

SUNY CANTON COLLEGE COUNCIL

292nd MEETING

JUNE 7, 2022

Present:	Ronald O'Neill, Chair Marie Regan (zoom) Abigale Fink	Grace Burke (zoom) Joseph Rich	Toni Kennedy (zoom) Jennifer Stevenson
Absent:	Brian Plonka		
Others:	Courtney Bish Shawn Miller Michaela Young	Peggy De Cooke Zvi Szafran	Laini Kavaloski (zoom) Lenore VanderZee (zoom)

Call to Order

The meeting was called to order at 9:04 a.m.

Chairman O'Neill introduced Abigale Fink as the new SGA President and student representative on the Council. Introductions were made around the room. Chairman O'Neill let Abigale know that she was a full voting member of the Council.

Minutes of the April 19, 2022 Meeting

It was announced that everyone received a copy of the minutes by email.

Ms. Stevenson made a motion to accept the minutes of the April 19, 2022, meeting. The motion was seconded by Mr. Rich, with no additions or corrections; the minutes were approved.

New Business

Advisory Board Appointments/Reappointments

It was stated that Peggy can answer any questions. Peggy shared that these individuals come highly recommended and serve a vital purpose. Chairman O'Neill asked how they are recommended, and Dr. De Cooke stated that each program puts names forward for their advisory board.

Ms. Fink made a motion to accept the advisory board appointments/reappointments. The motion was seconded by Ms. Regan and was approved.

Old Business

There was no old business to report.

Chairman's Report

Chairman O'Neill shared that he has asked for information related to the College's Firearm policy, registration of firearms by students/faculty/staff, and process by which issues are

handled. He stated that this information will be shared with the Council over the summer for their review, and a discussion will be added to the first Fall meeting's agenda.

President's Report

The President and others shared the following information:

- It hasn't been too long since our last College Council meeting last April 19, so I don't have a lot of new things to tell you, but there are a few, so here we go.
- Our new student enrollment for Fall new student numbers continues to run ahead of last Fall's numbers as well, by about 9 students at the present. We just had a bus trip of prospective EOP students come up this past weekend from New York City. The parents and students seemed engaged and several told me that they had already decided to come to SUNY Canton. I remind everyone that due to the drop in enrollment over the pandemic, we'll still be replacing larger classes with smaller ones despite these increases, so our overall numbers will still fall a bit.
- As I mentioned at our last meeting, the enrollment situation is also extremely challenging due to declining numbers of high school graduates in New York (especially upstate) until at least 2025. SUNY and the State recognize this challenge, and one of the things they are doing is organizing five committees to address multiple goals that the Governor announced regarding her plan to "Revitalize SUNY and Secure its place as a Global Leader in Higher Education by 2030" in her budget speech. Among the goals are expanding the system's reach, including in research, reducing student debt, connecting students with successful careers, increasing equity, and helping diverse students graduate. The goal is to increase enrollment to over 500,000 (a 1/3 increase). The Chancellor has asked me to co-chair one of the five committees – one on Enrollment and Access. I'm actually a little excited about this since it is so important, and because SUNY Canton is a college of access (as well as technology and applied learning), and these are two really important areas for us.
- Shawn, is there anything you'd like to update from last time about the fiscal picture, and would you like to talk a little about things that arose at the recent SUBOA meeting or what you're hearing from the Fiscal folks at SUNY?

Ms. Miller noted that an eye needs to be kept towards enrollment numbers. She speculates that this year will be flat and lean, as we will not have any federal money. The elimination of the TAP Gap is good, but the budget will be a challenge. She stated that we will manage by being careful and working together until the enrollment uptick.

Ms. Miller noted that she has been invited to be on the SUBOA executive board; she is excited and pleased, as it is nice to be represented.

Mr. Rich asked if the EOP students effect the budget. Dr. Szafran noted that they are part of the enrollment number and the amount of funding for EOP is going up, so we may be able to secure

more students in this group. Dr. De Cooke added that we were able to bring a bus up from NYC for the first time due to a grant that Walvi De Jesus, Director of EOP, wrote. Students and families had a nice visit.

