Chair.

Elizabeth Hoyt, Administrative Assistant 2, and Martin Pettit, Chief of University Police, ran a successful 3-hour Women's Self-Defense January Workshop. Attendees were given a brief overview of the 1-credit Women's Self-Defense: Basic RAD Class, and went learned physical strategies for defense, and engaged in conversation surrounding health and safety. Elizabeth & Martin plan on holding a full class (9-hour) at the end of the semester, to certify attendees.

Several deserving individuals in the Athletics Department staff benefited from the recent UUP discretionary increases. Currently a part-time men's lacrosse assistant coaching position is posted for the upcoming spring season.

The 2020-21 proposed Athletics Budget will be updated, developed and presented to the IAB in the coming months with some recommendations for next steps in the growth and development of the department as we continue in the NCAA transition.

The Athletics Department has signed a NY state purchasing contract with ADPRO, located in Buffalo, to purchase our athletic apparel related needs for our athletics programs and our student-athletes. Currently the majority of the programs are wearing all Nike uniforms during competition. In our research, it was determined that the majority of SUNY institutions are utilizing this contract which enables us to save approximately 40% on our athletic apparel needs.

On Saturday, December 7th SUNY Delhi students participated in the 21st Annual Holiday Parade. SUNY Delhi students received the third place trophy for their enthusiasm and spirit. All Greek organization members and several individual SUNY Delhi students represented the College for this event. Approximately, 70 students participated.

Operation Christmas Child, organized by Brothers & Sisters in Christ Club (BASIC) had students individually and through clubs and organizations, made boxes of holiday gifts to send overseas for children.

At the end of the fall semester, Student Katelyn Lewis led an initiative to collect backpacks and duffel bags for foster care. She was assisted by the Athletic Department and O'Connor Center for Community Engagement. Four large boxes of bags were donated to Cayuga Center NYC and New Alternatives for Children.

This fall semester, a total of 71 people including students, faculty, staff and community residents donated clothing, toiletry and food items to Regalia.

Residence Life organized an eight day training for Resident Assistant (RA) staff. The first two days were devoted to ten new RA's and seven Senior RA's. During the training we collaborated with a variety of campus stakeholders to focus on health and wellness, community development, standard operation procedures, and campus safety.

Residence Life will begin the fall 2020 search and hiring process for Resident Assistants and Peer Mentors for our four Living Learning Communities. Residence Life is anticipating employing 75 students.

Director of Residence Life Jason Fishner, Senior Assistant Director of Residence Life Leslie Barger, Assistant Director of Residence Life Andrew Bradfield, and Residence Hall Directors Francesca Magro, and Mairéad Murray, will attend the SUNY Residence Life and Housing Administrators Meeting February 11-12 in Verona, New York.

Two searches are underway, one for a Residential Wellness Coordinator/Residence Hall Director and the other for an Association of College and University Housing Officers International (ACUHO-I) Summer Intern. It is anticipated that we will kick off a search for Residence Hall Directors to fill vacancies for fall 2020 in the late spring.

Lacey Williams presented to the Resident Director and Resident Assistant staffs on proper documentation and updates, changes and use of Maxient, the student conduct database and reporting system, during January trainings.

Lacey Williams attended the SUNY conference on legal issues in mental health in January.

Aquatics Coordinator, John Kolodziej plans on augmenting his instructor certification as a Water Safety Instructor and First Aid Instructor. This would include starting the process on becoming an instructor trainer for WSI, so he can teach people and classes to become Water Safety Instructors, thereby widening our future class offerings.

Assistant Director Nick Wagner has been selected to be the Education Coordinator for the Association of College Unions International (ACUI) Region VII 2020 Conference. He will be traveling to Howard University for a site visit at some point this semester to begin planning the conference with the committee. The conference will take place November 19-21, 2020.

Jarvis Marlow-McCowan, Assistant Director of Multicultural Center and Franco DiMarco, Coordinator of International Student Services & Diversity Outreach, are developing a professional development session for faculty and staff regarding international and veteran students. For international students, this will involve covering the basics of life as an F1 student, as well as cultural issues and how the impact classroom performance. For veterans, we'll share some of the common issues our vet students face (families, disabilities, being a non-traditional student with real life responsibilities in addition to class).

Lori Barnes, Associate Dean of Students, and Mary Wake, Assistant Director of Counseling attended "Navigating the Legal Terrain of Mental Health Issues on Campus," sponsored by the SUNY General Counsel's Office, on January 7 and 8.

Lori arranged for two "Mental Health First Aid" 8 hour training for college faculty, staff and students over the Winter Break.

