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The Board of Trustees of the State University of New York (the system) and State University of New York Oswego (the institution or SUNY Oswego) invite inquiries, nominations, and applications for the position of President. SUNY Oswego is a highly regarded, public, regional, comprehensive university of over 7,000 undergraduate and graduate students, located in upstate New York, on the shores of Lake Ontario.

The institution seeks a visionary leader who will be creative, innovative, and collaborative in advancing the mission and vision of SUNY Oswego while further strengthening the University’s legendary service to its students. The new president is expected to assume office in Summer 2022.
For 160 years SUNY Oswego has been inspiring those who desire to push traditional higher-education boundaries. Our campus community cares deeply about its students by providing the best facilities and resources, award-winning faculty and dedicated staff, in-demand academic programs, and applied learning opportunities.

SUNY Oswego has purposefully worked to increase academic and student success, sustain the university, and position its graduates to live ethical and meaningful lives and build a better world for future generations. The university’s mission guides these efforts:

* SUNY Oswego contributes to the common good by lighting the path to wisdom and empowering every person in the college community to pursue a meaningful life as a productive, responsible member of society.*

Likewise, the university’s vision provides an overarching direction:

* Inspired by a shared commitment to excellence and the desire to transcend traditional higher-education boundaries, SUNY Oswego will be a premier institution that provides a transformative experience to a diverse body of students, empowering them to live ethical and meaningful lives and build a better world.*

SUNY Oswego is rated among the best public, regional, comprehensive universities in the region, having been recognized for 18 straight years by The Princeton Review as a “Best College: Region by Region.” 2021 recognitions include: “Top 10 Public Best Regional Universities – North” by U.S. News & World Report; “One of the Nation’s Top Green Colleges” by Princeton Review; Ranked 69th Nationally for “The Public Good Among Master’s Universities” by Washington Monthly; “Top Adult Degree Program” by Abound; “Best for Vets” by Military Times; “Military Friendly School” by Victory Media; and “2021 STARS Silver Rating” by the Association for the Advancement of Sustainability in Higher Education.

Recognized for its overall excellence and value, SUNY Oswego is also known for its extraordinary faculty, its welcoming atmosphere, its embrace of diversity, equity and inclusion as a core value, and its reputation for producing fiercely loyal alumni. SUNY Oswego currently enrolls over 6,600 undergraduates and nearly 1,000 graduate students and boasts a 17:1 student to faculty ratio. Thirty-one percent (31%) of the students are culturally diverse and 43% reside on-campus. Students attend classes on SUNY Oswego’s 700-acre main campus on the shores of Lake Ontario, on its downtown Syracuse campus, and through its online and extended learning platforms. Additional facts and figures can be accessed on the SUNY Oswego website.
SUNY Oswego fosters intentional learning and ethical development that prepares its students and graduates to contribute intellectual capital, skills and understanding to the world in their personal, professional, and civic lives. The faculty, staff and students collaborate with each other and with external partners to explore the frontiers of knowledge, producing new insights and productive applications. In partnership with communities near and far, SUNY Oswego participates in concerted initiatives for sustainability, humanitarian service, and positive economic and social change. The College builds institutional strength through its commitment to access and growing diversity, its intellectual curiosity and technological adaptability, its stewardship of abundant and stable resources and its well-conceived and maintained academic facilities and residential community along the inspiring shore of Lake Ontario.

With respect to recent enrollment at SUNY Oswego, the focus on institutional mission and vision have resulted in great strides in maintaining overall enrollment and enhancing the diversity of the student body. Due to the challenging demographic trends across the higher education landscape, overall enrollment has declined about 11% over the past five years, while the number of diverse students at the college is trending upward. In Fall 2021, 31% of the student body came from self-reported diverse backgrounds, 91% were New York State residents, 52% were female, 14% were aged 25 and older, 6% were enrolled in online programs, and 13% were graduate students. Within the undergraduate population, 28% were first-generation students and 41% received Pell grants. The most recent first-year class was 37% students of color. Most recent first to second year retention rate is 76% and the six-year graduation rate is 67%.

