



2023 Presidential Search
Position Prospectus



Presidential Search

The State University of New York (SUNY) and the SUNY Delhi College Council invite applications from skilled and experienced academic administrators who are committed to student success and academic excellence to serve as the College's next President.





About SUNY Delhi

Delhi's 625-acre campus forms a "town within a town," with more than 44 buildings, six residence halls, a 120-bed apartment complex, and various facilities and amenities that include an 18-hole golf course with clubhouse and café, sports venues, and extensive laboratory facilities in support of the various technical curricula offered by the institution. The village of Delhi is a close-knit community where roughly 3,000 people proudly reside. The bucolic county captures classic American living in the natural background of the enchanting Catskill Mountains, known for many outdoor recreational opportunities, the dramatic landscape, and various historic sites. Delhi is located fewer than two hours from the New York State capital of Albany, and three and a half hours from New York City, yet offers relaxed living in a family-friendly, rural setting.

SUNY Delhi has, throughout its 110-year history, been known for its commitment to experiential education, career readiness, and promoting the engaged citizenship of its

students. The College currently provides more than 40 associate's and 22 bachelor's degree programs, and three online master's programs. Delhi's RN-to-BSN online program ranks #4 Best Online RN-to-BSN Program in New York by *allnurses.com*. Delhi's new online master's degree in criminal justice is the first of its kind within SUNY. A distinctive program, Veterinary Science Technology, is the first program of its kind in the nation and includes a study abroad component. SUNY Delhi has been ranked among the Best Regional Colleges in the North and is designated as a leader in Online Bachelor's Programs in the *U.S. News and World Report Guide to America's Best Colleges*. With enrollment at approximately 2,800, the hallmark of a Delhi education is the commitment of faculty and staff to students' personal and professional success. Approximately 80% of Delhi students participate in service activities, a full array of intramural and intercollegiate athletics, NCAA Division III, as well as almost 50 student organizations. For more information about SUNY Delhi please visit www.delhi.edu.



Mission statement

The SUNY Delhi community transforms students' lives by providing accessible, civic-minded, and hands-on education that advances personal and professional growth.

Vision

SUNY Delhi puts students at the center of a sustainable applied education that integrates critical thinking in an innovative, inclusive and nurturing community.

Values

- Collaboration
- Diversity
- Community
- Learning
- Determination



History

The College was initially founded in 1913, as the State School of Agriculture and Domestic Science at Delhi. Its initial mission was to stem the migration of young people from the area by preparing them for careers in farming. From its founding to today, the College has had a long and proud tradition of applying hands-on education to prepare students to help meet the needs of the region and beyond.

Throughout its history, SUNY Delhi has responded with agility and zeal to the needs of the region. After World War I, it created an intensive training program to alleviate a farm worker shortage; it established a teacher training program in 1921 when Upstate New York's one-room schoolhouses were desperate for trained teachers; and it responded to a national call for nurses in 1943 with a new training course for practical nurses.

In 1933, the College launched the country's first building construction program to meet the growing need for carpenters and builders. Many of the houses on Park Place and Sheldon Drive in the Village of Delhi were the result of Delhi construction students' hard work—a tradition that continues today with construction students building homes, as well as facilities for non-profit organizations, to gain hands-on experience.

The College officially became the New York State Agricultural and Technical Institute at

Delhi in 1941, the culmination of campus expansion and an increasingly diversified curriculum combined with the growing stature of the state's six agricultural schools.

Food technology was added to the curriculum in 1945, which marked the beginning of what is now Delhi's highly regarded Hospitality Management program. The program continued to expand over the years with new degree offerings like Restaurant Management, Culinary Arts, and Hospitality Management.

The College changed names again after World War II, becoming one of the original 14 state colleges and agricultural institutes to form the new State University of New York system. In 1964, “College” replaced “Institute” to make it the New York Agricultural and Technical College at Delhi.

Campus facilities have undergone a major transformation over the last decade. Renovations to Farrell Hall created the new Farrell Student and Community Center. Sanford Hall was transformed into a state-of-the-art academic center for nursing, business and other technology-driven programs. Catskill Hall, a suite-style residence hall, and Riverview Townhouses were added to meet the growing residential student population. Campus walkways and roadways were renovated to improve mobility and access for students. Learn more about Delhi's history [here](#).



