

SEARCH PROFILE:

DEAN OF THE SCHOOL OF LIBERAL ARTS
AND BUSINESS



**SUNY
ONEONTA**

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SUNY Oneonta invites inquiries, nominations, and applications for the Dean of the School of Liberal Arts and Business (Dean). Reporting to the Provost, this Dean will join SUNY Oneonta at a time of stability, with an agenda to evolve to meet the changing needs of the students and the State of New York.

SUNY Oneonta has retained Academic Search to facilitate the search and appointed a search committee composed of faculty, students, and staff that is committed to an open and inclusive

search process. Prospective candidates are encouraged to contact Senior Consultant, Eric Richtmyer, who is available to share more about the position and the application process with all interested parties. Dr. Richtmyer can be reached by email at eric.richtmyer@academicsearch.org, and further application, nomination, and contact information is available at the end of this position profile. The position is available July 1, 2024.



ABOUT THE UNIVERSITY

Founded in 1889, SUNY Oneonta is a regional, comprehensive university located in central New York State. Part of the network of 64 campuses that make up the State University of New York System, the University enrolls about 6,000 students who pursue bachelor's or master's degrees or certificates in one of 60-plus academic programs. Within the student body, 60.4% identify as female and 26.7% are from underrepresented racial or ethnic groups.

Known as an exemplary residential campus that values inclusion, service and sustainability, SUNY Oneonta is a nurturing community where students grow intellectually, thrive socially, and live purposefully. Students enjoy an average class size of 21 students and student to faculty ratios of 16:1. Alongside classes, the campus offers a residential experience that truly engages students in a variety of co-curricular activities.

SUNY Oneonta is regularly recognized as one of the most affordable universities and best values, an acknowledgment of the University's academic quality and commitment to keeping student debt manageable. Oneonta was also recently ranked at number 11 among the best universities in New York for securing a job after graduation. This particular study ranked 129 four-year universities based on the percentage of alumni who were employed 10 years after graduation. For Oneonta, that number is 93.81%!

Like many institutions, SUNY Oneonta has experienced enrollment and retention declines during the pandemic. Across all programs, the student enrollment for 2022-2023 academic year was 5,921 students, with 1,579 of those being new first-year or transfer students.

MISSION:

We nurture a community where students grow intellectually, thrive socially and live purposefully.

CORE VALUES:

- **inclusivity** — making sure that everyone feels welcome here;
- **service** — committing to making a difference in the lives of others; and
- **sustainability** — not only financial and environmental responsibility, but a force that keeps each of us moving toward our individual calling, whatever that may be.

VISION:

to become the exemplar residential community, providing relevant educational experiences in and outside of the classroom.

DIVERSITY AT SUNY ONEONTA

SUNY Oneonta is a community that embraces all races, ethnicities, genders and sexual orientations. It is dedicated to ensuring that all voices are heard and that all students, faculty, and staff have the resources that they need to thrive at the University.

With an increasingly diverse student population, SUNY Oneonta's diversity efforts are coordinated by the Office of Equity and Inclusion (the Office). Led by the Vice President for Diversity, Equity, and Inclusion/Chief Diversity Officer, the Office oversees Affirmative Action/ Title IX, the Center for Racial Justice and Inclusive Excellence, and Diversity, Equity, and Inclusion Initiatives and Operations.

ABOUT THE UNIVERSITY (CONT.)

The Office is dedicated to supporting the equity, diversity and inclusion endeavors of SUNY Oneonta's academic divisions, administrative departments, and all offices. The Office works with individuals as well as groups in their efforts to feel included and have voice in shaping the University community.

Beyond the efforts of the Office, there are additional bodies that advance the University's diversity, equity, and inclusion efforts, including the President's Council on Diversity and the Student Diversity, Equity, and Inclusion Council (SDEIC). The President's Council on Diversity brings together faculty, staff, and students from across the institution to work toward valuing differences, fostering inclusion and supporting excellence. The SDEIC is made up of students from diverse backgrounds committed to assisting in the development of a safe, supportive, welcoming, and inclusive community that upholds and celebrates diversity, equity, and inclusion at SUNY Oneonta.

