

SUNY CANTON COLLEGE COUNCIL

272nd MEETING

May 17, 2016

Present:	Ronald O'Neill, Chair Chloe Ann O'Neil	Marie Regan Joseph Rich	Thomas Sauter
Absent:	Cecily Morris Roger Sharlow	Grace Burke Khaina Solomon	Timothy Currier
Others:	Courtney Bish (via phone) Anne Sibley Lenore VanderZee	Barat Wolfe Travis Smith Michaela Young	Douglas Scheidt Zvi Szafran Karen Spellacy

Call to Order

Chairman O'Neill called the meeting to order at 9:05 a.m.

Introductions

Mr. O'Neill introduced Dr. Barat Wolfe, Assistant Professor in the School of Business and Liberal Arts and Faculty Senator.

Minutes of February 23, 2016 Meeting

Mr. Sauter made a motion to accept the February 23, 2016, minutes as presented. The motion was seconded by Mr. Rich and approved.

New Business

Advisory Board Appointments (see attached)

Ms. O'Neil made a motion to accept the Advisory Board Appointments as presented. The motion was seconded by Mr. Sauter and approved.

Academic Integrity Policy

Ms. Regan made a motion to accept the Academic Integrity Policy as presented. The motion was seconded by Mr. Rich.

Mr. Sauter queried regarding the academic dishonesty section, which seems to only apply to students, while the rights and responsibilities sections applied to both students and faculty. Dr. Scheidt responded that this policy attempts to clarify the students' ethical responsibility in the classroom in ways that were less clear in previous versions. Dr. Szafran added that most of what Mr. Sauter was concerned about was addressed in the Board of Trustees policy regarding faculty responsibility; he added that perhaps a reference to the Board of Trustees policy could be added to this document. A proposal was made to reference the faculty-related policies found in other documents as an amendment to the Academic Integrity Policy. The proposal was agreed to.

The motion was approved.

New Program Proposals

Mr. Sauter made a motion to accept the four new program proposals. The motion was seconded by Ms. O'Neil.

Mr. Sauter commented on the Mechatronics proposal. He was concerned about one sentence in the program impact section which attributes the program's development to Sen. Charles Schumer. Mr. Sauter recalls Dr. Szafran speaking of it in his interview but fails to see any connection to Sen. Schumer. Additionally, Mr. Sauter feels this is a terrible precedent to set and in his 18 years' experience has never known of a created program to be attributed to an elected official. He feels that it is the job of the Provost and professional staff at SUNY Canton to be looking to the future of the academy and that it is inappropriate to include Sen. Schumer in this document. Mr. Rich agreed that it may be inappropriate, but he also feels that during his 40 years of running an agency political influence has helped in many situations. Ms. Regan asked what the reason was for making the reference. Dr. Szafran explained that Sen. Schumer is a strong supporter of mechatronics engineering programs in the State. Sen. Schumer was a supporter of a multimillion dollar federal grant that would have started certificate programs at a number of community colleges which are part of SUNY. The hope is that Sen. Schumer will support our program at the federal level. Dr. Szafran recommends rephrasing the statement more as a reference to prior support that the Senator has given and acknowledgement we agree that there is a strong need for this in the State. Dr. Scheidt stated the purpose of this document is to get the curricula approved by SUNY and the State Education Department. The mention of Sen. Schumer is more appropriate in the funding stage, which comes later in the process, and the phrase containing his name can be struck from the curriculum approval step. He could be mentioned at a time and place that would be more advantageous.

Ms. Regan stated her pleasure in having four strong, new program proposals. Dr. Scheidt added that there will be more program proposals coming in the next year, setting us apart from many other SUNY institutions which struggle with entrepreneurial and innovative program creations which draw new, additional students.

The motion was approved.

Old Business

Chairman O'Neill asked for the status of the art appreciation course. Dr. Scheidt reported that Music 101, Intro. to Music, is being offered for the Fall 2016 semester.

Chairman's Report

Chairman O'Neill reported that he and Ms. Regan presented the Student Council Member/SGA President, Khaina Solomon, with a gift recognizing and appreciating her service on the Council for the past year, and they publicly recognized her participation at SUNY Canton's Commencement. He also shared that Dr. Elizabeth (Erickson) Brown was awarded the President's Meritorious Service Award at Recognition Day; she was surprised. Ms. Regan commented that she thought the medallions at Commencement were a very nice touch and were worth the extra time involved in presenting them. A thank you was given to Michaela Young, DianeMarie Collins, and the Commencement Committee. The event went very well. Knowing how busy this time of year is with Commencement, Honors Convocation, and Employee Recognition, all their hard work is appreciated.