Strategic Plan

The Strategic Plan development is currently underway. In the Fall 2023 semester, shared governance bodies endorsed the following themes and goals:

- **Student Success**
 - **Goal:** SUNY Delhi supports equitable access, opportunity and success for a diverse student population with programs that provide applied skills and critical problem-solving tools.
 - **Goal:** Diverse programming is supported by individualized services that follow a student from admittance to career.
- **Sustainability**
 - **Goal:** SUNY Delhi supports a sustainable economic, social, and environmental future through the following types of stewardship:
 - Collaboration with organizations to meet community educational and workforce needs.
 - Offering fiscally sustainable campus and academic programs.
 - Caring for our generation and the next.
 - Respect and responsibility to protect our environment.
- **Advancing Personal & Professional Potential**
 - **Goal:** At SUNY Delhi, staff and faculty best support students through their own professional development. Faculty and staff remain current in their areas of expertise and are educated in the best pedagogical practices. Faculty and staff develop interpersonal skills and treat students and each other with respect, civility, and generosity.
 - **Goal:** Faculty and staff prepare students for current and future workplace expectations.

- **Civic-minded Community**

- **Goal:** Students, faculty, and staff identify what communities they feel a part of. They utilize their talents and the skills they learn at SUNY Delhi to impact those communities. Faculty and staff model how to influence communities and students leave with a sense of being part of something greater than themselves.

- **Innovation**

- **Goal:** SUNY Delhi aspires to be the leading SUNY college of technology that excels in applied education by engaging students and the community in experiential learning in a practical and constructive developmental environment. This provides a unique opportunity to learn how to apply critical and creative thinking skills to a variety of social and professional scenarios.
- **Goal:** SUNY Delhi strives to identify innovative, pedagogical tools to make education more interactive and engaging.

College leaders are documenting new and existing initiatives and working to identify strategies for the strategic plan. Once these strategies are crafted, shared governance groups shall review and provide feedback. In the Spring 2024 semester, strategic planning initiative work begins. At the conclusion of the academic year, the initiatives will be reviewed and the plan will be updated for the next academic year.



Academics

SUNY Delhi offers more than 60 academic programs focused on career readiness and technical training. The programs are robust, experiential, and effective. Coupled with a strong academic foundation for advanced study, SUNY Delhi scholars who progress through these programs leave the campus as capable, civic-minded, self-sufficient people ready to engage with the world and change it for the better. These degrees have earned state and national acclaim for academic excellence. Whether students study on campus or online, experience-based applied learning programs give them a competitive edge in the workplace in many of the nation's fastest growing fields.

The School of Applied Technologies and Architecture provides hands-on, industry specific education. From Automotive Technology to cutting-edge Mechatronics Design and the top-ranked Construction Management Design program, students put their lessons to the test under the guidance of experienced faculty. Both two-year and four-year options mean there is a degree that meets their career goals.



The School of Veterinary Science and Professional Studies is a destination for students looking for a world-class education in veterinary science technology, hospitality, or a range of business programs such as accounting, cyber operations, and human resource management. Hospitality graduates work in some of the top destinations in the country, and culinary arts students have won hundreds of medals in local and national competitions. The College's veterinary science technology program is the "first and finest" in the nation and continues to attract top students interested in hands-on learning with both small and large animals.

The School of Nursing, Arts, and Sciences offers associate and bachelor's degrees in applied communication, criminal justice, environmental studies, general studies, humanities and social sciences, mathematics and sciences, sustainability, and teacher education. With an 80-year tradition of excellence in nursing education, Delhi also offers ASN, BSN, and MSN nursing degrees, both on campus and online, and post-baccalaureate certificates.



Accreditation

The State University of New York at Delhi is an accredited institution and a member of the Middle States Commission on Higher Education (MSCHE). SUNY Delhi's accreditation status is Non-Compliance Warning. The Commission's action on the status of the institution's accreditation on June 29, 2023, is available on the [MSCHE website](#).

A follow-up campus visit was held on October 3rd, 2023. SUNY Delhi is actively working on addressing the non-compliance warning. A monitoring report is due to the Commission in January 2024. New commission action is anticipated in June 2024.