The group talked briefly about the impact the pandemic and not being able to host and engage with prospective students and families had on enrollment numbers; the greatest impact was seen in the NYC population, with a drop of about 70-80%.

Mr. Rich inquired about the e-Sports program and if it was still going; it was noted that it is still very active and popular.

Dr. Szafran noted that housing numbers are often a good indicator, and last he looked, those numbers were up about 9%.

Dr. Szafran continued with his report:

- We're continuing in our preparations for next year's Middle States accreditation visit and should have the first draft of our report available in the next month or so. Peggy, would you like to update the Council on this, as well as how things have gone in working with the faculty on the Bylaws Committee?

Dr. De Cooke shared an update on the Middle States' preparations – the site visit will occur in the Spring of 2023, a chair has been confirmed (The CFO from Millersville University in Pennsylvania has accepted this appointment; they are familiar with our College, as they have been involved with our past reports.), and the working groups are busy finalizing their first drafts of the chapters representing the standards, with plans to review and edit this Summer and vet in the Fall.

The group briefly talked about the problems with securing a chair for our MS visit.

Dr. De Cooke continued her report by addressing the work that has been going on in the Bylaws Committee and referenced that this information ties into an upcoming report. She noted that the efforts of the Bylaws Committee are ongoing and predated her arrival (a committee was formed in 2018-19). She also noted that bylaw reviews are healthy, and she has significant experience in this area, as well as governance as a whole. Dr. De Cooke shared a timeline of events with the group – 2019-20 committee met periodically, some concerns were raised, Summer 2020 Dr. De Cooke became more involved and worked with the committee to survey the faculty. That survey assessed the Assembly's perceptions of the work being done. Those survey results led to holding two open forums during the Fall 2020 to address some of the issues; the results of the forums were positive but also led to concerns that the committee was not fully representative. Changes were made to the committee and is now fully representative across campus – all three Schools, professional staff, and all divisions. They have been working with a summary document that was prepared by the previous committee, and they have been working thoroughly through that document, as well as with the relative constituencies on campus. Couple of

committee bylaws have been revised and restructured, and now they are working through the more nuanced issues – structure of faculty assembly and quorum criteria. Peggy explained an issue that arose.

Mr. Rich shared that he has also been involved in similar statewide situations and noted that communication is key. Peggy agreed and added that, in this case, there was a misperception that work being done was in secret, even though it wasn't. This misperception may have stemmed from the lack of opportunities to vet the work. This is an issue that the current group has worked hard to correct.

- COVID-wise, things are still stable at the College. We continue to test those who are vaccinated monthly, and those who aren't weekly. The number of positive cases has remained small. SUNY is proposing some requirements for the fall semester that have raised at least a bit of controversy. Courtney, would you like to give an update on this to the College Council, as well as anything new in Student Life?

Ms. Bish reported that unofficial Fall COVID guidelines have been shared, but they are still awaiting written regulations. Weekly discussions between SUNY and the colleges continue to happen, with concerns surrounding how different requirements for residential and commuter students will play out. Currently, these are the guidelines being put forward:

- Residential students will need to be fully boosted, while commuters do not have to be.
- All students need to be fully vaccinated.
- Testing for unvaccinated students (those with exceptions) will continue; employee testing will sunset once their contracts end.
- The Health Center will take over testing moving forward.

She also shared that last year 24,000 tests were administered, resulting in 208 positive people.

On the Student Life side, they had a successful year, hosting 586 events – 140 of them were offered in a virtual capacity so our online students were able to participate too. She stated that she felt students enjoyed it, and she stated that the new, incoming Student Government is great.

In Athletics, all of the spring sports teams made it to some level of playoffs.

Ms. Bish added that Jeff Taylor and herself have been working on growing the food insecurity program and access to food.

Dr. Szafran added a bit more about athletics and the playoffs, and he added that the Steel Bridge Team made it to the nationals – 20th overall.