Lori provided training to Residence Life professional staff on Friday, January 13th on the topics of mental health issues and improving communication in the event of public health emergencies (e.g. pertussis). Lori sponsored a stress reduction activity during the January Student Life Division meeting. Additionally, Lori met with the RA staff and professional staff to discuss our bystander intervention effort and to get their input on updates for the program. Lori also facilitated three sexual harassment in the workplace prevention trainings for student employees in January with over 30 students in attendance.

Mary, along with Karen Gabriel, Assistant Director of Health Services, Barbara Davies, Physicians Assistant, and Ed Sanford, RN, participated in the Joint Labor-Management Training; "Global Cultural Diversity and Inclusion: Communicating Effectively in a World of Difference." Karen Gabriel and Barbara Davies also attended a "Safe Zone" training, and Barb attended the 8 hour "Mental Health First Aid" training on January 21st.

The Health & Counseling staff viewed and discussed the film, "Resilience: The Biology of Trauma and Science of Hope," as a staff development project.

EOP has revamped their Academic Success Program to be tailored for better success with EOP students on academic probation.

The EOP Peer Mentoring Program will have another strong semester with 6 devoted peer mentors matched with Spring Freshmen students.

Delhi Dollars Scholars (DD\$) has taken the time to research common practices and speak with other institutions that have similar programs. This semester is devoted to action by educating the campus of who we are, and what we can provide students, faculty & staff groups. Be on the lookout for events through Bronco Connect to learn more!

Telling Our Story

The winter athletic programs are in full swing with their competitive season. Men's Basketball leads the charge with a 12-7 overall record. SUNY Delhi, which is currently ranked #1 in the conference, will host the ACAA Men's Basketball final four Championship tournament on February 29 and March 1. Women's Basketball, under a first year new head coach continues to learn and improve. Women's and Men's Swimming and Diving is scheduled to compete at Wells on January 25. Women's and Men's Indoor track is competing in their second meet of the season on January 17. All of the ongoing promotion of Bronco Athletics is under the direction of Dan Graham, Sports Information Director. The athletics website is an archive as well as a living document that continually promotes and recognizes the outstanding athletics accomplishments. Go Broncos!

The Helfgott-Renfroe Foundation awarded a gift of \$3,000 to the O'Connor Center for Community Engagement. Michele DeFreece, Senior Staff Associate, shared with committee members what SUNY Delhi College students are doing in the community and what is happening for the future. The Foundation was interested in being a part of new volunteering ventures.

The Delaware River Lodge #439 Masons awarded the O'Connor Center for Community Engagement \$500 to be used for Regalia "The Student Ready Store" to assist with addressing the student insecurity needs. The Masons have been volunteer community partners in community service days and food drives.

Residence Life continues to update our marketing materials for enrollment events and for housing selection for the 2020-2021 academic year.

RAs working for the fall 2019 semester had an average cumulative GPA of 3.13.

A new initiative, the Southern Tier Men of Color Achievement Consortium, spearheaded by SUNY Delhi, will include SUNY Broome and SUNY Cortland and is being developed by the three schools/programs. This Consortium is made possible by SUNY Delhi receiving a SUNY Explorations in Diversity and Academic Excellence grant. This initiative will serve as a resource to SUNY regarding launching and sustaining Men of Color student-success programs.

Director, Larry Mannolini will be working with staff in the Governor's office and SUNY System Administration to develop the Inaugural Food Pantry Cooking Competition held in November state wide. Conceptually it will be a bracket-type tournament among other SUNY and potentially CUNY culinary programs culminating in the championship round in Albany.

Karen Gabriel met with the O'Connor Hospital Emergency Department staff to discuss communication and issues of common interest and concern.

Data analysis from the Fall 2019 term indicates a 2% increase in counseling visits from Fall 2018. Modifications were made to the triage/intake process to ensure a quick turnaround on appointment requests. In addition, several innovative outreach programs have been created to try to improve prevention education in the area of mental health and stress management. Health Services visits declined, which may be due in part to a change in our walk-in and appointment times. The change was made to ensure optimal utilization of staff.

Lou Reyes, Director of the Educational Opportunity Program, has been on a meeting tour with professional groups around campus educating them on what EOP provides the students, and determining collaborative ways EOP can assist all students, and departments across campus.

EOP Staff will begin to devise a plan for the upgrade to a 3-week EOP Summer Bridge Program. This will be a large project, and it will require assistance from all areas of the campus.

Student Potential

The Athletics Department continues to monitor, document and assess academics of the student athlete population at the conclusion of every semester. Currently over 91% of student-athletes are in good academic standing and are making satisfactory progress towards their degree. Almost 39% have maintained and cumulative GPA of 3.0 or higher. 8 of the 17 athletic programs have a team cumulative GPA of 3.0 or higher. Women's Softball leads the way with a 3.36. Additionally, 4 programs (men's basketball, men's lacrosse, men's golf, and women's softball) had their highest documented team GPA since the fall semester of 2012.

