

SEARCH PROFILE:

PROVOST



Potsdam

STATE UNIVERSITY OF NEW YORK

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The State University of New York at Potsdam invites inquiries, applications and nominations from skilled and experienced academic administrators to serve as the College's next Provost and Vice President for Academic Affairs.



ABOUT SUNY POTSDAM

Founded in 1816, The State University of New York at Potsdam is one of America's first 50 colleges—and the oldest institution within SUNY. Now in its third century, SUNY Potsdam is distinguished by a legacy of pioneering programs and educational excellence. The College currently enrolls approximately 2,500 undergraduate and graduate students. Home to the world-renowned Crane School of Music, SUNY Potsdam is known for its challenging liberal arts and sciences core, distinction in teacher training and culture of creativity.

At SUNY Potsdam, students are encouraged to pursue their passions in a closeknit campus environment that emphasizes community, discovery and creativity. Our faculty and staff are deeply committed to recruiting students with promise and helping them successfully find their paths and achieve their goals, both before and after graduation.

SUNY Potsdam has been ranked, consistently, in the top tier of public and private institutions in the Northern Regional Universities category of "America's Best

Colleges" by U.S. News and World Report. Washington Monthly ranks SUNY Potsdam among the top 50 public master's universities in the United States and named the College to its Best Bang for Your Buck (Northeast) list as well. The College has been regularly designated a Military Friendly School and is also recognized in the Princeton Review Guide to Green Colleges.

MISSION STATEMENT

SUNY Potsdam is an inclusive and supportive community where students explore their individual paths through hands-on learning experiences leading to rewarding lives and careers.

OUR VISION

SUNY Potsdam will be a leading driver of educational opportunity and economic growth in the North Country and beyond, through cutting-edge programs which deliver transformational student experiences. Our creative, collaborative campus embraces inclusivity, sustainability, new technologies and leadership to promote social mobility and resiliency for individuals and communities.

ABOUT SUNY POTSDAM (CONT.)

THE POTSDAM PLEDGE

Being more than a collection of individuals, SUNY Potsdam is a community dedicated to the pursuit of common goals. While these goals can be elusive and controversial, the community described below reminds us not only of what we are seeking to become, but of all that we share in common. Therefore, let it be known that SUNY Potsdam strives to be:

- An **Educational Community** sharing academic goals and in which students, faculty and staff work together to strengthen teaching and learning;
- An **Open Community** uncompromisingly protecting freedom of thought, belief and expression;
- A **Civil Community** expressing disagreements in rational and non-threatening ways, and treating all individuals with consideration, decency and respect;
- A **Responsible Community** accepting obligations under clearly articulated principles of behavior designed to support the common good;
- A **Safe Community** respecting each other's rights, privacy and property;
- A **Healthy Community** respecting and promoting physical and emotional wellness;
- An **Ethical Community** reflecting honesty, integrity and fairness, in both academic and extracurricular activities;
- A **Diverse Community** celebrating our differences and learning from our diversity;
- A **Socially Conscious Community** seeking to contribute to the betterment of the campus, the local community, the nation and the world;
- A **Watchful Community** remaining alert to the threats posed by hatred, intolerance and other injustices, and ever prepared to combat them.

Learn more:

[Strategic Planning: Innovate. Inspire. Impact.](#)





HISTORY

From our humble beginnings in a one-room schoolhouse, The State University of New York at Potsdam has grown to become a leader in applied learning, the arts and educational excellence. In 1816, our institution was founded as the St. Lawrence Academy, making it one of the first 50 established universities in the United States. The New York State Legislature selected the academy to exclusively offer a teacher education program for its senatorial district in 1834, which began the Academy's, and later the College's, longstanding tradition of excellence in teacher education. In 1866, Potsdam became one of only four Normal Schools established in the entire state. In 1886, Potsdam became the first Normal School in the nation to train public school music teachers, through the Crane Normal Institute of Music,

which later became The Crane School of Music. In 1948, Potsdam became one of the founding members of the State University of New York and was renamed the New York State Teachers College at Potsdam. Construction began on the new Pierrepont Avenue campus two years later. The College adopted its current name in 1964, along with an expanded mission and new programs. Learn more about our history [here](#).

