PROSPECTUS FOR THE DEAN OF THE **COLLEGE OF NURSING** 

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COLLEGE OF NURSING COLLEGE OF HEALTH PROFESSIONS

WWW.UPSTATE.EDU | 750 EAST ADAMS STREET, SYRACUSE, NY

# The Opportunity

SUNY Upstate Medical University (SUNY Upstate) seeks a collaborative and visionary leader for the position, Dean, College of Nursing.

The Dean of Nursing is the chief executive officer of the College, reporting directly to the President, and is responsible for the general administration of the College. The Dean is a member of the President's University Executive Committee and is expected to work collaboratively with senior leadership throughout SUNY Upstate. The Dean provides leadership and vision in strategic planning and implementation of programs, and leads College development activities. We seek a Dean with high academic standards, a record of scholarship, a demonstrated commitment to diversity, and an ability to serve as a strong advocate for the College, advancing its reputation and visibility locally and nationally. A successful candidate must be able to foster collaborative partnerships with other colleges within SUNY Upstate, with University Hospital and its nursing leadership, other programs of nursing, other institutions of higher education, and health care organizations.

The State University of New York (SUNY) is the largest and most comprehensive system of public higher education in the United States, educating nearly 460,000 students in more than 7,500 degree and certificate programs on 64 diverse college and university campuses, and online through Open SUNY. SUNY students and faculty across the state make significant contributions to research and discovery, resulting in nearly \$1 billion of externallysponsored activity each year. There are 3 million SUNY alumni worldwide. SUNY Upstate is one of four academic medical centers of the State University of New York. SUNY Upstate has an annual budget of more than \$1.4 billion. More than 9,400 people work or study at SUNY Upstate Medical University, which is the largest employer in Central New York. Affiliated with the State University of New York, SUNY Upstate's mission is to improve the health of the community through education, biomedical research and health care. Its educational mission is anchored by its four colleges – Nursing, Medicine, Health Professions and Graduate Studies (biomedical sciences).

A successful candidate must have a record that indicates the ability to sustain and grow the research success of the college, and a demonstrated ability to engage with donors, alumni, and the community to advance the goals of the College. Demonstrated support for excellence and innovation in undergraduate and graduate nursing education and experience with clinical graduate nursing programs is essential. Candidates for the position should have a doctorate in nursing or a related field, eligibility to obtain RN licensure in New York, a record consistent with appointment as professor within the College of Nursing, and a record of successful, dynamic, and strategic leadership in the field of nursing.



The College of Nursing has embraced its mission "to leverage the powerful, professional voice of nursing through outstanding education, clinical expertise and research to improve health across the communities we serve." As the longest-established upper-division nursing school in the Central New York region, its programs include baccalaureate completion (RN to BS), nurse practitioner (Master of Science) in family care, pediatrics and psychmental health, and the Doctorate in Nursing Practice (DNP).

Since 1959, with the first graduates of its Associate's Degree Program, the College has been an educational innovator with expansions in the curriculum and programs throughout the intervening 58 years. SUNY Upstate's Nurse Practitioner Certificate Program was implemented in 1974 and a decade later, a combined Bachelor of Science and Master of Science Program (BS/MS) was first offered. Continued evolution in graduate education programs led, in 2013, to the development of a DNP program, which was the first in the Central New York area. This degree provides new opportunities for innovation and collaboration in areas such as population focused healthcare, quality and safety, and systems thinking.

All of the College of Nursing programs are now postlicensure, i.e., students at the College of Nursing are practicing Registered Nurses or Nurse Practitioners when they begin their degree program. Thus, the majority of Upstate's nursing students are employed full-time with diverse and variable schedules while completing their degrees. To meet the challenges of serving this student population, the College of Nursing offers programs that blend on-line (asynchronous) courses with in-classroom lectures and simulated as well as community clinical experiences throughout New York State. The College of Nursing offers the DNP fully online, and is in the process of accrediting the baccalaureate completion (RN to BS) program into a fully on-line asynchronous format.

The BS, MS, and DNP programs are fully accredited by the Commission on Collegiate Nursing Education (CCNE) an arm of the American Association of Colleges of Nursing. The CCNE is recognized by the U.S. Department of Education as national accreditation agency.

The College enrolls over 300 students in bachelor's, master's, and doctoral programs. At the start of the fall 2016 semester, enrollment in the Bachelor of Science (BS) program for Registered Nurses was 55. Fall enrollment in the MS Nurse Practitioner Programs was 213. At the doctoral level, 22 students were enrolled in the Doctor of Nursing Practice.