President's Report

Dr. Szafran reported that it has been a very good year, and next year looks to be even better. Nine hundred students earned certificates or degrees this year. The graduation ceremony went wonderfully, with students excited and engaged, and some were even tearful for not wanting to leave. Impressively, about half of our students graduated with honors. He reported that there are questions he likes to ask at graduation regarding their life circumstances during college (jobs held, family to raise, first in family to attend college, financial aid dependency, military status, and such). The number of students standing for these questions shows that our students have taken the harder road, having many more demands on their time than simply studying.

Dr. Szafran reported that these are very difficult times for Admissions. Out of the 23 Comprehensives and Colleges of Technology in SUNY, 19 are down in admissions, and some pretty significantly. For applications, we are #1 in SUNY, having the largest increase in applications of any SUNY – about 20%. Some of those applications will not result in deposits – some are for programs that are capped, such as nursing and vet tech. Half are in other programs though, which is good news. Our deposits are up significantly, at about 8 or 9%.

Dr. Szafran also reported that this is also a challenging time budget-wise. Dr. Szafran and Ms. VanderZee are leaving today for Albany to meet with our legislative contacts to talk about the budget. This is the worst year for SUNY in about 10 years. The challenges are that there is no tuition increase, TAP does not cover the increasing need among students, and campuses are responsible for the gap. Additionally, there is a negotiated salary increase coming, negotiated by officials in Albany. We will have to cover this, which could be as much as \$400K to \$500K. Beginning the year with that additional expense, offset by the number of additional students, means we should be fine, but it is challenging. Fiscally, we are near the top of the SUNYs in terms of financial stability and fiscal responsibility. In fact, we have been instructed to spend more.

Good things are happening academically with several new programs being proposed.

In terms of recognition, we had five Chancellor's Award winners last year; this year we had eight.

- Student Excellence: Codi McKee and Rebecca Burns
- Excellence in Adjunct Teaching: Fred Saburro
- Excellence in Professional Service: Michelle Currier
- Excellence in Faculty Service: Bill Jones
- Excellence in Scholarship and Creative Activities: Dr. Umesh Kumar
- Excellence in Teaching: Dr. Diane Para
- Excellence in Classified Service: Janet Livingston

We have received additional recognition as a military-friendly college, both for veterans and their families. We have also had two cohorts graduating in the Solar Ready Vets certificate program with three more to come. The military is ultra-impressed and wants to replicate this program nationwide. Dr. Szafran attended the commissioning of one of our students and the opening of the new Battle Buddies Center on campus, which is the only such center in the North Country. A question was posed regarding whether the Solar Ready Vets graduates are finding jobs. Dr. Szafran answered that most of them are still in their military service and are completing this program while serving, but they are obtaining jobs.

Ms. VanderZee added that one of the components of the program is that employers meet with the students and conduct interviews, and many are offered jobs at that time.

Dr. Szafran reported that many of our teams are making it to playoffs and are also doing well academically. The overall GPA of most of our teams is above 3.0, and retention is high.

Anne Sibley will talk about the new things being done in Advancement; one of which is the medallions given at Commencement.

Lastly, Dr. Szafran stated that publicity has been good. At a recent community event, it was mentioned how SUNY Canton has been in the newspapers so frequently and for good things.

Academic Affairs Update

Dr. Scheidt's update began with the submission of the Middle States monitoring report, which was due April 1. This report was backed up by areas all across the campus. Typically, we will hear in July on the Commission's acceptance, or not, of that report. Normally, a small team will visit in September or October to verify that everything in our report is actually being implemented.

He shared that two of our Dean positions were interviewed for to make them permanent. Ken Erickson has been filling the position of Dean for the School of Science, Health, and Criminal Justice for six years, and he had initially been searched. Feedback was sought from the campus community and the Search Committee, and the recommendation was to make him permanent. That recommendation has been accepted. Mike Newtown had not been searched as a dean candidate and has been serving as Interim Dean for three years. We did an internal search for which two candidates applied and are awaiting the Search Committee's summary and recommendation. It was reported that this is the process used to move past the transitions that have been taking place over the past several years and moving forward with stable leadership.

Dr. Scheidt reported that a Center for Academic Excellence is being created, and they are seeking two internal faculty members, one to lead the academic assessment and continuous improvement piece and one to lead other professional development for faculty.

He reported that applications are up 19.5% and acceptances are up 13.6%.