Leadership in Applied Learning

SUNY Delhi prides itself on offering relevant, career-centered degrees that lead to jobs. Opportunities for experiential learning in small classes are built into every academic program, allowing students to graduate with the real-world skills they'll need to succeed in their chosen careers. With close connections to the local community, our students and faculty also collaborate with businesses and organizations through service-learning.

Examples include tax preparation services to community members through the accounting program, nursing students volunteering for Remote Area Medical, collaboration with local animal shelters and community members for reduced cost or free spay/neuter services for shelter dogs and cats, and physical education majors providing adaptive sports experiences for children with disabilities.

Many of SUNY Delhi's programs also have an internship requirement, providing students with opportunities to practice their skills in real-life settings but also a means to build their resumes and access valuable industry networking and job opportunities. As such, some programs have over 90% job placement after graduation.



Culture of Excellence

With an emphasis on applied learning, Delhi students learn by doing. From accounting to welding, each program integrates real-world scenarios and career-focused skill development into the learning experience. After graduation, students will have the tools and skills to hit the ground running towards their career goals.



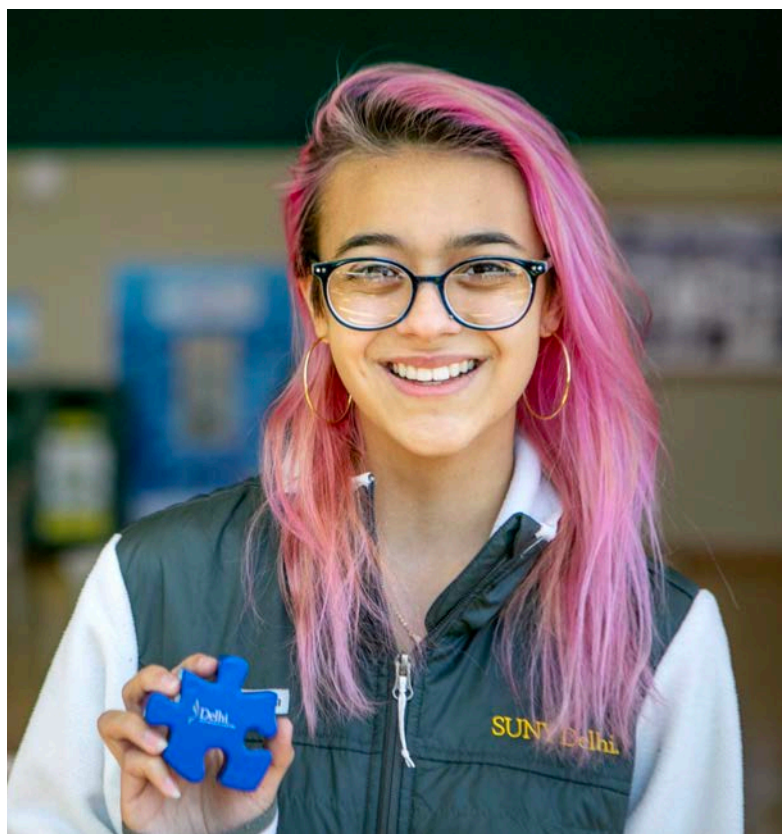
At Delhi, students learn from expert faculty with years of real-life experience and benefit from up-to-date curricula developed with industry advisors. With programs that keep evolving to respond to the latest trends and technologies, students have an advantage in the job market.

The majority of programs at SUNY Delhi have an internship requirement embedded into the curriculum, which often leads to job opportunities after graduation. There is also a large alumni network to set students up for great connections in their chosen industries.

Culture of Creativity

The College's acclaimed Golf and Turf Management programs got their start in the 1970s. In 1992, college officials announced plans to expand the college golf course to 18 holes to support the college's plans for a professional golf management program. In 2008, the Golf/Turf Management programs were ranked within the Top 15 in the U.S. and named "Best in New York State" by *Turfnet* magazine.

In 2000, Delhi's culinary team won the American Culinary Federation's New York State competition for the first time; it went on to win nine in a row. That same year the team was featured in the *National Culinary Review* as New York's finest. In 2003, the team earned a gold medal at the ACF National Championship, and in 2010 Delhi captured the ACF National Championship in Anaheim, CA. The culinary team won the *Copa Culinaria Mundial Junior* representing the United States in Costa Rica in 2016.



