

**2023**

**REPORT TO THE COMMUNITY**

## A MESSAGE FROM DR. KREMENEK

This was a productive year at Tompkins Cortland Community College (TC3). Now in my second year as President of the College, the campus community has remarked that 2022-23 felt like a return to more consistency and stability. The campus is focused on the needs of students and community, always striving to better serve both populations.

In many ways, colleges, when they are at their best, are living and growing entities. TC3 is continuing to find new ways to connect with and serve people, and to improve our effectiveness and efficiency as an institution. I learn more about my college and my community every day, a part of my job that I truly love.

I am both proud to provide this update on accomplishments this year and energized for the work before us and the year ahead.

Amy Kremenek, DM  
President  
Tompkins Cortland Community College



## THE STORY BEHIND THE COVER

Meet Mykola Soloviov! He just completed an electrical engineering class at TC3 taught by Assistant Professor Alex Chernyakov as part of his plant maintenance electrician apprenticeship program with BorgWarner. Apprenticeship programs include both paid on-the-job training and classes and are coordinated by the College's Workforce Development Office. In his class, Soloviov learned Arduino, an open-source manufacturing software that will advance his skills in the electrical engineering field. He is excited to now apply these skills to his career and is looking forward to taking another class in the spring.

Soloviov is one of many students using the College's resources to build or reinvent their careers. Tompkins Cortland is excited to share this year's past accomplishments with you.

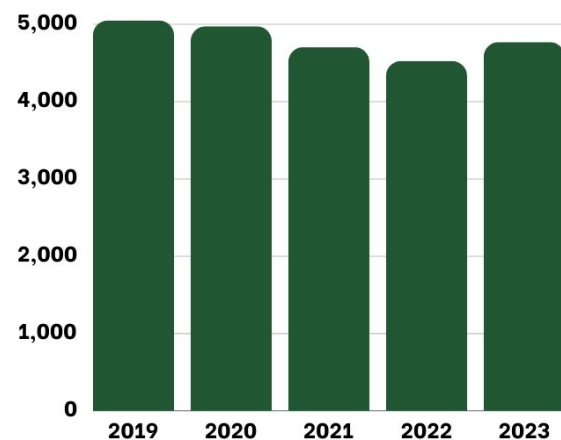


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# DELIVERING EDUCATION OUR STUDENTS NEED



FALL TOTAL ENROLLMENT BY YEAR



The College developed three new microcredentials

- Micro-Nano Fabrication Safety
- Direct Service Provider I
- Direct Service Provider II



Tompkins Cortland Community College is continuously striving to meet the educational needs of students and the community. By delivering personalized attention and staying connected to the local workforce needs, the College provides students with opportunities to succeed.

**The Micro-Nano Fabrication Safety credential**, developed in partnership with Cornell University’s Nanoscale Facility, will provide our students a hands-on experience in one of the best facilities of its kind in the world. This program is designed to be a key developer of a talented workforce to address the local and regional needs of the booming semiconductor industry.

**The Direct Service Provider credentials** are part of a SUNY/OPWDD (Office for People with Developmental Disabilities) grant secured to align the credentials to National Alliance for Direct Support Professionals certifications and to provide extensive supports to students, including covering tuition, books, and all fees. It is an important step in removing barriers to professional development for people interested in a career in this vital field.

A year after finalizing our academic “communities,” the College continued the momentum of the **Guided Pathways initiative** by aligning fall and spring Open Houses and New Student Orientations, as well as creating a new chair/coordinator structure based on those academic communities.

**TC3 is a member of the Future-Ready Workforce Innovation Consortium** – a group of Central New York academic and workforce representatives preparing for the arrival of Micron and the growing semiconductor industry. The group is currently focusing on creating technical trainings, microcredentials, and certificates through trade unions, secondary schools, community colleges, and four-year institutions.

The College hired new faculty in math, anatomy and physiology/healthcare, electrical engineering, civil engineering/construction, and English. It was one of most active years of hiring full-time faculty in recent times. A combination of retirements and the need to invest in growing fields drove the hirings.

**Academic Affairs revised processes to continually improve assessment.** Major revisions included a new academic program review template, an updated learning outcome assessment cycle, and a new chair report template. The revised models utilize assessment data more effectively, leverage campus-wide assessment days built into the academic calendar, align more directly with student outcomes, and help departments review and revise curriculum to meet changing labor market needs.

**The Office of Global Education and Initiatives updated the College’s Study Abroad Policy and successfully ran the first post-pandemic faculty-led study abroad program to Costa Rica.** Additional study abroad trips to Cambodia and the Dominican Republic will return for 2023-24.

**As a recognized leader in international education at the community college level, the College was invited to participate in a Department of State-sponsored conference in Miami,** focusing on increasing and diversifying study abroad opportunities with a goal of increasing access for all students.

