

PROVOST'S MONTHLY REPORT

December 2020

Volume 1 Issue 3

A NOTE FROM THE PROVOST



CHANUKAH | CHRISTMAS | KWANZA

The winter holidays announce their arrival with festive lights and bright decorations, greeting cards and digital messages, gifts and song, food and gatherings. Our holidays arise from different cultures and curriculums, yet all share the universal desires for peace and love, for prosperity and safety, for goodwill and understanding. A global pandemic, a battered economy, political uncertainties—at no time in our recent collective experience have we confronted so many challenges at once, yet our holidays, like the seasons themselves, return each year and call us to celebrate the best of our natures, to aim high, to commit to one another's happiness and well-being.

Bronx Community College remains steadfast in its vision to invest in each student's success by engaging them in an integrative and supportive environment that facilitates the development and achievement of their educational and career goals. That is of course our gift, our year-round commitment to those who arrive on our campus with dreams and aspirations, seeking our expertise, guidance, and the wisdom of our experiences. We succeed as our students succeed, and with each success we—faculty, staff, administration—find cause to celebrate.

There is much to celebrate in these pages, as well as opportunities for giving, for professional and personal development, for continued optimism as we approach 2021. Best Wishes for Wonderful Holidays and a Happy New Year.

As always, my appreciation and admiration for your commitment to our students is unwavering.

TIME FOR GIVING – HONDURAS TRAGEDY RELIEF DRIVE DRIVE

Following devastating hurricanes and earthquakes in Honduras, New York City Council Member Fernando Cabrera and Bronx Community College launched a second joint drive to provide relief to the Honduran people. The humanitarian response kicked off with a Honduras Relief Drive Press Conference at the Bronx Community College Hall of Fame Gate on December 4th. Provost & Vice President for Academic Affairs Lester Sandres Rápalo detailed the College's commitment to aiding those suffering from a series of natural disasters in the Central American country. According to the World Bank Organization, Honduras' population is just under 10 million. More than 66% of the population lives in poverty, and in rural areas, more than 20% live in "extreme poverty" on less than \$2 per day. In the wake of the disasters, many Hondurans have lost everything. Provost Rápalo was interviewed by Telemundo at the start of the campus' emergency drive. Watch: <https://www.youtube.com/watch?v=Wnr0zSQOysg>



"No one is useless in this world who lightens the burdens of another."

- Charles Dickens

BRONX COMMUNITY COLLEGE - 8TH WINTER CONFERENCE -

It is with great excitement that we invite you to participate in BCC's eighth Annual Conference on Community College Excellence. The theme of the upcoming conference is **"From Surviving to Thriving: Taking Care While Teaching and Learning."** 2020 has been a year of extraordinary challenges and adjustments that have confronted all of us, both personally and professionally. As our college community has adjusted to this new reality, some of us are surviving and some of us are thriving. While we have shared our experiences this past year in multiple forums, we are recognizing that our emotional and physical well-being has been tested as well, even if most of us have been spared the ravages of COVID-19. This conference will provide a forum for research-based and applied best practices as we've adapted to an online environment for all of our roles, including teaching and learning, serving our students and managing our jobs. Weekly updates forthcoming as we get closer to the conference dates.

Presentations and forum discussions will explore the following threads:

- Effective teaching and learning environments
- Ensuring student success
- Restorative practices
- Building a culture of support and empowerment

**JANUARY 19 AND 20, 2021
SAVE THE DATE!**

FACULTY PROMOTIONS - FALL 2020

Due to the complications of the pandemic, promotions and the awarding of tenure might not have received the attention they usually do. Congratulations to all faculty for their promotions and their receiving tenure!