SUNY Potsdam would like to acknowledge with respect the Kanien'kehá:ka/Mohawk Nation, Protectors of the Eastern Door of the Haudenosaunee Confederacy, the indigenous peoples on whose ancestral lands our campus now stands. Learn more about the native [heritage](#) of our area.

ACADEMICS

The [School of Arts and Sciences](#) exposes students to a variety of fields within the fine arts, sciences, humanities and social sciences. The School's strong foundation in the liberal arts prizes discovery and inquiry, offering courses across the disciplines, with majors, minors and interdisciplinary programs that encourage hands-on learning opportunities for every student. The School of Arts and Sciences has the largest enrollment of the three Schools at SUNY Potsdam and provides a majority of the general education courses.

Founded by pioneering educator Julia Etta Crane in 1886, [The Crane School of Music](#) has a long legacy of excellence in music education and performance, and is known as the birthplace of music education in America. Life at Crane includes an incredible array of more than 300 recitals, lectures and concerts presented by faculty,

students and guests each year. The Crane School of Music is the State University of New York's only All-Steinway institution and was one of the first Yamaha Institutions of Excellence in the country.

The [School of Education and Professional Studies](#) at SUNY Potsdam has at its roots the College's 208-year experience in preparing educators, with an emphasis on pedagogy that meets the needs of the day. Today, that legacy of educational excellence also stretches to undergraduate and graduate programs in business administration, public health and human performance, to help students prepare for professions in the global economy. The School of Education and Professional Studies continues to expand its growing list of career-ready [online graduate programs](#) to meet the needs of working professionals.



ACCREDITATION

The State University of New York at Potsdam is [accredited](#) by the Middle States Commission on Higher Education.

Additional program specialized accreditations and certifications include:

- Council for the Accreditation of Educator Preparation
- National Association of Schools of Music
- New York State Law Enforcement Accreditation Council
- National Strength and Conditioning Association Education Recognition Program

A LEADER IN GIVING

SUNY Potsdam has remarkably dedicated donors who step up to support the campus and its students. The College enjoys an excellent relationship with the [Potsdam College Foundation, Inc.](#), which is singularly committed to providing annual support to meet ongoing campus needs and to establish permanent endowed funds to support such things as student scholarships and programs. More than simply an “honorary” board of individuals, the Foundation is a dynamic group of extraordinarily accomplished professionals who actively participate in the ongoing development activities of the College, including the highly successful investment of the Foundation’s \$51 million endowment and management of comprehensive fundraising campaigns. Preparations are underway

for the next campaign, the last of which raised more than \$33 million. Annually, the Foundation contributes approximately \$3 million in new gifts to the College and an additional \$1.8 million in endowment earnings. The Foundation boasts nationally and internationally recognized leaders in business, technology, marketing, education and the arts, making it a uniquely vibrant group of dedicated alumni and supporters truly committed to working collaboratively with the College’s administration and staff to increase revenue to meet the needs of SUNY Potsdam students, faculty and programs.

LEADERSHIP IN APPLIED LEARNING

[Applied learning](#) is at the heart of a SUNY Potsdam education, and we want every single graduate to have the chance to apply what they are learning inside the classroom, outside the classroom. The Loughheed Center for Applied Learning connects students with internship

opportunities, service learning courses, career services, study abroad programs, funding for research and creative projects and much more—all in one location, bolstered by generous donor funding.



CULTURE OF EXCELLENCE

SUNY Potsdam's faculty of scholars, artists and accomplished educators are committed to engaging students in research and inquiry as they prepare them for future success. Among our faculty are Fulbright Scholars and Chancellor's awardees for teaching excellence, scholarship and service. They are published

authors, well-known researchers, accomplished artists and musicians. The faculty and staff at Potsdam have a culture of close engagement with students and involvement in the community. There is a palpable commitment to students, with a faculty devoted to individualized education, student research and fieldwork.