Diversity, equity, and inclusion is also a significant feature of the University's institutional agenda, [Regaining Momentum](#). One of the bedrock principles affirmed in the agenda is a commitment to serving the University's growing number of students from underrepresented groups, and to being a more inclusive and truly minority-serving institution. As the University engages in its new strategic planning process, DEISJ continues to be integral to the work of the campus community.

THE FACULTY AT SUNY ONEONTA

239 tenure-track and 45 non-tenure track faculty are distributed across the University's three existing Schools. Faculty enjoy the support of the Faculty Center, described below, and maintain a 4-3 teaching load. Graduate faculty are housed within the three academic Schools, and most teach at both the undergraduate and graduate levels.

THE SCHOOL OF LIBERAL ARTS AND BUSINESS

The School of Liberal Arts and Business (SLAB) offers 19 baccalaureate degree programs in 13 academic departments, a blend of professional and liberal arts studies. The School houses the departments of Africana and Latinx Studies, Art, Business, Communication and Media, Economics, English, Foreign Languages

DIVERSITY STATEMENT

SUNY Oneonta is an academic community that values diversity. Diversity at the university is an inclusive value that encompasses race and ethnicity, nationality, religion, gender, sexual orientation, sexual identity and gender expression, age, ability, socio-economic status, and other aspects of identity.

As a campus community, we believe that every individual is important in a unique way and contributes to the overall quality of the institution. We are committed to recruiting and retaining diverse faculty, staff, and students, and to fostering a learning environment which draws strength from, celebrates, and honors diversity. We strive to eliminate prejudice and discrimination; to respect the dignity of all persons; and to learn from differences in people, ideas, experiences and opinions.

and Literatures, History, Music, Philosophy, Political Science, Theatre, and Women's and Gender Studies. For descriptions of each department, please visit: <https://suny.oneonta.edu/school-liberal-arts-and-business/departments>

Created through a reorganization in 2021, which folded the then-School of Economics and Business into the larger School of Liberal Arts, SLAB now houses 187 full- and part-time faculty and enrolls nearly 1,400 students, making it the largest School at SUNY Oneonta. SLAB includes both very large programs enrolling nearly 300 majors as well as smaller programs that are vital to the liberal arts identity of the School.

Several of the programs in SLAB hold independent accreditations. The Department of Business is accredited by the Associate to Advance Collegiate Schools of Business (AACSB International), and recently completed its reaccreditation process. The Theatre Department is accredited by the National Association of Schools of Theatre (NAST). The Music and Music Industry programs are accredited by the National Association of Schools of Music (NASM). Other programs are also considering program-specific accreditation, including the Art Department which is working toward accreditation with the National Association of Schools of Art and Design (NASAD).





LIFE IN ONEONTA, NY

Located in Central New York, Oneonta is a city of approximately 14,000 residents that is nestled in the northern foothills of the Catskill Mountains---about a four-hour drive from New York City, Boston, and Philadelphia. Home to two institutions of higher education and several businesses, the town serves as the economic center of a two-county area. Oneonta's location gives easy access to both natural and urban landscapes. It is centrally located between the cities of Albany and Binghamton, with easy access to the Catskills and the Susquehanna River.

Oneonta is one of the top 20 picturesque small towns in America, according to Microsoft News. The natural beauty of the region is breathtaking year-round. Each season offers outdoor activities such as hiking, biking, boating, swimming, and skiing. For example, the Oneonta Susquehanna Greenway, a cycling and pedestrian trail, follows along the bank of the river and offers a scenic location for both warm and cold weather activities, from rollerblading to snowshoeing. Employees give SUNY Oneonta high marks for work/life balance, management, and culture.

