

Mohawk Valley Community College Charter for Cabinet

PURPOSE: Create and sustain a vibrant organizational culture and a safe environment to develop, nurture, and facilitate collaborative decision-making through inclusive and purposeful communication with the effective allocation of resources throughout the College.

Charter Sponsor:
Board of Trustees

Contact for Questions:
Randy VanWagoner

TIMELINE:
Standing

MEMBERSHIP:

President - Randy VanWagoner
VP for Administrative Services - Thomas Squires
VP for Learning & Academic Affairs - Lewis Kahler
VP for Student Affairs - Stephanie Reynolds
**Associate VP of Workforce Development
& Dean of the Rome Campus** - Franca Armstrong
Director of Human Resources - Crystal Marceau
Director of Marketing/Communications - Alen Smajic
Executive Director of Organization & Wellness - Jill Heintz
Chief Equity and Inclusion Officer/CDO - Todd Marshall

Does	Authority
Prioritize safety, learning, diversity, equity, and inclusion.	Place priority
Seek input from others on issues relevant to expertise.	Seek input
Execute plans to consistently communicate key decisions broadly throughout the organization in a timely manner.	Communicate
Promote and support an effective governance system and student success initiatives by delegating decision making to the most appropriate level in the organization.	Promote, delegate
Develop short and long-term institutional strategy and facilitate the annual planning and budgeting processes.	Approve Coordinate

Does Not

- Micromanage.
- Establish or maintain barriers to collaboration, innovation or expression of opinion.
- Ignore the need for change or discourage risk taking.

Guiding Points

- Focus on the MVCC vision and mission.
- Rely on strengths and approach all challenges with an abundance mindset.
- Strategically manage fiscal, human, and all other resources to sustain the organization and its role in the community.
- Generosity, respect, integrity, and trust should be at the center of all relationships.