

# PRESIDENT

State University of New York at Fredonia

Position Profile



**FREDONIA**

STATE UNIVERSITY OF NEW YORK

[fredonia.edu](http://fredonia.edu)





The State University of New York at Fredonia seeks a visionary leader and experienced administrator committed to student-centered academic excellence, experiential learning, faculty scholarship, and professional development to serve as the University's next President.

#### STATE UNIVERSITY OF NEW YORK AT FREDONIA: AN OVERVIEW

The State University of New York at Fredonia is a vibrant, comprehensive, selective, public, residential, liberal arts university located in beautiful Western New York, just minutes from Lake Erie. Fredonia is one of 13 master's institutions within the **State University of New York (SUNY)**.

Fredonia enrolls 4,463 students and offers 97 undergraduate and 15 graduate degree programs providing an outstanding education in performing and visual arts, natural and social sciences, humanities, education, and business. Fredonia is home to many prominent accredited programs, including a world-renowned School of Music. The university holds the Carnegie Classification of Master's Colleges & Universities: Medium Programs, and is consistently ranked among the top public, master's granting universities in the North by *U.S. News & World Report*. The university has earned the Carnegie Classification for Community Engagement and is known for its strong academic programs taught by distinguished and award-winning faculty, attractive architecture and grounds, rich campus life, and commitment to student engagement and success. Continued renewal of facilities has revitalized the campus mission. Located in Chautauqua County, Fredonia is the westernmost university in the SUNY System and is 45 miles southwest of Buffalo.

Fredonia has a dedicated workforce of 924 total employees (not including graduate assistants). The instructional faculty is comprised of 443 members with 86 percent of full-time faculty holding a Ph.D. or terminal degree.





Fredonia houses 2,175 students, including 115 international students representing 16 countries. SUNY Fredonia is a NCAA Division III College with 19 varsity teams. The campus boasts an active student association featuring more than 150 student organizations, clubs, and honor societies. To learn more about SUNY Fredonia, visit: [www.fredonia.edu](http://www.fredonia.edu).

SUNY Fredonia was first accredited by the Middle States Commission on Higher Education in 1952 and was most recently accredited in 2011. The self-study for the next accreditation is well under way and should be complete in early 2020.

All of Fredonia's baccalaureate and graduate programs are registered by the New York State Education Department.



**Programmatic accreditations** include:

- ▶ School of Music accredited by the National Association of Schools of Music (NASM)
- ▶ Theatre programs by the National Association of Schools of Theatre (NAST)
- ▶ Visual Arts & New Media by the National Association of Schools of Art and Design (NASAD)
- ▶ Professional Education Unit by Council on the Accreditation of Educator Preparation (CAEP)
- ▶ Communication Disorders and Sciences by Council on Academic Accreditation (CAA) for the American Speech, Language, Hearing Association (ASHA)
- ▶ Chemistry - ACS approved track American Chemical Society Committee on Professional Training (ACS-CPT)
- ▶ Sociocultural and Justice Sciences by Council on Social Work Education (CSWE)
- ▶ Social Work by the Council on Social Work Education (CSWE)
- ▶ School of Business by the Association to Advance Collegiate Schools of Business (AACSB)

Fredonia is a community of students, faculty and staff dedicated to the pursuit of excellence through education. In order to accomplish its goals, the campus community works together to maintain the high standards, values and ideals expected in a community of scholars.











## MISSION

Fredonia educates, challenges, and inspires students to become skilled, connected, creative, and responsible professionals and global citizens. The university enriches the region and state through scholarship, artistic expression, community engagement, and entrepreneurship.

## VISION

As a premier public university, Fredonia aspires to transform students, our region, and our world through experiential, intellectual and creative endeavors within the traditions of inclusive community and purposeful inquiry.

## FREDONIA: BLUEPRINT FOR EXCELLENCE, STRATEGIC PLAN 2019-2022

Driven by Fredonia's mission and vision, the university has identified five Strategic Direction Themes along with a statement of current institutional values:

- ▶ Student Experience
- ▶ Scholarship & Creative Activities
- ▶ Growth
- ▶ Equity & Culture
- ▶ Environmental Sustainability

To view the strategic plan visit:

<https://www.fredonia.edu/president/fredonia-blueprint-excellence>





## HISTORY

In 1826, Fredonia residents created Fredonia Academy which soon became known as a regional center for teacher training. New York State authorized Fredonia as the site of one of its four new Normal Schools in 1866 and classes began in December 1867 with Fredonia issuing state-certified teaching credentials to graduates.

After World War I, the U.S. faced teacher shortages as well as a new commitment to improve teacher education by adding college-level liberal arts curricula. In 1940, Fredonia issued its first baccalaureate degree. The following year, with the long-standing success of Fredonia's music program, a center was built to house the music program on a new 58-acre site, and the relocation of the Normal School to a 256-acre site was underway. Along with World War II came the state's official designation of the school as Fredonia State Teacher's College and the establishment of the first master's degree program.

The State University of New York at Fredonia joined the newly-formed State University of New York System in 1948 as one of the 11 teacher's colleges within the university and in 1961 became the State University of New York College at Fredonia with an expanded mission.