The Clark Fitness Center is scheduled and ready to reopen with full-time hours for the campus community beginning on January 22, the first day of classes. Intramurals is scheduled to take a trip to see the Binghamton Devils AHL hockey team on January 31.

SUNY Delhi can always be counted on for high participation of campus students and staff as well as community residents. 94 Units of blood were collected during the fall 2019 semester. The first Blood Drive for 2020 took place on February 4 & 5.

135 Community Service Projects were completed for the fall semester. Highlighted events included the Andes Library Renovation project, CANtribute Stop Hunger Program, Adopt a Spot Program and students making a difference with holiday bazaars, pancake breakfasts, trash clean up and dog washes. Volunteer services hours were calculated to be 6800 hours.

Student athletes have been highlighted as having the #1 Community Service Project for the fall 2019 semester. Each Sunday, a team would clean up trash in the Village of Delhi, wearing their team shirts. Community residents have been making positive comments as well as helpful suggestions to spreading the word about all the ways SUNY Delhi students are working in the community.

Residence Hall Director Sean Babcock, as part of his professional development working with Health and Counseling staff, has developed and implemented a workshop for students on academic probation. Topics covered during the workshop include self-care, time management, and tackling stress and anxiety.

The Residence Hall Association is planning four campus wide programs for the spring 2020 semester.

The Alcohol and Other Drug Prevention Taskforce (AODPTF) is finalizing the TRAC module for new students, which should be ready to implement for the fall 2020 semester.

Student Rights and Responsibilities is working to edit and update the Alcohol and Drug Education Class for repeat offenders and will develop focus groups on campus to review the student code of conduct to assess student understanding of the code and the college conduct procedures

Student Conduct Council Training will have follow-up training sessions in February, and will be will include all Residence Hall Directors.

An off-campus living guide/training is now available on Vancko Hall; the on-line training will be a requirement for students to complete if they wish to live off-campus starting in the fall 2020.

Jarvis Marlow-McCowan and MOSAIC Intern/Peer Mentor, Eddy Acosta, will present at SUNY Oneonta's Student Diversity Leadership Conference on the impact of peer-peer education in fostering healthy masculinity development among college men. Conference engagement provides opportunities for students and educators to "tell the Delhi story" while showcasing "student potential" as students are presenting at such conferences!

MOSAIC will implement a professional development opportunity for members of the campus community to enhance their cultural awareness skills. Professional development opportunities is just one way MOSAIC is "investing in people" to foster a more welcoming and inclusive environment for all ensuring educators are equipped with multicultural competency skills. Some examples are:

- Individuals being exposed to presentations designed to provide skill development around supporting international students, military-affiliated and Veteran students, and other students from various backgrounds (i.e., Men of Color, LGBTQ+).
- The "M.O.S.A.I.C. Conversations" program designed to provide the campus community with a forum to engage in authentic and unfiltered dialogue about current socio-cultural topics impacting

their lives. Engaging in socio-cultural dialogue is shown to enhance student experience and sense of belonging, all leading to greater retention as students are actively involved.

- Professional staff in MOSAIC are currently working with student clubs/organizations (i.e., Latin American Student Organization, Black Student Union, Asian Culture Club, Upsilon Delta Epsilon) to host a week of events in March related to Asian, African, Native American, and Latin American culture.

Additionally, MOSAIC is very excited about the partnership with Delhi Campus Childcare Center (DC4) to implement a Junior MOSAIC Ambassador Program. This multicultural youth program is designed to provide school-aged youth with exposure to multiculturalism. MOSAIC staff will train student clubs/organizations to facilitate multicultural programming with DC4 youth. Students will read multicultural children's books, share parts of their culture through food, song, dance, etc. in an effort to also enhance their multicultural skills. So far, three Greek organizations (Delta Omega Epsilon, Zeta Delta Tau, and Upsilon Delta Epsilon) volunteered their time and talents! Students will also earn 1 hour of community service for each hour devoted to this initiative. Once the program is up and running, we expect to provide opportunities for faculty and staff to join according to their schedules.

Franco DiMarco is planning a film screening with Dr. Ceng Chen, a Harvard-educated scientist and award-winning documentary film maker, of her film *Artes Liberales*, a look at the experience of international students, the value of holistic education, and the challenges acculturation.

Franco DiMarco will also be working with our military-affiliated students to put together some type of banquet-style appreciation dinner, possibly at Bluestone.

Aquatics is excited to have Project Perfect return to Kunsela Pool. In this program local high school juniors and seniors teach and play games with children with disabilities. A class on Waterfront Lifeguarding will be available where students and community members will learn how to become lifeguards and become certified. They will learn waterfront lifeguarding, first aid, CPR, AED, and how to give oxygen. Also how to prevent disease transmission and state and local procedures. These classes will teach students preventive lifeguarding, to prevent injuries from every occurring. We will also have a class on lifeguard recertification and CPR recertification.