NOTABLE ALUMNI

- Stephanie Blythe '92, world-renowned mezzo-soprano
- Lynne Boles '74, retired VP for global marketing, Procter & Gamble
- T.C. Boyle '68, bestselling award-winning novelist
- Renée Fleming '81, internationally acclaimed soprano
- Kathleen Friery '84, Emmy Award-winning executive producer, formerly produced "Anderson Cooper 360"
- Linda Gibbs '82, former NYC deputy mayor for health and human services
- Saad Hajidin '88, creative director at InPhorm, former designer/senior director for Ralph Lauren
- Keisuke Hoashi '89, television actor
- Chuck Lorre '74, creator/producer, "Big Bang Theory," "Two and a Half Men" and "Mike & Molly"
- Dan Mertzlufft '15, composer, arranger and global TikTok star
- Stephan Savoia '75, Pulitzer Prize-winning photojournalist
- Jamie Szafran '08, aerospace technologist, NASA/Kennedy Space Center
- Lisa Vroman '79, award-winning soprano
- Marilyn Weiner '63, Emmy Award-winning filmmaker
- Jerry Welsh (Hon. '79), national championship basketball coach



A LOCATION THAT INSPIRES

SUNY Potsdam is located in New York's North Country region, bordered by the [Adirondack Mountains](#) to the south and the [Thousand Islands](#) to the north, all along the Canadian border. The [Village of Potsdam](#) is a classic historic college town, surrounded by forests and fields, where outdoor [recreational opportunities](#) and cultural activities abound. The region offers some of the best freshwater fishing in the world, as well as a wonderful setting for hiking, biking, cross country skiing, and much more.

With three other higher education institutions located within a 10-mile radius (including Clarkson University, SUNY Canton and St. Lawrence University), SUNY Potsdam collaborates with its neighboring [Associated Colleges](#) campuses to offer cross registration, and benefits from the vibrancy of a culturally active college town environment. The Washington Post [ranked](#) Potsdam, N.Y., as one of the top 10 "Collegiest College Towns in America," coming in at No. 7 on the list, thanks to the high percentage of students who call the Village home when classes are in session.

Potsdam is also home to [St. Lawrence Health](#) (an affiliate of Rochester Regional Health) and Canton-Potsdam Hospital. The [Potsdam Central School District](#) is consistently ranked among the top high schools in the country, in U.S. News & World Report.

Potsdam's high quality of life and welcoming community atmosphere are enhanced by a low cost of living. The region's food scene is centered around local agriculture, with popular farmer's markets, craft breweries and local wine producers, complemented by unique downtown eateries and restaurants, ranging from vegan and gluten-free offerings to international cuisine.

Potsdam is located within two hours' drive of popular vacation and tourism sites, including Lake Placid, N.Y., Burlington, Vt., and the Canadian cities of Ottawa and Montréal.

The North Country is the proud home of the U.S. Army's [10th Mountain Division](#), located at Fort Drum. SUNY Potsdam's programs at its [Watertown, N.Y., extension site](#), located at Jefferson Community College, particularly serve military families.

Explore more:

[Discover St. Lawrence County](#) (Visitor and Relocation Guide)

[Life Undiscovered](#) (St. Lawrence County Chamber of Commerce)

OUR CAMPUS

With small class sizes, a friendly community, rigorous academic programs and top-rated arts facilities, SUNY Potsdam is a great place for students to find their calling. The main campus is distinguished by its iconic clocktower building, Satterlee Hall, which can be seen for miles and stands above the Academic Quad. The residential campus is busy throughout the academic year and frequented by community members and visitors. The 240-acre campus houses 45 buildings, including academic facilities, laboratories, residence halls, the bustling Barrington Student Union and Lougheed Learning Commons, award-winning dining locations, a popular athletic complex and

fields, a childcare center, theatres and galleries, plus a riverside park—all within quick walking and biking distance of downtown Potsdam.