In the 1960s, SUNY Fredonia benefited from the baby boom, and with its growth, Fredonia soon offered its first bachelor of arts degrees not associated with teacher education. The master plan for buildings and grounds came to life with a master plan designed by the firm I.M. Pei and Partners, creating a campus of beauty. Additional growth was experienced in the mid-1990s and over the next decade and a half, new facilities were added, and enrollment grew by 25 percent at the undergraduate level and graduate enrollment doubled.

Fredonia was the first in the State University of New York system to be awarded the SUNY Shared Governance Award.





## CAMPUS FACILITIES

The 256-acre Fredonia campus is striking in its beauty. A traditional brick perimeter encloses a modern sculptured core. Well-kept lawns and wooded areas enhance the beauty of the campus. Facilities on the university campus reflect its diversity and reputation for excellence.

There are 14 residence halls on campus, including high quality corridor, suite-style and independent living, as well as kitchen suites in some halls. In addition, several lifestyle options are available including residence halls with smart classrooms, a Wellness Center, an Aerobic Center and a Crafts Room. There is high speed Internet access in every room and all residence halls have electronic entry access for added safety and security. Hendrix Hall is the site of the student-operated television station, WNYF-TV. Residence life offers the added advantage of activities planned by students. The new University Village Townhouses, a six-building complex with 196 beds opened in Fall 2014.

The campus is comprised of 63 buildings, 24 acres of parking lots, and over 2.3 million gross square feet of facility space. Recent construction projects include a 92,000 square foot Science Center which opened in Fall of 2014 and a 40,000 square foot studio complex addition to the Michael C. Rockefeller Arts Center in 2016.

The **2013-2023 Facilities Master Capital Plan** has five phases detailing how new and upgraded facilities and spaces will enhance Fredonia's education experience.







## UNIVERSITY ADVANCEMENT AND THE FREDONIA COLLEGE FOUNDATION

Established in 1964, the Fredonia College Foundation, a tax-exempt 501(c)3 organization, administers resources and supervises the investment of philanthropic funds that promote, advance, and support the activities and programs of the State University of New York at Fredonia. A volunteer **Board of Directors** oversees its activities. The Foundation holds more than 500 endowed funds and has assets of \$40 million. In 2018-19, the Foundation distributed approximately \$2.5 million in programming and scholarships.

On October 20, 2017 Fredonia launched the public phase of its current campaign. *Nurturing Innovation, The Campaign for Fredonia* with a goal of \$20 million. Campaign priorities include:

### Access to Quality Education

- ▶ Scholarships for Fredonia students

### Learning from Experience

- ▶ Connecting classroom knowledge and skills with public service and professional experiences
- ▶ Internships
- ▶ Study abroad
- ▶ Entrepreneurial activities

### Exceptional Faculty

- ▶ Faculty research and creativity
- ▶ Summer research
- ▶ Faculty fellowships

### Learning Spaces

- ▶ Interactive spaces
- ▶ Smart classrooms with modern technology

### Unrestricted Gifts

- ▶ Vital resources for flexibility, based on current needs







In the 1980s, Fredonia held its first capital campaign successfully meeting its goal of \$5 million. A second \$8 million campaign closed at \$10 million, with a third \$15 million campaign closing at \$17 million. With a year to go, the current campaign has already exceeded its goal.

The State University of New York at Fredonia Alumni Association has a mission of keeping alumni informed about and in contact with Fredonia. All undergraduate students are assisted in establishing a positive acclimation to campus. It is through regional programs, class reunions, special events such as Homecoming, involvement in first year orientation, and an established Undergraduate Alumni Association that their goals are achieved.

Fredonia has 47,759 alumni of record.

The Faculty Student Association owns and operates the Alumni House and Conference Center which serves the University, alumni, and the community. Located at the entrance to campus, this historic home houses the Alumni Affairs Office, several conference and dining rooms, and has a guest room for overnight visitors.

**Statement**, The Magazine for Fredonia Alumni and Friends, is a biannual publication released in the spring and fall each year. This publication keeps alumni, parents, graduate students and friends apprised of new programs, alumni and student successes, and the progress of the campaign.

## RESEARCH FOUNDATION

The Research Foundation of SUNY is the fiscal administrator of the University's research, training and other sponsored funds. It is a 501(c)3 private non-profit education corporation that provides services to campuses such as affiliated corporations establishment and support; sponsored programs administration; technology transfer; human resources/payroll administration; and purchasing and payables administration.

## FINANCES

Fredonia has a consolidated operating budget of over \$98 million. Main revenue sources include tuition, dormitory income, Faculty Student Association funds, state support, and support from the foundation.





## FACULTY STUDENT ASSOCIATION

The **Faculty Student Association of State University College at Fredonia, New York, Inc. (FSA)** is a New York State 501(c) (3) not-for-profit corporation. The FSA operates under a contract with the State University of New York (SUNY) and provides Fredonia's auxiliary services, which include food services, vending machines, the Connections bookstore, FREDCards, and check cashing. All faculty, staff, and students are considered members of FSA and are eligible to vote for representatives on the FSA Board of Directors during the organization's annual meeting each spring.