### Programs

#### **BS** for Registered Nurses

The RN to BS is designed for practicing Registered Nurses who wish to enhance their professional skills and advance their nursing career. This program is currently hybrid and plans are to move it entirely online within the year. It is structured to be completed part-time over five semesters.

#### **MS Program**

The MS program is designed for Registered Nurses with bachelor's degrees who want to further their education and practice as Nurse Practitioners. The program helps prepare nurses for primary care nurse practitioner roles in three tracks: family, family psychiatric mental health, and pediatrics.

#### Doctor of Nursing Practice (DNP)

The Doctor of Nursing Practice was established as an online program in 2013. The curriculum provides nurses with the preparation to assume an expert clinical role that encompasses populations and systems as well as individual patients.

### Accreditation

The College of Nursing's bachelor's and master's degree programs have been reaccredited through 2024 and the post-graduate certificate program accredited by the Commission on Collegiate Nursing Education (CCNE) through 2024. In February 2015, the DNP program underwent its first accreditation compliance review by CCNE, resulting in full accreditation for the maximum fiveyear period, 2015-2020.

## Faculty

The College of Nursing faculty is actively engaged in teaching, research, practice and service. The 15 full-time faculty members in the College are complemented by 13 adjunct professors.

Approximately 330 clinical preceptors and adjunct faculty provide clinical instruction in more than 130 health care organizations and practices throughout New York.

## Administrative Structure and Budget

The senior leadership team of the College consists of the Dean, the Associate Dean, three Assistant Deans (for Graduate Studies, for Outcomes and Evaluation, and for Research and Scholarship), and five Directors (for Clinical Affairs, the Undergraduate Program, the FNP, the PNP, and Continuing Education).

The College of Nursing's budget for 2016-2017 is approximately \$2.5 million.





# The Role of the Dean

This is an opportunity for a visionary leader to build on the current success of the college and its faculty and take it to the next level of its development as a national leader in teaching, research, practice and service. The new Dean, working with the faculty, staff, students, alumni, and community partners, will provide intellectual leadership and a strategic sense of the future of nursing education, in order for the College to take a prominent role nationally in addressing the critical needs of the profession. The Dean reports to the President, SUNY Upstate Medical University, and serves on the President's University Executive Committee.

Duties of the Dean include, but are not limited to, the following:

- Strategic planning for the College focused on enrollment, assessment and placements in alignment with the university mission, and in collaboration with the president's leadership team.
- Review and evaluation of current academic programs, student admission criteria, student enrollment and retention and clinical placements.
- Development of new, relevant academic programs in response to demonstrated health care needs regionally and nationally.
- Development of mutually beneficial relationships with other institutions and clinical education providers.
- Active recruitment and evaluation of faculty and staff in the college.
- Participation with faculty to ensure compliance with accreditation standards; oversight of accreditation reviews.

- Identification and acquisition of additional funding from federal, state, and private sources.
- Enhancement of effective communication with faculty, staff and administration within the College and across the University, and other institutions of higher education.
- Fostering an environment that respects and enhances diversity among students, faculty and staff.
- Collaboration with university-based units (e.g., Academic Affairs, Student Affairs, Research Office) for academic programming, policies, processes, university accreditation and other functions.
- Increasing collaborative programs and projects with University Hospital Nursing, including joint hires.
- Management and fiscally responsible oversight of the college budget.





# Goals and Objectives—Measures of Success

The following expectations for achievement by the successful candidate during the early part of his or her tenure as Dean have been identified (not necessarily listed in order of priority):

- Articulate a compelling vision and corresponding strategic plan that will result in the College being viewed among the premier nursing programs in New York and the region, as well as being viewed nationally as a leader in nursing education and research, committed to academic and clinical excellence. This includes:
- Evaluating the College's current organizational structure and management, making appropriate changes as deemed necessary to support its continued growth.
- Assessing the curriculum and identify the changes, enhancements and additions that must be made to address the current demand, including those for advanced practice nurses, as well as the emerging needs of a rapidly evolving healthcare environment. This includes exploring interdisciplinary programs with other SUNY institutions, SUNY Upstate colleges and research institutes, as well as private institutions in the region.
- Identifying opportunities to increase student enrollment.
- Reviewing and refining admissions standards.
- Seeking opportunities to increase the College's funding by exploring the potential to contract for faculty services and the establishment of a faculty practice.
- Invigorating the faculty through the creation of a vibrant

vision for a distinguished and contemporary College of Nursing. Developing a cohesive team among the faculty; building an "esprit de corps" and making each faculty member feel they are an important part of the College by seeking their input and by continuing to advance a culture based upon respect, compassion and trust. Setting clear expectations and holding faculty accountable to established measures.

