

Farmingdale State College

State University of New York



Farmingdale State College

2023 Presidential Search Position Prospectus

Presidential Search

Farmingdale State College and the State University of New York invite applications from visionary and highly accomplished leaders who seek to become the College's next president. The incoming president will advance the mission of a highly successful and vibrant institution that is dedicated to transforming students' lives by providing accessible, civic-minded, and applied learning education that promotes personal and professional growth.





THE INSTITUTION

Farmingdale State College (FSC) offers 45 degree programs, principally at the baccalaureate level. These programs are focused on emerging, high-demand, and relevant careers to help prepare the next generation of leaders in technology, engineering, business, health care, science, and the arts. More than half of FSC's baccalaureate graduates leave debt-free, and 94% are employed or enrolled in graduate programs within six months of graduation. FSC is home to Broad Hollow Bioscience Park, which supports the development of biotech start-up companies and partners with surrounding businesses and research institutions along Route 110 Business Corridor. The highly inclusive campus and sustained commitment to accessibility, affordability, and student support help to make FSC one of the best values in higher education.

FSC was established in 1912 and has grown into a comprehensive college of applied science and technology. Today, Farmingdale is the largest college of technology within the State University of New York System, with nearly 10,000 students, the vast majority of whom are commuters. FSC's programs focus on emerging, high-demand,

and relevant careers in four schools: School of Engineering Technology, School of Business, School of Health and Sciences, and School of Arts and Sciences. The College has dedicated its mission to student success, delivering an immersive student experience within a highly inclusive campus, spanning over 380 acres with more than 30 buildings.

FSC's commitment to student-centered learning and inclusiveness prepares graduates to be exemplary citizens equipped to excel in a competitive, diverse, and technologically dynamic society. FSC offers a small classroom experience with a 21:1 student-to-faculty ratio taught by talented faculty dedicated to creating the best possible experience for students, from enrollment to graduation and beyond.

Farmingdale prides itself on being an engine of opportunity. FSC graduates have excellent employment prospects and strong early career earnings. The College ranks highly among institutions that have successfully promoted social mobility and hosts an array of successful access and opportunity programs, some of which receive significant external funding.

MISSION

Dedicated to student success, FSC delivers exceptional academic and applied learning outcomes through scholarship, research, and student engagement for Long Island and beyond. FSC's commitment to student-centered learning and inclusiveness prepares graduates to be exemplary citizens equipped to excel in a competitive, diverse, and technologically dynamic society.



Diversity, equity, and inclusion strengthen and invigorate the academic culture by fostering engagement and broadening understanding of the College and others. The educational experiences at FSC integrate an appreciation of cultural pluralism, ethics, aesthetics, and diversity that promotes continuous intellectual and personal development. Excellence in the modern world requires an education that prepares students for a diverse society, global interconnectedness, and the rapidly changing work environment. An inclusive learning environment builds academic communities of scholarly excellence and social justice while preparing students to contribute to a global economy.

FSC is committed to free and open inquiry in all matters; it assures all members of the College community the broadest possible latitude to speak, write, listen, challenge, and learn. Except insofar as limitations on that freedom are necessary to the functioning of FSC, the College fully respects and supports the freedom of all members of the College community “to discuss any problem that presents itself.”

DIVERSITY, EQUITY, AND INCLUSION

FSC recognizes and celebrates diversity, equity, and inclusion. The College cultivates a campus population that reflects the rich diversity of Long Island and of a global society while fostering a climate that provides educational, cultural, and economic opportunity.

In recent years, the College has twice earned Higher Education Excellence in Diversity recognition. It is now designated as both a Hispanic Serving Institution and Asian American Native American Pacific Islander Serving Institution.



COMMUNITY ENGAGEMENT

The College integrally provides talent, programs, and services to the broader Long Island region. FSC fosters an environment of community collaboration by engaging academic resources to enrich civic and community life. The Nexus Center Office of Community and Civic Engagement aims to foster and develop the next generation of community leaders supporting activities that promote social action, faculty scholarship and service, student leadership, and community partnerships.