Any income after operating expenses and funding requirements is used to benefit the university by supporting numerous campus programs.

## FREDONIA TECHNOLOGY INCUBATOR

The **Fredonia Technology Incubator (FTI)** promotes economic growth by supporting entrepreneurship and the development of new, innovative, companies into successful business ventures.

Located in the City of Dunkirk's central business district, FTI promotes economic growth in western New York by supporting entrepreneurship and the development of new, innovative companies into successful business ventures. This takes place in an environment that fosters creativity, technology development, commercialization, and successful business management practices. With a focus on arts and technology-based startups, the Incubator provides administrative and business services, mentoring, networking, professional consulting, educational opportunities, and access to capital and work ready space. FTI combines these resources and those of the State University of New York at Fredonia, state and local government, area businesses, and the community to develop businesses that are financially viable and freestanding.







## SYSTEM GOVERNANCE

The nation's largest comprehensive public university system, the State University of New York (SUNY) was officially established in February 1948. SUNY initially represented a consolidation of 29 unaffiliated institutions, including 11 teachers colleges. All of these colleges, with their unique histories and backgrounds, united for a common goal: To serve New York State. Since 1948, SUNY has grown to include 64 schools, a mix of 29 state-operated campuses and five statutory colleges — including research universities, liberal arts colleges, specialized and technical colleges, health science centers, land-grant colleges — and 30 community colleges and an online learning network.



Today, the State University of New York's geographically dispersed campuses bring educational opportunity within commuting distance of virtually all New Yorkers. These institutions offer programs as varied as ceramics engineering, philosophy, fashion design, optometry, maritime studies, law, medical education, and everything in between. The university also operates hospitals and numerous research institutes. SUNY offers students a wide variety of educational options including short-term vocational/technical courses; certificate, associate, and baccalaureate degree programs, graduate degrees and post-doctoral studies. In 2017-18 the university served nearly 1.4 million students, including nearly 550,000 in credit bearing courses and programs, and more than 850,000 through continuing education and community outreach programs.



SUNY attracts the best and brightest scholars, scientists, artists and professionals, and boasts nationally and internationally recognized faculty in all major disciplines. Faculty are regular recipients of prestigious awards and honors. The highly regarded doctoral degree granting universities are home to top research programs and attract experts in a variety of fields. SUNY employs 88,000 faculty and staff and counts more than three million living alumni, residing in New York State and throughout the world.

To increase the diversity of its faculty, Governor Andrew M. Cuomo announced the launch of **PRODiG - Promoting Recruitment, Opportunity, Diversity, Inclusion, and Growth** — an initiative by The State University of New York to increase faculty diversity to better reflect the diversity of students across its 64 campuses. The multi-faceted strategy includes campus hiring and retention programs with a goal of hiring 1,000 professors from underrepresented groups by 2030.



SUNY's leadership structure consists of a Chancellor, Board of Trustees, System Administration Senior Staff, and Campus Presidents — each official working together in his or her capacity to advance the mission and vision of the University, and its strategic plan, **The Power of SUNY**.





SUNY operates in a shared governance system in which faculty, professional staff, administration, governing boards, and students participate in the development of policies and in decision making that affects the institution. SUNY has three main bodies that interact with each other and the Board of Trustees: The University Faculty Senate, Student Assembly, and Faculty Council of Community Colleges. By coming together with different constituent groups who have different opinions on how an institution should be governed, the shared governance process can become the desired way to help institutions implement changes.

The Governor's Office of Employee Relations (GOER) acts as the Governor's agent in negotiating collective bargaining agreements with the unions representing the state's executive branch employees, including State University of New York (University) employees.

## CHANCELLOR JOHNSON

Dr. Kristina M. Johnson was appointed as the 13th Chancellor in September 2017.

Prior to her appointment as Chancellor, Dr. Johnson was co-founder and CEO of Cube Hydro Partners, LLC, a clean energy infrastructure company focused on building and operating hydropower plants in North America. Dr. Johnson grew the company from one plant to 19 plants located in five eastern states. Previously she served as Under Secretary of Energy at the U.S. Department of Energy. Her previous academic experience includes serving as Provost and Senior Vice President for Academic Affairs at Johns Hopkins University, and Dean of the Pratt School of Engineering at Duke University. For additional information visit: <https://www.suny.edu/about/leadership/chancellor>

## FREDONIA UNIVERSITY SENATE

Fredonia **University Senate** is the chief vehicle by which faculty and professional staff have an advisory voice in the governance of the university. Built on the framework for consultation and shared governance established by the Policies of the Board of Trustees of the State University of New York, the University Senate is made up of faculty representatives from every academic department and area and professional staff/management representatives from each of the four university divisions on campus, and student senators. Administrators (the university president, vice presidents, deans, and associate vice presidents) are all ex officio members of the Senate.





## ADMINISTRATION

The President serves as the chief administrative officer of the university. The President is appointed by the SUNY Board of Trustees after recommendation from the Fredonia College Council and the SUNY Chancellor and serves at the pleasure of the Chancellor and the SUNY Board of Trustees.