- Building upon the College's current research activity, lead the significant expansion of research productivity and funding. This will include:
- Establishing and maintaining a strong culture of research and scholarship among the College's faculty, providing a supportive environment that fosters research activity, facilitates achieving sponsored research funding, and promotes new research programs.
- Providing mechanisms to support early career investigators developing programs of research and mentoring junior faculty in their research efforts.
- Identifying opportunities for interdisciplinary collaboration with other colleges within SUNY Upstate, as well as with SUNY Upstate University Hospital, fostering collaboration and the development of synergistic relationships that will advance the SUNY Upstate research enterprise.
- Continue to develop a faculty of distinction, establishing the highest standards in faculty recruitment, appointment, tenure, and promotion to enhance consistent excellence in teaching, research and clinical practice. This will include:



- Identifying recruitment needs to support curriculum changes and program expansion at the junior, midlevel and senior faculty levels; retaining and recruiting faculty with strong records in education, clinical practice and research.
- Supporting the ongoing professional development of the faculty, in particular, mentoring junior faculty.
- Encouraging current faculty to be active and valued participants in curriculum evaluation and new program development.
- Serve as the executive representative of the College and foster collaborative relationships with senior leadership of SUNY Upstate, establishing ways to align University priorities with those of the College. Strengthen communications between the College's faculty and those of the other SUNY Upstate colleges and community.
- Actively participate in development efforts in order to increase private support from individuals, foundations and corporations, as well as from the federal government, for initiatives that promote the quality of undergraduate and graduate education as well as the continued quality of faculty research and clinical practice.
- Establish a strong partnership with the Chief Nursing Officer and other senior leadership within SUNY Upstate University Hospital. Explore ways in which the College can support the hospital in achieving Magnet designation. Identify opportunities to expand programs within the College that will address the Medical Center's workforce demands.

- Be a prominent and effective advocate for the College within SUNY, as well as within the larger community.
- Brings prominence to the College by actively participating in local, regional, state and national health care organizations (e.g. local hospitals, health departments, CCNE, AACN and other accrediting bodies, and professional nursing organizations at the state and national level).



The ideal successful nurse candidate will preferably have the following competencies, knowledge, skills, abilities and personal attributes.

## Education

- An earned doctorate (DNP, PhD, EdD, DNS, DNSc) from an accredited institution;
- Minimum of five years experience in academic nursing and higher education administration;
- Eligible for licensure as a registered professional nurse in New York State;
- Record of achievement in teaching, scholarship, and service, which merits appointment as a tenured full professor within the College.

# Experience

- National reputation as an academic leader who has a demonstrated record of achievement;
- Strong, sustained record of senior leadership and administrative experience in support of students and faculty in teaching, service and scholarship excellence gained within an academic nursing setting;
- Successful experience managing budgets in an academic institution;
- Experience with clinical graduate nursing programs is highly desired.
- Involvement in an active research program or history of successful program of funded research;

- Keen insights into the range of key issues and opportunities in the nursing profession, nursing education, research and health care delivery with the ability to position the College to meet the challenges inherent in health reform;
- Ability to manage an academic organization and work effectively and collaboratively with community leaders, interdisciplinary professionals, and colleagues in a complex university health sciences environment;
- Ability to recruit, retain and develop outstanding faculty;
- Ability to raise funds from interested donors for endowments, to support scholarships, professorships, chairs and programs;
- The ability to work well at all levels in a complex and diverse environment, fostering a spirit of collaboration with faculty, colleagues, and administrators;
- Demonstrated sustained success in building partnerships and relationships across academic disciplines, administrative units, and with external communities;
- A commitment to enhancing racial, ethnic and gender diversity in the student body and faculty; demonstrated commitment to fostering a diverse and inclusive environment;
- Outstanding judgment and the capacity to set and communicate priorities and to lead the College forward;
- Experience implementing interprofessional educational activities.