- Tracey couldn't be here because she is on jury duty for the next two weeks. She did provide me with a report, which I'll give right now.

Giving

With three weeks left to go in the fiscal year, the Foundation has raised over \$2 million dollars, which is more than double this year's goal of \$1 million. This was accomplished through the focused efforts of the entire Foundation team working together to provide mission-critical support for the students, faculty and programs of SUNY Canton.

Canton Fund

Within our overall goal we have another specific goal, which is to raise \$400,000 for the unrestricted Canton Fund. We're happy to report that we have far surpassed that goal as well, with more than \$775,000 raised year-to-date. The Canton Fund is vital because it supports the areas of greatest need on campus, helps to fund the Foundation's mission, and provides direct campus support for many specific initiatives, including:

- Unrestricted housing scholarships
- Dollars for Scholars
- Campus Enhancement program
- Faculty/Staff Awards
- Thirds program
- The Living Writers Series
- Roopreneur awards
- Honors Convocation
- Tuition Assistance

In the coming fiscal year, the Foundation has budgeted \$188,500 for direct campus support programs.

Endowment

The Foundation raises money for scholarships and to support academic programs and campus activities. This year we raised more than \$1 million for 77 different endowed funds. This included the creation of 15 new endowments, the most ever in a single year.

Going back to the year 2000, this was the third highest amount raised for the endowment in the past 22 years. The only two years that were higher were FY07, when Joel Canino and John and Netta Halford established their endowed scholarships, and FY19, when the Bobbi Butler Burnham estate gift was received.

Donors

For our Foundation, any donor who gives \$10,000 or more in a single year is a big deal. Donors who give \$25,000 or more in one year are significant philanthropists. We're pleased to report that our donors have been particularly generous this year.

We've received \$10,000 or more during FY22 from 14 different donors, and we've received \$25,000 or more from an additional 13 individuals. For comparison purposes, in the ten prior years, the average number of donors giving \$10,000 or above has been 18. This year it is 27.

The Foundation raises funds from alumni, faculty and staff, parents, leadership volunteers, local businesses, and friends of the College. It's important for leadership volunteers to show support for the Foundation. This year we have received more than \$150,000 from current and honorary Foundation Board members, and this is the highest board giving total since FY18.

We do everything we can to retain current donors and add new ones each year. This year we have a total of 1,336 donors, which includes 361 brand new donors. Among our most loyal donors, we have 65 individuals who have given every year for at least 20 years. Seventeen of them have given for more than 30 consecutive years, and our most loyal donor is Chuck Goolden, former campus administrator, who has not missed a single year of giving to the Foundation for 46 years!!

Upcoming Events

This weekend we will celebrate Alumni Reunion Weekend and we're expecting a good turnout. The weekend will feature the Hall of Fame dinner and Distinguished Alumni and Outstanding Young Alumni Awards for 2021.

The Foundation has teamed up with Dean Mike Newtown '84 and Alumni Association Board member Jon Pinckney '18, to host an event on June 30 celebrating Syracuse-area donors to our Engineering Technology programs. Donors will have the opportunity to meet Dean Newtown, learn about current and future plans for our engineering programs, understand how their gifts make a difference, and be thanked personally for their philanthropy.

Mr. Rich asked if the Unrestricted Fund helps students who are having a hard time. The response was, "Yes, it can." Dr. Szafran reminded everyone that at the start of the pandemic many students found themselves without their items as they had left for spring break and could not return. Advancement and Residence Life worked to help the students in the following ways: boxed up items and shipped them and helped by buying laptops for students in need. The IT office worked hard to identify students in need of a laptop and then get them purchased for use. Prior to CARES funding, students' needs were addressed through the campuses Student Emergency fund, and then through the Chancellor's Challenge (a matching fund). Through a number of people's efforts, along with the matching funds, the Student Emergency Fund grew to more than \$120,000; the largest it has ever been. This allowed the campus to help students with all kinds of things.

- Lenore, can you give a brief update on what's new in community outreach and government relations?