A SUNY funded program called Jump Start will begin this summer. This is a summer support program much like EOP but without the same requirements. It is designed to prepare students to land in their freshman fall semester more ready to move on. These are students who might not otherwise be accepted. This year, we are accepting 50 spots but are looking forward to 100-150 spots per year for five years, making the program sustainable by their tuition. This will help us serve students who we would not normally be serving with additional support and drawing in additional revenue. This five-week program will begin July 25, meaning more students will be on campus than is normal during this period. EOP will be a two-week program this year, with hopes of expanding in the future.

Budgetarily, Academic Affairs will be effected if union contracts produce the expected, well-deserved salary increases that are not backed by the State with additional funding – approximately \$460K or the equivalent of nine faculty positions. Even with people retiring and resigning, we would only be able to

afford to replace about half of them without State support of 3.5-4% for the expected salary increases. All of our efforts to attract additional students and increase tuition revenue are very important to being able to meet our budget.

Chairman O'Neill mentioned that he fears many institutions will close if the pool of students continues to get smaller. He asked what could be done to continue attracting from that smaller pool of students. Dr. Scheidt answered that the pool is smaller geographically, so we have to not be a regional institution. Last year, 860 people graduated from high schools in St. Lawrence County, where there are four institutions to serve them; this is not a freshman class for any of the institutions. As SUNY, we serve the State, and the student pool is not shrinking in the State of NY. Demographically, the population of the State and the country is growing. We are well-positioned, because we have been serving the State very well. Our new Director of Admissions is leading the charge very well – supported by the 20% increase in applications. For example, she is targeting tech high schools, because we have current programs with room in them without adding burden to our current instructional capacity. Chairman O'Neill asked if there may ever come a time when NY State would close SUNY campuses. It was mentioned that Chancellor Zimpher has previously stated that 80% of students live within 30 miles of a SUNY campus. To close any campuses would increase the financial burden of students who choose a campus close to home for financial reasons, thus decreasing the number who would attend by making it unaffordable for them. It is a strength of this State that higher education is very reachable, and closing a campus would be a mistake. Dr. Scheidt shared that the smaller private schools which are not well-known nationally may be the most likely to go under first. We have the SUNY brand, the right price point, and fiscal responsibility to remain stable. We have specific programs which draw students looking for specific experiences, and the end point is that our students get jobs.

New programs coming up include Cyber Security (Fall 2016; part of IT), Hospitality and Tourism Management, and Early Childhood Management. We are also looking into some tracks in Business, and discussions are in progress on what our first masters should be.

Advancement Update

Ms. Sibley reported that her office has been busy through the Spring, as usual. The staff have been on the road meeting and staffing events for alumni in Arizona, California, Florida, Colorado, and across New York State. They started a new approach for the Spring Appeal – tying it in with the medallions given to graduates at Commencement. They included a congratulatory message to graduates and have had a great response from that. The results were about 500 donors and \$12K, which is double over last Spring's donations. They plan to continue this tradition. Kelly Obermeyer was on stage congratulating the graduates, noticing those already wearing the alumni pins given at rehearsal, and Michaela Young gave the boxes for the medallions, each of which contained a message from a staff member or alumnus to the graduates. They are working with SGA representatives to help get the students involved in alumni activities for next year. Also this Spring, they held s'mores events two nights during finals week, having had a good response from the December event. Ms. Sibley reported that they cannot assume that college students have an understanding that as alumni they are expected to have an ongoing relationship with their college after they graduate. So one of their goals is to teach students what it means to be alumni, and have a lifelong relationship with the College.

Ms. Sibley reported that they had five new scholarship endowments that were approved last week at the Foundation Board meeting. Some other major gifts include: A new trust of \$500K-\$700K has been

promised for establishment when the person passes away. From another trust which was set up about 10 years ago, they have realized \$760K as the remainder. She also shared that a new commitment of \$300K from Bob Rogers and his wife for naming the basketball court in honor of Stan Cohen, the former basketball coach, has been secured. Because Stan Cohen was such a well-liked and well-known coach, they will be adding a fundraiser to encourage additional funds for this naming.

Ms. Sibley added that significant behind the scenes work will go on during the summer. They also hope to finish a search soon and make an offer to a candidate. Ms. Sibley shared that they continue to use the Banner database to help complete work more effectively, entering a large amount of data for reference.

Chairman O'Neill asked if the Lincoln has sold yet. Ms. Sibley answered that it has. Due to the automotive technology students great restoration of the car, it sold for a higher price than would have happened otherwise. This type of donation is very useful.

