



INFORMATION. TIPS. EVENTS.

UC MATTERS

# THE SOURCE

NOVEMBER 2018

## UC PEOPLE

Shad Crowe, Emergency Management Director

By: Jessica Bates '20 PR Intern

### Q: Tell us a little about yourself.

**A:** I grew up in Sauquoit Valley. I went to LeMoyne College, where I received both Finance and MIS (Management Information Systems) degrees. While at LeMoyne, I also played baseball, which was my favorite sport growing up. After

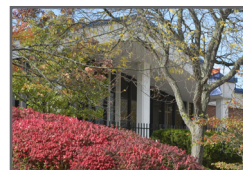
was also an instructor at the State Police Academy, where I taught various courses. In 2002, I became a member of the New York State Special Operations Response Team, where I spent 11 years as a SWAT member, six of which as a supervisor for the Central and Western regions of New York state. I responded to and worked in many highly publicized incidents, such as the terror attacks of 9/11 and Hurricane Katrina. I went all over the country for training, but spent most of my life in Critical Incidents and Emergency Response. After retiring, I took a job with a Canadian Firm called Investigative Solutions Network (ISN), where my responsibilities included threat and hazard identification and risk analysis to recommend ways for corporate clients to mitigate their risks and limit exposure to internal and external threats.

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graduating from college, I took the State Police Exam and qualified to enter the Academy. My first duty station as a New York State Trooper was in Lake Placid. A few years later, I transferred to Mooresville and then to Marcy. During that time, I

*"If you see something that doesn't seem right, don't be afraid to say something."*

- Shad Crowe



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In The News



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Around Campus &  
In the Community



BACK COVER  
Events &  
Trainings



Pioneer Village Groundbreaking. 10/10

**UTICA**  
COLLEGE

*Never stand still*

# HR NOTES

## New Hires

Christina Emmanuele, *Success Coach, Center for Student Success*

## Title Changes

Dominique Kimball, *Assistant Director of Admissions, Office of Admissions*

Anne Patterson, *Success Coach, Center for Student Success*

Michael Badolato, *Employer Relations Coordinator, Center for Career and Professional Development*



## UNITED WAY 2018

Thanks to you, Utica College raised more than \$7,000 for our community through United Way of the Valley and Greater Utica Area in 2017. Our gifts were carefully invested in local programs and initiatives, which support our neighbors, friends, and coworkers in need.

Every year, Utica College is proud to partner with United Way in giving hope to individuals and families throughout the Mohawk Valley. Every year, we accomplish far more together than we ever could alone. All undesignated contributions that are raised here stay right here in our community to help those with a number of needs.

Please take a moment to consider supporting the United Way either with payroll deduction or one-time pledge.

All pledge forms should be returned to the Office of Human Resources no later than Friday, December 21.

Keep an eye on your email for this year's pledge form- coming out in early December. The form lists exciting prizes from the United Way and Utica College that could be yours just for supporting a great cause!

## CONGRATULATIONS!



The Kudos Card program monthly drawing winner is...

**Mariah Kane**

Congratulations, Mariah, and enjoy your prize!

You can access the link below at any time to recognize a colleague for his/her great work:  
[utica.edu/kudos](http://utica.edu/kudos)

*"[Mariah] Thank you for making a student's day!"*



## COMMUNITY SPIRIT

October was full of Community Spirit at UC. "Kicking" things off was UC Football welcoming St. John Fisher as they hosted the 2nd Annual NYS Tool Believe Bowl at Charles A. Gaetano Stadium. The Believe Bowl was created to assist children at the Thea Bowman House as well as Firefighters battling cancer and life-threatening illnesses.

10/06





## WHAT ARE YOU - AND YOUR STUDENTS - UP TO?

**Marketing and Communications introduces easy way to share news**

Have a story to tell?

Working on interesting research, students doing new and exciting things, have a paper recently published?

Whether it's that or more, we want to help spread the word.

And to make things as easy as possible, we have a brand new email to send us the details: [news@utica.edu](mailto:news@utica.edu)

We'll find the best format and outlet to promote your stories, including our upcoming new website, the *Utica* magazine, news outlets, and *The Source*. We'll have you covered.

The more details you can provide at the start, the better. But don't worry, we'll follow up with questions if we need to. If you have a photo to go along with your news, fantastic! If not, that's okay, just please keep in mind items requiring a photo or outside news media coverage will require lead time.