Promotion to Professor

English Language & Literature

Andrea Parmegiani

Promotion to Associate Professor

Art & Music

Monique Briggs

Art & Music

Deborah Lewittes

Art & Music

Anne Vuagniaux

Biological Sciences

Rajendra Gharbaran

Biological Sciences

Enyuan Shang

Chemistry, Earth & Environmental Sciences

Dickens Saint-Hilaire

Communication Arts & Sciences

Sarah Hanssen

Communication Arts & Sciences

Elissa Nelson

Education & Academic Literacy

Edward Lehner

English Language & Literature

Joseph Donica

English Language & Literature

Sharmila Mukherjee

English Language & Literature

David Puglia

English Language & Literature

John Ziegler

Mathematics & Computer Science

Joel Nagloo

Mathematics & Computer Science

Kerry Ojakian

Social Sciences

Crystal Rodriguez

World Languages & Culture

Kevin Viner

Tenured as of September 1, 2020

Art and Music

Monique Briggs

Art and Music

Anne Vuagniaux

Chemistry, Earth & Environmental Sciences

Dickens Saint-Hilaire

Chemistry, Earth & Environmental Sciences

Sheldon Skaggs

Communications Arts & Sciences

Teresa Fisher

Library

Carl Andrews

Mathematics & Computer Sciences

Evangelia Antonakos

Nursing & Allied Sciences

Annette Ortiz

Social Sciences

Emalinda McSpadden

College Lab Technicians / Tenured as of September 1, 2020

Chemistry, Earth & Environmental Sciences

Ankamah Emmanuel

Education and Academic Literacy

Garland Jean-Charles

Engineering Physics Technology

Javier Perez

CCE as of August 26, 2020

Business & Information Systems

Sophie Francis

ASSESSMENT 101 – FACULTY & STAFF

The CUNY Assessment Council announces the arrival of “ASSESSMENT 101,” a free course available to all faculty and staff through Blackboard. The course is the collaborative product and 18-month effort by a number of assessment directors from across CUNY campuses. Assessment 101 is a visually appealing, asynchronous, easy to navigate course, which should take you between 60-90 minutes to complete. Assessment 101 serves as both an introduction to the basics of outcomes assessment and a quick review course for practitioners. BCC Faculty & Staff who completed our own assessment course (or its revision) several years ago, will find Assessment 101 streamlined, fast and refreshing in its presentation. Log on to Blackboard and choose “Faculty and Staff Training.” See “Assessment Resources.”

Assessment 101



Assessment 101 is an online, asynchronous course that introduces the basic principles of assessment in higher education, in order to educate and empower colleagues to engage in the assessment process. The course was created and sponsored by the [CUNY-Wide Assessment Council](#) as well as [CUNY Central Office of Academic Affairs](#). The course is **FREE** for all CUNY employees and can be accessed anytime on Blackboard. Upon completing the course, participants will earn a certificate of completion.

Course Outcomes

- Demystify the assessment process
- Provide simple, easy to understand tools for building and implementing an assessment plan
- Support continuous improvement with a focus on student success and institutional effectiveness

Intended Audience

CUNY Faculty, Administration, and Staff

Curriculum

Assessment 101 consists of nine modules. Each module ends with a brief quiz to reinforce the most important points of the module and to prepare participants for the next one. The course takes about an hour to complete.

The nine modules are:

- What is Assessment
- Assessment in Context
- Articulating our Mission and Goals
- Defining our Outcomes
- Mapping our Outcomes
- Understanding Assessment Methods
- Analyzing and Using Results
- Developing an Assessment Plan

CUNY OFFERINGS - PROFESSIONAL DEVELOPMENT

CUNY CISTraining is pleased to announce the Winter and Spring 2021 technology training webinar schedule. You can view our training calendar for upcoming webinars and you can register for Microsoft Office Bootcamp Training sessions and Microsoft 365/Dropbox/Zoom sessions.

