



TRANSPARENCY SERIES:

TRANSFORMATIONAL INITIATIVES

APRIL 25, 2025

Transparency Series

Agenda

- Welcome & Session Overview
Dr. Christine Mangino, President
- Emergency Aid
Dr. Brian Mitra, Vice President for Student Affairs and Enrollment Management
- First Year Experience
Elizabeth Nercessian, Director of Student Success
Bonnie Flaherty, Director of CUNY Start
- Low Success Courses
Christina Manzo, Chairperson, Business Department
Natalie Roopchand, Associate Director of Academy Advisement
- Integrated Career Advisement
Gail Patterson, Associate Director of Academy Advisement
Dr. Punita Bhansali, Associate Professor & CUNY Career Success Leadership Fellow 24-25
- Foundations of Excellence
Dr. Phyllis Curtis Tweed, Provost and Vice President for Academic Affairs
- Q & A



TRANSFORMATIONAL INITIATIVES: AN OVERVIEW

Partner Comparison

Characteristic	Achieving the Dream	John N Gardner Institute	The Jed Foundation
Focus	Student credential attainment	Improving institutional outcomes	Teen and young adult empowerment
Strategic Goal Alignment	Curriculum and Instruction	Student Engagement	Campus Culture
Key Initiatives Support	Evaluating low success courses	Developing a First-Year Experience	None
Career Advisement	Integrating Career Advisement	Integrating Career Advisement	None



EMERGENCY AID

VP BRIAN MITRA

Emergency Aid for Basic Needs Academy

Emergency Aid for Basic Needs is an opportunity for institutional teams to investigate trends associated with offering emergency aid to students. This academy is specifically structured to increase the internal capacity of institutions to build sustainable emergency aid programs, leverage best practices for strategic resource allocation, and maximize educational experiences for traditionally marginalized and under-resourced students.





QCC Programs

The Carroll and Milton
Petrie Foundation Student
Emergency Grant Funds

Eugene Lang Grant

Food Pantry

Anonymous Grant

Program Description

- What services does the program provide?
 - Expenses Covered - rent arrears, overdue utility bills, food, transportation, textbooks, technology, and medical expenses. These are the most popular requests
 - Format of Aid - direct payment to student
- What are the components of the program?
 - Student Eligibility - currently enrolled and good academic standing
 - Application Requirements - application can be found on scholarships/grants website with link to apply



FIRST YEAR EXPERIENCE

ELIZABETH NERCESSIAN, DIRECTOR OF STUDENT SUCCESS

BONNIE FLAHERTY, DIRECTOR OF CUNY START

First Year Experience

Spring 2024: First Year Experience Task Force:
Karen Alleyne, Bonnie Flaherty, Victor Fichera, Rachel Jerome, Angelica May,
Elizabeth Nercessian, Stefan Spezio, Michael Verdino
Task force members completed Gardner Institute's Academy on the First Year



Summer 2024: Weekly task force meetings to identify FYE components and activities and begin operational plan
Synthesis of academic department feedback on FYE activities



Fall 2024: Continued meetings with staff and faculty to build out FYE plans and tracking of activities
Expansion of First Year Success Seminar & ST 100 combination

First Year Experience Task Force co-chairs: Elizabeth Nercessian and Bonnie Flaherty

GOALS

01

Increase one semester & one year retention rates


02

Increase student awareness of college resources

03

Increase student belonging to the campus community





First Year Success Seminar (FYS 100)

- A First Year Seminar course (FYS 100) to help students navigate and thrive in “ College Life” in their first year and beyond.
- Course are organized by majors: Health Sciences, VAPA, Business,STEM
- Each FYS course is linked to a ST100 which focuses on health & wellness.
- A peer mentor is assigned to each FYS section who will serve as a “point of contact” for the entire year (2 semesters)
- Instructors are Directors & Staff from Office of Academic Affairs & Student Affairs

Fall 2024

- 10 FYS sections for a total of 428 students
- Co-Curricular activities: Welcome Read, Club Fair
- 81% Fall 24 to Spr 25 retention

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Spring 2025

- 12 sections organized by majors: Health Sciences, VAPA, STEM & Business
- Co-Curricular activities: Common Read, Financial Literacy workshops, Film Screening of “Counted Out- Math is Power”