UNIVERSITY LEADERSHIP



PRESIDENT ALBERTO JOSÉ CARDELLE

Alberto Cardelle, Ph.D., MPH, was appointed by the State University of New York (SUNY) Board of Trustees as the ninth president of SUNY Oneonta on July 20, 2021, and took office on September 6, 2021.

President Cardelle has made clear his belief in the transformative role of public higher education,

his commitment to equity, and his strong sense of optimism about the potential held by future generations to improve our world. His first goal has been to work with every constituency to foster a nurturing community that prioritizes inclusion, equity, and creating a sense of belong across all members of the University community. During his first academic year as president Dr. Cardelle hosted over 20 institutional and community dialogue sessions resulting in the development of the Regaining Momentum Agenda a series of strategic opportunities that will help guide the institution's work over the next 18 months.

Dr. Cardelle champions academic excellence. He is committed to the importance of a strong synergy between curricular and co-curricular experiences in higher education. This type of synergy is key to harnessing the power of applied learning and the institutional commitment to student retention. He is working with various groups among the University community to develop a robust first-year experience, a dynamic general education curriculum, and foster

high-impact student engagement practices including internships, undergraduate research, international education, and civic connection and participation.

With a strong commitment to accessible higher education, Dr. Cardelle continues to focus on developing student-centered programs across academic units to encourage innovative approaches to student learning and teaching.

A staunch champion of the core values of diversity, equity, and inclusion, he is committed to promoting an environment that values and upholds inclusion and diversity with the long-term goal of student success and equity. This includes expanded use of campus climate surveys, the opening of the Center for Racial Justice and Inclusive Excellence, implementing mentoring programs, and establishing language programs aimed at providing high-achieving bilingual students with English support services and celebrating the advantage of being bilingual.

An advocate for the role of public colleges to act as anchor institutions in their regions, Dr. Cardelle has already begun to work with local leaders to establish a meaningful link between the academic enterprise and the University's community development initiatives, with the creation of the Regional Innovation Council.

Before coming to SUNY Oneonta, Dr. Cardelle served as Provost and Vice President for Academic Affairs at Fitchburg State University in Massachusetts. Before FSU, Dr. Cardelle spent 15 years at East Stroudsburg University in Pennsylvania where he began his academic career as an Assistant Professor of Public Health in 1999.



PROVOST ENRIQUE MORALES-DÍAZ

Dr. Morales-Díaz joined SUNY Oneonta in the spring of 2023. He comes to Oneonta from Westfield State University in Massachusetts, where he most recently served as the assistant provost, after an extensive national search.

With a leadership style that prizes open communication, and collaborative and inclusive

decision-making, Dr. Morales-Díaz has a demonstrated commitment to prioritizing student success, starting with his many years in the classroom and in his roles as a student-centered academic leader. He brings extensive experience with initiatives surrounding curriculum development, faculty affairs, student success, enrollment and retention, diversity and inclusion, and assessment to his new role as Provost.

Dr. Morales-Díaz is no stranger to the Oneonta community. Prior to arriving at Westfield in 2008, he began his career in Oneonta in 2000 as a teaching fellow and faculty member at Hartwick College. During that time, he also taught courses in the Africana and Latinx Studies and Women's and Gender Studies programs at SUNY Oneonta.

Prior to his role as assistant provost, Dr. Morales-Díaz served as Westfield's chair of the Department of Language & Culture Studies, acting chair of the Department of Ethnic & Gender Studies, interim dean of faculty and acting associate dean of education. A tenured full professor, he played critical roles in Westfield's development of a Spanish major and the Ethnic & Gender Studies program – the first of its kind in the Northeast.



THE ROLE OF THE DEAN OF LIBERAL ARTS AND BUSINESS

The Dean of the School of Liberal Arts and Business is a senior academic leader responsible for providing strategic direction, academic oversight, and administrative management of the School. Reporting to the Provost, the Dean will work collaboratively with faculty, staff, and students to enhance the academic programs, research initiatives, and community engagement within the School.