Faculty & Staff

Faculty

There are 136 full-time faculty at SUNY Delhi. They are represented by a union, the United University Professions (UUP). Faculty governance is through the Faculty Senate and is led by a Faculty Executive Committee.

A 14:1 student-to-faculty ratio allows for the development of strong, supportive connections. Instructors know each student's name and personal goals, and the campus is invested in student success. At SUNY Delhi, there are a variety of support services readily available to students. The Resnick Academic Achievement Center is home to Access and Equity, the Career Center, tutoring, and advising services.

Staff

The staff are represented by the following unions on campus: United University Professions (UUP), Civil Service Employees Association (CSEA), Public Employees Federation (PEF), the Police Benevolent Association of New York State (PBA), the New York Correctional Officers and Police Benevolent Association (NYSCOPBA) and the Graduate Student Employees Union (GSEU). The Research Foundation of SUNY also employs staff on campus to support faculty research and creative activity through sponsored dollars.



Notable Alumni

- **Ana J. Almanzar, '00 Hospitality Management** - Former Chief of Staff to NYS Director Nonprofits under Governor Andrew Cuomo. Current Director of Community Relations Mother Cabrini Health Foundation
- **Robert Berkowitz '70 Hospitality Management** - American journalist, talk show host, author, founding correspondent CNN
- **Ramona Bober '82 Veterinary Technology** - Program Support Specialist at Kennedy Space Center. Recipient of NASA Space Flight Awareness Team Award 2015 and NASA's prestigious Silver Snoopy Award for service to the Space Shuttle astronauts in 2000 while the lead technologist for the Bionetics Corporation, a NASA contractor
- **Oswald Bowman II '13 Hospitality Management** - Hotel Manager, The Venetian Resort Las Vegas
- **John Caparella '78 Hospitality Management** – Hospitality and Entertainment Consultant. Former COO The Venetian Palazzo Resort Hotel and Casino, Las Vegas, Executive VP The Madison Square Garden Company
- **Mark Cody '83 Liberal Arts & Sciences** – Head Wrestling Coach University of Oklahoma
- **Kevin Dart '92 Business Administration** - Vice President Ticket Sales, Service and Operations for the NY Yankees
- **Scott Fichten '86 Business Administration** - Senior Vice President Drury Design Dynamics
- **Derek Hurburt '05 Turf Management** - Assistant Groundskeeper Pittsburgh Pirates
- **Ed Lau '02 Liberal Arts & Sciences** - Program Analysis Evaluation & Funds Control Budget Branch Chief, U.S. Secret Service
- **Geovanny Osorio '89 Architecture**, Chief Architect City of Houston
- **Janice Raiford '68 Secretarial Science** – Former Director, Resource Development-Club Services for the Northeast Region of Boys & Girls Club of America
- **Bob Simek '82 Restaurant Management** - Founder & President, Cancer Nutrition Care
- **Eric Weinrib '92 Business & Liberal Arts** - Award-winning filmmaker and journalist. Highest grossing documentaries of all time. Producer/Director Vice Media LLC
- **Ian Wolff '90 Business Administration** - Director Broadcast/AV/Digital Signage New York Stock Exchange Manages day to day broadcast operations including Opening and Closing Bell
- **Kevin Zraly '70 Business Administration** - Wine critic, author, and educator of Windows on the World Wine School



Student Life

At SUNY Delhi, students are most important. College is a 24/7 experience, and SUNY Delhi strives to create opportunities for students to serve their community, become leaders, and succeed academically.

With enrollment at approximately 2,800, the hallmark of a Delhi education is the commitment of faculty and staff to students' personal and professional success. Approximately 80% of Delhi students participate in service activities, a full array of intramural and NCAA Division III intercollegiate athletics, as well as almost 50 student organizations.

The Center for Student Leadership and Engagement is dedicated to leadership development and co-curricular engagement. With over 60 clubs and organizations, 18

recognized fraternities and sororities, and a multicultural center, there are endless ways for students to get involved on campus.