# Personal Characteristics

- A persuasive communicator with strong interpersonal skills who is an empathetic, respectful listener and who can create an atmosphere that allows individuals to flourish within the context of the College's and University's strategic plans. Works effectively with individuals at all levels within SUNY Upstate and can identify and align key stakeholders to her/his cause;
- Visionary leader who can establish an inspiring vision for the College's future, who is committed to the University and College missions, and who is committed to growing and developing faculty, staff and students, achieving prestige through the success of the College and its members rather than through his or her own clinical and research work;
- A diplomat who demonstrates a collaborative approach in working closely with members of the College and other constituents, including administration within SUNY Upstate, as well as outside organizations and individuals;
- A skilled negotiator and self-confident individual who is not afraid of criticism or challenge and can effectively manage conflict;
- A decision-maker with a commitment to achieve set goals and to establish a culture of responsibility and fairness;
- A confident manager and team builder with strong organizational and business skills who knows how to achieve goals in complex, evolving environments;

- A mentor with strong coaching skills to nurture the development of faculty into accomplished educators, practitioners and researchers;
- An educator who enjoys interchange with students and faculty;
- An individual of the utmost integrity with high levels of energy, maturity, and flexibility and a reputation for fairness and idealism;
- A builder of organizations, teams and programs; a developer and promoter of the strengths of the College and of individual colleagues.



SUNY Upstate Medical University traces its origins to 1834 with the opening of one of the nation's first medical schools in Geneva, NY. Syracuse University took over the Geneva Medical College in 1871 and renamed it the College of Medicine at Syracuse University. In 1896, the College built its first science building, the first such facility in the nation to house a physiology laboratory. In 1936, President Franklin D. Roosevelt laid the cornerstone of what is now Weiskotten Hall, the main biomedical sciences building and the home of the College of Graduate Studies. The graduate studies program began in 1947 when the College first offered Master's and PhD degrees in Biochemistry. PhD degree programs in the other basic sciences continued to be added. In 1950, the State University of New York bought the College of Medicine from Syracuse University and soon after named the new institution the SUNY Upstate Medical Center.

After a name change to SUNY Health Science Center at Syracuse in the mid-1980s, the institution returned to the familiar name SUNY Upstate, but emphasizing its university structure, to become SUNY Upstate Medical University in 2000.

Through the system's strategic plan, The Power of SUNY, Chancellor Nancy L. Zimpher is committed to expanding on SUNY's "system- ness" to ensure that the entire University moves forward as a national leader and major driver of academic excellence and economic revitalization in New York State. As part of this strategic plan, the SUNY Board of Trustees recently enacted the SUNY Excels performance system to ensure transparency and continuous improvement toward excellence at every level: system, sector, campus, faculty, staff and students.

SUNY Upstate has announced a sweeping strategic plan that seeks to propel the university forward to greater excellence by addressing 15 key objectives aimed at increasing access, improving health outcomes, reducing health disparities and increasing the university's reputation for excellence.

The plan also includes several key "Presidential Initiatives" that were identified early in the strategic planning process. Named OUR (One University Road Map) Upstate, the strategic plan impacts all aspects of university operations, from technology to financial stewardship, innovation to quality improvement.

"This strategic plan is deliberately called a 'One University Road Map' because it unites as one university and brings us together in our common purpose," said Upstate President Danielle Laraque-Arena, MD, FAAP. "It is the road map that will guide us in our decision making, enabling us to respond adroitly to new opportunities, shore up our strengths, overcome our weaknesses, and better position us to meet the challenges ahead in a health care."

In addition to the College of Nursing, the other three Colleges are:

### **College of Medicine**

The College of Medicine began in 1834, in Geneva, New York. It is the 14th oldest medical school in the country. Elizabeth Blackwell, one of the early graduates, was the first woman to graduate from an American medical school. The tradition of diversity continues to this day in the University's commitment to increase the numbers of women in leadership positions, and faculty members and students from under-represented minority and disadvantaged backgrounds. The University prides itself on maintaining an environment in which people are valued and places a premium on mutual respect, civility, and close and informal



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interaction between faculty and students in all settings. The first year class at the College of Medicine now numbers about 160, with a total enrollment of approximately 640. In 2016, 98% of the medical students matched to a residency training program, above the national average of about 94%. In addition to the M.D. program, the College of Medicine sponsors a Masters of Public Health in collaboration with Syracuse University. The enrollment of the University including all the colleges for 2016 is 1525. Of the 632 faculty of the College of Medicine based in Syracuse, 61 are in the basic sciences and 571 are in the clinical sciences (including 18 in Bioethics and Public Health, combined). This does not include the Binghamton campus where there are 119 paid, part-time clinical faculty (12.8 FTE) and a much larger number of unpaid, voluntary clinical faculty members.