COMMITTEE ON LOW SUCCESS RATE COURSES

CHRISTINA MANZO, CHAIRPERSON, BUSINESS DEPARTMENT
NATALIE ROOPCHAND, ASSOCIATE DIRECTOR OF ACADEMY ADVISEMENT



MEMBERS

Co-chair -Christina Manzo, Business

Co-chair - Natalie Roopchand, Academy Advisement

Naydu Carmona, Biology

Yusur Danisman, Math

Sanjay Koul, Biology

Rochell Nelson, Math

Zeynep Akcay Ozkan, Math

Michale Pullin, Academic Affairs

Karan Puri, Math

Vazgen Shekoyan, Physics

Ronald Van Cleef, History

GOALS

01 Identify courses with low success rates

02 Involve student voices to discuss both areas for change as well as highlight areas of success(student survey)

03 Identify pedagogical strategies to help lower the number of low success rate courses and the percentage of students failing these courses

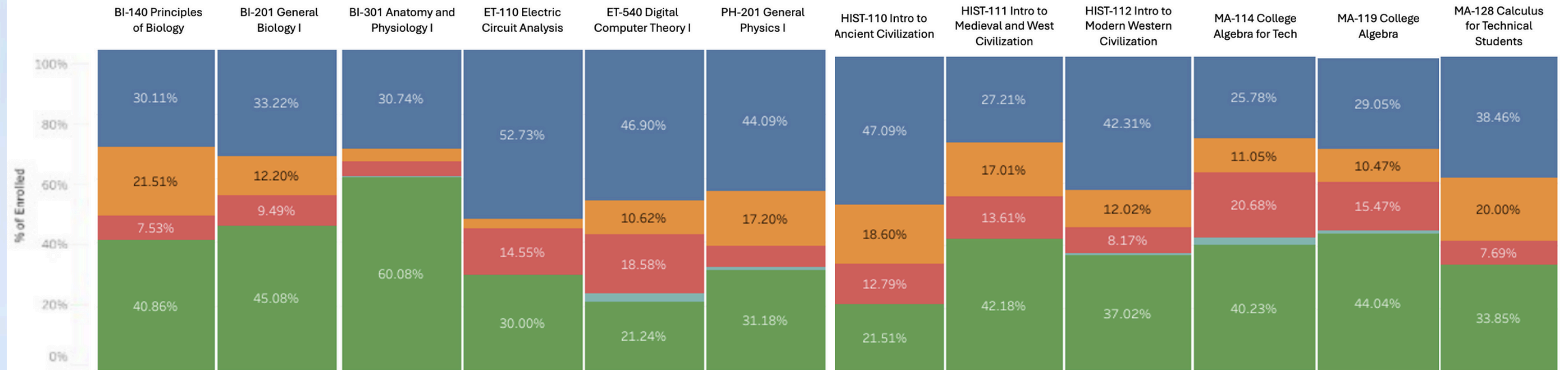


A photograph of a campus scene featuring several large, mature trees with green and yellowing leaves. In the foreground, several students are sitting on wooden Adirondack chairs on a grassy area. In the background, a multi-story brick building with large windows is visible. The scene is bright and sunny.

WHAT IS A LOW SUCCESS RATE COURSE?

- Courses with high enrollment rate
- Low C or better rates

Low Success Rate Courses



CourseOutcome



COURSE SPECIFIC STUDENT SURVEY

01

How much did the following aspects of the course help you in your learning? (insert aspects of interest)

02

As a result of your work in this class, what gains did you make in your understanding of each of the following? (insert most important concepts)

03

As a result of your work in this class, what gains did you make in the following skills? (insert skills of interest)

04

As a result of your work in this class, what gains did you make in the following? (insert attitudinal issues of interest)

05

As a result of your work in this class, what gains did you make in integrating the following? (insert sub-items that address how students integrate information)



Source: Student Assessment of Their Learning Gains (SALG) Instrument

GENERAL STUDENT SURVEY

Student's preparation for taking the course

Study skills and habits

Utilization of academic support services

Perceived success in the course

Feedback to as to what we can do
differently to help them succeed



LOW SUCCESS RATE COURSES


Next Steps



Collect Survey Data



Analyze survey



**Identify causes of
student failure and
recommend
strategies that can
improve student
outcomes**



INTEGRATED CAREER ADVISEMENT TASKFORCE (ICAT)

GAIL PATTERSON, ASSOCIATE DIRECTOR OF ACADEMY ADVISEMENT

DR. PUNITA BHANSALI, ASSOCIATE PROFESSOR & CUNY CAREER SUCCESS LEADERSHIP FELLOW 24-25



Objective

To ensure that all students participate in career learning prior to their first-semester registration and throughout their degree program.