It was another good year for the Panthers on and off the fields of play as more than a dozen were recognized with all-conference or all-region honors, including women's basketball player Amarionah Dixon. Both men's and women's basketball teams made the playoffs, and a total of 15 student-athletes across seven different sports earned NJCAA All-Academic honors for their excellence in the classroom.



# STUDENT SUCCESS IS A WAY OF LIFE AT TC3

From the time a student first shows interest in the College until the time they cross the stage at Commencement, TC3 is committed to support each student achieving their goals. By putting students at the heart of every decision, the College faculty and staff make the success of each student personal. With the support of the TC3 Foundation, this work gives students the best possible chance to succeed.

Thanks to work across all areas of the institution, the College had another positive year in enrollment and retention. Overall **core (non-concurrent) student headcount increased by 14%** from Fall 2022 to Fall 2023. This was fueled by a **7.5% increase in retention** for first-time, full-time students over the same period. TC3 had the sixth-biggest increase in enrollment of any SUNY community college.

Individuals and organizations in the community we serve continued to show how much they are committed to our mission by helping students realize their educational dreams. Working with many generous donors, **the TC3 Foundation awarded financial support to 291 students, totaling over \$460,000** in student scholarships, grants, and emergency needs funding.

**Health and Wellness Services continued to foster caring connections while delivering high-quality assistance** in a diverse and supportive environment. The College added a new position to expand support for students' mental health using a "stepped care" model (a system of delivering and monitoring mental health treatment so the most effective, yet least resource-intensive treatment, is delivered first). The team conducted training sessions on violence prevention, mental health promotion, and healthy relationships for students and staff.

At Fall Day, one of the semiannual campus-wide professional development days, Professor Christina Stavenhagen-Helgren and Associate Provost Malvika Talwar led a **meaningful conversation among faculty and staff on student retention using the World Cafe model**. Sessions were also held with students and a common theme was found: the connection between a student's sense of belonging and their likelihood to succeed.

**The Educational Opportunity Program (EOP)** successfully supported its first class of students at the College and more than **tripled the number of students in the program for year two** to 28 students. One EOP student became the Student Trustee on the College's Board of Trustees for 2023-24.



Much of the gains in retention came from students living on campus. **The number of students living on campus in the residence halls increased by 11.4%**, a testament to the work done to increase social and community connections. A highlight was a Welcome Week full of activities designed to kick-off each semester.

The TC3 Foundation provided over \$580,000 for student programs, multiple lab and classroom updates, equipment purchases, and special projects including the Panther Party, tutoring software for the library, and nursing lab updates. The breadth of the projects funded **maximized the overall impact of philanthropy funds to support almost every student on campus**.

The academic year culminated with the College's annual Commencement ceremony. The **52nd in-person Commencement** celebrated the accomplishments of the 449 graduates in the Class of 2023.

Adult student **Christopher Callahan was honored with the Continuing Education Association of New York (CEANY) Charles A. Burns Outstanding Adult Continuing Education Student Award**. Callahan is a business administration major who is taking classes part-time during the day while working a full-time job on the overnight shift at a local manufacturer. He is the first TC3 student ever to win the award, which carries with it a \$2,000 scholarship.



# A PARTNER IN OUR COMMUNITY, WORKING TOGETHER FOR STUDENTS


As the partnership with Tompkins-Seneca-Tioga (TST) BOCES and its P-TECH Academy continues on the TC3 campus, a new relationship was formed with Groton Central School District. **The Early College High School program brought 34 students from Groton's Smart Scholars Early College HS (SS-ECHS) to campus** for a three-week bridge program focused on success skills and learning about various career pathways. An additional 20 SS-ECHS students took online courses this summer.

The College's concurrent enrollment program, CollegeNow, provided important value to families. This year, **5,207 students from 83 high schools earned 39,177 college credits from Tompkins Cortland and 90 students took advantage of the opportunity to complete their associate's degree while still in high school.** The high school Class of 2023 at our partner schools included 2,725 students that graduated with an average of 14 credits from Tompkins Cortland.

**The College Board of Trustees welcomed four new members this year:** Lisa Perfetti, Sue Dale-Hall, Dean Corbin, and Seth Peacock. Retiring trustees and former board chairs Elizabeth Burns and Ray Schlather were bestowed the title of Trustee Emeritus, as they retire with more than 30 years of combined service to the College Board of Trustees.