SUNY Potsdam offers undergraduate and graduate programs at its Watertown, N.Y., extension site, thanks to a [partnership with Jefferson Community College](#). Students in the Jefferson County area can transition straight from associate programs at JCC, to finish their advanced degrees through SUNY Potsdam—without ever leaving Watertown. These flexible programs were designed specifically to serve this audience of working and nontraditional students.

COMMUNITY IMPACT

Going back to our founding in 1816, SUNY Potsdam's success has always relied on strong [community support](#). SUNY Potsdam employs 684 full- and part-time faculty and staff. Combined with Potsdam Auxiliary and College Educational Services (PACES), which employs 87 full- and part-time employees (not including student positions) to

serve the campus, SUNY Potsdam is one of the largest employers in St. Lawrence County—making the College a major economic driver and leader within the region. SUNY Potsdam is proud to open its campus to the community for arts enrichment, youth programs, athletic events, research and engagement opportunities.

STUDENT LIFE

The student body is made up of 1,832 undergraduate students and 723 graduate students in three academic divisions (Fall 2024). SUNY Potsdam's student body is now more diverse than ever—with 26 percent identifying as students of color, and 20 percent identifying as LGBTQIA+. The College has traditionally had a significant population of indigenous students, thanks to our proximity to Akwesasne and longstanding relationship with the Saint Regis Mohawk Tribe. We also attract a number of Canadian students, especially for our online graduate programs. There are approximately 100 active-duty, National Guard and Reserve service members, veterans and their family members currently enrolled as undergraduate and graduate students at SUNY Potsdam.



[Campus life](#) at SUNY Potsdam is vibrant, with an active student government and more than 100 student clubs and organizations to choose from.

DIVERSITY, EQUITY AND INCLUSION

SUNY Potsdam is dedicated to embracing the diversity of its community members. Students, employees, families, alumni, friends, allies, neighbors and guests to our campus are all recognized as valued members of our community. Our campus has become an increasingly diverse community, reflecting the diversity of the nation and the world as a whole, and we strive every day to create an educational

environment built on trust and respect for all. Our College mission and the Potsdam Pledge outline our commitment to diversity, equity, inclusion and social justice. The College's [Division of Diversity, Equity and Inclusion](#) leads an array of programs to bring campus together and ensure all are welcomed and supported, including the [Center for Diversity](#), college entry programs and other initiatives.

A CULTURE OF CREATIVITY

SUNY Potsdam's [culture of creativity](#) crosses boundaries and transcends disciplines. The College integrates the arts into campus life and into the curriculum—giving students, faculty and community members unique opportunities to engage with people and viewpoints representing all different backgrounds.

The campus is home to the world-renowned Crane School of Music and the award-winning [Performing Arts Center](#).

The [Community Performance Series](#) is a college-community partnership that brings world-class performing artists and educational opportunities to the North Country. The [Orchestra of Northern New York](#) was founded at Crane and remains in residence at the College.

Each spring, the [LoKo Arts Festival](#) brings together campus and community for a free community celebration of creativity, with visiting artists, renowned conductors, family-friendly entertainment and hands-on workshops offered—all thanks to generous donor support.



SUSTAINABILITY

At SUNY Potsdam, an appreciation for the environment is integral to the student experience. With the Adirondacks as a backyard, SUNY Potsdam is committed to fostering a College-wide [culture of sustainability](#) by promoting environmental stewardship and social responsibility, to inspire ecological solutions that forge a healthier campus, community and world. SUNY Potsdam is a member of the Association for the Advancement of Sustainability in Higher Education and is dedicated to creating a

sustainable future by taking steps to reduce negative environmental impacts. The College is rated in the Princeton Review's Top Green Colleges list. The [Wagner Institute for Sustainability and Ecological Research](#) is a donor-funded center for research and community collaboration around environmental issues facing the region. Among other initiatives, SUNY Potsdam recently erected its first wind turbine, engineered and produced by a local firm, Ducted Wind.