## **College of Graduate Studies**

The graduate studies program began in 1947 when the College first offered Master of Science and PhD degrees in Biochemistry. In 1950, the Syracuse University College of Medicine was transferred to the newly organized State University of New York and on December 10, 1953, the central SUNY administration approved a plan to develop programs to award MS and PhD degrees in the various biosciences at Upstate. The next year graduate studies began with 18 students and new courses in anatomy, biochemistry, microbiology, pathology, pharmacology and physiology. In 1957, under the joint administration of the Graduate Executive Committee, which consisted of Wilfred W. Westerfeld, PhD, Chester L. Yntema, PhD, Justus F. Mueller, PhD, Alfred Farah, PhD, Gordon K. Moe, MD, the Graduate Program in Medical Sciences became the School of Graduate Studies. Dr. Westerfeld became dean in 1961, and in 1973 it was renamed the College of Graduate Studies.

Currently, there are six degree granting programs in the College of Graduate Studies. The most recently added program is the PhD in Neuroscience, which began in 1995. In 2001, the College combined its individual admissions programs and developed an entry umbrella program for PhD students. This program was named the Biomedical Sciences Program. Students entering the program take a common curriculum in the first year and then join individual programs in their second year. Currently, the average time to completion is 5.8 years, and the average student graduates with 4.1 publications, of which 2.1 are first author. There are approximately 132 students in the College and 91 graduate faculty members.

# College of Health Professions

The mission of the College of Health Professions is to educate highly skilled health professionals who serve the needs of society in selected areas of health care. This mission is enhanced through faculty service, scholarship, and health care. The College is upper division and graduate transfer, and offers a mix of undergraduate and graduate level courses in eight distinct programs.

The College of Health Professions prepares students to become part of the professional world, to save and improve the lives of their patients and their families. Best known for its Physician Assistant program and a doctor of Physical Therapy program, the College offers 10 baccalaureate and masters-level programs:

- Cardiovascular Perfusion: B.S.
- Medical Imaging/Radiography (X-ray): B.S.
- Medical Imaging/CT and MRI: B.P.S.
- Medical Imaging/Ultrasound: B.S. and B.P.S.
- Medical Biotechnology: B.S.
- Medical Technology: B.S./M.S.
- Physician Assistant: M.S.
- Physical Therapy: D.P.T.
- Radiation Therapy: B.S./B.P.S.
- Respiratory Therapy: B.S.



## Upstate University Hospital

Upstate University Hospital has 715 licensed beds across its two campuses, a downtown location and a community campus. Its downtown campus is a 407-bed regional medical center serving a 17-county service area with a population of 1.8 million. Upstate University Hospital offers 18 residency programs and serves as a teaching hospital for medical, nursing and health professions students. It has an occupancy rate of more than 90%. The reach of the clinical system extends to cover 17 counties in Central New York – from the Canadian border to the north, south beyond Binghamton, NY and east and west toward Albany and Rochester, respectively.

As the region's only academic medical center, Upstate University Hospital provides emergency and ICU services with the highest level of advanced life support and several one-of-a-kind services to Central New Yorkers including the region's only burn center, transplant center, cancer center, level-1 trauma center, comprehensive stroke center and the Upstate Golisano Children's Hospital. Advanced anesthesia and surgical services are an increasingly important aspect of the tertiary care services offered at Upstate University Hospital and Upstate Golisano Children's Hospital. Upstate University Hospital is also a NYS Designated Center for: Stroke, AIDS, Trauma, Burn, SAFE services, and Poison Control.

Upstate's Community Campus currently has 180 beds. This campus has the only Geriatric Emergency Department in the 17 county region, first DNV accredited joint replacement program in New York state, a unique Transitional Care Unit for Medicare recipients requiring rehabilitation services and a Family Birth Center pursuing Baby Friendly Accreditation and breast feeding quality initiatives.



Greater Syracuse is a nexus for the movement of goods and people along the north-south and east-west axes of many transportation routes in the Northeast. Located in the center of New York on the southern shore of Lake Ontario, the Syracuse Metropolitan Statistical Area (MSA) is a 3,083-square-mile land area composed of four counties: Cayuga, Madison, Onondaga and Oswego.