TC3 **renewed a partnership** with Guthrie Cortland Medical Center that adds additional students and expands its nursing school offerings by creating two new cohorts, each with 20 students, and each with December graduations. **This will produce even more high-quality nursing graduates locally,** and will do so at a non-traditional time of year to help address the particular challenge of filling nursing positions year-round. This expanded program is a continuation of a partnership originally formed in 2019, which allows **Tompkins Cortland to offer the only evening-based nursing program in the region.**

The **Office of Global Education and Initiatives** renewed a relationship with the Disney Academic Exchange Program, welcoming 70 international students to Orlando as part of the Fall 2023 program. The students, from Barbados, Colombia, Dominican Republic, Honduras, and Peru, study and work at the Walt Disney World® Resort in Orlando, Florida as part of a J-1 Exchange Visitor Program.



An entire community plays a role in education, and the College is very fortunate to be part of a community that takes that responsibility seriously. Through mutually beneficial partnerships, the important work of the College is supported and advanced.

Adult students have unique needs, and adult students with families face additional challenges. In the spring of 2023 the TC3 Foundation was fortunate to receive a grant from the Park Foundation to look at one way we might be able to address one of those challenges - housing. **Working with local company Illume Projects, a feasibility study was conducted to consider the opportunities and obstacles posed by the possibility of on-campus housing for adult students, including adults with children.** The College has excess housing capacity, and at the same time there are local problems with affordable housing which can create barriers for adults who need education and training. This was an important first step toward an action that could help address both issues.

**More than \$1,000,000 in grants was received to support academic efforts.** Awards included SUNY High Needs Grants for microcredentials, workforce development, and nursing training; 100,000 Strong in the Americas to support international collaborations; Southern Tier 8 grants to strengthen the hospitality and healthcare industries; and the Carl D. Perkins Grant, which allowed for equipment purchases to support career and technical training, such as child and infant patient simulators for our nursing program.

**TC3 is a member of the Community College Health CARES (Career, Acceleration, Retention, and Employment Support) Consortium.** The consortium is part of the U.S. Department of Labor's Strengthening Community Colleges Training Grants Program, which has awarded \$5 million to community colleges in Upstate New York to expand healthcare education programs, close opportunity gaps, enhance PLA (Prior Learning Assessment) practices, and increase access to good-paying, in-demand healthcare careers across the state.

The College was selected to participate in the American Association of Community College's MentorLinks program. This connects TC3 with another community college that has been successful with National Science Foundation (NSF) Advanced Technological Education (ATE) grants and building STEM Technician programs. **This will help prepare the College to apply for future NSF ATE grant opportunities.**

**New America's The Community College Workforce Transformation and Implementation Cohort, funded by the Lumina Foundation, chose TC3 to participate.** This opportunity allows the College to explore and implement innovative workforce development practices to support equitable access to programming.



# INVESTING IN OUR FUTURE WITH BRICKS, MORTAR, AND A TALENTED WORKFORCE

A safe and welcoming environment is vital to the College achieving the mission of serving students and the community. After years of limited resources available for facilities, TC3 is beginning to address its significant infrastructure needs with investments and upgrades that will ultimately benefit the entire community.

A 2020 SUNY Workforce Development Initiative grant allowed the College to undergo **the most comprehensive overhaul of its science labs since the Dryden campus opened in 1974**. The \$3.4 million project supports state-of-the-art education and training for students in several academic programs, including Applied Science and Technology, Biology, Construction and Environmental Technology, Engineering Science, Environmental Studies, Civil Engineering Technician, Electrical Engineering Technician, Geotechnical Lab Technician, Surveying Technician, and Micro-Nano Fabrication Safety. This project was crucial to the ability to provide training for workers in the STEM fields.

This year saw a continuing **investment in infrastructure to beautify, modernize, and safeguard an inclusive and welcoming learning environment**. Significant improvements were made to the residence halls, including installing new flooring and carpeting, furniture and fixture updates, and upgrades to networking equipment. Infrastructure updates were also made at off-campus learning locations, including the culinary arts center Coltivare and both extension centers in Cortland and Ithaca.

After years of deferred infrastructure maintenance, **several projects were completed resulting in more reliable network connectivity for our students, staff, and employees**. These projects included replacement of three fiber-optic cables, all wireless access points, all network switches, and the main network router.

The migration to the SUNY Managed Print Initiative approached completion this year. This **reduces the College's printer and fax footprint** from 135 devices to 35 devices, and just three printer models. This will vastly simplify support and maintenance and provide more consistent service to campus.

**The College invested in its staff by placing an emphasis on relevant professional development**. TC3 participated in PEAKS, a community college leadership development consortium consisting of four community colleges (Tompkins Cortland, Onondaga, Mohawk Valley, and Finger Lakes). Four TC3 employees completed PEAKS this year, bringing the total to more than 30 over the past 10 years in a program that provides an innovative and unique professional development experience specifically for community college professionals.