As a campus and community, SUNY Oswego is big enough to offer more than 100 programs of study, yet just the right size to make quality connections and succeed on local, regional, and national levels. Enjoyable visits to the lakeshore campus include engagement with students, faculty, and professional staff that convey the many roles the university plays to engender academic strength, student success and institutional impact, and sustainability.
DIVERSITY AT SUNY OSWEGO

The SUNY Oswego Institute for Equity, Diversity, Inclusion, and Transformative Practice was created to provide a powerful platform to expand our ongoing anti-oppression work centered on creating and maintaining an inclusive, equitable community where all stakeholders thrive and experience belonging.

The Institute is centrally connected to and motivated by the drivers and impacts of the college’s strategic plan, *Tomorrow: Greater Impact and Success* and is an exciting platform as part of new strategic planning to begin under the new President. A resource for the entire campus community, the Institute leads, facilitates, and amplifies activities that increase student success, partnerships, and academic and creative excellence as we continue to evolve in sustainable, inclusive practice and understanding.

The Institute engages the community in investigating issues, skills, and concepts such as social justice, equality and equity, civil discourse, cultural humility, implicit bias, micro/macroaggressions, conflict de-escalation, intergroup dialogue facilitation, inclusive pedagogy, inclusive curricula, nonviolent communication, and restorative justice. These transformative activities guide individuals, our campus, and the community in our understanding of the world now and as we build the future.

There are several examples of ongoing diversity efforts across campus. Each school within SUNY Oswego, as well as the division of Student Affairs and the Division of Alumni and Development, have Diversity Equity and Inclusion Committees that provide professional development programming, tracks student success data, and shares resources for inclusive pedagogy and community building. The Center for Excellence in Learning and Teaching (CELT) hosts year-round diversity, equity, and inclusion focused professional development opportunities for faculty and staff. Further infusing these values into teaching and learning at SUNY Oswego, the recent revision to the general education curriculum implemented a new requirement for diversity and inclusion learning outcomes in courses.

SUNY Oswego will further deploy the wide and deep scope of its work in the academy as a powerful platform for the creation of a future that moves toward justice, equity, and peace.

ENVIRONMENT AND SUSTAINABILITY

Oswego combines our rich institutional commitment to the environment with a thriving student enthusiasm toward sustainable endeavors to achieve our ultimate goal of becoming climate neutral. The Climate Action Plan aims for the campus to be climate-neutral by 2050. To do that, we’ve established an Office of Sustainability. We have committed to and signed the American College and University Presidents’ Climate Commitment (ACUPCC) to demonstrate both regional and national sustainability leadership by modeling our campus as an example of how society can reduce its carbon footprint. We also have a silver rating from the Sustainability Tracking, Assessment and Rating System (STARS) and annually utilize the Clean-Air Cool-Planet’s Carbon Calculator to estimate greenhouse gas emissions.

In addition to a continued commitment to developing environmentally conscious facilities and policies, there are numerous LEED Gold awarded buildings, both new and renovated. The Rice Creek Field Station, SUNY Oswego’s biological field station, is located about a mile from the main campus and supports instruction, research, and public service in all aspects of natural history. The campus features a Save the Trees program and a BikeShare program to continue to encourage more sustainable measures for students to explore.
EDUCATIONAL OPPORTUNITY PROGRAM (EOP)

Having been in operation for more than 50 years in New York state, the Educational Opportunity Program began during the Rockefeller Administration. The State University of New York (SUNY) system objective, articulated in 1966, set forth a long-range commitment that “every student capable of completing a program of higher education should have the opportunity to do so.” The Trustees expressed the goal of giving each applicant “what he or she needs to the limit of his (her) capabilities, provided that the applicant is willing to be tested and advised.”