The City of Syracuse is located in Onondaga County, which is in the region's major metropolitan area with a population of approximately 660,000 recorded in 2015. It has been appropriately called the Crossroads of New York State, due to its central location and the fact the state's two major interstate routes, the east-west New York State Thruway (Interstate 90) and north-south Interstate 81, intersect here. Situated within driving distance of the picturesque Adirondacks and a short flight or a train ride from New York City, Syracuse has stunning examples of turn-of-the twentieth century architecture, a lively music and theater scene, the I.M. Pei designed Everson Museum, and a downtown filled with restaurants and shops. Little Italy in the Northside, the Regional Farmer's Market, and numerous music, arts, and cultural festivals celebrating the region's diversity, make the city a vibrant destination in the Upstate NY area. The city of Syracuse and surrounding area is home to several other colleges and universities in addition to Upstate Medical University, such as Syracuse University, the SUNY College of Environmental Science and Forestry, Le Moyne College, Colgate University, Hamilton College, and several

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community colleges. There are collaborations with several of these institutions in the areas of research and academic programming.

The overall quality of life in the Syracuse area is exceptional. The cost of living in the area is low and housing is affordable. Commuting from suburban residential communities is easily managed. Downtown living is vibrant with access to many restaurants and attractions. Driving time from rural areas and the countryside is less than thirty minutes. Upstate New York may have the highest concentration of outstanding and diverse colleges and universities of any place in the world. Scientific interactions, conferences and study groups occur throughout the region. Public schools, in a community that is culturally and ethnically diverse are rated as excellent, and there are exceptional private and parochial schools. One of the Syracuse suburban high schools is among the highest academically ranked in the country. Forbes magazine rated Syracuse fourth in the top 10 places to raise a family.

Cultural activities include the Syracuse Opera, Syracuse Stage, touring Broadway Shows, the Syracuse Jazz Festival, the Skaneateles Music Festival, the Everson

> Museum, Friends of Chamber Music Series, the Gifford Lecture Series, and activities at nearby colleges and universities. Sporting events abound with Syracuse University, Le Moyne College, the Syracuse Chiefs, a triple A baseball farm team for the Washington Nationals, and the

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Syracuse Crunch, an American Hockey League team.

Playground spots for Central New York include Lake Ontario, the Finger Lakes wine country with more than 150 wineries and rich foodshed and vibrant farm-totable scene, the Thousand Islands, and the Adirondack Mountains, all within an hour's drive from the city. These areas offer unique opportunities for camping, swimming, boating, fishing, hunting and biking. Many state parks and smaller lakes are close to Syracuse and there are numerous golf courses. Central New York is a haven for enthusiasts of winter as well as summer sports. Downhill and cross-country skiing and night skiing areas are within easy driving distance. Skating, tobogganing, snowmobiling, ice fishing and ice boating are also popular.

Syracuse is within a ½ day's drive of New York City and Philadelphia, and a day's drive of Washington DC, Baltimore, Toronto, Ottawa, Montreal, Boston, Cleveland, Chicago, Vermont, New Hampshire, Connecticut and Maine.

Additional information may be found at www.syrgov.net/



Inquiries, nominations, and applications are invited. Review of applications will begin immediately and will continue until the position is filled. Candidates should provide a curriculum vitae, a letter of application that addresses the responsibilities and requirements described in the leadership profile (available at www.wittkieffer.com), and the names and contact information of five references. References will not be contacted without prior knowledge and approval of candidates.

For questions and additional information, please contact the Witt/Kieffer consultants supporting this search, Joyce De Leo, Ph.D. at 630-575-6177 or Claudia Teschky at 630-575-6172.

These materials should be sent electronically via email to SUNYUpstateDean@wittkieffer.com. SUNY Upstate Medical University is an affirmative action, equal opportunity employer committed to inclusive excellence through diversity. Upstate does not discriminate on the basis of any protected category. At SUNY Upstate Medical University, we strive to promote a professional environment that encourages varied perspectives from faculty members with diverse life experiences. A respect for diversity is one of our core values. We are committed to recruiting and supporting a rich community of outstanding faculty, staff and students. We actively seek applications from women and members of underrepresented groups to contribute to the diversity of our university community in support of our teaching, research and clinical missions.

Witt/Kieffer is the preeminent executive search firm that identifies outstanding leadership solutions for organizations committed to improving the quality of life. The firm's values are infused with a passion for excellence, personalized service and integrity.