A supportive learning environment is necessary for student success. To that end, the College worked to address both current and future needs with renovation work to the campus facilities, as well as the professional development of staff and faculty.

On campus, **the College developed a new Supervisor Professional Opportunity Training (SPOT) program**. SPOT targets recently promoted individuals to help them to transition from staff member or peer to a position of management.

Eight employees utilized TC3's SUNY Center for Professional Development (CPD) points for various training and conferences. This year's participation was four times higher than the previous year. Of significant importance, **five employees applied their CPD points towards a Diversity, Equity and Inclusion Certificate program**.

**A TC3 faculty workgroup has begun an in-depth analysis of the College's progress towards meeting the United Nations Sustainable Development Goals (SDGs) within the campus community**. The faculty working group, Kerry Curran, Kelly Wessell, Angela Palumbo, and Susan Mueller, has met with key departments on campus to understand how TC3 is currently meeting the SDGs and to learn how we can grow in our commitment to sustainability. This work will inform our re-accreditation efforts and long-term strategic planning. The assessment and goal advisement will be completed by May 2024.



Through the work of the cross-departmental Strategic Enrollment Management (SEM) planning team, **the College developed and implemented communication initiatives that enhanced visibility, awareness, and brand recognition for specific program promotion**. The success of the SEM plan is crucial to TC3's long-term stability.

Two staff members were selected for the NYS Community College Leadership Academy Fellow Program. This is part of a national project to replicate Ohio's Leadership Academy for Student Success which is designed to provide mid-level community college leaders with a solid foundational understanding of critical student success concepts. **The curriculum is adapted in part from the Aspen Institute**.

# ABOUT TOMPKINS CORTLAND COMMUNITY COLLEGE

Since its founding in 1968, Tompkins Cortland Community College (TC3) has grown from humble roots housed in a former high school located in Groton, New York, to a multi-faceted institution that is an integral part of the Tompkins County and Cortland County communities. Located on a 220-acre picturesque setting in the hills of Dryden, New York, TC3 is one of 30 community colleges in the State University of New York, and offers degrees, certificates, and microcredentials in more than 40 academic programs including nursing, business administration, criminal justice, chemical dependency counseling, new media, sport management, culinary arts, sustainable farming and food systems, and liberal arts programs, including education and general studies. The College has been a leader in educating students for a global society for more than 30 years, with a dedication to international education that has featured partnerships with education institutions in several countries and study abroad opportunities for our students. TC3 is known for its commitment to academic rigor, transferring graduates into top four-year universities, as well as its dedication to providing the focused workforce training business and industry need today. A hallmark of the College is its passionate commitment to providing comprehensive student support services, including a model on-campus food pantry, services for students from a wide array of backgrounds and abilities, and mental health services.

## BUDGET

Revenues	2021-22	2022-23
	\$34,319,090	\$33,665,979
Expenditures	2021-22	2022-23
	\$34,319,090	\$33,665,979

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2023 Chancellor's/Trustees Award of Excellence in Adjunct Teaching  
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**TOMPKINS CORTLAND COMMUNITY COLLEGE FOUNDATION**

## WAYS TO GIVE

The mission of the Tompkins Cortland Community College Foundation is to secure resources to enhance the learning opportunities for students of the College.

Please make your Tompkins Cortland Community College Foundation gift today



**Questions?** Contact the TC3 Foundation Office at 607.844.8222, Ext. 4312 or email [foundation@tompkinscortland.edu](mailto:foundation@tompkinscortland.edu)



2022-2023

**329**  
TOTAL NUMBER OF  
SCHOLARSHIPS  
AWARDED

**\$451,059**  
TOTAL AMOUNT  
AWARDED

**282**  
TOTAL NUMBER OF  
STUDENTS

**TOMPKINS  
CORTLAND**  
COMMUNITY COLLEGE  
**FOUNDATION**

On behalf of the TC3 Foundation Board of Directors, I would like to thank the supporters, friends and staff of Tompkins Cortland Community College. Because of your generosity we are able to fulfill our mission of securing resources to enhance the learning opportunities for students at the College. Recently, with a grant from the Arts Initiative, an English class was able to attend an opera performance at the Hangar Theatre in Ithaca, providing a unique educational opportunity and personal growth for the students. It is through the private support of individuals and organizations that we can make our students' dreams of an education a reality!

Thomas VanDerzee  
Chair, Foundation Board of Directors



In one of the newest traditions on campus, the annual kick-off of the new school year was a community bonfire celebration in the residence life area. The culmination of New Student Orientation and Welcome Week provides the entire college community a chance to come together to recognize the start of something special while enjoying a beautiful setting.







**TOMPKINS  
CORTLAND**  
COMMUNITY COLLEGE

[tompkinscortland.edu](http://tompkinscortland.edu)