<https://www.cuny.edu/about/administration/offices/cis/technology-services/technology-training/>

Winter 2021 - MS Office Bootcamp		
Topic	Description	Date/Time
Word: Basics	MS Word navigation, formatting, page layouts, and Word 365 features.	January 6, 10am-12pm January 20, 10am-12pm
Word: Mail Merge and Tables	How to use the mail-merge feature in MS Word, as well as advanced settings for tables created in Word.	January 6, 12:30-1:30pm
Word: Advanced	How to customize your MS Word ribbon, advanced Find & Replace, and other advanced features.	January 14, 10am-12pm January 22, 10am-12pm
Excel: Basics	MS Excel navigation, table sorting/formatting, and basic formulas.	January 7, 10am-12pm January 20, 1-3pm
Excel: Charts	An overview of available charts in Excel.	January 7, 12:30-1:30pm
Excel: VLOOKUP and PivotTables	A step-by-step walkthrough of these common yet challenging features.	January 14, 1-3pm January 22, 1-3pm
PowerPoint	MS PowerPoint navigation, shapes, slide master and templates, audio/video manipulation, and PowerPoint 365 features.	January 12, 10am-12pm

Winter and Spring 2021 – Microsoft 365 and Dropbox [Registration]		
Topic	Description	Date/Time
New! Blended Learning with Teams, Forms, and Class Notebook	Great for Faculty teaching remotely! Utilizing Microsoft 365 to enhance four models of blended learning: Rotation, Flex, A La Carte and Enriched Virtual. We will dive into the models themselves and show live examples of how Microsoft programs such as Teams, OneNote Class Notebook, Forms, Sway and Flipgrid	January 13, 10-11am January 26, 2-3pm
Dropbox for Beginners	Introduction to the Dropbox cloud storage platform. Covers access, navigation, syncing, sharing permissions, and collaborating.	February 10, 11am-12pm April 6, 1-2pm
Dropbox Paper	Introduction to the Dropbox document-creation platform. Covers access, functionalities like timelines and checklists, sharing, and collaborating.	February 11, 11am-12pm April 7, 1-2pm
MS Planner	Goes over the Microsoft 365 task-management app MS Planner. - Creating Planner projects - Setting and assigning tasks - Integration with Teams	May 6, 10-11am
New! MS Planner: Advanced	Builds on the basic knowledge from MS Planner: - Planner Organization with labels and color-coding - Advanced Settings	March 9, 2-3pm May 6, 2-3pm
OneNote	The basics of the OneNote app: - Navigation around the OneNote interface - OneNote functionalities	February 9, 10-11am April 5, 2-3pm

New! OneNote and Word Accessibility	Goes over accessibility features in Word and OneNote, such as Office Lens, Researcher, Alt Text, and others.	March 9, 10-11am
Stream	Goes over the basics of Stream - Creating and uploading videos - Permissions - Screen Recording	March 25, 2-3pm
New! Sway and Forms	This webinar will dive into Microsoft Sway and show various types of dynamic presentations you can create and Microsoft Forms for surveys and assessments. We will also cover how Sway and Forms tie into Teams for working together!	February 9, 2-3pm April 9, 10-11am
Teams for Beginners	The basics of the Teams app: - Navigation of the Teams interface - One-on-one chat - Creation of a team - Meetings and file collaboration	January 26, 10-11am February 24, 10-11am April 21, 10-11am
Teams: Intermediate	Builds on the basic knowledge from Teams for Beginners: - Creating and using tags for roles and subgroups - Working with private channels - Searching and filtering within Teams	February 24, 2-3pm April 21, 2-3pm
Working Remotely with OneDrive and Teams	This webinar covers the file management aspects of both OneDrive (me-space) and Teams (us-space), along with the best practices for each app.	January 13, 2-3pm March 25, 10-11am

PROFESSIONAL DEVELOPMENT

- Center for Teaching, Learning & Technology (CTLT) is currently recruiting faculty for Online Teaching Essentials workshops scheduled for January 2021. Chairpersons are also in process of recommending faculty for 50 available slots.
- The first two BCC cohorts have completed the Association of College and University Educators (ACUE) mini courses and received micro-credentialing.
- CTLT, in partnership with Committee on Instructional and Professional Development, is planning BCC's Winter Conference, January 19-20, 2021.
- Foci of the Winter Conference is on professional development workshops, and panel discussions on effective teaching & learning in an online environment.