We can't wait to help spread the word and let the world know what you're up to.

## TIAA INDIVIDUAL APPOINTMENTS

**Tuesday, Dec. 18, 2018**  
**Strebel Student Center,**  
**Room 105C**

Call to schedule an  
 appointment at 1-800-732-8353 .



Professor Kyung-Seok Choo, Associate Professor of Criminal Justice and Professor James C. Brown '88 were invited to present their research at the 2018 Data-Driven Decision Making Symposium sponsored by the New York State Division of Criminal Justice Services (DCJS) at the Empire State Plaza Convention Center in Albany, NY. Their research is titled: Body-Worn Camera Implementation at a Midsize Upstate New York Law Enforcement Agency: An Erosion of Trust on Trial. From left: Professor Kyung-Seok Choo, Professor James C. Brown '88, and Dr. Leigh Bates, Chief of Research & Evaluation for the DCJS Office of Justice Research & Performance. *10/15-16*

**Hossein Behforooz**, professor of mathematics, co-authored a publication titled "Interpolation of Fuzzy Data by Using Flat End Fuzzy Splines" in the International Journal of Nonlinear Analysis and Applications.

**Patrice Hallock**, professor of education and interim dean of health profession and education,

was awarded the Nasim Dil Service Award for Outstanding Service to Teacher Education, which is given to an individual who has demonstrated exemplary service to the development and advancement of quality teacher education and special education from small groups.

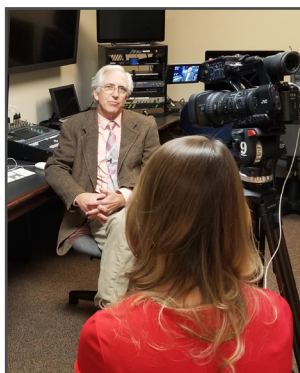
**Halina Lotyczewski**, director of career services, gave the opening welcome at the CNY Internship Showcase competition hosted by the Central New York Career Development Association. **Lotyczewski** serves as the CNYCDA president. Two presenters at the event included UC public relations major **Debra Born '19** and business economics major **Alexander Taylor '18**.

**Polly Smith**, associate provost for online learning, presented at the WCET 30th Annual Meeting in Portland last month on "Improve Student Enrollment and Retention with Behavioral Analytics."

**Daniel Tagliarina**, assistant professor of government and politics, spoke at Shadow Wars, a Veterans Day discussion on endless war held at the Central New York Veterans Outreach Center.

**Deborah Wilson-Allam**, executive director of international education, co-presented with colleagues from Columbia University on "Refugee Student Education & Support: Ensuring Opportunities for Success" at the NAFSA Region X Conference in Buffalo.

*Please send information and photos for KUDOS to [news@utica.edu](mailto:news@utica.edu).*



Dave Chanatry, professor and chair of journalism, is interviewed by WUTR Eyewitness News reporter Marlee Tuskes 10/19