In 2020, FSC was one of only 119 higher education institutions to receive the prestigious Carnegie Classification for Community Engagement, an elective designation awarded by the Carnegie Foundation indicating institutional commitment to community engagement. With the classification, Farmingdale is the only SUNY school on Long Island and one of only two academic institutions on the Island to hold such a designation. Farmingdale is one of nine SUNY schools to currently have this distinction, which marks FSC's exemplary commitment to incorporating community engagement throughout its teaching, research, and co-curricular programming.



SUSTAINABILITY

FSC is committed to advancing green energy and sustainability principles and strives to make the campus a more sustainable place to live, work, and learn by incorporating environmental protection, economic vitality, and social equity into campus policies and procedures. Sustainability is a core value, evidenced by its continued recognition as one of the nation's greenest campuses.



COLLABORATION, CONSULTATION, AND COMMON PURPOSE

The College has a deep and abiding commitment to a campus culture that prizes a sense of common purpose and the processes that sustain it. That sense of common purpose facilitates collaboration across departmental and collegiate lines and reinforces the intellectual and creative vitality present on campus. Decision-making flows from open communication and consultation, though it is recognized that consensus cannot always be attained. Consultation is expected, collaboration is the norm, and community is highly valued.

ACADEMICS

With four academic schools offering degrees in engineering and technology, the health sciences, business, and liberal arts, FSC's mix of academic programs is as unique and diverse as its student body.

School of Arts & Sciences

The School of Arts & Sciences is the largest school within FSC, comprised of thirteen academic departments that provide required core general education classes to enrolled students. The School of Arts & Sciences offers nine undergraduate degrees, including its new, technologically advanced programs in Criminal Justice and Geographic Information Systems (GIS).

School of Business

The School of Business offers a variety of undergraduate programs designed to prepare students to compete in the rapidly changing, competitive business world focusing on emerging industry trends, technology, and innovation. The faculty instruction is comprehensive, collaborative, and career-oriented. With 11 undergraduate degrees, programs strive to encourage students to utilize their classroom experiences through internships and experiential learning opportunities.

School of Engineering Technology

The School of Engineering Technology is one of the largest engineering-related schools on Long Island, specializing in modern technology with an emphasis on application and implementation. The school is home to the only four-year public pre-pilot program in New York State, with a fleet of 17 aircraft

housed in the Aviation Center, less than two miles from the main campus. The school offers one graduate and 14 undergraduate degree programs, many of which are accredited by the Engineering Technology Accreditation Commission of ABET.

School of Health Sciences

The Theresa Patnode Santmann School of Health Sciences houses FSC's most competitive programs. FSC is recognized for its healthcare degrees in nursing, medical laboratory science, and dental hygiene. These programs have a solid liberal arts and sciences foundation combined with a technology-enhanced education. Three new bachelor's degrees were recently added in Applied Gerontology, Health Promotion and Wellness, and Nutrition Science. The school offers nine undergraduate degrees.



ACCREDITATION



Accreditation is the educational community's means of self-regulation through quality assurance and improvement. The accrediting process is intended to strengthen and sustain the quality and integrity of higher education, making it worthy of public confidence. FSC's accreditation was most recently reaffirmed on December 2, 2021. The next self-study evaluation for the Middle States Commission on Higher Education is scheduled for 2028-2029.

For more information, visit:
<https://www.farmingdale.edu/accreditation/index.shtml>

FACULTY, STAFF, & COLLECTIVE BARGAINING

FSC Faculty

There are 303 full-time and 538 part-time faculty at Farmingdale State College. They are represented by a union, the United University Professions (UUP). Faculty governance is through the Faculty Executive Committee (FEC).

FSC Staff

Excluding faculty, there are 565 full-time and 134 part-time staff working on campus represented by the following unions: United

University Professions (UUP), Civil Service Employees Association (CSEA), Public Employees Federation (PEF), the Police Benevolent Association of New York State (PBA), and the New York State Correctional Officers and Police Benevolent Association (NYSCOPBA). The Research Foundation of SUNY also employs staff on campus to support faculty research and creative activity through sponsored funding. The campus includes 38 full-time staff who are Management/Confidential (M/C) and not represented by any bargaining unit.