BRONX COMMUNITY COLLEGE AND COVID-19 EXPERIENCES

TWO initiative are currently underway to chronicle, archive and preserve for posterity the BCC community's experiences during the COVID-19 pandemic. The last pandemic to strike the United States was 100 years ago, and these two initiatives guarantee that future generations of Americans will have visual, audio, photographic and textual records of what occurred to BCC faculty, staff and students, way back in the year 2020, just as we have historical photographs, sound recordings and written testimonies of the 1918-1920 flu pandemic.

From Cynthia Tobar, Assistant Professor, Head of BCC Archives:

"The BCC Archives has teamed up with the Journal of a Plague Year: An Archive of Covid-19 (JOTPY) to

contribute stories to its digital archive, which is actively collecting from traditionally underrepresented communities personal accounts of the COVID-19 pandemic. *A Journal of the Plague Year* is driven by public submissions to its website (www.covid-19archive.org), collecting materials from people around the country and world about what day-to-day life is like during the pandemic. This collaborative archive accepts all kinds of materials – text, audio, video, photos, artwork, tweets, posts from Facebook, Instagram and Twitter, Snapchats, memes and more. JOTPY works in partnership with a wide network of community organizations and academic institutions across the country, internationally with partners in Australia and the Philippines, as well as locally with Brooklyn College, CUNY. Bronx Community College will be the first community college to partner with JOTPY by contributing materials that acknowledge the impact of COVID-19 on our campus and community in the Bronx.

“The BCC Archives will put out a call for materials beginning in mid-January 2021, where campus entries can be entered in BCC’s own dedicated, searchable page for submissions. We will seek first-person accounts of the impact of the pandemic on lives and/or life at BCC, class documentary projects led by faculty that help their students explore and understand this historical moment, and submissions related to the materials that individuals might be collecting about the pandemic. Submissions in a variety of multiple formats are welcome in order to capture the widest number of perspectives on COVID-19. The BCC Archives is excited to collaborate towards this larger collecting effort to document and help make meaning out of this evolving historical time period.” Questions? Please contact Cynthia.Tobar@bcc.cuny.edu

From John Socas, Assistant Professor, Communication Arts & Sciences:

“It is with great pleasure that the Communication Arts and Science’s Theatre Workshop presents the film *The Essential Bronx: COVID Stories, Part 1*. We have preserved in this short film a selection of Theatre Workshop students’ authentic experiences during the COVID-19 pandemic and we want to share these stories with you, the BCC Community.” YouTube link: <https://youtu.be/cdBU5ICPLRE>

“In addition, if you have stories to tell and wish to participate in the Spring Theatre Workshop, Part 2, and contribute to this growing historical archive, please contact: john.socas@bcc.cuny.edu

CONGRATULATIONS

Office of Student Life is pleased to announce that three Bronx Community College students were accepted into the Kaplan Leadership Program!

Ana Abreu, Mathematics AS, Phi Theta Kappa

Suleidy De La Cruz, Early Childhood and Child Education AA, Phi Theta Kappa

Zouberou Sayibou, Computer Science AS, SGA Senator and Phi Theta Kappa

Kaplan Leadership Program Mission: *To help talented community college students from underrepresented communities and low-income backgrounds graduate from top four-year colleges, and assume leadership roles in their fields and communities.*