POTSDAM BEARS ATHLETICS

SUNY Potsdam's 17 intercollegiate athletic teams represent the maroon and gray for the [Potsdam Bears](#). As charter members of the Division III SUNYAC conference, the SUNY Potsdam Bears have a long history of competition.

- Basketball: Men's & Women's Teams
- Cross Country: Men's & Women's Teams
- Ice Hockey: Men's & Women's Teams
- Lacrosse: Men's & Women's Teams
- Soccer: Men's & Women's Teams
- Softball: Women's Team
- Swimming & Diving: Men's & Women's Teams
- Indoor & Outdoor Track: Men's & Women's Teams
- Volleyball: Men's & Women's Teams

The Maxcy Hall Athletic Complex is the home of the Potsdam Bears. At the heart of Maxcy is the 2,500-seat Ice Arena, plus the Jerry Welsh Gymnasium, which seats 3,600 people. Maxcy also offers a swimming and diving pool, plus a Fieldhouse, complete with an indoor

track and rock climbing/bouldering walls. The Shane T. Shaul Fitness Center has an extensive collection of cardiovascular and strength training equipment. Maxcy is a popular public facility, as fans attend games and community members of all ages take advantage of the recreation facilities and free fitness and dance classes. Just outside Maxcy is the all-weather, lighted Turf Field, surrounded by a quarter-mile track.

SUNY Potsdam student athletes are consistently named to the SUNYAC All-Academic Team and the Commissioner's List for academic and athletic excellence.

In addition to varsity sports, SUNY Potsdam offers club sports and intervarsity athletics and competitions—so all students can stay active. To support student health and wellness, the campus offers ongoing programs such as the Venture Outdoors and Live Now initiatives, which open up [recreational opportunities](#) for individuals of all ability levels. "Yoga in the Greenhouse" sessions and a dedicated campus meditation space, the Labyrinth, help support well-rounded students and employees.



LEADERSHIP AGENDA

The provost and vice president for academic affairs is the chief academic affairs officer of the College, with responsibility for the development, growth and quality of all academic programs and related support functions. The responsibilities of the provost include the articulation of an academic vision, leadership in academic strategic planning, the development and administration of academic budgets, and the advancement of excellence in teaching, scholarship and service. These priorities must be balanced in a fiscally challenging environment. The provost reports directly to the president. Potsdam has developed the following agenda that will capitalize on creative, insightful and decisive academic leadership:

Supporting Student Success

Supporting students through efforts to increase retention and four-year graduation rates is important to continue our commitment to supporting social mobility for our students. How to provide a consistent advising experience for our students should be determined. Increasing access to tutoring and other wraparound services would be ideal. Experience finding ways to highlight all that our location has to offer through academic programming is also a priority.

Ensure a Strong Academic Portfolio

The ideal candidate will have experience analyzing academic offerings to determine how to modernize degrees offered. This includes assessing the local and regional workforce needs and student interests, as well as showcasing unique offerings that separate this college from other campuses. Consideration should be

given to the development of online degrees, international programming and multi-disciplinary degrees. Furthering the development of applied learning opportunities for students, including an internship or practicum experience, is a strategic priority for SUNY Potsdam. These decisions should be made within the confines of the current fiscal environment.

Focus on Diversity, Equity, Inclusion and Belonging

The College has a history of embracing diversity in all its many forms. The provost will lead efforts to ensure our classrooms and campus environment are safe and welcoming for all students. Attracting and retaining faculty and staff of color, training current faculty and staff, diversifying the curriculum, and fostering a culture of inclusion in the classroom remain a priority. The new provost will take the lead in promoting this very important goal, which all campus constituencies agree is vital to a vibrant and inclusive community.

Elevating Engagement

Supporting a campus culture based on familiarity, support and community is paramount for the new provost. Supporting faculty through shared governance, building a sense of trust, and participating in open and honest conversations will elevate the relationship between faculty and the administration. An important element of our new strategic plan is to work with faculty to increase engagement on campus, in the community and in the region. Finding ways to support faculty and staff in these efforts is a priority.

THE LEADERSHIP AGENDA (CONT.)