The Provost and Vice President for Academic Affairs is the chief academic officer of the university and is responsible for the planning, development, administration, quality, and integrity of the full range of the university's educational and scholarly programs and services. The Provost oversees the colleges and schools' deans and directors; curriculum assessment and academic support; graduate studies, sponsored research, and faculty development; and academic support areas including the Fredonia Technology Incubator, institutional planning and assessment, the Professional Development Center, and sponsored programs.

The Vice President for Finance and Administration is the chief financial officer of the College and is responsible for management of fiscal resources, human resources and payroll, the Faculty Student Association (FSA), and facilities and planning.

The Vice President for University Advancements is responsible for increasing the level of private support to the university and strengthening alumni traditions and networks. The advancement staff members provide support to the volunteer boards of the Fredonia Alumni Association and the Fredonia Foundation. Career development, marketing and communications, and the Native American Consortium also report to the Vice President.

The Vice President for Enrollment Management and Student Affairs is responsible for enrollment services, which includes admissions, educational development programs, financial aid, and first year and transition programs. The position also oversees athletics and recreation; residence life; student wellness and support services; university police; student engagement and inclusion; and student conduct. The division advances learning throughout the student life cycle by providing services, opportunities, and programs that promote student engagement and student success.

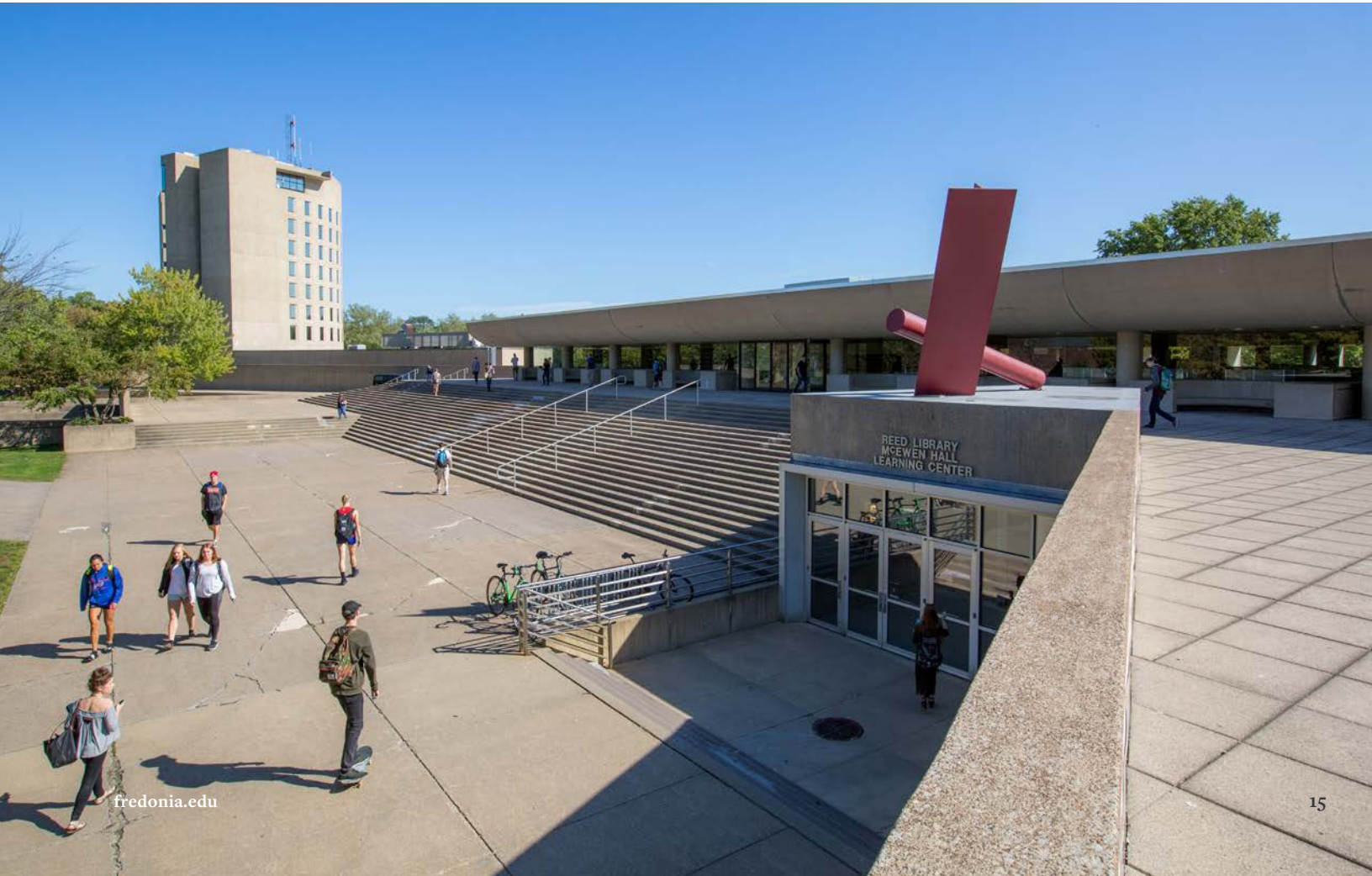
The College Council consists of ten members, nine appointed by the Governor and one elected by and from the students of the campus. One member is designated by the Governor as Chair. Council members appointed by the Governor serve for a term of seven years — beginning on July 1 of the appointment year — or until a successor is appointed. Student members serve for one year. The College Council is primarily an advisory board, making a wide variety of individual experiences, expertise, skills, and talents available to the President. It has primary responsibility for the presidential search process. It also approves regulations related to student conduct and safety.