The ideal candidate will be a creative leader who is capable of thinking beyond disciplinary boundaries to encourage cross-disciplinary collaboration. They will also possess a strong ability to motivate and support faculty and staff in research, teaching, grant-writing, and pursuit of other funding opportunities.

As SLAB brings together the disciplines of the liberal arts with business, the ideal candidate will possess the ability to speak to both sets of fields. It is not expected that the successful candidate will bring equal levels of expertise in both the liberal arts and business, but regardless of their own disciplinary training they should have the

flexibility to speak and understand the languages of the other fields in SLAB.

Additionally, the ideal candidate must be capable of leading the diverse programs that compose SLAB. This diversity goes beyond disciplinary diversity. For instance, they must be able to balance the interests of the large programs in SLAB with the small. Similarly, they must also be able to understand the differing resource, space, and scheduling needs of each of the programs. Lastly, they must have the ability to oversee and support the accreditation and reaccreditation processes of the School's independently-accredited departments.

As the senior representative of the School, the ideal candidate for the position of dean must be prepared to serve as an advocate for the fields in the liberal arts and business within the University, and in the broader community.

In temperament the ideal candidate will be calm and compassionate, and possess a leadership style that is inclusive, accessible, collaborative, and transparent.

THE ROLE OF THE DEAN OF LIBERAL ARTS AND BUSINESS (CONT.)

KEY RESPONSIBILITIES OF THE DEAN

Academic Leadership:

- Provide visionary leadership in the development and enhancement of academic programs;
- Foster an inclusive and supportive academic environment that promotes excellence in teaching, research, and professional development;
- Collaborate with faculty to ensure the curriculum remains relevant and responsive to industry and societal needs.

Research and Teaching Support:

- Champion faculty professional growth and scholarly activities by facilitating research opportunities, encouraging pedagogical innovation, and supporting grant-seeking efforts;
- Support the development of innovative curriculum and programs that integrate liberal arts and business disciplines.

Faculty and Staff Management:

- Recruit, mentor, and evaluate faculty to promote their professional growth and development;
- Promote diversity, equity, and inclusion within the School's faculty and staff.

Strategic Planning and Development:

- Develop and implement a strategic plan for the School in alignment with the institution's overall mission and priorities;
- In collaboration with department chairs and the Dean of Graduate Studies, identify opportunities for program expansion and development;

- Collaborate with other deans and administrative units to enhance interdisciplinary initiatives and partnerships.

Student Success:

- Promote student engagement and success through innovative teaching and learning approaches;
- Advocate for student support services and resources to enhance their academic, personal development, and retention;
- Ensure the School provides a welcoming and inclusive environment for all students.

Resource Management:

- Oversee the School's budget and resource allocation to support its mission and goals;
- Seek external funding opportunities and partnerships to enhance the School's financial sustainability.

Community Engagement:

- Build and maintain relationships with local businesses, organizations, and community leaders to foster collaboration and support for the School;
- In consultation/conjunction with campus stakeholders, promote the School's contributions to the community through research, outreach, and service.



LEADERSHIP OPPORTUNITIES

In addition to the responsibilities listed above, the next Dean of the School of Liberal Arts and Business will have the opportunity to advance the following key agenda items:

UNITY OF PURPOSE

SLAB brings together the liberal arts and business disciplines. The next Dean will have the opportunity to continue the integration of all fields and cultivate a sense of belonging for the faculty. Opportunities for interdisciplinary programming that help facilitate this integration will be valuable.

PROGRAM INNOVATION AND EVOLUTION

The next Dean will have the opportunity to facilitate the ongoing work of program innovation and evolution. This will include efforts to support the currency of existing undergraduate programs, as well as new graduate programs – particularly those that augment the University's expansion into the health sciences. Possibilities already under consideration include a master's degree in Music Industry, a bachelor's degree in Audio Arts, as well as a Medical Humanities program, an Arts Therapy program and a Music Therapy program.