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MEMBERS

Connie Peluso (Director, Office of Career Services)

Sandra Williams Strauss (Student Career Program Manager)

Josephine Stigler (Director, Perkins Grant)

Maz Nikoui (Executive Director, English Language & Literacy Programs)

Lori Conkling (Director, Labor Market Research & Workforce Development)

Renee Rhodd (Director, Transfer Resource Center)

Kate Wong (College Discovery Counselor)

Nidhi Gadura (Co-Chair ICAT, Chair, Biological Sciences & Geology)

Initial Steps

- Survey team members about their current perceptions and practices regarding careers
- Decipher what is “career advisement” and “career learning”
- Draft a game plan - “fact-finding mission”





SUMMARY OF FACT FINDING MISSION RESULTS

Current state: Evidence of career-related activities across campus

Interventions needed: Stronger alumni relationships, dedicated career events hub

Strategies for scaling up: Professional development, resources, collaboration



Career-Connected Learning

A. Faculty Activities in the Classroom

- Incorporating career readiness competencies in syllabus and curriculum.
- Workshops in the classroom
- Inviting guest speakers (ex. Alumni, Career Services)

B. CUNY Career Success Fellows Program

CUNY BEYOND

01

Career Exposure &
Exploration

02

Integrated Academic
& Career Advising

03

Career-Connected
Learning

04

Paid Work-
Based Learning

05

Employer
Engagement





FOUNDATIONS OF EXCELLENCE

PROVOST PHYLLIS CURTIS-TWEED

Foundational Dimensions

Assumptions

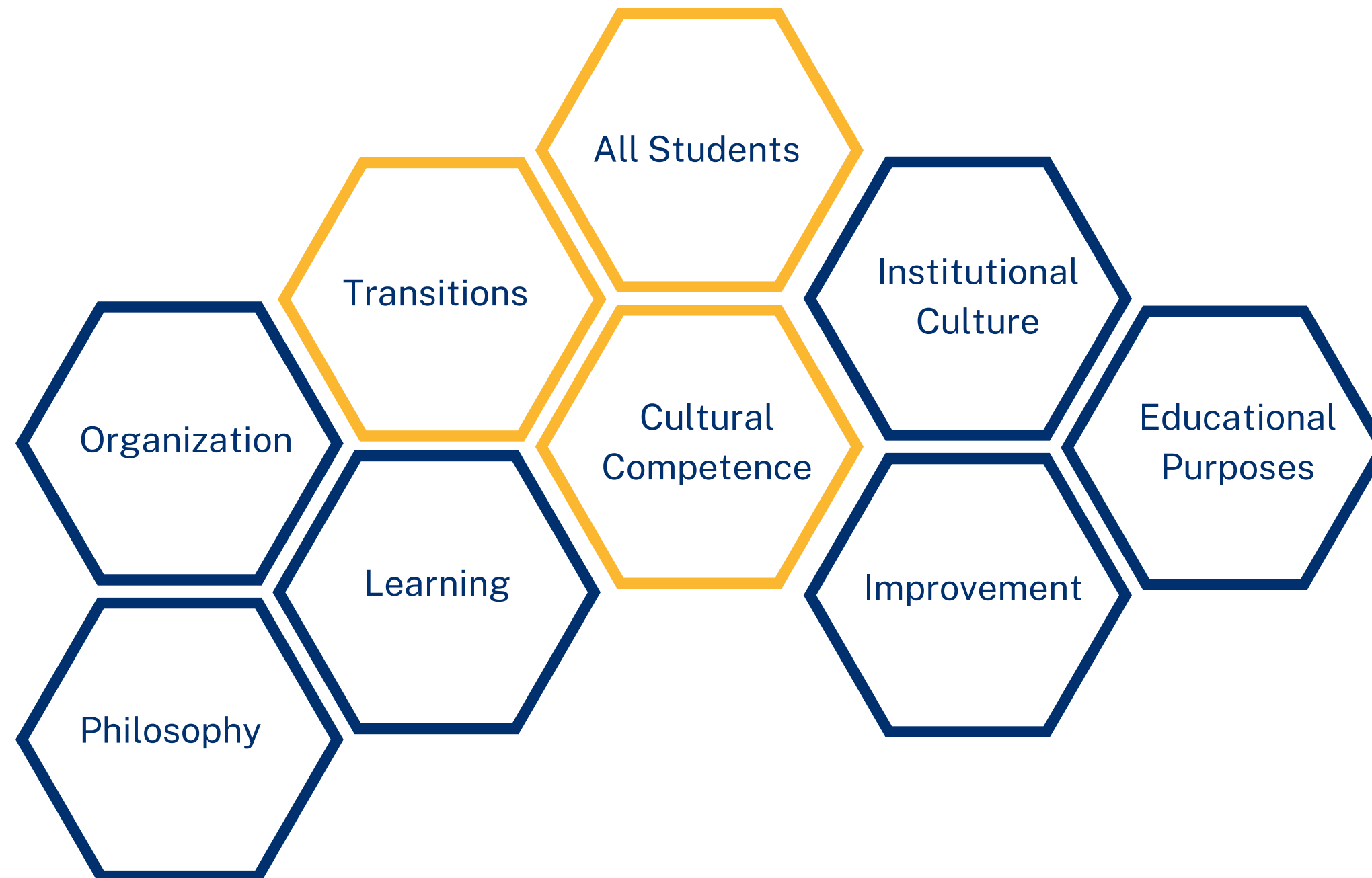
The academic
mission of an
institution is
preeminent