Faculty Governance Update

Ms. Spellacy reported that the group formalized the Engaged/Not Engaged Policy. In summary, in the third week of the semester, the faculty members enter into a computer program information on each of the students in their classes, rating them as engaged or not engaged in the class. It has been determined that students who are reported as not engaged in three or more classes have a high rate of not successfully completing their semester. The Retention Committee is going to work on intervention strategies to help these students. Also approved was the Academic Integrity Policy. Ms. Spellacy reported that a course, slated for deletion, was not deleted. Three minor proposals were approved: Applied Psychology, Crime and Society, and Criminal Justice Administration. Changes were approved for 24 courses, many in automotive, and 45 new courses were approved, most of which were in support of 4 new programs. Minor changes were approved for 2 existing programs and 1 Individual Studies Certificate was deleted.

Ms. Spellacy explained that there has been a struggle to make quorum for Faculty Assembly meetings. The original by-laws for the Faculty Assembly include nearly all professional staff on campus (mostly UUP and a few others) and the College Association. Including all of the UUP membership means a lot of part-time workers. To have quorum, at least 51% of the membership needs to be in attendance. Taking all these employees into account, quorum is never met, not even closely met. In looking at the by-laws, there is a proposal to remove most of the part-time workers, as there is no expectation for them to be there and were not coming. These revisions to the by-laws were voted on in the last Faculty Assembly, but the outcome is pending a vote count. Other campuses have had an issue with this when a member requests a quorum count. They are trying to prevent this from being an issue for us.

Faculty Senate Update

Dr. Wolfe reported that the Senate met in Brockport, where four resolutions were passed – a resolution to revisit an amendment to Article 7 of the Policies of the Board of Trustees, a resolution for a public statement on ethical principles, a resolution for the inclusion of clinical faculty for the Chancellor's Award for Service and the Chancellor's Award for Scholarship and Creative Activities, and a resolution for the inclusion of non-tenure track faculty for inclusion in the Chancellor's Award for Teaching. Presentations were given by Chancellor Zimpher and Provost Cartwright. Chancellor Zimpher expressed disappointment in the latest budget for SUNY and plan to continue to advocate for more financial support for SUNY. It was noted that several legislators indicated that a tuition increase in an

election year would not happen. The Chancellor was asked to consider guidelines for senior administration searches and evaluation, and she agreed. Provost Cartwright discussed and invited input and ideas for three initiatives for SUNY Excel goals.

Dr. Wolfe shared that the President of the SUNY Student Assembly reported on a Move the Box initiative on the SUNY admissions applications. Currently, 60% of students who begin a SUNY application process but answer “yes” to a conviction of a felony stop at that point, and do not continue with their application. Since the application is not complete, SUNY does not know the seriousness of the crime. The proposal is to move that question toward the end of the application. The reasoning is that a student who is nearly finished with the application is more likely to submit it after answering the question. This could open us up to individuals who may not necessarily pose a danger to the campus. Ms. Bish posed a question regarding who brought that proposal forward; it was stated that the SUNY Student Assembly did. A discussion ensued on this topic, and Ms. Bish added that she is Chair of the Admissions Review Board on campus. She noted that any student who checks the prior felony box on a SUNY application or a SUNY Canton application goes before the Admissions Review Board, which consists of a few people including faculty, University Police, and Admissions staff. They meet with those students to get a little more information. Additionally, they conduct a criminal background check that is provided to us. They do review those applications, but they go through a process. Chairman O’Neill asked if we have the legal right to do that. Ms. Bish answered yes, and that it is a SUNY policy. The company they use was chosen by SUNY Legal for us. They review it with them regularly, and get guidance on it frequently. However, the student must request the criminal background check through the Department of Criminal Justice, and the student has to provide it to us. Chairman O’Neill further questioned the process of obtaining the background check, and Ms. Bish added that the information provided in this kind of background check would actually be more comprehensive than what we could have obtained on our own, giving us more background information on the original charge, notes regarding the case, and what it may have been pled down to. Chairman O’Neill asked whether there have been any instances where students have been in trouble on campus which indicated that past offenses were withheld. Ms. Bish said that is rather infrequent. The Admissions Review Board meets with only about 4-5 students over the course of the summer who have prior felony records. Generally speaking, most students are honest, but there are a few who do not tell us. Occasionally, we catch them, but it does not happen as often as you would think.

Public Relations Update

Mr. Smith reported that the PR department won the SUNY CUAD award for their e-publication of the Annual Report 2014-15. This was a culmination of all the skill sets of the PR team members. They will receive their award on June 8 in Cooperstown.