## ACADEMICS

State University of New York at Fredonia offers a variety of undergraduate majors in the arts, humanities, and the natural and social sciences, as well as professional programs, and graduate master's and advanced certificate programs in many areas.

Faculty and professional staff are committed to providing a high-quality educational experience through classroom teaching and performance and research opportunities. Small class sizes and a personal approach reflect their dedication to helping students achieve their educational goals.

The faculty is comprised of 443 instructional faculty including 249 full time and 176 part time.





## COLLEGE OF EDUCATION

The **College of Education** offers four undergraduate programs, seven graduate programs, and one multi-award program delivered by 16 full-time, tenured or tenure-track faculty, 2 full-time lecturers, and 10 part-time, contingent faculty, and four full-time support staff members. In addition to the programs within the College of Education, the College of Education — Professional Education Unit offers 11 initial teacher preparation programs and five advanced teacher preparation programs (two of these being multi-award programs). The student enrollment in the COE for the 2018-2019 academic year included 351 undergraduate and 86 graduate majors for a total of 437 distinct individuals enrolled within the College. The COE collaborates with content departments in the Colleges of Liberal Arts and Sciences and Visual and Performing Arts in serving Adolescence Education and Music Education undergraduate majors and graduate students. In total, the COE-PEU is comprised of 28 active programs leading to initial and/or advanced certifications for teachers and other school professionals. The COE-PEU's educator preparation programs contribute approximately 25% of the university's undergraduate students and 77% of the graduate student population. The enrollment of the COE-PEU consists of 817 undergraduate and 171 graduate students for a total of 988 in the PEU.



The Fredonia College of Education — Professional Education Unit (COE-PEU) has been fully accredited by the Council for the Accreditation of Educator Preparation (CAEP) since Fall 2015. The College of Education has offered the United Kingdom Student Exchange Program for 25 years. Students and faculty from the United Kingdom come to Fredonia in late Spring, and a cadre of Fredonia students and faculty visit the UK. As well the COE has offered a Belize Service Exchange Program during J-Term for the last ten years. TESOL graduate students have the opportunity to complete their student teaching in Mexico. Undergraduate students have the opportunity to student teach in New York City or Houston, Texas.

The vision of the COE-PEU is to provide candidates with the highest quality, clinically-rich preparation so that they become most highly-effective teachers and leaders possible. The mission of the COE-PEU is to challenge, educate and inspire teacher and leader candidates to become skilled, connected, creative, and responsible global citizens and professionals capable of impacting P-12 student learning, and meeting the challenges of diverse student needs.

The shared values and beliefs of the unit can be succinctly summarized in the statement, “We believe that all children can learn and that they can learn best by teachers who are responsive.” Consistent with the mission, to become responsive educators, candidates must continue to learn throughout their professional careers. Our programs provide a solid foundation of knowledge, skills, and the development of professional dispositions upon which candidates can build and grow professionally. Candidates participate in developmental, intentionally structured and supervised early field-based experiences connected to sequenced coursework designed to provide opportunities to construct and practice their command of pedagogical content knowledge, professional knowledge, and research based instructional practices.







## COLLEGE OF LIBERAL ARTS & SCIENCES

Fredonia provides students both breadth and depth of educational experiences. The **College of Liberal Arts and Sciences** offers over 40 majors within the humanities, natural sciences, and social and behavioral sciences. The 108 tenure/track, 94 adjuncts and lecturers, and 22 staff provide the liberal arts experience, the coursework that composes a university education and provides the foundation for a meaningful life, career fulfillment, and the flexibility necessary for today's rapidly changing world. The College of Liberal Arts and Sciences enrolls 1,928 undergraduate and 73 graduate students.

The College of Liberal Arts and Sciences is dedicated to the teacher-scholar model and students are at the center of all they do. Accordingly, professors are active in their respective areas of study; in fact, many are known nationally and internationally for their work. These same professors, largely through their desire to share ways of acquiring knowledge, provide students with a variety of experiential learning opportunities, including internships, field research, laboratory work, creative endeavors, and study away. Because students are able to work closely with their professors in a wide variety of settings, they are able to put theory to practice, receive in-depth mentoring, and actively explore personal interests along the way to their degrees. The College sees learning as a collaborative process requiring close interactions between students, faculty, staff, and the surrounding community. The College of Liberal Arts and Sciences prides itself on the creation of a community of scholars where the usual lines of demarcation between teacher and student, campus and community, and arts and sciences are blurred.