The Fraternity/Sorority Life unit is working on engaging the community for the spring 2020 semester. Active members will attend a newly developed recruitment training, which serves to educate them on values based recruitment methods, and how to market their individual experiences. There will also be a required recruitment orientation sessions for potential new members to demystify what it means to be a member of a Greek organization, including time and financial commitments, what the new member education process should look like, and institutional standards.

At the end of February, Assistant Director of Fraternity and Sorority Life Shannon Marlow-McCowan will be taking 2 students to attend the Northeast Greek Leadership Academy (NGLA) in Baltimore, Maryland. Students will be expected to share out the information that they learned during Greek Council so that other members may benefit from the sessions.

“Tips for the University” an alcohol and drug education program was provided for the new RA staff members on January 16th. Additional sessions were held on January 15th, 17th and 21st on counseling issues and health issues respectively.

C. Christian Vesterfelt, Senior Counselor, and Ed Sanford, RN, met with student veterans to discuss Health & Counseling Services and how best to meet their needs during their time at the college.

Future Leaders Acquiring Great Skills (FLAGS) continues to be a cornerstone support group for EOP students. Jonathan Annan, EOP Counselor, will continue to lead this effort, with meets every Monday this semester.

Elizabeth Hoyt and co-instructor Cathy Harris, Senior Counselor, have a robust class for the Women's Self-Defense Class this semester. Both look forward to utilizing Vancko Hall for class assignment submissions to better serve the students requests.

Enrollment

As an ongoing effort, athletics is continuing to promote the recruiting and retention efforts of student-athletes for the benefit of the institution. Currently there are 255 student-athletes represented in the 17 programs. Men's track and men's lacrosse currently have the highest participation numbers and women's golf and women's swimming have the smallest.

Residence Life staff will be traveling to Admissions field events during the spring 2020 semester.

This spring, applications are being accepted for the Residential Student Success Scholarship. The scholarship is awarded to eligible returning students living in the residence halls in the form of a reduced room rate starting for the fall 2020 semester.

The January Bronco Ready Day program was completed with four student orientation leaders assisting in getting 51 new students acclimated to campus and ready for classes. The Bronco Ready Committee reviewed assessment and will make adjustments for the future.

Contacted all new students regarding the "Sexual and Interpersonal Violence Prevention and Response" online mandatory class to ensure they knew about the expectation of compliance and completion.

Reviewed over 130 academic dismissal appeals and identified 48 students in need of a consultation with our staff as a result of personal challenges identified in their appeal. Coordinated outreach to this group to ensure timely consultations are scheduled with each student. The goal is to identify and refer students to appropriate support services and improve retention and student success.

Assisted two students with medical leaves for the spring term and assisted 6 students with the return process to the college after completion of a medical/personal leave of absence.

Staff participated in Bronco Ready events on January 21st and provided information to new students on services available in Foreman Hall. Staff have been in contact with new incoming students regarding health requirements and assisting them with compliance with state mandates for immunization records and meningitis vaccine documentation.

Counseling staff are conducting 48 consultations with students who were granted an appeal of their academic dismissal in Fall 2019. The goal of these sessions is to identify supports available to assist these students in achieving their academic goals at SUNY Delhi.

EOP has determined better ways to interview positional students. This enhancement will allow those students attending the best chance of success in the program, and at SUNY Delhi.

Elizabeth Hoyt was appointed as a member of the SUNY Delhi Electronic & Information Technology (EIT) Accessibility Committee. The committee is authorized through the SUNY Board of Trustees, and was created to provide assistance in addressing accessibility requirements and establishing policies and practices for compliance and inclusion.

Academic Programs

Student-athletes are well diversified in the various academic programs offered at SUNY Delhi. Female student athletes have an overall GPA of 2.97 and male student-athletes are at 2.69. All athletics eligibility is verified by the Director of Athletics, Registrar and FAR on a semester by semester basis. A few students benefited from taking winter session courses to improve their overall academic standing. Our Women's Soccer Coach and our Assistant Track & Field Coach will be teaching academic courses this spring for the Physical Education Department as extra service.

Residence Life has collaborated with the Resnick Academic Achievement Center and the C-PASS program to develop a hybrid position combining the Resident Assistant and C-PASS Peer Mentor position who will focus programming in the First Year Experience Living Learning Community in O'Connor Hall. Programming topics will include time management, academic goal setting, and study skills.

The Fundamentals of the Resident Assistant one-credit course was restructured. Starting spring 2020, Resident Assistants in their first semester of employment will take the course which reinforces and builds upon skills learned in RA training. Prior to this semester, RA candidates took the course as part of the application process required to be an RA.

Updates to the Academic Integrity Policy are complete and posted to the Student Code of Conduct.