He shared that the Colleges Value Online rated the Legal Studies program #5 in online paralegal programs and the Finance degree #10 in their online finance bachelor’s degrees listing. Dr. Szafran clarified that this is a national listing, not just New York schools.

The Summer Session is nearing record enrollment for the third consecutive year. He reported that they have used targeted marketing on Facebook, Twitter, and Pandora. They know that certain colleges send us students, such as Binghamton, SUNY Albany, and the University of Maryland. Their newspapers are targeted to make sure their students know that we have all the programs they need. This strategic advertising allows for us to use the revenue generated in productive ways and increase our reserves. Dr.

Scheidt added that this practice is what has made us #1 in the System in financial stability. The part that is used helps to enhance items that departments need for their students, such as lab equipment to give a higher level of experience. Ms. VanderZee added that some of these funds are also used to send faculty to conferences, raising their knowledge in their fields to pass on to the students.

Mr. Smith shared that the plans for the upcoming year include advertising at some NYC/LI hospitals, targeting online students. Cost analysis shows that even three additional students from these markets would help us break even on the initial expense. The programs being advertised are programs which need to fill more seats, and students can do the work from the comfort of their homes while still working their jobs in fields where they are poised to move up as they obtain a higher degree.

Channel 7 News is doing a special report on financial aid and student debt. They interviewed Kerrie Cooper and three of our students. This report is going to air soon, possibly this week. The interviewer had planned to stop at Potsdam after our interviews, but she got all she needed from us.

He reported that they are working on a production with Voices in America and PBS. They came this spring to interview Dr. Szafran, a few faculty, and some students. This will air on PBS as part of their between features programming. James Earl Jones will provide introductions and conclusions. We get a six-minute piece to use on our website, a three- to four-minute piece on PBS, and commercial time on CNN and 50 spots of prime time in the NY City area.

Chairman O'Neill recalled a Mortuary Science program report which was excellent. He asked what the most effective avenue for advertising is. Mr. Smith answered that everyone is everywhere and nobody is in one spot like they used to be. It used to be that you could advertise in the local newspaper or local television, and you would hit most everyone. That is no longer the case. Now students are best reached using social advertising and mobile commercials. Most of our advertising lately is digital, with less traditional newspaper advertising. It is a struggle to find the best practices for reaching today's students. A lot of outreach happens through our awesome Admissions Department.

Student Affairs Update

Ms. Bish announced that Nikki Zeitzmann is our new SGA President and College Council student representative, and they are thrilled to have her, although she could not attend this meeting.

Ms. Bish provided some updates on a few judicial cases which have made the news; many thanks to the great PR department for all they have done, particularly with the busyness of the end of the semester. A few big incidents have happened in a row over the last few weeks of the semester. The Alpha Theta Gamma house incident which made the news had to do with an alleged sexual assault involving potentially four students. They currently are moving ahead with charging two of the four, who will go before judicial hearing boards. After conducting about 35 student interviews, they determined that the other two who were allegedly involved did not play a significant role or had no role at all in the incident. The fraternity itself is still under investigation. The outcome will be determined after they get through the process with all the students involved. Regarding the stabbing incident which happened the last week of classes, the student involved was suspended for two years. A different sexual assault, which did not make the media, involved a single student, and they were found to be responsible and were expelled.

Athletics has experienced some pretty big staffing changes, losing the women's and men's basketball coaches, men's hockey coach, and the volleyball coach. The men's basketball coach took a phenomenal offer from SUNY Potsdam, and they are searching for his replacement. The women's basketball coach retired, and they replaced him with Jade Perry. The men's hockey coach got an offer from a private school in Saranac Lake, and they promoted the assistant men's hockey coach to replace him. The women's volleyball coach accepted a position with Clarkson, and they promoted the assistant coach to replace her.

Ms. Bish shared that this was our fourth year hosting the regional spring Special Olympics, which was a huge success. There were 175 Special Olympians and about 175 students and staff who volunteered. Athletics is working hard on starting a new conference, with some promising phone calls recently.

She reported that the housing numbers are great. They are up about 5% overall – new students are up 15%, and there is no increase in returning students.

Dr. Szafran expanded on a couple of points. He indicated that they are working with colleagues at other SUNY Colleges of Technology to put together an athletic conference either as part of SUNYAC or separately. There has been a surprising amount of support. Regarding the coaches leaving, this is actually a mark of our success. When our teams are successful, our coaches become appealing to other places that have more money to offer. Of the teams which made it to national playoffs this year, two of the three coaches got snagged by other schools.