Since 1970, EOP students at SUNY Oswego have had a long and rich history of engagement, accomplishments, and institutional commitment. Recent graduates and current students have earned laurels for their engagement in leadership positions across campus in areas such as Student Government, Residential Life and Housing, and Student Affairs. Additionally, SUNY Oswego EOP students regularly gain recognition as scholarship award recipients and honor society members.

ATHLETICS

SUNY Oswego competes in the NCAA Division III SUNY Athletic Conference. Nicknamed the Lakers, the student-athletes participate in 24 intercollegiate sports. The Lakers competitive excellence has resulted in numerous SUNYAC championship appearances, 9 SUNYAC Champions, and 34 NCAA Division III tournament appearances over the last decade. Laker student-athletes have also excelled in the classroom with All-Academic SUNYAC, and Academic All-American honors.

ALUMNI

Generations of SUNY Oswego alumni continue the college’s legacy of learning-by-doing, positively impacting lives and the world, through scientific and social progress. Commitment and participation mark the alumni engagement, as more than 60,000 alumni still live in the state of New York. There are a total of 473 alumni that work on campus. Twenty-seven percent (27%) of 1,310 employees have completed a degree or award at SUNY Oswego. The rate is 21% for full-time employees and 44% for part-time employees. 47% of adjunct faculty have an Oswego degree. Today, the university continues to meet the evolving needs of employers and society in creating and adapting its broad selection of programs. Some of the latest developments on campus include unique faculty-student collaborations researching COVID-19 mutations as well as winning a national video award; students being recognized for adapting their talents during pandemic operations, such as celebrating Black student achievements across campus, as well as virtual theatre productions, and advocating for children with disabilities; and celebrity alum Al Roker’s role as a professor.
**LIFE IN OSWEGO, NY**

Located along the Oswego River on the southeastern shore of Lake Ontario, the City of Oswego, New York, is a waterfront community home to approximately 18,000 residents. A port city in the midst of an exciting transformation, Oswego is building upon its strengths, embracing its rich history and natural assets, and developing and restoring healthy, vibrant neighborhoods in and around Oswego’s revitalized downtown. Situated in Central New York, Oswego is a 40-minute drive from Syracuse, 80 minutes from Rochester, and 2.5 hours from both Buffalo and Albany.

**THE CAMPUS**

SUNY Oswego’s main campus is located on 700 acres on the shores of Lake Ontario. Known for its incredible natural beauty and spectacular sunsets, the campus is experiencing a facilities renaissance with nearly $1 billion being invested in campus renovation and construction over the past 25 years. These developments include the $118 million environmentally designated LEED Gold Shineman Center for Science, Engineering and Innovation; the revitalization and modernization of Tyler Hall, the arts building; The Village – a new townhouse residential complex on campus; and the renovated Wilber Hall, marking the centralization of all School of Education departments. The Marano Campus Center, a more than $53 million complex of three buildings, connects the east and west portions of the campus and was part of this plan. It garnered a $7.5 million dollar naming gift. Currently, underway is a $65 million renovation of Hewitt Hall to house our broadcasting and graphic design programs. The School of Education’s $15.4 million Wilber Tower renovation project was also designed to reach the LEED gold standard.

SUNY Oswego Syracuse Campus theme is “Live Local. Learn Local.” The campus has been conveniently located in downtown Syracuse since 2008. Undergraduate programs designed for transfer and returning students are available in Business Administration, Criminal Justice, and Human Development. Graduate programs designed for working professionals are available in Biomedical and Health Informatics, Childhood Education, and Mental Health Counseling. The campus also offers professional development programs for business and non-profits.
Starting in 2014, more than 250 members of the college community, alumni and other stakeholders infused this strategic plan with their insight and experience have inspired its theme and encouraged our next steps—to see beyond the necessarily transactional portions of their work and toward its profound power to improve the world. Tomorrow will lead SUNY Oswego to integrate its actions, assess its results and demonstrate its relevance.