Dr. VanderZee reported that she has been working closely with our legislators during the budget process, and they have been responsive as usual. She is also working to involve SUNY Canton in the Governor's new goals, especially regarding the opportunity for a Childcare Center.

She shared that she is waiting to hear on Federal Congressional Senate spending with regard to support for our entrepreneurship center. Senate Gillibrand has indicated her support for this, but funding sources for mixed-use programs are hard to come by. There are some other opportunities being looked into that might help to supplement funding for projects in rural communities.

Lenore also reported that the Small Business Development Center (SBDC) has continued to have a really good year, with the two locations seeing hundreds of clients, saving or creating hundreds of jobs, and helping to significantly impact the economy. The work that they have done/are doing is being recognized at both the State and Federal levels, which also promotes SUNY Canton.

Lenore continued by sharing a report from PR. Travis Smith and Greg Kie will be attending SUNYCUAD, an annual award conference, to collect their award for the Best Year Ever campaign ad in the category of Excellence in Digital Media - Video.

They have been working on a press release regarding the new pet-friendly offering in one of our residence halls – the Dog Floor – allows students to bring their small dogs (under 40 lbs.) to campus. They feel that this opportunity has the potential to get regional or maybe even national headlines, similar to our Pet Friendly and eSports Wings. Lenore added that another great exposure piece has been the People Like Me Campaign – a piece that highlights students to show how relatable they are to others; it has received some great exposure.

Ms. Stevenson noted her happiness about the childcare center effort, and she mentioned that consideration needs to be given to hours needed by users. Dr. De Cooke also added that they are working to address the aspect of having providers to serve and integrate children with special needs. Dr. Szafran added that this will also benefit our Early Childhood and Applied Psychology programs. Mr. Rich noted that an overnight respite service – allows moms/dads time to do errands, etc. – worked well in Watertown.

- Laini will give us an update for Matt Burnett, who is currently in Germany, from the Faculty Assembly that was previously distributed to the members of the College Council. Also, is there anything new from the SUNY Faculty Senate?

Dr. Kavaloski reported that the Faculty Senate held their first in-person meeting again. She shared that attendance was good and one of the highlights was with regard to the SUNY budget and how good it is.

Laini shared the recorded message from Matt Burnett; please see the following:

First off, my apologies for not being here in person. If it was at all possible for me to be here in person, I certainly would.

Since the last College Council meeting there has been some friction in campus governance and the relations between faculty, staff, and administration.

As I related at our last meeting, some of the issues grounded in evolving workload expectations and have since become the locus of a much greater problem in campus governance.

The hotly debated issue of a one week “preview week,” which is the requirement to have course syllabi in place on Blackboard/Brightspace one week prior to the start of class, has occupied our Faculty Assembly, Academic Standards, and Faculty Affairs committee now for most of the spring semester.

Shortly stated, the “keeping” preview week argument was rooted in student navigation and success, the “changing/eliminating” preview week argument was rooted in increasing workload demands, compounded by our switch from Blackboard to Brightspace, a new learning management system which requires faculty to learn course migration on this same week.

Through our best efforts to resolve the matter, this issue finally came back from committee to Faculty Assembly on May 5. After Academic Standards had reviewed this matter and recommended “no change,” a motion came from the floor which after discussion ended as a “compromise” of a one-time reduction of preview week from seven to four days. Following proper procedure, this motion was discussed and then proceeded to a vote. Like all of our business since the move to online meetings in 2020, this vote was conducted by an electronic poll sent to all voting members. The motion passed with a reasonable margin:

May 5, 2022 Faculty Assembly
Total Responses: 78

Motion from the floor regarding rescheduling course preview for summer term 2022 to Monday, May 30, 2022 instead of Thursday, May 26, 2022.