University Relations Update

Ms. VanderZee reported that they will be discussing the SUNY budget with some legislators later today and are working on some possible "fixes" to help us at least put a little bandage on what is a deep wound. She and Dr. Szafran went to SUNY Day DC and feel that they had very successful discussions with the legislators there. Sen. Schumer is very supportive of our programs, and while they were waiting for him, they spent about 45 minutes with his assistant, which is an excellent thing. Congresswoman Stefanik is very supportive of our business accelerator initiative and financial aid programs that would really benefit our students, such as a year-round Pell program. She really listens and takes action on the educational issues they talk to her about.

Ms. VanderZee shared that there is legislation to allow 6-7 SUNY institutions who are on or around state or international borders to allow nearby students across the state border tuition at in-state rates. SUNY Canton is very interested in this and are actively working to get that passed.

It was noted that SUNY Canton was the only SUNY institution to receive an additional \$500K allocation in its operating budget. It is unknown as to where it came from or how it happened, but it is gratefully accepted and can be used. She is also working to acquire some additional funds through CFA applications for academic and entrepreneurial programs.

Dr. Szafran added that yesterday there was a meeting with Sen. Gillibrand's staff and various federal and state agencies which provide funding for programs around the country. There are a number of opportunities for us there.

Dr. Szafran added that diversity is very important on our campus. We have done a number of things on campus to be a more welcoming place, including giving all students a wristband at the start of the year that says, “Everyone is welcome here.” Funding was applied for and granted from SUNY for a Native American initiative. An application to SUNY for support in broadening our range of program offerings in the diversity area has been done, as well as an application for a \$50K grant to turn a space on campus into a diversity center and upgrade the Cyber Café in the Library. The new diversity center will be opening this Fall. SUNY has mandated that a Chief Diversity Officer be hired. With SUNY’s approval, we took a little different approach. In meeting the attributes mandated, it was felt that the more appropriate way to go was to hire two people to serve as Co-Chief Diversity Officers – one each from the academic and student life sides of campus. They will be Bill Jones (academic) and Lashawanda Ingram (student life). They will meet regularly with the President, Provost, and Ms. Bish, as well as serving on the Executive Cabinet.