_Tomorrow_ has led the way to greater educational excellence and success, firmer identity and reputation, increased institutional effectiveness and assured sustainability for SUNY Oswego for generations to come. The college enjoyed the highest number of first-year student applicants in nearly fifty years, and welcomed the most diverse first-year class and highest number of students living on campus. Students, families, and alumni frequently report that the transformation students experience during their time at SUNY Oswego is well worth the investment. What the plan has accomplished argues well for the future, as the campus prepares for its next chapter. In 2019-2020 a strategic plan advisory board was created to begin this work that the new president will oversee and lead.
ACADEMIC PROGRAMS

SUNY Oswego’s 358 full-time and 150 part-time faculty members are committed to preparing students to make a meaningful difference in the world. Of the full-time faculty, 51% are tenured and 88% hold the highest degree in their field. The faculty are joined by a dedicated staff of 680 full-time and 53 part-time staff members who are equally devoted to serving student needs. The university offers over 60 undergraduate majors, over 70 minors, and over 40 master’s programs. Over 800 students each year are in internships and co-ops, and over 80 participate in study-abroad programs. The institution’s academic divisions are organized academically into one college and three schools:

COLLEGE OF LIBERAL ARTS AND SCIENCES
The College of Liberal Arts and Sciences is the largest academic division, both in the number of students and in the number of courses of study. Providing a broad basis for a liberal education, the College offers more than 40 undergraduate majors in everything from American studies to zoology, ABET-accredited programs in electrical and computer engineering, interdisciplinary programs, dozens of minors, eight cooperative degree programs, pre-professional advisement, several special-interest tracks, four graduate programs, and 5-year combined bachelor’s/ MBA degree programs in collaboration with the School of Business.

SCHOOL OF BUSINESS
To keep pace with a rapidly evolving business world, programs in the School of Business integrate classroom learning with advanced computer applications and various forms of applied education, such as case studies, simulations, group projects, and internships. Nationally accredited by AACSB International — the Association to Advance Collegiate Schools of Business — the school offers seven undergraduate majors and an MBA program as well as three unique five-year combined bachelor’s/ MBA degree programs: one in accounting, one in broadcasting and mass communication, and one in psychology.

SCHOOL OF COMMUNICATION, MEDIA AND THE ARTS
The School of Communication, Media and the Arts brings together programs related to the study and creation of messages through art and music, electronically and via the spoken word. The school combines the strengths of fine and performing arts programs in art, music, and theatre with the highly diverse department of communication studies. Eight undergraduate degree options and one master’s degree are offered in addition to interdisciplinary majors and minors.

SCHOOL OF EDUCATION
Innovation in authentic learning has been a hallmark of SUNY Oswego since its founding by Edward Austin Sheldon in 1861, when it was created as a Teacher’s College. The mission of the School revolves around our conceptual framework that identifies social justice at the core of our programs.

A creative spirit still thrives in the School of Education, where innovative methods grounded in research and early experiences in the field help students become teachers, counselors, school leaders, and wellness and technical professionals ready to meet the challenges of today’s global and diverse educational institutions and communities. The School of Education is nationally accredited by the National Council for the Accreditation of Teacher Education (NCATE)/Council for the Accreditation of Educator Preparation (CAEP).
LEADERSHIP AND GOVERNANCE

THE STATE UNIVERSITY OF NEW YORK (SUNY)
The State University of New York is the largest comprehensive system of higher education in the United States comprising four university centers, SUNY’s College of Environmental Science and Forestry, four academic health centers, five hospitals, four medical schools, two dental schools, a law school, manages one U.S. Department of Energy National Laboratory, the state’s only college of optometry, 13 comprehensive colleges, seven technology colleges, 30 community colleges, and statutory colleges, like at the Colleges of Agriculture & Life Sciences, Human Ecology, Industrial & Labor Relations, and Veterinary Medicine at Cornell University and the College of Ceramics at Alfred University.