	%	N
Approve	62%	48
Disapprove	33%	26
Abstain	5%	4
Total	100%	78

The results of this and the other votes from that assembly were duly reported to the campus at large the following week on Thursday, May 12. At that time, I received a concerned email from one of the “pro-preview week” persons on our campus inquiring into the details of the vote. I suggested that the vote brought a conclusion to this contentious issue and hopefully that it would allow us all to

move forward. However, this person was not satisfied with that, subsequently digging into our bylaws for a close read of quorum and the next morning formally challenging the results of that vote based on “lack of quorum.” I’m sorry to be so detailed but I think it is important to explain the problem that started this fire, as well as where it now places us, which is a much bigger set of issues.

Because this complaint was formally issued and is a challenge to our assembly process as a whole, I immediately brought this discussion to our two parliamentarians, Tom Burl and Lenore VanderZee.

I want to pause here to applaud both of these persons, as well as Julie Parkman, for their quick action, collaboration, and response to the situation. To put it in full perspective, this was Friday, May 13, the day before graduation, and a day where I was on my way out of the country. It was also the end of the semester when people start heading in different directions for the summer. In other words, a perfectly difficult time to ignite such a challenge to our governance process, which will indeed take all of us to fix and that we will now not be able to address as a body until fall semester.

To restate the basic problem at this point, when both of our parliamentarians were asked because of the situation to examine the bylaws requirements for quorum, they found that the 51% applied (or at least could be interpreted to apply to because of its wording) to ALL of our membership. In fact, the number required for quorum by this read, which includes all of our part-time faculty, is 214. This is a number that we have never hit in our assemblies, in person or virtual. The actual number might be a little higher than this, I think Peggy will know the correct number that we finally agreed on.

One item noted is that when these bylaws were originally put into place in the late 1990s, the ratio of part time and adjunct faculty to full-time faculty was different. This is yet another argument for the urgent need to revise our bylaws.

So, the problems opened up by this challenge include:

- We can’t achieve quorum by present bylaws and thus can’t do new business once lack of quorum is acknowledged in any future assemblies.
 - The retroactive challenge to a previous vote, based on the alleged lack of quorum, is an argument that could be used to challenge ALL previous business from ALL assemblies.
 - This situation invites obstructionist behavior and indeed we have seen situations like this in 2016 and 2019. Although actions were taken by past Campus Governance Leaders to address the quorum problem, based on the current read of the bylaws by our two parliamentarians the problem of an unattainable number still exists.
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So, what does this mean for our campus? My actions as Campus Governance Leader followed several conferences with the parliamentarians, our secretary, our senator, and the Provost that following week. I sent out a campus-wide announcement informing all of the issues, encouraging attendance at the last meeting on May 20, suggesting that there should be no “retroactive” dismantling or changing of business approved by the body, and charging the Bylaws Committee to get to work on this matter in time for action at the beginning of the fall semester.

At our last assembly on May 20, chaired by Laini in my absence, quorum was counted at the beginning of the meeting. Once lack of quorum was established, reports were given, but no new business was engaged. So, several course changes, micro credentials, and other end-of-the-semester business were “left on the table.”

Subsequently, a special Executive Cabinet meeting was called to address this and all previous business. I was not present as I was still in Germany. The results of this meeting were that the motion from the floor which had passed on May 5 was not accepted and not followed. Another item that had been previously approved by the assembly body from April 12 & 14, regarding a new format for assembly meetings in the fall with one day open to all and a second day open to “voting members only” was tabled for further review (though it is noted this was not reversed, merely tabled), which is another divergence from the will of the body.

I restate all of this to place on record a chain of events that has resulted in several concerns from across the campus (including letters concerned about the erosion of the governance process), some unfinished business in assembly, and the difficult task of fixing quorum and strengthening trust ahead of us. The quorum problem and the unfinished business left on the agenda are much bigger problems for our institution and the students that we serve than the original preview week item that was being challenged.

With participation in campus governance already difficult to rally in light of increasing workloads, this messy end to the semester is a setback for the ground that we have been gaining in terms of committee participation and effectiveness, clarifying parliamentary procedure and transparent collaboration between the faculty, staff, and administrative body of this institution.