STUDENT RECRUITMENT AND SUCCESS

The next Dean will be an active partner in student recruitment and support student success efforts. The University has achieved an enviable retention rate of nearly 73% through the concerted efforts of faculty and staff. It will be critical for the Dean not only to support the continuation of those efforts, but also to be a visible presence on campus and engage with students.

EMPOWERMENT OF DEPARTMENT CHAIRS AND SUPPORT FOR FACULTY AND STAFF

The next Dean will empower and support the chairs with communication, information, and leadership development. The Dean will work to ensure that chairs receive appropriate support for enterprise software, and at the same time encourage them to take an entrepreneurial approach to leadership and support their pursuit of opportunities. Additionally, the next Dean will also work to support the success of the faculty and staff within SLAB in their teaching, scholarship, and sponsored research.

COMMUNITY ENGAGEMENT

In addition to supporting the work of the faculty and staff within SLAB, the next Dean will also work outside the University to pursue opportunities for building relationships with external partners. Additionally, the Dean will encourage and support faculty in their efforts to engage in intellectual work in the community.



QUALIFICATIONS AND ATTRIBUTES

REQUIRED

- A terminal degree in a field relevant to SLAB from an accredited institution (or international equivalent);
- Significant experience in academic leadership roles in higher education, including direct supervision of staff and faculty;
- A distinguished record of teaching, scholarship, and service that warrants a tenured appointment in SLAB;
- A demonstrated commitment to supporting and/or developing programs and initiatives that promote diversity, equity, and inclusion.

PREFERRED QUALIFICATIONS

- Strong interpersonal and communication skills;
- Evidence of a forward-thinking and collaborative approach to academic leadership;
- Demonstrated vision, creativity, and strong leadership skills with capability of both nurturing and of making tough decisions;
- Experience working in a unionized environment and with shared governance;
- Experience with discipline-specific accreditation;
- Demonstrated capacity to cultivate excellence in teaching and funded research;
- Demonstrated record of encouraging innovative program growth;
- Experience in fundraising;
- Proven ability to manage fiscal and physical resources;
- Demonstrated experience working with a diverse group of faculty, students, and administrators, as well as with School partners.

“At SUNY Oneonta, we believe that diversity is an asset and a source of strength that energizes our collective growth and innovation.”

—President Alberto Cardelle





PROCEDURES FOR APPLICATION AND NOMINATION

Academic Search is assisting SUNY Oneonta in this search. Applications must include, in two separate attachments: 1) a detailed cover letter addressing the leadership opportunities outlined in this profile and 2) a current curriculum vitae (CV). Nominations and applications should be sent to SUNYOneontaSLAB@academicsearch.org. To ensure full consideration by the Search Committee, applications should be received by **Monday, March 25, 2024**. Nominators and prospective candidates may arrange a confidential discussion about this opportunity with Dr. Eric Richtmyer at eric.richtmyer@academicsearch.org or 202-332-4049. When submitting a nomination, please include the nominee's full name, position, institution, and email address.

Pursuant to Executive Order 161, no State entity, as defined by the Executive Order, is permitted to ask, or mandate, in any form, that an applicant for employment provide his or her current compensation, or any prior compensation history, until such time as the applicant is extended a conditional offer of employment with compensation. If such information has been requested from you before such time, please contact the NYS Office of Employee Relations at (518) 474-6988 or via email at info@oer.ny.gov.

SUNY Oneonta values a diverse university community. Please visit our website on diversity at: <https://suny.oneonta.edu/diversity>. Moreover, the University is an Equal Opportunity/Affirmative Action employer. Women, persons of color, persons with disabilities, and protected veterans are encouraged to apply.

ABOUT ACADEMIC SEARCH

Academic Search is assisting SUNY Oneonta 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.



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