KLP Approach: *To help a small group of students in a big way.*

STRATEGIC ENROLLMENT MANAGEMENT INITIATIVES & UPDATES

For information, please contact Alexander.Ott@bcc.cuny.edu

- **Academic Program Webinars**, entitled “Zoom into Your Major” sessions for prospective students. The webinars introduce students to academic majors. Two webinars, AAS Digital Design and AS Education, have already taken place. Biology and Chemistry are forthcoming. Goal: To Improve new student recruitment by engaging students with faculty/major in admission process.
- **Building the BCC Pipeline:** Establishing formal relationships and processes with workforce/non-credit programs and CTE high schools to recruit new students through prior learning credit. Leveraging existing strong relationship with Lehman College to encourage students to start at BCC and finish at Lehman. This recruitment campaign is already underway, and will be further developed, including with faculty input and participation.
- **Onboarding/Student Engagement:** Continue the implementation of the Week of Welcome (WoW) and Explore your Major Week for all Fall 2020 students. Ongoing improvements will be made to enhance these activities (i.e., development of a resource reference sheet and utilizing surveys to solicit student feedback).
- **Virtual Counter:** Creation of a virtual counter in all Enrollment Management functional areas and increase staff presence on the BCC App, which will be responsive to student inquiries that can be accessible for students through multiple devices including cell phones and tablets. Also provide an online forum where students can obtain immediate responses to their questions.
- **Strategic Enrollment Management and Retention Updates:** Creation of enrollment reports using MS Excel Pivot Tables to reveal Spring 2021 enrollment progress and retention by Fall 2020; to gain a better understanding of our enrollment data and/or draw insights from the weekly pattern of student enrollments.
- **Enhanced Enrollment Communication:** Creation of targeted bi-weekly outreach created for advisement, registration, and bill payment based on the enrollment patterns. Modes of student outreach includes: emails sent to the student’s BCC and personal email addresses, text messaging, and telephone calls.
- **Establish the framework for a Pre-College Program Pipeline:** Building formal relationships and processes with existing and new pre-college program entities in order to coordinate the transition of students from program-to-program and recruit new students to BCC. Leveraging existing strong relationships with pre-college program partners (Adult Literacy Program, Bronx Opportunity Network, Collaborative Programs, CUNY Explorers, CUNY Start, College Now, Early College Initiative, Future Now, Liberty Partnership, and Upward Bound) to improve new student enrollment at BCC.
- **Major-Based Welcome Messages:** Creating structure and process for faculty Program Coordinators to email/contact new students in their major at the beginning of the semester. Pilot will be launched in Spring 2021.

Major-Based Welcome Messages Initiative

The Major-Based Welcome Messages Initiative is creating an initial structure and process for faculty Program Coordinators to email/contact new students in their major at the beginning of the semester. The pilot for the initiative will be in Spring 2021. Goal: Improve retention and student success by connecting students with their major early in BCC experience.

The commitment for a faculty member/program coordinator participating in the Spring 2021 pilot:

1. Meet and/or correspond with Dean Alexander Ott and/or members of the team working on this initiative to get up to speed. (This won't be difficult and can occur in January.)
2. Draft an email to new students that welcomes them to the major and offering to act as a contact for any major-related questions. (This email could be entirely new or could be based on a template we provide.)
3. Send and/or follow up on the email to new students. (Work on this process is underway. Student contact information will be provided.)
4. Track and respond to any outreach from students in response to email outreach.
5. Participate in a review of this pilot effort/provide a summary of findings (e.g., number of students contacted, Y responded with questions, etc.)

Please contact Alexander.Ott@bcc.cuny.edu with questions.

STUDENT TECHNOLOGY-CALL FOR PROPOSALS

Student Technology Fee Special Projects (2021-22)

The STFSP program provides BCC students, faculty and staff with an opportunity to submit project proposals to be funded by the Student Technology Fee. The project proposal must conform to either one or more of the components given below:

- Broadening/enhancing the quality of the academic experience
- Providing additional student access to technology
- Increasing integration of technology into the curriculum
- Conduct faculty mentored research using cutting-edge technology

STFSP are selected by an advisory committee chaired by a faculty and consists of BCC students, multidisciplinary faculty and administrative staff. Each year the advisory committee, oversees budget allocation, and approves projects that merit funding.

Interested students, faculty and staff are invited to submit an innovative proposal for consideration. Applicants should use the STF Proposal Request and STF Projected Estimated Cost.

Click here to view eligibility and conditions for an STFSP grant. Forms available at:

<http://www.bcc.cuny.edu/campus-resources/information-technology-service-desk/student-technology-fee/>. (All applications must be typed in 12-point

Times New Roman). Handwritten applications will not be accepted.)

STFSP proposals must be submitted by e-mail to techfee@bcc.cuny.edu no later than close of business on February 26, 2021. Applicants should direct all questions to Wanda Santiago, via email (wanda.santiago@bcc.cuny.edu).