The College offers both breadth and depth of educational experiences within the humanities, natural sciences, and social and behavioral sciences and provides most of what constitutes the core curriculum.





## SCHOOL OF BUSINESS

The **School of Business** offers nine undergraduate programs. The school has 20 full-time, tenured or tenure-track faculty, 23 adjuncts and lecturers, and two support staff members and enrolls 750 undergraduate students.



Fredonia offers a wide range of business programs in Accounting, Public Accountancy, Finance, Management, Marketing, and Business Administration. Programs are accredited by the Association to Advance Collegiate Schools of Business (AACSB), which puts Fredonia among the top five percent of business programs worldwide. All School of Business students, including those majoring in Economics, Sport Management and Music Industry, enjoy small class sizes for personal connections with extraordinary faculty, internships in their field of study, and opportunities to study abroad. Fredonia's 4 + 1 programs allow graduates to earn a Bachelor's degree and a Master's degree in 5 years. The undergraduate 150-hour Public Accountancy degree qualifies graduates for CPA licensure.



Students are introduced to the latest technology, made aware of the global and cultural components of business and are provided with experiential learning and practical internship opportunities. The curriculum emphasizes critical thinking and communication skills, ethics, and professionalism.

Students have access to the Fredonia Technology Incubator, which supports start-up companies committed to western New York. Students work with entrepreneurs on market research, business plan development, business organization, operation and recordkeeping, and unique problem-solving initiatives. The incubator expands the entrepreneurial aspects of the curriculum, enhances intern and employment possibilities, and inspires students interested in starting businesses of their own.



Fredonia maintains accelerated MBA affiliations with Rochester Institute of Technology, St. Bonaventure University, Alfred University, Clarkson University, Canisius College, Niagara University, Long Island University, SUNY Oswego, and SUNY New Paltz.





## SCHOOL OF MUSIC

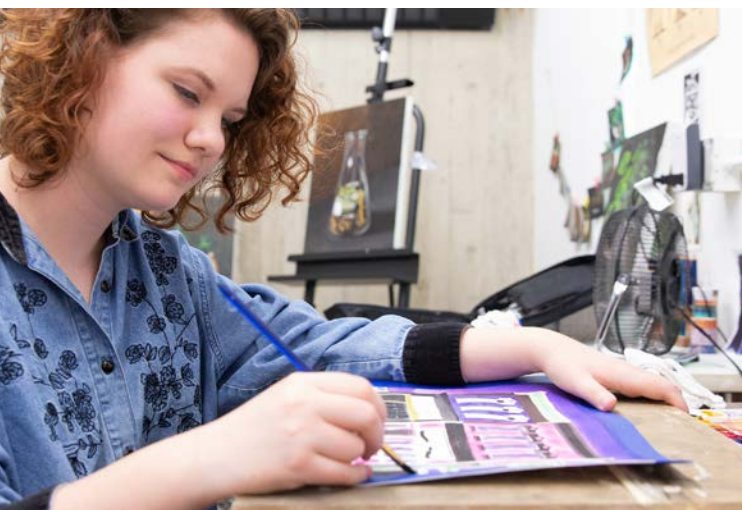
The Fredonia **School of Music** offers a broad range of bachelor's and master's degree programs. The school has 39 full-time tenured or tenure-track faculty, approximately 66 adjuncts and lecturers, and 13 support staff members and enrolls 494 undergraduate and 74 graduate students. Fredonia's Music Education program boasts an incredible 100% job placement rate after graduation.

The faculty is comprised of artist-teachers who have achieved a high level of accomplishment in performance, research, or creative endeavor and who are able to bring that experience into the classroom, rehearsals, or studio. Undergraduate degrees include Jazz, Music, Music Composition, Music Education, Music Performance, Music Therapy, Musical Theatre, and Sound Recording Technology.

Graduate programs include the Master of Music in Music Education Studies, Multi-Award Music Education Degree (MusB/MM), Master of Music in Performance (with Vocal, Instrumental, Conducting, and Collaborative Piano tracks), Master of Music in Performance - Collaborative Piano Track, Master of Music in Theory/Composition, and Master of Music in Music Therapy.

Over 400 events are presented each year in the university's performance venues, which include the state-of-the-art, 425-seat Juliet J. Rosch Recital Hall and the renowned 1145-seat Harry A. King Concert Hall, located in the university's Michael C. Rockefeller Arts Center. Other facilities include 101 practice rooms (82 with pianos), 2 piano labs, 2 computer labs, state-of-the-art sound recording technology studios, and the beautiful Robert and Marilyn Maytum Music Rehearsal Halls for large ensembles. Performance venues in the community include the restored 1891 Fredonia Opera House.





## VISUAL AND PERFORMING ARTS

Fredonia offers the most degree programs in the arts in the State University of New York system.

Through innovative education and experience, **Fredonia's Visual and Performing Arts** programs prepare students for contemporary careers requiring skill, collaboration, creativity, and perseverance. Visual and Performing Arts faculty include 23 full-time tenured or tenure-track faculty, 17 adjuncts and lecturers, and seven support staff members. 539 students are enrolled in the visual and performing arts programs.