REQUIRED QUALIFICATIONS

The successful candidate will possess a terminal degree, a distinguished record of teaching and scholarship commensurate with full professor status at Potsdam, and significant and progressive experience in academic administration. We are seeking candidates who possess communication and interpersonal skills sufficient to work effectively with an increasingly diverse array of students and colleagues and who have demonstrated a commitment to creating, fostering and sustaining an inclusive environment.

DESIRED ATTRIBUTES FOR THE NEXT PROVOST AND VICE PRESIDENT OF ACADEMIC AFFAIRS

The successful provost will be:

- A person of proven leadership who inspires trust and confidence within the college community;
- An individual who facilitates and provides visionary strategic thinking and planning;
- A student of higher education, knowledgeable about key issues affecting public colleges nationally;
- A person who has an enthusiastic campus presence, actively engaged in a vibrant community of faculty, students, staff, alumni, and local and regional communities;
- A transparent and courageous decision-maker who builds consensus, has the fortitude to make difficult choices when necessary, and communicates decisions with clarity and care;
- A faculty leader with an understanding of and commitment to shared governance and appreciation for the role of the faculty and staff unions;
- Someone with an understanding and appreciation of interdisciplinary collaboration in teaching and research/creative activity;
- A leader who strongly values faculty teaching and scholarship and seeks new and creative ways to continue to attract, support, and retain high quality faculty;
- A person of financial acumen who aids the College in matching aspirations with finite resources while thinking creatively about alternative revenue streams;
- A strong manager who promotes collaboration and seeks the best from an evolving leadership team;
- A person of global perspective with demonstrated success in championing diversity in its many forms and in meeting the needs of a changing student population;

- A superb listener and communicator, at ease in a multitude of settings with multiple constituencies, and possessing a genuine affection for the academy;
- A facilitator with the skills to collaborate with faculty and administrators in developing and promoting undergraduate and graduate programs, on-line instruction where appropriate, and applied and service learning opportunities;
- An innovator who can provide leadership in developing undergraduate and graduate programs that meet both regional workforce needs and student interests and attract new students; and
- A learner of systems who can navigate the right balance of autonomy in our relationship with SUNY System Administration.

We are, especially, seeking candidates who have engaged in professional development activities to enhance knowledge of diversity, equity and inclusion and have worked collaboratively across various departments in fostering success of underrepresented groups and a supportive and inclusive environment for all.

Although the priority deadline for applications is November 22, 2024, the position will remain open until filled. The expected start date is July 1, 2025. The salary range for this position is \$160,000 to \$200,000. This is a full-time, exempt, management confidential position.

Pursuant to State University of New York policy, SUNY Potsdam is committed to fostering a diverse community of outstanding faculty, staff, and students, as well as ensuring equal educational opportunity, employment, and access to services, programs, and activities, without regard to an individual's race, color, national origin, religion, creed, age, disability, sex, gender identity, gender expression, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction. Employees, students, applicants, or other members of the campus community (including, but not limited to, vendors, visitors, and guests) may not be subjected to harassment that is prohibited by law or treated adversely or retaliated against based upon a protected characteristic. All people with disabilities are encouraged to apply to all jobs that they are qualified for.



APPLICATIONS

The search for SUNY Potsdam's next provost is being assisted by Academic Search. Applications, nominations, and expressions of interest can be submitted in confidence to SUNYPotsdamProvost@academicsearch.org. Applications should consist of a substantive cover letter addressing the qualifications and expectations listed above, curriculum vitae, and a list of five professional references with full contact information and a note indicating the nature of your working relationship with

each; references will not be contacted without the explicit permission of the candidate. The preferred application date is **November 22, 2024**, though applications will be accepted until the position is filled. Confidential discussions about this opportunity may be arranged by contacting senior consultant, Gabriel Esteban (gabriel.esteban@academicsearch.org) or booking an appointment using this [link](#).

ABOUT ACADEMIC SEARCH

Academic Search is assisting State University of New York at Potsdam in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