The first college year is
central to the
achievement of an
institution's mission and
lays the foundation on
which undergraduate
education is built

Systematic
evidence
provides
validation of the
Dimensions

Collectively, the
Dimensions constitute an
ideal for improving not
only the first college
year, but also the entire
undergraduate
experience

Foundational Dimensions of FYE



Committee Members

Philosophy

Arthur Corradetti (Lead)
Scott Litroff
Tanisha Mallette
Barbara Rome

Institutional Culture

Debra Maslanko (Lead)
Antonio Contant
Beth Counihan
Rey Pierre-Charles
Tim Keogh
Marvin Gayle
Emily Berry

Cultural Competence

Wilfredo Moran (Co-Lead)
Trevor Milton (Co-Lead)
Vivian Fernandes
Stephanie Jerome
Joanne Chang
Belodine Jobe-Perry
Francis (Frank) Del Gaiso

Organization

Steven Dahlke (Lead)
Emily Tai
Marie McCann
Will Duque
Angelica May
Andrea Salis
Jilani Warsi
Annette Lazaro

Transitions

Margot Edlin (Co-Lead)
Mike Verdino (Co-Lead)
Renee Rhodd
Emily El Halouani
Karen Alleyne
Joan Petersen

Educational Purposes

Alex Pyak (Co-Lead)
Michael Pullin (Co-Lead)
Bjorn Berkhout
Scott Beltzer
Jose Osorio
Jonathan Cornick
Elizabeth Nercessian
Andrew Nguyen
Aliza Atik

Learning

Linda Bastone (Co-Lead)
Robert Cortes (Co-Lead)
Suzanne Jones
Ian Beckford
Sasan Karimi
Lauren Ellis
Bonnie Flaherty

Improvement

Victor Fichera (Co-Lead)
Veronica Lukas (Co-Lead)
Kat Desruisseaux
Dugwon Seo
Patrick Wallach
Olga Salamanca
Rachel Jerome

All Students

Gisela Rivera (Lead)
Paul Marchese
Bridget Tambini
Kebedech Tekleab
Elpha Farrier
Chantale Damas

Additional Gardner/FYE Projects



Curricular Data

Analytics



FYE Course

Redesign



Career-related

Academies Events