I have reached out to Keith Landa, the UFS president, to request his visit to our campus in September, and we are currently planning this visit, with the full support of the President and the Provost. It is my fervent hope that between the work of our Bylaws Committee over the summer and the visit and conferencing with UFS in September, we can revise and rejuvenate our campus governance process and move beyond the friction and mistrust upon which the semester ended.

Due to Matt being unable to take questions himself, Laini asked the group if there were any questions that she could answer. Chairman O'Neill asked if anything in the bylaws addressed the fact of voting individuals not attending the meetings. He clarified by asking if their voting privileges could be removed if they missed a number of meetings over time. Dr. Szafran explained that it was more complicated than that and went on to explain the situation related to part-time representation, why they may not attend, and the interpretation of the bylaws related to quorum. Lenore added that the wording in the bylaws conflicts and needs to be updated. The group discussed a number of factors surrounding these issues, including the part-time situation, the different governance models, the hope that Mr. Landa's presence and training will educate and reinvigorate the faculty and their participation, and that there are pros and cons to changes that are made.

Ms. Stevenson asked how quorum is clarified. Dr. Szafran explained that the current Robert's Rules say that the quorum has to be called at the beginning of the meeting. Quorum may be lost along with way. If it becomes apparent that it is lost, a count needs to be done to be sure business can be carried out.

Dr. Szafran shared the pertinent part of his letter sent to the Faculty Assembly:

...to address at least one concern I have heard, the ruling has no impact on previous legislative items put forward by the Faculty Assembly because all such items are not final decisions, but *recommendations* to the President. Even if the process that validated the recommendations from the Assembly was flawed due to lack of quorum, the recommendations were all then properly reviewed by the Executive Cabinet (EC) and then forwarded to me for a final decision, following our normal legislative process. As President, I have the authority and responsibility to act upon any reasonable recommendation that reaches my desk, so long as I do so in a proper manner. Proper procedure includes (in my view) explaining my rationale if I should ever reject any properly executed recommendation. For eight years, I have never needed to provide a rationale because all recommendations from the Faculty Assembly have been reasonable and appropriate. The closest I have come is on one or two occasions, I have requested some minor changes in wording to clarify the intent of a resolution and given the reasons I felt the changes were needed.

Dr. Szafran went on to explain that due to there being no regularly scheduled EC meeting prior to preview week he decided to call an emergency meeting to address this issue and the Faculty Assembly recommendations from April. He reported that all recommendations were approved, except the tabling of the two meeting times, as that is tied to the quorum discussion, and the rejection of the preview week change. He did note that a compromise was offered, which allowed faculty to post the minimum (their syllabus) in their course shell and not "draft" on it.

A discussion happened with the main points being the perception of being overruled by the administration and the misunderstanding of the process.

Ms. Regan stated that the bylaws need to be made clear. She noted that in the past it was clear that full-time faculty had the vote and asked if that was still the case. The answer was that it is vague. Ms. Regan additionally stated that it needs to be first decided who the members.

Information was shared regarding how the preview week item was handled in terms of support and considerations given. It was noted that Academic Standards, Faculty Affairs, and the Executive Cabinet all supported keeping the full preview week, with the consideration being given to student success. It was also noted that the added stress of switching to a new learning management system contributed to this issue; however, the switch and its timing was beyond our control.

- Dr. Szafran asked Abby if she had anything to report for Student Government.

Abby reported that the water fountain initiative passed, and they are working to complete that. The Student Government elections are done now – three continuing members and two new members. They will be focusing on more interaction with students.

Dr. Szafran turned the meeting back over to Chairman O'Neill.

Chairman O'Neill thanked Jen for filling in at Recognition Day.

Chairman O'Neill asked about the listserv email; Michaela will check into it again.

Adjournment

Mr. Rich made a motion to adjourn the meeting at 10:47 a.m. The motion was seconded by Dr. Burke and approved.

Chairman O'Neill noted that we had a quorum.