SUNY Delhi's walkable, residential setting is the perfect place to make lifelong friends, expand leadership skills, volunteer in the local community, and stay active with a busy calendar of campus events. With a diverse and active student body, students find the right amount of stimulation and energy combined with the close-knit, supportive community. Many out-of-the-area students describe Delhi's location as "far enough from home to be independent, but close enough to feel comfortable." Local students find many reasons to stay, too, including unique opportunities and support of faculty and staff, affordability, and the stunning views on campus.

Delhi Broncos Athletics

SUNY Delhi's 19 intercollegiate athletic teams represent 26 National Titles. The National Collegiate Athletic Association (NCAA) has granted SUNY Delhi active Division III membership.

Current intercollegiate teams include:

- Basketball: Men's & Women's
- Cross Country: Men's & Women's
- Golf: Men's
- Lacrosse: Men's
- Soccer: Men's & Women's
- Softball: Women's
- Swimming & Diving: Men's & Women's
- Tennis: Men's Team
- Track and Field: Men's & Women's
- Volleyball: Women's

The new all-sports turf field is a signature addition to SUNY Delhi Broncos Athletic facilities. The new turf field will become home to some of SUNY Delhi's most competitive teams including Women's Soccer, Men's Soccer, and Men's Lacrosse.

In addition to a new athlete-friendly playing surface, the field brings modern amenities to the spectator and fan experience. SUNY Delhi's student-athletes are highly accomplished in the classroom and on the field. The new turf field allows them to train and compete at the highest level. Some of the exciting features the fields include state-of-the-art sport lightning and scoreboard, stadium seating, and a Press and Official's Box.

Long Term Goals:

- Create modern, consistent, and safer playing conditions for men's and women's soccer and men's lacrosse.
- Allow for the addition of women's lacrosse.
- Boost recruitment.
- Expand opportunities for club sports and intramurals.
- Become a resource for the Delhi community.





Diversity, Equity, and Inclusion

SUNY Delhi is dedicated to a safe and welcoming campus climate that promotes and respects each individual regardless of race, ethnicity, sexual orientation, age, socioeconomic status, disability, religion, gender identity and expression, and national origin. SUNY Delhi fosters an environment that is inclusive of all within the SUNY Delhi campus and community and prepares all students to successfully enter a diverse and global society.

An important anchor within the campus community, the MOSAIC Multicultural Center serves as a space for members of the campus community to explore their identity and sense of self in the world in which they live by offering educational support and mentoring, being a brave space for identity awareness and allyship, and by fostering a home away from home.

Community Impact

SUNY Delhi students, faculty, and staff are committed to its community. SUNY Delhi is proud to be recognized with the Carnegie Foundation Elective Classification for Community Engagement for 2015-2025.

The O'Connor Center for Community Engagement (OCCE) serves as a clearinghouse for community service opportunities, developing partnerships, training, and programs that connect campus and community members, foster collaborative learning, meet local and student needs, and prepare students to become socially responsible citizens in a diverse world.



OCCE Objectives:

- Coordinate hands-on volunteer opportunities for students.
- Connect local residents with the campus community.
- Support non-profit fund-raising and awareness education campaigns.
- Educate students and partners on the benefits of service.
- Manage the Regalia Food Pantry & Career Closet.
- Inform students of local resources to support daily needs.
- Recognize outstanding community service & volunteerism.
- Facilitate the development of students' civic awareness, professional and interpersonal skills, sense of empathy, and self-awareness.

Opportunities & Challenges

Academic Leadership – Next Steps

The College currently has key leadership positions that will need to be filled and the president will have a unique opportunity to build a team to support their vision for the College.

Achieving Financial Sustainability

SUNY Delhi's next president will need the fiscal acumen to enable strong financial management across all areas of the College and will be expected to take the steps necessary to balance the campus budget. The president will need to be transparent, with a care for detail, and involve the Delhi community, along with other stakeholders, in discussions and actions about revenue generation and expenditure reductions that fit the right size of the campus. They will be asked to tie together strategic planning and budget planning, oversee reliable operating budgets, build strategic academic business models, integrate financial matrices with long-range plans, identify new and existing resources for program and infrastructure investment, and maintain strong internal controls.