To be eligible for an STFSP grant, applicants must submit a proposal and represent a BCC department, unit, sub-department, division, or committee.

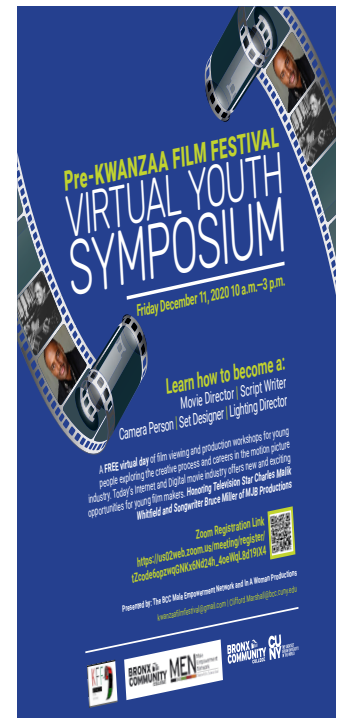


BCC 2ND ANNUAL PRE-KWANZAA YOUTH FILM FESTIVAL

Songwriter Headlines the BCC 2nd Annual Pre Kwanzaa-Film Festival Youth Symposium

The Annual Pre-Kwanzaa Youth Film Festival is a great opportunity for students interested not only in film production, but also screen writing, acting, digital design, music production, and other related industries to gain valuable experience in film production arts. Owing to COVID-19 pandemic, the 2nd annual Pre-Kwanzaa Film was live this year. The Pre-Kwanzaa Film Festival has never been more important in the learning and emotional lives of young people, than right now.

Review: The Male Empowerment Network along with Unity & Strength Black faculty and Staff, the Office of Student Life, and the African Association Club co-sponsored the 2nd Annual Pre-Kwanzaa Film Festival Virtual Youth Symposium on Friday December 11th. The goal of the event was simple: *To feed the imagination and inspire the artistic and creative vision of the youth.* The Pre-Kwanzaa Film Festival has never been more important in the learning and emotional lives of young people, than right now due to the COVID-19 pandemic.



The highlight of the festival, other than the seven films that were mostly produced and directed by young people, was the Masterclass workshop done by actor Charles Malik Whitfield. Whitfield has starred in dozens of prime-time TV shows and feature films, but one of his proudest professional moments so far is his leading role in the Emmy-winning mini-series, *The Temptations*. Nominated for an NAACP Image Award for his portrayal of Otis Williams, Whitfield says people still applaud his performance, years later.

A native of the Bronx, New York, not far from BCC, where he said he ran the track very often, Whitfield admits, "I came up through the journey of selling drugs. I made my first million dollars at age 14. It's not something I'm proud of, but it's an unfortunate part of my past." A high school teacher introduced Whitfield to acting, which became an outlet for him to channel his energy and passion. During his Masterclass he inspired individuals to go for their dreams by working hard on themselves and their craft.

The other highlight was the interview of music producer and million-selling songwriter Bruce Miller of Mary J Blige Productions. He talks about beginning his writing career at the age of 15 when he co-wrote one of Mary J Blige's biggest hits, "Family Affair." He not only writes; he also is a rapper going by the name of Corason. His talk was very inspirational as he informed individuals to work hard and never doubt yourself by listening to others.

Lastly, due to the outstanding work of the founder of the Kwanzaa Film Festival, Ina Norris, the seven films featured a variety of topics that appealed to a mass audience. The topics included Race, Police Misconduct, Hair Awareness, and Self-Love, just to name a few. Most of the films were written, produced, and directed by young people below the age of 25 and they did an outstanding job. Overall, it was a fantastic film festival and next year can't come fast enough so that we can do it again.

-Clifford Marshall, Director – Male Empowerment Network Program

SPOTLIGHT: KARLA RENEE WILLIAMS, JD/MBA

Karla Renee Williams, Esq., came to Bronx Community College in 2013 to serve as Executive Legal Counsel & Labor Designee. Over time, this role developed into Executive Legal Counsel & Deputy to President Isekenegbe and, since August 2020, she has stepped away from practicing law to serve as Dean for Workforce Development & Continuing Education. Despite challenges facing higher education as a result of the COVID pandemic, she and the Workforce team are developing, through grants, partnerships and community engagement, several initiatives to help BCC students reach their goals of career success and social mobility.