Respectfully Submitted,

Michaela Young
Secretary to the College Council

<u>Committee</u>	<u>Alumni</u>	<u>Name</u>	<u>1st Term</u>	<u>Reappointment</u>	<u>Term</u>	<u>Term Ends</u>	<u>Title</u>	<u>Company</u>
Finance-Accounting		Dr. Charles A. Speicher	6/1/2022		three-year	2025	Visiting Professor	Providence College
Automotive Technology	'75	Mr. Paul J. Backus	9/1/1992	6/1/2022	three-year	2025	Owner/Operator	Mort Backus and Sons
Automotive Technology	'81	Mr. David P. Gelfuso	9/1/1987	6/1/2022	three-year	2025	Boces Instructor	Otsego Area Occupational Center
Automotive Technology	05	Mr. Seth Peck	6/1/2008	6/1/2022	three-year	2025	Packing Maintenance Technician	Budweiser
Automotive Technology	81	Mr. John Peterson	6/1/2018	6/1/2022	three-year	2025	Senior Manager Dealer Development	Volkswagen
Automotive Technology	95	Mr. Jadie Rishe	6/1/2022		three-year	2025	Owner/Operator	Rishe's Auto Service
Automotive Technology	'74	Mr. Lyle Scalzo	9/1/1990	6/1/2022	three-year	2025	Field Technical Specialist	Toyota Motor Sales-Lexus Division
Automotive Technology	01	Mr. Issac Thomas	6/1/2010	6/1/2022	three-year	2025	Motor Equipment Storekeeper Region 7	New York State DOT
Automotive Technology		Mr. Kelly Tiernan	6/1/2010	6/1/2022	three-year	2025	Auto Tech. Instructor	Seaway Area Tech BOCES
Center for CJ, Intelligence & Cybersecurity		Mr. Scott Kelberg	6/1/2022		two-year	2024	Chief Operating Officer & Senior Advisor	FEMA
Decision Systems Dept. (CIS-IT-ITM)		Mrs. Lisa A. Brown	6/1/2013	6/1/2022	three-year	2025	Owner-President	CST Group, Inc.
Decision Systems Dept. (CIS-IT-ITM)		Mrs. Joan D. Varsics	12/1/2013	6/1/2022	three-year	2025	MIS Applications Manager	Samaritan Health System
Decision Systems Dept. (CIS-IT-ITM)	85	Mr. David Wells	6/1/2016	6/1/2022	three-year	2025	Principal	WSB Technologies
Early Childhood		Mrs. Margaret Garman	6/1/2010	6/1/2022	three-year	2025	Retired Principal/Adjunct Instructor SUNY Canton	
Electrical Engineering Technologies	11	Mr. Thomas R. Fay	6/1/2014	6/1/2022	three-year	2025	Technician	New York Power Authority
Electrical Engineering Technologies	05	Mr. Kyle Hartford	6/1/2014	6/1/2022	three-year	2025	Associate EMRA Leader	Novelis Aluminum Co.
Funeral Services Administration	91	Mr. Scott Booth	3/1/1999	6/1/2022	three-year	2025	Crematory Operator/Funeral Director	Frederick Bros. Cremator/Funeral Home
Funeral Services Administration	87	Mrs. Joan Burke	2/11/2010	6/1/2022	two-year	2024	Director-Anatomical Gift	Musculoskeletal Transplant Foundation
Funeral Services Administration	86	Mr. David Elacqua	6/1/2017	6/1/2022	two-year	2025	Casket Sales	Matthew-Aurora Casket Company
Funeral Services Administration	70-72	Mr. David Frary	2/11/2010	6/1/2022	two-year	2024	Former Funeral Home Owner	Phillips Funeral Home
Funeral Services Administration	06/16	Mr. Steven L. Johnson	6/1/2013	6/1/2022	two-year	2024	Funeral Director	H.E. Turner & Co., Inc.
Funeral Services Administration	88	Mr. Donald Kalec, Jr.	10/3/2003	6/1/2022	three-year	2025	Funeral Home Director	Kalec Funeral Home, Inc.