In addition to programs within the School of Music (e.g. - Musical Theatre), bachelor's degrees in visual and performing arts and musical theatre are offered in Acting, Animation/Illustration, Art History, Ceramics, Dance, Drawing/Painting, Film/Video, Graphic Design, Jazz, Photography, Sculpture, Sound Recording Technology, Theatre Arts, Theatrical Production and Design, and Visual Arts and New Media.

Approximately 43,000 people attend more than 150 events and performances annually by Fredonia's academic departments, student organizations, and community groups. The arts complex, with its three concert halls, three theaters and two art galleries, serves as a showcase for the talented students and faculty in Fredonia's strong arts programs and as a venue for national and international touring artists.





## STUDENTS

The Student Association of Fredonia has a mission of promoting the general welfare of students, enhancing student life on campus, and representing the interests of the student body. The campus offers over **150 student organizations**, including discipline specific clubs, honor societies, service organizations, and intramural sports.

Fredonia houses 2,175 students, including 115 international students in 14 residence halls offering a variety of options, including corridor-style, suite-style, combination-style, and townhouses. The international students represent 16 countries. Of the 4,463 students, 72% are white, 10% Hispanic/Latino, 9% Black/African American, 3% Multiple Race, 2% Asian, 2% Non-Resident Alien, 2% Race/Ethnicity unknown, and less than 1% American Indian and Native Hawaiian.

Approximately 350 student-athletes at Fredonia compete in 19 NCAA Division III intercollegiate sports in the State University of New York Athletic Conference. Blue Devil teams include men's and women's basketball, cross country, soccer, swimming and diving, and track and field. In addition, Blue Devil men compete in baseball and ice hockey and women in cheerleading, lacrosse, softball, tennis, and volleyball.

## LOCATION

The **Village of Fredonia** features historic Victorian homes throughout the village, and a downtown that includes pizzerias, cafes and coffee shops, various ethnic cuisine, and a variety of locally-owned stores. The historic **1891 Fredonia Opera House** hosts live performances, movies, and other specialized entertainment. Fredonia also hosts several street and community festivals all year long.

The greater **Chautauqua County** region is a year-round destination for adventure, entertainment, arts, and history. Five lakes, including Lake Erie and Chautauqua Lake, provide summertime opportunities for boating and fishing, while lake effect snowfall in the winter creates ideal conditions for downhill and cross-country skiing, snowmobiling, and winter-themed festivals and events. The world-renowned Chautauqua Institution, with unique summer programs, is only 20 minutes from campus.

Fredonia, located 45 miles Southwest of Buffalo, is in the heart of Lake Erie grape country offering residents and guests the opportunity to tour vineyards, visit quaint villages, and experience unique dining, musical, and arts venues.

**Small Business Revolution**, an original series by Deluxe® has named Fredonia as a Top 10 town in Season 5. The show pores through thousands of nominations to determine the Top 10. The show has a mission of revitalizing small towns, one small business at a time. Hosted by Amanda Brinkman and Ty Pennington, the top five towns will be announced in Mid-January of 2020.







## OPPORTUNITIES AND CHALLENGES

The State University of New York at Fredonia has a long history of a strong student-focused culture, a community of active teachers and scholars, and a record of commitment to its community and region. The university faces both challenges and opportunities over the near-term as it seeks to sustain and further strengthen programs and services for its students and the wider community.

**Demographics and Enrollment Management.** Consistent with many other campuses, Fredonia is in a region that is undergoing population declines within the traditional-age cohort. Additionally, competition for students has grown. The campus will need to look at admission and retention strategies and strengthen and support a student-focused model in the years ahead and more effectively represent the College in western New York and other markets, including neighboring states. Developing innovative programs such as the recently announced \$6,000 **Good Neighbor Award** for residents of Pennsylvania and Ohio will provide the opportunity to expand recruitment efforts to markets such as Erie, PA just one hour from Fredonia and Pittsburgh, PA and Cleveland, OH just 2 ½ hours from the campus.

**Resources.** As with most public institutions, Fredonia has experienced a decline in the tax-supported share of its operating budget and has limited control over tuition rates and limited ability to set student fees. Therefore, the new President will need to be a financial advocate for the university, finding ways to maintain and improve support

for programs through strong legislative advocacy, energetic fundraising with alumni and other donors, the development of other resources through community and economic development, greater internal efficiencies and creative marshaling of campus finances. In partnership with the Fredonia Foundation, the new President has the opportunity to build upon the successful recent track record of fundraising and advancement and complete the current campaign.

**Maintaining Program Excellence.** The university has gained a reputation for program excellence, learning, teaching, performing, and scholarship. Every effort must be made to ensure that excellence remains the focal point in all aspects of the university. Increased enrollment, retention and more visible national recognition can only be accomplished if the academic culture and student focus remain at the center of Fredonia's commitment. The President must articulate a vision that can: unite the campus, communicate the university's values, and effectively advocate for the resources and staffing necessary to sustain the energetic momentum and to maintain excellence.

