

**BRONX COMMUNITY COLLEGE
PRESIDENT'S MONTHLY REPORT TO THE COLLEGE COMMUNITY
MARCH 2016**

I hope everyone is having a good Spring semester, engaging, inspiring and transforming students' lives one student at a time. I am having a good time and semester. It is always interesting for me as I walk around campus to see our students and the commitment and dedication of our faculty and staff. The success of our students is our most important responsibility and it is good to know that we are all focused on this goal.

The College's Spring 2016 Convocation was quite successful. Thank you to all the faculty and staff who attended the occasion and those who worked toward its success. The occasion presented an opportunity to update our campus community on various issues.

During this Convocation, I presented to the campus community the findings of my Fall 2015 Listening Tours. As a recap, the Listening Tours provided an opportunity for me as a new President to get a pulse of the campus climate. Findings indicate that our College has a number of strengths that bode well for our institution. However, the findings also revealed a number of challenges that include:

Culture → Low morale/lack of trust, collaboration, transparency;
Bureaucracy → Processes need to be streamlined;
Leadership → Needs to be respectful/engaged and effective;
Communication → Improve communication between departments and with students;
Coordination → Operations and Services;
Budget/ Resources → Needs improvement in many areas;
BCC's Reputation → Need improvement within the community.

The findings of the Listening Tour also produced a number of recommendations for improvements which include:

Support the needs of all students;
Improve communication across campus and with students;
Streamline and improve efficiency and effectiveness in all operations;
Better coordination/integration and alignment of services, programs and curriculum;
Leadership needs to be inspiring, effective and transparent;
Faculty and staff need support/ opportunities for professional development and interaction.

Using the challenges and recommendations in the findings, the leadership team and I have developed a plan for action with five goals:

1. Seeking a commitment from individuals within our College community to join in building a "Community of Excellence".
2. Pledging a new beginning for our college with a firm commitment to build a community of excellence that uses data to drive all academic, student support and administrative decisions; promotes mentoring and professional development at all levels to support learning and

development of students, faculty and staff; foster a culture of communication, integration and alignment of curriculum, student support and administrative processes.

3. Build a strong and accountable leadership team at all levels of the College, which include: Annual evaluations will be evidence-based and done with the goal of performance improvement; providing professional development; implementing strategies to enhance interactions between faculty, staff and students.
4. Provide effective and efficient services for our students, faculty and staff.
5. Organizational restructuring.

To help implement these goals and strengthen the effectiveness of our College I am creating the Institutional Effectiveness Committee (Gold Standard Committee). The committee made up of faculty and staff will:

Monitor the College's progress implementing the Strategic Plan (*Building a Community of Excellence 2015-20*);
Chart the College's progress in achieving the outcomes articulated in the Plan;
Identify existing efforts (and make additional recommendations) to address major issues expressed in President's Listening Tours;
Evaluate Annual College/CUNY PMP Reports relative to implementation of plans and corresponding outcomes.

The committee, chaired by Dr. Jordi Getman-Eraso will be convening this week. Committee members include:

Jesenia Paoli, Howard Clampman, Loïc Audusseau, Laura Broughton, Robin Auchincloss, Michael Miller, Patricia Fleming, Sharon Utakis, Angela Wambugu Cobb, Roni Ben-Nun, Luis Montenegro and Charmaine Aleong.

COLLEGE REORGANIZATION

The reorganization of the College's divisions presented at the Convocation was modified to affect recommendations from the central office. The College's new organizational chart can be found at: <http://www.bcc.cuny.edu/About-BCC/documents/BCC-Organizational-Charts.pdf>

Postings and searches are currently underway to fill critical leadership positions in the division of Academic and Student Success. I expect these positions to be filled as soon as possible and have the team in place prior to the beginning of the Fall 2016 semester.

APPOINTMENTS

Please welcome Susan G. Fiore, Esq. who will be joining the Office of the President as Interim Legal Counsel to the President. She will be assisting the College with labor issues while Executive Legal Counsel and Deputy to the President, Karla Renee Williams, Esq. is on leave. Susan has experience in higher education and not-for-profit organizations. Susan is a graduate of Muhlenberg College and studied law at New York Law School where she received her J.D. She has also studied at Pace and Fordham University.

I would also like to welcome Gina Galligan as the Executive Director of Business and Finance. Gina has extensive experience with local government and with the City University of New York. Gina has

served in key positions with the New York City Office of Management and Budget, New York University, John Jay College, CUNY School of Professional Studies and most recently Hunter College. Gina received her B.A. from Saint Francis University.

BUDGET

The Governor and state legislative leaders announced on Thursday, March 31st that they have reached a budget deal. The details of how this deal will affect the University are forthcoming and I anticipate including that information in my next monthly report.

The Budget Office, working with the individual units, will be issuing a preliminary and formal budget call. The preliminary and final results will be reviewed by Vice President for Administration and Finance, Kay W. Ellis and will be presented to the College P&B committee in due course. We appreciate your support and cooperation in ensuring a smooth budget process.

GOULD MEMORIAL LIBRARY

Gould Memorial Library (GML) was named to the Preservation League of New York State's 2016-17 Seven to Save Endangered Properties List.

The Seven to Save list draws attention to the plight of New York State's vacant or underused National Historic Landmarks and historic communities prone to flooding, as well as sites rich in African-American cultural heritage and industrial history. Preservation Society President Jay DiLorenzo says the designation will help "bring Gould Memorial Library back to its glory."

Gould Memorial Library was named a National Historic Landmark by the U.S. Department of Interior in 2012. The new designation from the Preservation League comes as the Save GML Advisory Board, a newly organized group chaired by Samuel White, Stanford White's great grandson and Michael Parley, President of Development Consulting Services, Inc., is embarking on efforts to help raise essential support for the restoration, preservation and return to full use of a majestic building in desperate need of repair.

UPCOMING EVENTS

RUN THE BRONX

On Saturday, May 7, 2016, BCC will host its 38th Annual Run the Bronx, a community health event that encourages participants to improve their lives through exercise, healthy eating and regular medical screenings. This year, I am encouraging everyone's participation; we want to make this year's Run the best yet. Additional information is available here: <http://www.bcc.cuny.edu/Run-the-Bronx/>

COMMENCEMENT

The College's 56th Commencement ceremony will be held on Friday, June 3, 2016. The ceremony will also be used to Invest me as the 6th President of the Bronx Community College. I hope we can all come together to celebrate the success of our students and beginning of a new era for our College.

BCC FOUNDATION GALA

As part of this year's celebration, the College's Gala "Building the American Dream: One Student at a Time" will be held on June 8, 2016 at the Tribeca Rooftop. Tickets are available to the College community. I am extending a warm invitation to all to support this good cause. Additional information is available here: <http://www.bcc.cuny.edu/gala/>