STUDENTS & STUDENT LIFE

Athletics

FSC is home to 18 NCAA Division III athletic teams and competes in the Skyline, ECAC, CTC Conferences, and NJAC Conference (for track only). The College is committed to the ideals of a quality intercollegiate athletic program that contributes to its objectives of offering its students a quality educational experience. The College supports the intercollegiate program and student-athletes within the guidelines of the State University Board of Trustees.

Women's Sports

Basketball
Cross Country
Indoor Track
Lacrosse
Outdoor Track
Soccer
Softball
Tennis
Volleyball

Men's Sports

Baseball
Basketball
Cross Country
Golf
Indoor Track
Lacrosse
Outdoor Track
Soccer
Tennis

Student Government Association

FSC's Student Government Association (SGA) is the unified voice of the student body. The SGA serves to provide an active, diverse, and safe campus community that enriches the learning experience for undergraduate and graduate students alike. It recommends policies and procedures, which support and broaden their constituents' intellectual, social, cultural, and political needs. Approximately 70 student organizations on campus are funded by the SGA through the mandatory student activity fee. SGA oversees the fair disbursement of collected student activity funds and works closely with student organizations to provide educational, energetic, and fun events on campus. The SGA is a separately incorporated entity consisting of four members of an executive board and 17 senators representing all four schools and the student body at large.



Student Activities

The Office of Student Activities (OSA) enhances students' experiences beyond the classroom by promoting career, social, and personal development. They also oversee the operations and management of Quintyne Hall. Approximately 70 student clubs and organizations are on campus, overseen by the OSA. These include academic, club sports, cultural/religious, fraternities and sororities, performing arts, pre-professional organizations, recreational, social awareness, and special interest groups. The OSA staff works with student groups on multiple items such as event planning, facility reservation, budgeting, leadership development, and teamwork. In recent years, the level of student engagement and involvement has increased markedly.

Campus Recreation

Campus Recreation engages the FSC community in co-curricular experiences to inspire lifelong health and well-being. More than 500 students participate in seven club sports, more than 1,200 students participate in intramural leagues and tournaments, and more than 1,400 students participate in fitness and group exercise classes offered by Campus Recreation.

College Council

SUNY College Councils are established, described, and governed by the provisions of Article 8, Section 356 of the New York State Education Law. Each state-operated campus has such a Council consisting of 10 members, nine appointed by the Governor and one elected by and from the students on the campus. The Governor designates one member as Chair. Council members appointed by the Governor serve for a term of seven years. Councils also shall invite a representative of the faculty and a representative of the alumni to attend regular meetings of the Council. Consistent with the statutory responsibilities of such bodies, they shall develop and foster strong relationships between their institutions and local communities and promote campus and SUNY interests. Each member brings their particular expertise to the College and advocacy on specific issues of importance to FSC. They are required to meet with the College administration four times per year to review college operations and new initiatives.

Foundation

Established in 1969, the Farmingdale College Foundation is a not-for-profit corporation that aims to support Farmingdale State College's mission. Dedicated to changing lives and building futures, the Foundation engages alumni, employees, friends, corporations, foundations, and the Long Island business community as strategic partners in raising critical funds for FSC. The Foundation designs and implements data-driven fundraising programs to support student

scholarship and financial aid, faculty/staff development and innovation, campus beautification, and campus programming to match the institution's strategic priorities with philanthropic interests and intentions. The Foundation provides careful and transparent stewardship of all assets held in trust for the benefit of Farmingdale State College. The Foundation is led by a board of directors consisting of invested alumni, friends of the College and business leaders.



The Farmingdale Alumni Association is an independent, non-profit organization that cultivates mutually beneficial relationships between FSC and a growing community of 100,000 alumni. The Association provides programs and services, facilitates communication with alumni, and seeks to strengthen alumni bonds of friendship, scholarship and community. The Alumni Association welcomes the resources, talents, and initiatives of alumni and friends to support the Association and the College in achieving their respective missions and goals. The Alumni Association provides a vibrant alumni network and encourages engagement in the life of Farmingdale State College.