Adjournment

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

Respectfully submitted,

Michaela Young
Secretary to the College Council

<u>Committee</u>	<u>Alumni</u>	<u>Name</u>	<u>Term</u>	<u>Term Ends</u>	<u>Title</u>	<u>Company</u>
Air Conditioning Eng. Tech./Mechanical Eng. Tech.		Mr. Bill Camloh	three-year	2019	Owner	Camloh Machines
Air Conditioning Eng. Tech./Mechanical Eng. Tech.	Yes	Mr. Albert Daniels	three-year	2019	Engineer	Robson Woese, Inc.
Air Conditioning Eng. Tech./Mechanical Eng. Tech.		Mr. Christopher Fields	three-year	2019	Technical Trainer	Schneider Packaging
Alternative & Renewable Energy Systems		Mr. David Blittersdorf	three-year	2019	Chief Engineering Officer	AllEarth Renewables
Alternative & Renewable Energy Systems		Mr. Richard Burns	three-year	2019	Electrical Engineer	National Grid
Alternative & Renewable Energy Systems		Dr. Gay Canough	three-year	2019		ETM Solar Works
Alternative & Renewable Energy Systems		Mr. Hugh Henderson	three-year	2019	President	CDH Energy Corporation
Applied Psychology		Ms. Judy Cohen	one-year	2017	Supervising Social Worker	St. Lawrence County Community Svcs
Applied Psychology		Ms. Margaret Dunn	two-year	2018	Licensed Clinical Social Worker	NYS Office of Mental Health - St. Lawrence Psychiatric Center - Mobile Integration Team
Applied Psychology		Ms. Andrea Montgomery	two-year	2018	Director	St. Lawrence County Office of the Aging
Applied Psychology		Ms. Michele M. Montroy	two-year	2018	Administrator	United Helpers Care
Automotive Technology	'75	Mr. Paul J. Backus	three-year	2019	Parts Manager	Mort Backus and Sons
Automotive Technology	'81	Mr. David P. Gelfuso	three-year	2019	Instructor	Otsego Area Occupational Center
Automotive Technology	05	Mr. Seth Peck	three-year	2019	Packing Maintenance Technician	Budweiser
Automotive Technology	'74	Mr. Lyle Scalzo	three-year	2019	Field Technical Specialist	Toyota Motor Sales-Lexus Division
Automotive Technology	01	Mr. Issac Thomas	three-year	2019	Motor Equipment Mechanic 1	New York State DOT
Automotive Technology		Mr. Kelly Tiernan	three-year	2019	Auto Tech. Instructor	Northwest Tech BOCES
Automotive Technology	10	Mr. Barry A. Wells	three-year	2019	Executive VP of Parts Service	Subaru Distribution Inc.
Business Administration-Management		Ms. Sharon Addison	two-year	2018	City Manager	City of Watertown
Business Administration-Management		Ms. Michelle Capone	two-year	2018	Director of Regional Development	Development Authority of the North Country
Business Administration-Management	15	Mr. Joseph Goliber	two-year	2018	Visitor Center Manager	St. Lawrence County Chamber of Commerce
Business Administration-Management		Mr. David Lucht	two-year	2018	Plant Manager	Corning, Inc. Canton Plant
Business Administration-Management		Ms. Karen St. Hilaire	two-year	2018	Executive VP/Partner/Adjunct Faculty	EVP Personne Staffing/Partner Vanguard Communications/SUNY Canton
Civil-Construction Engineering Technology	93	Mr. James Craig	three-year	2019	Managing Engineer, Bridge Dept.	C & S Engineers
Civil-Construction Engineering Technology	85	Mr. Michael McCormick	three-year	2019	Facilities Director	SUNY Canton
Civil-Construction Engineering Technology		Mr. Gary McKinney	three-year	2019	Region Manager	NYS Dept. of Transportation
Civil-Construction Engineering Technology	77	Mr. Lee Rabideau	three-year	2019	Chief Engineer	Bechtel Power Corp.
Civil-Construction Engineering Technology		Mr. Spencer Thew	three-year	2019	Partner	Thew & Associates
Civil-Construction Engineering Technology	73	Mr. Ted Totten	three-year	2019	Norther Division Manager, VP	Cives Steel Company
Civil-Construction Engineering Technology		Mr. Jeffrey J. Tubolino	three-year	2019	Senior Civil Engineer	MRB Group
Criminal Justice		Mr. Charles Donoghue	two-year	2018	Police Chief	Watertown Police Department
Criminal Justice		Mr. Timothy LePage	two-year	2018	Director	St. Lawrence County Probation Department
Criminal Justice		Mr. Dwayne Wisbey	two-year	2018	Patrol Officer & Forensic & Document Examiner	Ace Forensics, LLC-Onondaga County Sheriff's Office
Decision Systems Dept. (CIS-IT-ITM)		Mrs. Lisa A. Brown	three-year	2019	Owner-President	CST Group, Inc.
Decision Systems Dept. (CIS-IT-ITM)		Mr. Michael F. Dermody	three-year	2019	VP, Application Developer IV	BNY Mellon
Decision Systems Dept. (CIS-IT-ITM)		Mrs. Jennifer French	three-year	2019	Senior Supervisor	St. Lawrence-Lewis BOCES
Decision Systems Dept. (CIS-IT-ITM)	10	Mr. James Hopper	three-year	2019	Senior IT Analyst	Corning Inc.
Decision Systems Dept. (CIS-IT-ITM)		Mr. Ben Smith	three-year	2019	Information Systems Manager	Community Health Center of the North Country
Decision Systems Dept. (CIS-IT-ITM)		Mrs. Joan D. Varsics	three-year	2019	MIS Applications Manager	Samaritan Health System
Decision Systems Dept. (CIS-IT-ITM)	85	Mr. David Wells	three-year	2019	Principal	WSB Technologies
Dental Hygiene		Mrs. Mary Lang	two-year	2018	RDH, MA	Chairside CNY Staffing Agency
Dental Hygiene	15	Ms. Alyssa Marchesane	two-year	2018	Registered Dental Hygienist	Aspen Dental
Early Childhood		Mrs. Margaret Garman	three-year	2019	Retired Teach-Principal - Adjunct	
Early Childhood	80	Mr. Bruce M. Stewart	three-year	2019	Executive Director	St. Lawrence Child Care Council
Early Childhood		Ms. Ginger Thomas	three-year	2019	Educational Consultant/Tutor, Adjunct Instructor	Teacher's Desk Consultant/Owner
Electrical Technologies	06	Ms. Danielle L. Dishaw	three-year	2019	Distribution Design	National Grid
Electrical Technologies	15	Mr. Christopher Dwyer	three-year	2019	Process Engineer	Ansen Corporation
Electrical Technologies		Mr. Edward Rider	three-year	2019	Regional Manager Northern NY	New York Power Authority
Electrical Technologies	1997	Mr. Dwayne J. Spiess	three-year	2019	Senior Associate	KW Mission Critical Engineering
Electrical Technologies		Mr. William Maxwell, PE	three-year	2019	Senior Electrical Engineer	National Grid
Emergency Management	11	Mr. Nathan Paquin	three-year	2019	Environment Health & Safety Specialist	GE Global Research
Emergency Management		Dr. Melanie Smith	three-year	2019	Asst. Professor of Public Administration Assistant MPA Program Director	Park University
Funeral Services Administration		Mrs. Nancy Fletcher	three-year	2019	RN-Hospice	Hospice of St. Lawrence County
Funeral Services Administration	94	Mr. Chad Green	three-year	2019	Funeral Director	Donaldson/Seymour Funeral Home
Funeral Services Administration	08/10	Ms. Kendra Harris	three-year	2019	Manager/Funeral Home	Harris Funeral Home
Funeral Services Administration	91	Mr. Wesley McGill	two-year	2018	Owner	Green Funeral Home