Funeral Services Administration	Yes	Mr. Wes McGill	6/1/2022		three-year	2025	Funeral Director/Embalmer	Frary Funeral Home
Funeral Services Administration	06	Ms. Heather A. Rauch	6/1/2015	6/1/2022	three-year	2025	Funeral Home Director	Whiter and Hendrex Funeral Home
Funeral Services Administration	90-14	Mr. Peter J. Russell	6/1/2013	6/1/2022	three-year	2025	Funeral Home Owner	Carpenters Funeral Home
Funeral Services Administration	15	Mr. James J. Ryan, II	6/1/2022		three-year	2025	Owner/Manager	Farrell-Ryan Funeral Home
Funeral Services Administration	'77	Mr. Carl W. Trainor	1/1/1998	6/1/2022	three-year	2025	Funeral Home Owner	Trainor Funeral Home
Funeral Services Administration	15	Mr. William Yale	6/1/2017	6/1/2022	three-year	2025	Executive Director	Sampson Veteran Memorial Cemetary
Health Care Management	04	Ms. Priscilla Leggette Collins	6/1/2022		three-year	2025	Director of Student Activities, Involvement, &Leadership/Greek Life Coordinator	SUNY Canton
Health Care Management	18	Dr. Shawn Serwinowski	6/1/2022		three-year	2025		
Health Care Management		Ms. Anne Marie Snell	6/1/2019	6/1/2022	three-year	2025	Executive Director	St. Lawrence Health System
Health Care Management	16	Mr. Jeffrey Philip Stalker	6/1/2022		three-year	2025	Nursing Home Administrator	Wayne County Nursing Home and Rehabilitation Center
Mechanical Engineering Technology	yes	Mr. Bill Camloh	6/1/2010	6/1/2022	three-year	2025	Sales/Owner	Camloh Machines
Mechanical Engineering Technology		Mr. Christopher Fields	6/1/2013	6/1/2022	three-year	2025	Applications Engineer	Schneider Packaging
Nursing	17	Ms. Sarah Carsman	6/1/2017	6/1/2022	three-year	2025	RN,BSN Nurse Educator	St. Lawrence Health
Nursing		Mr. Steven Olson	6/1/2019	6/1/2022	three-year	2025	Director of Nursing	Carthage Area Hospital
Nursing		Ms. Cheryl Smith	6/1/2016	6/1/2022	three-year	2025	Director of Staff Development/Occupational Health	Claxton-Hepburn Medical Center
Physical Therapist Assistant	04	Mr. Derek Brown	6/1/2013	6/1/2022	three-year	2025	Physical Therapist Assistant	Knight and Associates
Physical Therapist Assistant	00	Ms. Amy Doser	6/1/2019	6/1/2022	three-year	2025	PTA	Claxton-Hepburn Medical Center
Physical Therapist Assistant		Mrs. Josefa Gushlaw	6/1/2013	6/1/2022	three-year	2025	Physical Therapist	Knight and Associates
Physical Therapist Assistant	1998	Ms. Melissa Streeter	6/1/2009	6/1/2022	three-year	2025	PTA	Clifton-Fine Hospital
Physical Therapist Assistant	01	Ms. Laurie White	6/1/2016	6/1/2022	three-year	2025	PTA	Canton-Potsdam Hospital
Physical Therapist Assistant		Mr. Trent Worden	6/1/2022		three-year	2025	PT	United Helpers
TRIO	11	Mr. Chad Delosh	6/1/2016	6/1/2022	three-year	2025	Assistant Director of Admissions	SUNY Canton
TRIO		Mr. Randy Sieminski	6/1/2016	6/1/2022	three-year	2025	Director of Athletics, Recreation, and Intramurals	SUNY Canton
TRIO		Mr. Ronald Tavernier	6/1/2016	6/1/2022	three-year	2025	Associate Professor, Biology	SUNY Canton
Veterinary Science Technology	15	Ms. Mary Bregg	6/1/2022		three-year	2025	LVT	
Veterinary Science Technology		Dr. John P. Zeh, III	6/1/2022		three-year	2025	DVM	