Dean Williams graduated with honors from Spelman College, a historically Black women's liberal arts college in Atlanta with her Bachelor of Arts degree in history (pre-law). She earned her Juris Doctor at University of Wisconsin-Madison Law School and then completed an Executive MBA at NYU Leonard Stern School of Business. She served DeKalb County, Georgia, as Assistant District Attorney, and taught as an Adjunct Assistant Professor at Atlanta's John Marshall School of Law, before relocating to New York to become Academic Director and law school Lecturer at Kaplan Test Prep (Kaplan Bar Review). She is Founder and CEO of #SmallChange, Inc, a non-profit that solicits and accepts micro-donations to meet a variety of unmet needs throughout New York via monthly challenge activities. In its first year, #SmallChange provided feminine hygiene care products to a Bronx-based domestic violence shelter, socks and underwear to a Manhattan transitional housing community, and food to support both the BCC Food Pantry and NYCHA Housing in Brooklyn. She currently serves as Secretary & Executive Board Member of the BCC Foundation Board, is a full Board Member of the New York Landmarks Conservancy, and local and regional Executive Board Member of the National Alumnae Association for Spelman College.



As Dean for Workplace Development & Continuing Education (WD&CE), Dean Williams is currently developing a series of micro-pathways and credentials focused on non-matriculating learners in continuing education, and on non-credit to credit pipelines and career and transfer support programs for matriculating students. Revenue generating activities include job training, grant activities, and community development and engagement activities that may be non-revenue generating but which stabilize members of the communities BCC serves.

The Provost's Monthly Report Staff recently interviewed Dean Williams and asked her to catch us up on the major projects underway in Workplace Development & Continuing Education:

"First, since August 2020, we have been engaged with the New York Jobs Council to develop new micro-credential programs, stepping forward in the inaugural Phase I cohort with one based off of our existing WD&CE Project Management offerings. The Jobs Council is comprised of nearly thirty CEOs of global organizations doing business in the City and chaired by Jamie Diamond, CEO of JP Morgan Chase. Their mission is to increase access for CUNY students to 100,000 new jobs over the next decade and to develop and provide experiential opportunities prior to hire. Between now and March 2020, one-hundred and fifty CUNY students will matriculate through BCC's micro-credential program and be

eligible to interview for internships with participating Jobs Council companies.

“Second, Education Design Lab (EDL) has welcomed CUNY into the Community College Growth Engine Fund to develop micro-pathways for BCC students to increase their access to desired careers. With the generous funding provided by the EDL, WD&CE will work closely with faculty and staff across BCC to develop at least 3-5 new micro-pathways that will allow our students to engage employers earlier in their matriculation process and better prepare them to compete for in-demand jobs that pay a living wage in the City.

“Third, in conjunction with the Communication Arts & Sciences Department, BCC has received a grant to provide Film & Television Production training, which will increase access to jobs in the film and television industry that have previously been available only to union members. This program connects students to our Filmmaker’s Lab, Netflix, WarnerMedia, and Reel Works. Through this program, BCC is exploring opportunities for badging, which will increase the hireability and visibility of those who successfully complete the program.

“Additionally, in collaboration with our local elected officials and community members, we are continuing to partner with community-based organizations, including the Ascend and the Jerome Avenue Revitalization Collaborative.”

You sound quite busy. Has it been difficult working remotely?

“Busy is definitely a relative term. The workload now is no more or less than it has been in the past, but it is different. Being able to spend time in a room with a team and your partners makes work faster, more efficient, and often more pleasant. But despite the discomfort of remote work and the lack of traditional workplace borders, we continue to get it done in order to improve the circumstances of those we serve in the community and at BCC.”

Looks as if we will be working remotely for some time. Has working remotely offered any new insights?