Funeral Services Administration	90-14	Mr. Peter J. Russell	three-year	2019	Owner	Carpenter Funeral Home
Funeral Services Administration	'83	Mr. Scott M. Schmidt	one-year	2017	Coroner	Orleans County
Health and Fitness Promotion		Mr. James G. Bechtel, Jr.	three-year	2019	Head Men's Basketball Coach	SUNY Canton
Health and Fitness Promotion		Mrs. Robin Durocher	three-year	2019	Fitness Center Director	St. Lawrence University
Health and Fitness Promotion		Dr. Deanna Errico	three-year	2019	PT, DPT, ATC	Utica College
Health and Fitness Promotion		Mr. Tad Johnson, CSCS	three-year	2019	Strength & Conditioning Coach	Clarkson University
Health and Fitness Promotion		Mr. Bryan Parker	three-year	2019	Fitness Center Director	SUNY Canton
Health and Fitness Promotion		Mr. Ambrose Serrano	three-year	2019	Sports Physiologist & Strength & Conditioning Coach	US Olympic Training Center
Health and Fitness Promotion		Dr. Jay Rigsbee, PT, DPT, CSCS	three-year	2019		US Air Force
Nursing		Mrs. Kim Berghorn	three-year	2019	Clinical Nurse Educator	Samaritan Medical Center
Nursing		Mrs. Lisa Cooley	three-year	2019	Professor of Nursing/Nursing Dept. Chair	Jefferson Community College
Nursing		Mr. Tim Farrell	three-year	2019	Executive Director	St. Lawrence Psychiatric Center
Nursing		Ms. Pamela LaChance-McDonald	three-year	2019	Clinical Coordinator, Patient Care Services	Alice Hyde Medical Center
Nursing		Mrs. Julie Marshall	three-year	2019	Vice President Patient Care Services	Alice Hyde Medical Center
Nursing		Ms. Kimberly Smith	three-year	2019	Nurse Manager	Samaritan Medical Center
Nursing		Ms. Noreen Houck	three-year	2019	Associate Professor, Nursing	SUNY Plattsburgh
Physical Therapist Assistant	04	Mr. Derek Brown	three-year	2019	Physical Therapist Assistant	Hoose, Knight and Associates
Physical Therapist Assistant		Mrs. Josefa Gushlaw	three-year	2019	Physical Therapist	Hoose, Knight and Associates
Physical Therapist Assistant	1998	Ms. Melissa Streeter	three-year	2019	PTA	Clifton-Fine Hospital
Physical Therapist Assistant		Mrs. Cynthia Weaver	three-year	2019	Physical Therapist	Claxton-Hepburn Medical Center
Physical Therapist Assistant	01	Ms. Laurie White	three-year	2019	PTA	Canton-Potsdam Hospital
Sports Management		Mr. Ryan Ehrie	three-year	2016	Administrator of Membership Services	United States Collegiate Athletic Association (USCAA)
TRIO	13	Mr. Colin Brotherton	three-year	2019	Surgical Nurse	Canton/Potsdam Hospital
TRIO		Ms. Kerrie Cooper	three-year	2019	Director of Financial Aid	SUNY Canton
TRIO	11	Mr. Chad Delosh	three-year	2019	Senior Admissions Counselor	SUNY Canton
TRIO		Mr. Randy Sieminski	three-year	2019	Director of Athletics, Recreation, and Intramurals	SUNY Canton
TRIO		Ms. Kim Sprague	three-year	2019	Pharmacist	Rite Aid
TRIO		Mr. Ronald Tavernier	three-year	2019	Associate Professor, Biology	SUNY Canton
Veterinary Science Technology		Mr. George White	two-year	2018	Territory Manager	Patterson Animal Health Co.