Bolstering Enrollment Management

The president will be expected to lead efforts that more fully engage the entire campus in enrollment management, develop and monitor targets by academic discipline, increase agreements with other institutions, identify and approve new degree programs to expand enrollment, and enhance student retention activities. The president will have the opportunity to foster new and innovative ideas and approaches to lead the continued growth of SUNY Delhi.



Boosting and Building Community and Engagement

With many deeply committed students, faculty, and staff, the next president can promote trust and nurture a spirit of mutual respect through open and effective communication. Shaping a discourse that leads to principled agreement and consensus around competing issues will help to build an even stronger sense of community at Delhi. The president should quickly grasp a culture that practices high standards and rigor, values high quality teaching, wrestles with meeting enrollment and retention goals, and values shared governance in concert with strong and decisive leadership. Through careful listening and an inclusive dialogue, the opportunity exists to encourage the sense of shared mission and vision among and between all constituencies, which is so important to fulfilling the College's potential.



Diversity, Equity, and Inclusion

The next SUNY Delhi president is expected to embrace the cultural differences of students, staff and faculty from diverse backgrounds and demonstrate a commitment to maintaining a strong sense of community and inclusive excellence. This includes recruiting and retaining more diverse faculty, staff and administrators to better serve an increasingly diverse student population. The successful candidate will demonstrate commitment to the College's overall mission on diversity, equity, and inclusion.

Enriching a Culture of Giving

As the College's chief fundraiser, the president will have direct involvement with the Delhi College Foundation, Inc., and the campus's successful advancement program. The president will be expected to solidify, build, as well as expand outreach efforts. The new president will have the opportunity to establish priorities for future fundraising and play a critical role in the next campaign. The president's engagement is expected to result in an enriched philanthropic culture for Delhi.





Desired Attributes

The College has developed the following list of personal qualities and professional qualifications and experiences that match the agenda of opportunities outlined in the previous section. The search committee seeks a strong leader who will work with the campus community and support students, faculty and staff. The successful SUNY Delhi president will be:

- An able communicator and collaborator with all constituents;
- An engaged leader with students, faculty, and staff with a personal desire to be visible and accessible;
- A person committed to the College's overall mission of a student-focused environment and support diversity, equity and inclusion efforts;
- A transparent leader who listens, communicates, and collaborates effectively with all campus constituents, SUNY System Administration, labor unions and other SUNY institutions;
- A person who possesses a track record of sound financial management;
- Keenly interested in and able to successfully engage alumni, donors, and the regional community in both fundraising and ongoing relationships;
- A person who can help to create a feeling of collegiality and shared inquiry;
- A decision-maker who recognizes that engaging with the College community, embracing shared governance, and exhibiting transparency in deliberations better ensures wise decisions and campus cohesion;
- A person of good will, a leader with a "human touch" and a visionary who can adapt and evolve in the face of change.



SUNY System Administration

The State University of New York is the largest comprehensive system of higher education in the United States, and more than 95 percent of all New Yorkers live within 30 miles of any one of SUNY's 64 colleges and universities. Across the system, SUNY has four academic health centers, five hospitals, four medical schools, two dental schools, a law school, the country's oldest school of maritime, the state's only college of optometry, and manages one US Department of Energy National Laboratory. In total, SUNY serves about 1.4 million students amongst its entire portfolio of credit- and

non-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 reached nearly \$1.1 billion in fiscal year 2022, 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. To learn more about how SUNY creates opportunity, visit www.suny.edu.



APPLICATIONS

Interested candidates should submit only a cover letter and resume/curriculum vitae to RPA Inc. at SUNYDelhiPresident@rpainc.org.

For a confidential discussion about this opportunity or to make a nomination, please email **Amanda O'Donnell**, Vice President and Senior Consultant, or **Dana John Cohick**, President, at the email address listed above.

The first review of candidates will continue through December 5, 2023.

SUNY Delhi is committed to the principles of non-discrimination and equality of opportunity in all of its personnel procedures and practices. The College recruits, selects, hires, trains and promotes staff and provides benefits without regard to race, sex, age, national origin, religion, marital status, disability, veteran status, or sexual orientation. We seek others who support these values of diversity and inclusiveness, and candidates of all diverse backgrounds who wish to participate in our cultural aspirations are welcome and encouraged to apply. The State University of New York at Delhi is an AA/EOE/ADA employer.