- *Observer-Dispatch* columnist **Frank Tomaino '61** spoke with **Anne Flynn**, archive coordinator, about UC's history in the community. Flynn provided several photographs, which were published throughout the year.
- **Blaise Faggiano**, head football coach, and former Whitesboro Fire Chief Brian McQueen were guests on *WUTQ's Talk of the Town* radio show and *WKTV News Channel 2's Live@5* to preview the Believe Bowl. The Bowl honors and raises funds for firefighters with cancer, and for children at Thea Bowman House. 10/4
- *WUTR Eyewitness News* reporter Marlee Tuskes spoke with **Bernie Hyman**, professor of practice in fraud and financial crime investigation, about victims' willingness or reluctance to come forward. 10/4
- *WUTR Eyewitness News* reporter Parker Tully spoke with **Anthony Martino**, director of the Northeast Cybersecurity and Forensics Center at Utica College, about the most recent Facebook hack. 10/4
- **Luke Perry**, professor and chair of government and politics and director of the UC Center for Public Affairs and Election Research, spoke with *Observer-Dispatch* reporter Edward Harris about upcoming races, including those candidates who are running this fall with no opposition. 10/5
- *WKTV News Channel 2* reporter/anchor Gary Liberatore spoke with **Daniel Tagliarina**, assistant professor of government and politics, about the recent changes in the Supreme Court. 10/8
- Late-night talk show host Seth Meyers was photographed wearing a Utica College Pioneers football hoodie for a podcast with actor/comedian Dax Shepard, and many local media –as well as many here at UC – speculated as to how/why Meyers was a Pioneers fan. The mystery was solved by *Observer-Dispatch* sports reporter Ben Birnell, who found out that one of Meyer's staff has a son on the UC team. 10/8
- Higher education publication *Edscoop* highlighted UC's cybersecurity program as one of the few going beyond traditional computer science coursework to include emphasis on network protection, common cyberattacks and tools. 10/10
- **Luke Perry**, professor and chair of government and politics and director of the UC Center for Public Affairs and Election Research, spoke with Bill Keeler on *First News with Keeler in the Morning* about the upcoming elections, particularly the race for NY-22. 10/12
- **Clemmie Harris**, assistant professor of history, spoke with the *Philadelphia Tribune* about the 50th anniversary of the 1968 protests and civil rights movements in the 1960s. 10/19
- *WUTR Eyewitness News* reporter Marlee Tuskes spoke with **Dave Chanatry**, professor and chair of journalism, about the need for more qualified journalists in the wake of recent criticism. 10/19
- **Luke Perry**, professor and chair of government and politics and director of UC's Center for Public Affairs and Election Research, wrote an op/ed piece for the *Times Telegram* on the Brinidisi/Tenney debate. 10/20
- **Luke Perry**, professor and chair of government and politics and director of UC's Center for Public Affairs and Election Research, spoke with *AP* reporter David Klepper and candidate Marc Molinaro's chances to win the New York State governor's race. 10/24
- **Anthony Martino**, director of the Northeast Cybersecurity and Forensics Laboratory, was a guest on *WUTQ's Talk of the Town* radio show to discuss Facebook. 10/24
- *WKTV News Channel 2* reporter **Rachel Murphy '11** spoke with **Chris Tingley**, assistant professor of marketing and strategy, about whether negative campaign ads are effective. 10/25
- **Luke Perry**, professor and chair of government and politics and director of UC's Center for Public Affairs and Election Research, was a guest on *WUTQ's Talk of the Town* to discuss deceptive campaign ads. 10/26
- *WKTV News Channel 2* reporter Brent Kearney ran a story about Utica College's Red Flag Campaign and YWCA speaker Brandi Bolton's presentation on "Healthy Relationships." 10/26
- *WKTV News Channel 2* multimedia journalist Earl Davis spoke with **Daniel Tagliarina**, assistant professor of government and politics, about President Trump's call to eliminate birthright citizenship. 10/31



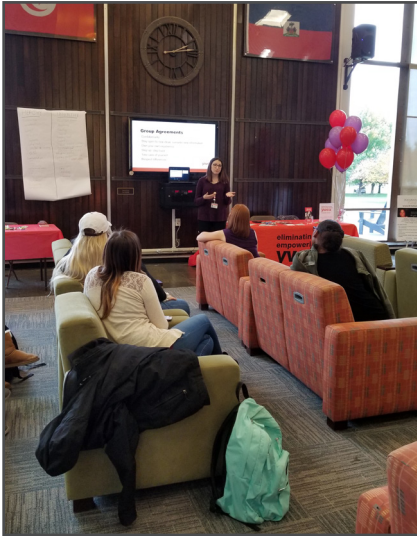
# PIONEERS AND THE COMMUNITY

**A-D:** Scenes from  
Alternative Fall Break Day  
10/15



**E:** Students from the  
Organization of Justice  
Studies (OJS) participated  
in the annual Fall Clean-Up,  
assisting elderly neighbors  
with yard work and raking  
leaves. 10/20





*Real Talk with the YWCA event was a feature of the Red Flag Campaign at UC to raise awareness about the warning signs of domestic violence.*

*10/26*

## CROWE *continued from page 1*

**Q: Give us a little background on how your position at UC came to be.**

**A:** Director of Emergency Management is a new position at UC. However, the College began to develop its Emergency Operations Plan in 2016, hiring Epicenter Media to come assess UC from regulation and litigation standpoints as well as to determine internal and external threats. Epicenter Media developed the Emergency Operations plan and recommended hiring an Emergency Management Director. While a lot of people believe this was in reaction to the incident that occurred in March, it had actually been in the works for some time. Because of its progressive approach, the College had developed a Crisis Emergency Management Team, which allowed UC to respond very well to the March incident. The team also started to consider what other safety measures they could put in place for if/when other incidents were to occur.

