

Dear Barons,

Thank you for taking time out of your busy schedules to attend last week's fall college-wide convening. I want to highlight a very special member of our college community whose work anniversary was omitted from the other milestone achievements.

Please join me in congratulating and thanking Ruth Valerie Hawkins, who celebrated her 30th anniversary at RCBC this summer. She is part of an impressive list of Barons who were recognized for their contribution to student success at last week's convening:

- **Monica Mushinski – Barons Best Award.**
- **Dr. Cathy Briggs – 20 years of service**
- **Capt. Henry Burnett – 20 years of service**
- **Dan Egan – 20 years of service**
- **Kevin Evans – 20 years of service**
- **Ruth (Valerie) Hawkins – 30 years of service**
- **Janell Martin – 25 years of service**
- **Joyce Rittenhouse – 20 years of service**
- **Diane Veneziaie – 25 years of service**

(A complete list of employees who have reached 10, 15, 20, 25 and 30-year milestones are listed below. There are more than 400 years of experience in this group!)

Whether you have been here for less than two years in Payroll like Monica, or 20 years in Maintenance like Kevin, we all have the same job:

student success.

Dr. Karen Archambault, vice president of Enrollment Management and Student Success, did an excellent job making the point that every single one of us – whether you're a president, trustee, faculty member, custodian, accountant or Barry performer – is responsible for the success of RCBC students. You don't have to be able to teach a course or be able to advise them through selecting a major. You just have to be a caring person who helps students navigate their college experience to communicate that they fit in here.

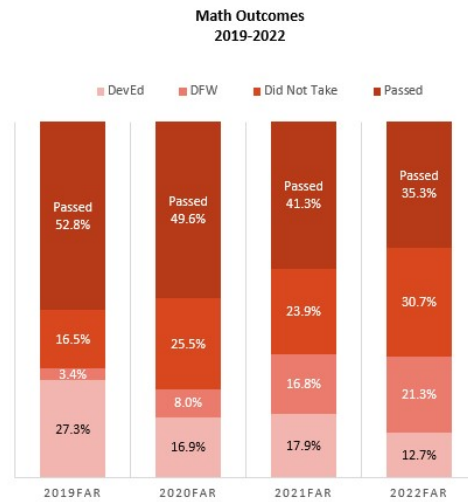
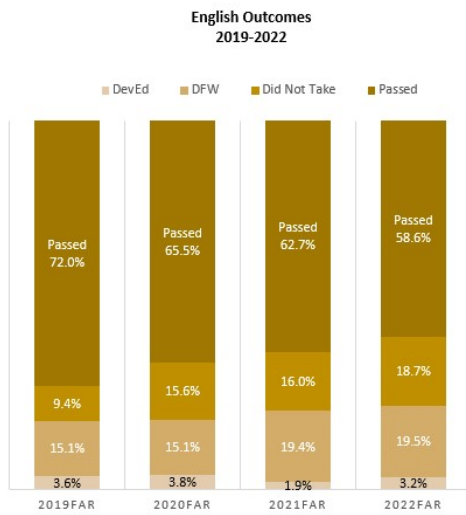
Taking our shared job seriously will ensure the success of individual students and the institution. Based on preliminary feedback from the breakout sessions, I sense we have 99.999% commitment to this ideal. Senior Leadership and Cabinet will compile your feedback and identify overarching themes and several actionable items this month. Each cabinet member will be assigned the ones in their area. I will share these tasks with the college community and hold each cabinet member accountable for these goals.

I may check in to ensure your cabinet representative keeps you informed and engaged on our progress.

Employee Recognition Years of Service



Key Student Success Metrics



As we discussed, I am focused on three key metrics that will mark our progress toward truly being the #1 community college in the state, country ... world!

The three data sets have been posted on the intranet. If you're logged into BaronOne, you can see them at my.rcbc.edu/presidents-office.

These data: time and credits to degree, first-year English and math outcomes, and retention will be updated as soon as we have new data. Additionally, to keep us focused on the items that will have the largest impact on student success, I have also included a link to the major initiatives underway. This will be updated in January.

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