OPPORTUNITIES & CHALLENGES

The Farmingdale State College presidency offers an outstanding opportunity to lead an institution with considerable momentum, internal cohesion, and a well-earned reputation for excellence. As the College's chief executive officer, the next president will lead the institution at a critical time and will have a profound impact on the future of FSC. The new president will provide strategic and operational direction and must also recognize and empower the talent of faculty, staff, and students. Farmingdale is well positioned for the future, and the president must be prepared to assess, understand, and lead the College and be willing and able to face these opportunities and challenges moving forward:

Achieving Financial Sustainability

Farmingdale State College'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 Farmingdale State College

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.

Communication and Shared Governance

The president will be expected to embrace and enhance a robust shared governance culture where all voices are heard. The next president must establish productive and collaborative relationships and foster a culture of mutual respect within a unionized campus. A willingness to adapt to unique needs will be necessary for all to thrive. The president will need to be an active listener and communicator and successfully represent the entire College community.

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, provide strong support in adopting a more strategic approach to enrollment and retention, increase agreements with other institutions to enlarge transfer student population, 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 Farmingdale State College and will need to be fully engaged in efforts to advance FSC's competitiveness for attracting and retaining students.

Boosting and Building Community and Engagement

With 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 FSC. 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 inclusive dialogue, the opportunity exists to encourage a sense of shared mission and vision among and between all constituencies, which is so essential to fulfilling the College's potential.

Diversity, Equity & Inclusion

The next president is expected to continue to embrace the cultural differences among 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 of diversity, equity, and inclusion.



Enriching a Culture of Giving

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

DESIRED ATTRIBUTES

Farmingdale's next president should possess a combination of personal qualities, 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 to sustain the trajectory that has made FSC a campus of choice for students, faculty, and staff while simultaneously embracing the deeply held values that distinguish Farmingdale State College as a vibrant, actively engaged and inclusive academic community. Other attributes are likewise vitally important.

The successful Farmingdale State College president will be:

- An individual of impeccable integrity and high ethical standards who can demonstrate a commitment to the college's mission of inclusive excellence, reinforcing a student-focused environment, and supporting diversity, equity, and inclusion efforts;
- An able communicator, internally engaged with students, faculty and staff, and externally advocating for the College and public higher education;
- A visible and accessible leader with strong interpersonal skills who values the academic life, enjoys campus activities and interaction with students, and actively participates in the cultural and civic life of the local community;
- A person of intercultural competence and global perspective committed to sustaining FSC's outstanding success in attracting, supporting and graduating a diverse student population;
- Proven success as a fundraiser, committed to being a leading participant in securing philanthropic support and engaging alumni, donors and the regional community;
- A leader with demonstrated strategic planning and implementation skills who is familiar with accreditation processes;
- A person who possess a track record of sound financial management;
- A person who can help to create a feeling of collegiality and shared inquiry, embracing shared governance, and exhibiting transparency in deliberations to better ensure wise decisions and campus cohesion;
- A transparent leader who listens, communicates and collaborates effectively with senior campus administration, all campus constituents, SUNY System administration, labor unions, and other SUNY institutions;
- A leader dedicated to advancing the College's commitment to academic excellence by actively fostering an environment that supports faculty success, ensuring that the institution remains at the forefront of both education and scholarly innovation;
- A person of good will, a leader with the "human touch," who knows the value of humility, perseverance, resilience, and entrepreneurship, and savors the rewards that flow from the common endeavor;
- A person who possesses political acumen and a willingness to engage with public and civic leadership at all levels;
- A leader with experience fostering successful town-gown relations and partnering with local and community leaders;
- A visionary who will continue to adapt and evolve in the face of changes in higher education and the changing needs of the region and our students and support new program development and strategic investments in innovation.

A demonstrated record of progressive experience and achievement in a higher education setting is required to lead this public institution of higher learning. Qualified candidates will possess an earned doctorate or relevant terminal degree and executive-level leadership experience in higher education.



ABOUT SUNY

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 FarmingdalePresident@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 January 31, 2024.

The search process will be confidential throughout.

Farmingdale State College 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. Farmingdale State College is an AA/EOE/ADA employer.