**Q: What are your goals and plans for the new position?**

**A:** One of my major goals is to improve the mass notification infrastructure. This includes external notification equipment such as a public-address system, sirens, and other technology to help notify people outside that there is some type of emergency happening on or near campus. I would also like to improve, and in some cases establish, mass notification alerts in the classroom. I also hope to integrate the notification systems with door access controls, camera controls, and other security features. Another important focus is to help prepare IITS to address any type of incident that could interrupt its service. At the grassroots level through training and instruction, I want to help people become more aware. Improved attention to your environment can be accomplished through situational awareness training. This is the ideology behind the Sparky and Sandy scavenger hunts. The hunts are a fun way to highlight the areas on campus that are specific for emergency response, as well as to identify on campus resources available to students. I also plan to have active shooter training, fire drills, crisis management training, and de-escalation training. Through these plans, my ultimate goal is to make students and staff safer not only while they are on campus, but when they are off campus as well.

**Q: How has safety become more of a concern at colleges and why do you think that is?**

**A:** I think this has become more of a concern because the world has changed. There are new technologies, more dangers, and a heightened sense of awareness, especially since 9/11. It's an important concern though because it helps to integrate campus safety and environmental health and safety to plan for changes and be sure the plans are well thought out and in compliance with the rules and regulations of OSHA. I think of Emergency Management policies and procedures as a living document. It should always change with technology and the times. As technology, cultures, and people's mindsets change, an Emergency Management Director has to be aware, open minded, and ready to change their approach to security and safety at a moment's notice.

**Q: What can students, faculty, and staff do to make our college community safer?**

**A:** Communication is of the utmost importance. One problem in our world today is that people are really good at talking, but it seems as though fewer and fewer are good at listening. If we can talk in a civil tone and listen to one another, a lot of the problems that we thought we had might not be there. Another important safety measure that we've talked about is to be aware of your surroundings. If you see something that doesn't seem right, don't be afraid to say something. There are many people who students can go to on campus to talk about these concerns including campus safety, the health office, the dean, and faculty members. One of the most impressive things I've seen is how dedicated President Casamento and Provost Pfannestiel are to safety and security. President Casamento hosts open office hours for students. What I've found very impressive is that the concerns discussed in those meetings do not fall on deaf ears. Those concerns are then brought to the President's Cabinet. Communicating, being aware, and having someone who is willing to go to those great lengths really helps keep the college community safe.

## UPCOMING EVENTS/TRAINING

Please visit [utica.edu/hr/training](http://utica.edu/hr/training) for updates and to register.  
For Health and Wellness events, visit [utica.edu/hr/wellness](http://utica.edu/hr/wellness)

### November

**11/29/18** Last Day for Open Enrollment

### December

**12/01/18** NY Sash Teddy Bear Toss. 7:00 p.m., Adirondack Bank Center

**12/07/18** Winter Market. 12:00 - 4:00 p.m., Strebel Student Center

**12/09/18** Holiday Brunch. 11:00 a.m., Delta Hotels by Marriott Utica. Register at [utica.edu/alumni-events](http://utica.edu/alumni-events) or call (315) 792-3053.

**12/19/18** TIAA-CREFF Individual Appointments. Strebel Student Center, Room 105C

**12/17/18** Town Hall Meeting. 3:00 p.m. Strebel Auditorium.

**12/18/18** Holiday Party. 3:00 - 5:00 p.m. Library Concourse

Check out HR's new page for training and development:  
[utica.edu/hr/trainingopp.cfm](http://utica.edu/hr/trainingopp.cfm)

## HEALTH & WELLNESS

### Upcoming Events:

**Chair Massages** - 3rd Friday of every month  
Reserve your spot on the H & W website.

**12/07/18 Winter Market**  
**Sponsored by PSAC and H & W**  
Come buy your holiday gifts. 12:00-4:00 pm  
in Strebel Student Center.



## The Board of Trustees Annual Holiday Party

**Tuesday, December 18, 2018**  
**3:00 - 5:00 p.m.**  
**Library Concourse**

This year, please consider donations  
for Stevens Swan Humane Society.