**Strengthening the Campus Culture.** At Fredonia, an open campus culture is highly valued; dialogue and debate, a commitment to shared governance, communication, collaboration, and access and interaction serve as the foundation for a unified vision for the University. The President and entire administration will have an opportunity and responsibility to model and strengthen these values. A consultative yet timely decision maker will be needed to lead Fredonia to future success.







**Communication.** The university’s relative size and diversity of programs have always been strengths, both internally and externally. In addressing new issues as well as old, it is important for the President to continue to play an active, engaged, and transparent role with the faculty, staff and students within the university and to engage the campus community — empowering all levels of the university in order to understand and address institutional goals. The President will need to successfully represent the entire university community effectively within the Fredonia community and beyond, while working cooperatively with university faculty, staff, students and administrators.

**Building upon Existing Strengths and Developing New Programs.** The new President will help guide the discussion regarding supporting systematic growth in existing programs and new program development. In addition, the President will have the opportunity to strengthen an academic model of education that integrates the arts, liberal arts and professional programs, including an expansion of graduate curriculum and online offerings.

**Faculty Support.** Fredonia faculty embrace a teacher-scholar model while maintaining a strong mentoring relationship with students in undergraduate, graduate, and professional programs. Providing resources for professional development and creative endeavors will further enrich the quality of programs. The president must promote excellence in teaching and pedagogical development and show appreciation for the successes of faculty.

**Strengthening Diversity.** Fredonia has made a strong commitment to diversity, and enhanced ethnic, religious, racial, economic, and gender diversity is a priority in the recruitment of students, faculty, and staff. Further progress in these areas will require sustained and vigorous commitment from the entire university community to deeply integrate diversity goals into personal and institutional development, teaching, scholarship, service, and global collaborations. The President, working with the campus community, will build a culture of inclusivity and will support the recruitment and retention of diverse students, faculty and staff, including international recruitment efforts which offer the opportunity to further diversify the campus.





## THE POSITION

The President will be dedicated to academic excellence, student success, building a diverse community and culture of opportunity for all, open and shared governance, and financial as well as environmental sustainability. The university seeks a creative, inspirational, and effective administrator committed to public higher education and to promoting the interconnectedness of the visual and performing arts, liberal arts and sciences, and professional programs to educate future generations of students. The next leader should be the embodiment of the university's mission: "Fredonia educates, challenges, and inspires students to become skilled, connected, creative, and responsible global citizens and professionals. The university enriches the world through scholarship, artistic expression, community engagement, and entrepreneurship."

As the leader and chief administrative officer of the State University of New York at Fredonia, the President exercises broad responsibilities for all aspects of the institution and serves as its chief representative externally. The successful candidate will join a dynamic team of presidents that is fully engaged in dialogue and planning at a national level during a critical time that requires SUNY's unparalleled commitment to student success, academic excellence, leadership, research and economic and community engagement. The President reports to the Chancellor of the State University of New York.



### The ideal candidate will have:

- ▶ a demonstrated record of professional experience required to lead a public institution of higher learning;
- ▶ outstanding leadership and management experience;
- ▶ a demonstrated commitment to and appreciation for the mission of the university;
- ▶ the academic or equivalent background to lead a comprehensive college;
- ▶ the consistent ability to communicate and collaborate effectively with campus constituents, SUNY system administration, other SUNY institutions, and community leaders;
- ▶ a strong record of financial management and strategic planning;
- ▶ skills to lead initiatives to maintain and enhance the academic stature of the university;
- ▶ demonstrated experience and leadership in fundraising across a diverse donor base;
- ▶ a commitment to scholarship, innovation and creativity, and community engagement;
- ▶ a strong record of team building and collaborative leadership;
- ▶ a personal desire to engage with and be visible to students;
- ▶ a demonstrated record of building and maintaining an atmosphere of transparency and collegiality;
- ▶ a record of achievement and demonstrated commitment to strengthening and infusing diversity and a culture of opportunity in his or her current operation;
- ▶ a demonstrated understanding and commitment to internationalization; and
- ▶ a respect for faculty, staff and students.

Qualified candidates will possess an earned doctorate or terminal degree with commensurate experience.

To review the full position profile please visit: <https://assets.storbeckpimentel.com/files/resources/fredonia-president-pd.pdf>





To visit the university website visit: [www.fredonia.edu](http://www.fredonia.edu)

The review of materials will begin immediately, and applications and nominations will be accepted until the position is filled. Interested applicants should submit a cover letter addressing how they meet the qualifications, a current vitae, and a list of five references. References will not be contacted without prior approval by the applicant. Background checks will be conducted on all finalists invited to campus. Candidates from underrepresented groups are encouraged to apply. **The search process will be confidential.**

Materials should be submitted electronically to:  
**[FredoniaPresident@StorbeckSearch.com](mailto:FredoniaPresident@StorbeckSearch.com)**

Steve Leo, Partner

Tom Fitch, Partner

Vicki Henderson, Senior Associate

Storbeck Search & Associates

[FredoniaPresident@StorbeckSearch.com](mailto:FredoniaPresident@StorbeckSearch.com)

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