“I don’t anticipate that New Yorkers will ever return to work in exactly the same manner that we worked in the past. COVID and the associated changes to working and learning have uncovered places where we operated very well and places where higher education could stand to improve. Those improvements, particularly in the areas of program delivery, customer service, and communication, are likely here to stay. It feels like there is a new energy around collaboration and broader participation that may not have existed everywhere before. When we do return to work on campus, I am confident that the spirit of cooperation in order to get things done will continue. COVID shook us all up and I am hopeful that the positive behaviors we have developed throughout 2020 will carry forward in years to come.”

No one knows what future budgeting might bring, or take away. Any thoughts on that?

“Over the years, many organizations (including higher education) have grown and grown. Often, that growth takes place without an eye towards what we do best/well, what we have not done well enough, and who we truly wish to serve with our efforts. Declining enrollment across the country, economic recession, and COVID have all taken their toll on budgets for everyone. And student consumers are more thoughtful than ever about where and how they spend their money. It can often feel very bleak. But big business and industry understands that they need skilled and trained workers to keep the economy

functioning. They are stepping forward, along with a number of private funders and foundations, to provide support to get people trained and educated. While higher education has relied on its traditional budget model, we are now being forced to increase our creativity and innovation to reimagine education, the purpose of education in the community college context, and how we offer it to society. With that said, I'm not sure that I would characterize the changing budget as something being 'taken away' but rather, something evolving into what it will be in the future."

And encouraging words for students during these anxious times?

"There has never been a season that did not change. There has never been a storm that did not end. There has never been a minute that did not turn into the next minute. Today is hard for all of us. It hurts and we are experiencing loss and struggle unlike any that many of us have had to face before or (hopefully) will have to face again in the future. But we persist because we must. We are survivors. And we will hold together as a community today, so that we may thrive together tomorrow."

Holiday Plans?

"As an extension of the comment above about times changing, this is the first holiday season in my entire life that was not spent with my family. I wish I could say that I had wonderful alternative plans to make up for our absence from one another. But I look for the positive. In addition to spending time with loved ones, holidays are a time to rest and reflect on the year that has passed and think about who we wish to be in the year to come. I am incredibly grateful to be able to spend this holiday season healthy and safe and with the space to contemplate all of the wonderful things that are to come at the end of this moment in time. That's my holiday plan – spending time in gratitude for what is, rather than focusing on what is not."

MEET THE 2020 RECIPIENTS OF THE ASSOCIATION OF LATINO FACULTY AND STAFF STUDENT SCHOLARSHIP [VIDEO]



https://youtu.be/_8Zph-dyWI

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**PROVOST'S MONTHLY
NEWSLETTER**

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**FACULTY & STAFF: SCHOLARSHIP,
CREATIVE WORKS, PRESENTATIONS**

Bryan Betancur (World Languages & Cultures): "*¿Dices mu? Raising a Bilingual Child in a Tumultuous Era.*" *The Good Men Project*: September 17, 2020.

Bryan Betancur and Victoria Livingstone. "Exhalation." *TAB: The Journal of Poetry and Poetics*, vol. 8, no. 5, 2020, p. 30.

Richard LaManna (Academic Affairs & Student Success): "Guy with a Slow, Easy Life." *The Westchester Review*, Winter 2020. Short story. <https://www.westchesterreview.com>

Cynthia Tobar (Library Resources Center): Presentation: "*Raising Ourselves Up*" for panel, *Power and Oppression in the Archive: Building a Diverse Historical Record through Oral History*. Livestreamed by Queens Memory and Queens College Library, November 27, 2020.

SANTA'S WISHES FOR BCC



<https://www.youtube.com/watch?v=ckUdsVBg1qs&feature=youtu.be>

**With the Poetry of Luis Armstrong's
"What a Wonderful World."**

I see trees of green
Red roses too
I see them bloom
For me and you
And I think to myself
What a wonderful world...

**Note: Please send notices of faculty & staff publications, presentations and creative work to
Richard.LaManna@bcc.cuny.edu
Work must have been published or presented in 2020. Next issue deadline: January 15, 2021.**