More than 95 percent of all New Yorkers live within 30 miles of any one of SUNY’s 64 colleges and universities. In total, SUNY serves about 1.3 million students in credit-bearing courses and programs, continuing education, and community outreach programs. SUNY oversees nearly a quarter of academic research in New York. Research expenditures system-wide were more than $1.1 billion in fiscal year 2021, including significant contributions from students and faculty. There are more than three million SUNY alumni worldwide, and one in three New Yorkers with a college degree is a SUNY alum. For more information about SUNY, visit: www.suny.edu.

UNIVERSITY LEADERSHIP AND GOVERNANCE
Retiring President Deborah F. Stanley has guided the college since 1995, overseeing a commitment to academic excellence, diversity and inclusion, and proactive plans of campus programs and facilities renewal designed to make SUNY Oswego increasingly competitive throughout the 21st century. President Stanley will step down at the end of December 2021. A team of highly skilled, experienced, and dedicated people helps ensure SUNY Oswego remains a high-quality learner-centered institution.

Reporting directly to the President are the Provost and Vice President for Academic Affairs, Vice President for Student Affairs, Vice President for Administration and Finance, Vice President for Development and Alumni Engagement, Chief of Staff and Executive Director of Strategic Planning & Project Development, Chief Diversity and Inclusion Officer, Chief Communications Officer, and Executive Assistant to the President.

The President’s Council— composed of vice presidents and other campus leaders – guides the campus through the many issues facing any institution of higher learning striving for excellence. An array of other campus planning and governance bodies also contribute in-depth understanding of where SUNY Oswego has been and about where it is going as a college.
LEADERSHIP AND GOVERNANCE (CONT.)

One such body is the group of representatives from across campus who make up the Campus Concept Committee, an integrative planning committee focused on a shared governance approach to campus planning. This Committee provides leadership and coordination for long-range physical space and facilities planning, assessing emerging needs and proposing priorities for capital projects and facilities renovations.

The College Council, consisting of community leaders appointed by the governor of New York, lends additional guidance and wisdom to the decision-making process as the campus community charts its future.

SUNY Oswego regularly communicates with its many stakeholders about academic strengths, student successes, sustainable and thriving institution and community initiatives, and financial strength through robust annual reports (e.g., reports from 2020 and 2019).

FINANCIAL MATTERS

SUNY Oswego’s operating budget for this fiscal year is $102.5 million on the revenue side with a forecasted deficit of $3.1 million. The endowment is valued at approximately $61.3 million.

The university and the Foundation invest significantly in student success. The Oswego College Foundation provided 636 donor funded scholarships in 2021; $6.5 million in merit-based scholarships awarded; $2.5 million in need-based scholarships awarded; $1 million in campus support for undergraduate student research and travel; $365,000 raised for the Student Emergency Fund; and 90 scholarships of $5,000 each awarded to first-generation students.

In the past 10 years, SUNY Oswego’s endowment has grown by 400% ($12 million to over $61 million) and the University recently completed its “With Passion and Purpose” comprehensive campaign, raising over $43.5 million, which exceeded its goal. Capital plan projects exceeded $92 million and injected over $61 million into the New York State economy over the past five years of campus renewal.
LEADERSHIP AGENDA

The 11th President of SUNY Oswego will bring new leadership and vision to an institution that has enjoyed over 25 years of stability, growth and robust planning, and implementation of an ambitious vision. The next President of SUNY Oswego will act astutely and creatively to address the challenges of leading an institution of higher education today. The President will build upon and further strengthen the institution’s ability to serve students long into the future, while simultaneously respecting the principles and values inherent in “The Oswego Way” pioneered by the university’s founders. The President will:

- Continue the innovation and transformation of undergraduate and graduate offerings to provide the career-preparation needed and desired by today’s students; provide support for integrating the liberal arts and professional education throughout the curriculum and continue to build and applaud excellence among the faculty.
- Strengthen SUNY Oswego’s finances, diversify revenue streams, and focus on the overall financial health of the University through a fresh examination of the operational and administrative business model and with a commitment to SUNY Oswego’s distinctive mission and identity.
- Promote accountability to the principles of shared governance, using best practices and good faith, through active listening and transparency on the part of all stakeholders to build a shared vision for the future.
- Continue to grow SUNY Oswego’s annual fund and endowment by building the University’s advancement operation and successful outcomes through outreach to and involvement of alumni, friends, foundations, and community partners.
- Further SUNY Oswego’s already excellent reputation in the local community, throughout the upstate New York region, and nationally by deepening and broadening partnerships with corporations, nonprofits, and educational institutions, and
- Demonstrate a lived commitment to the University’s diversity, equity, inclusion, and anti-racist agenda, to social justice, and to serving the under-resourced, including an unwavering commitment to further diversifying the faculty, staff, and student body.
SUNY Oswego seeks a visionary leader who will bring a combination of "intelligence, communication skills, business acumen, and heart" to the role. As a diverse community of learners, the University welcomes and encourages candidates of all racial and ethnic backgrounds to apply. The 11th President will:

- Demonstrate a record of innovation, vision, strategic-thinking, and collaboration; be able to lead successfully in response to rapid changes in higher education today.
- Bring considerable experience as a successful change agent, one who can work with a diverse group of stakeholders and inspire the community’s agility.
- Demonstrate success during a career with progressively broadened operational and leadership responsibilities in higher education, or success in another industry, accompanied by deep knowledge of higher education today.
- Demonstrate the drive and fortitude to secure a thriving financial future for the University.
- Understand the need to balance presence and attentiveness to the campus community with the need to bring SUNY Oswego’s messages to the outside world and to bring external resources to benefit the University.
- Honor and embrace the SUNY Oswego mission for dignity and compassion toward those who have been historically marginalized.
- Understand the importance of sustainable practices and open to steps which move towards a sustainable institution for the better of the students and nature.
- Exhibit servant leadership that puts students first.
- Derive joy through participating in campus life.
- A terminal degree is required.
APPLICATION AND NOMINATION PROCESS

The search for President of SUNY Oswego is being assisted by Academic Search. Applications should consist of a substantive cover letter addressing the expectations of the university and of the position of President; a written philosophy of diversity, equity, and inclusion that includes an overall framework and describes how this philosophy is realized in the candidate’s professional activity, professional development, and service; a current curriculum vitae (CV); and a list of five professional references with contact information and a brief description explaining the working relationship of each to the applicant. References will not be contacted without the explicit permission of the candidate. All documents should be in pdf. format.

Applications, nominations and expressions of interest can be submitted in confidence to OswegoPresident@academicsearch.org. Applications are being accepted immediately and reviewed on a rolling basis by the search committee, continuing through May 19, 2022. Confidential discussions about this opportunity may be arranged by contacting Ms. Kate Nolde, Senior Consultant, at kate.nolde@academicsearch.org or Dr. Bill Kibler, Senior Consultant, at bill.kibler@academicsearch.org.

SUNY Oswego values the contributions to learning for its members that result from maintaining a diverse student body, faculty, and staff. SUNY Oswego will comply with all applicable equal employment opportunity/non-discrimination laws and does not discriminate on the basis of race, color, national origin, religion, creed, age, disability, sex, gender identity or expression, sexual orientation, familial status, pregnancy, predisposing genetic characteristics (including an individual’s ancestry, country of origin, or county of origin of parents, family members, or ancestors), military status, domestic violence victim status, criminal conviction, or any other characteristic protected by applicable local, state, or federal law.
ABOUT ACADEMIC SEARCH

Academic Search is assisting SUNY Oswego 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. For more information, visit www.academicsearch.org.

Committed to IDENTIFYING AND DEVELOPING LEADERS by providing the highest level of EXECUTIVE SEARCH to our higher education partners.