

SEARCH PROFILE:



DEAN OF THE SCHOOL OF SCIENCE & ENGINEERING



New Paltz
STATE UNIVERSITY OF NEW YORK

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The State University of New York New Paltz (SUNY New Paltz), a selective and highly regarded public, four-year university of more than 7,000 undergraduate and graduate students, invites inquiries, nominations, and applications for the position of Dean of the School of Science & Engineering.

Reporting to Provost William McClure, the Dean is the chief academic officer of the School of Science & Engineering, responsible for the vision, strategic leadership, and operational management of the academic programs and personnel for the School.

SUNY New Paltz is located near the foothills of the Shawangunk Mountains in the scenic Hudson Valley of New York State, about 75 miles north of metropolitan New York City and about the same distance south of the state capital of Albany.

The new Dean is to assume office on or about July 1, 2025.

THE UNIVERSITY:

Founded in 1828, New Paltz (newpaltz.edu) has evolved from its origins as a school teaching the classics, to service as a state normal school preparing graduates to teach in New York public schools, to its formal incorporation into the State University of New York (SUNY) system in 1948. New Paltz is one of 64 academic institutions that comprise the SUNY system (suny.edu).

Among New Paltz's most prominent characteristics today are its strong and growing academic quality, its deep connections to the culture and economy of the mid-Hudson region, the comprehensiveness of its academic programs, and its diverse student population. The University aspires to offer the finest and most intellectually engaging undergraduate education in SUNY, as well as strategically selected and uniquely formatted graduate programs in areas of regional need.

SUNY New Paltz is an exciting blend of tradition and vision. The faculty and campus community are dedicated to the construction of a vibrant intellectual and creative public forum that supports and prepares students from all backgrounds to succeed during their study and after graduation. Core to the University's educational mission is the belief in the value of a liberal education: New Paltz offers undergraduate and graduate programs in the liberal arts and sciences, which serve as a foundation for professional programs in the fine and performing arts, education, business, the sciences, and engineering.

New Paltz is among the most selective SUNY institutions, admitting outstanding students who show promise of thriving in a learning environment that is challenging, student-centered, and personalized. The University competes for these exceptional students with prestigious colleges and university centers, both public and private, across the Northeast. New Paltz's student population is also among the most diverse in SUNY, with approximately 38% of undergraduate students self-identifying as non-white, according to Integrated Postsecondary Education Data System (IPEDS) classifications.

SUNY New Paltz students achieve retention and graduation rates well above the national average. The most recently available figures show an 87% first-year retention rate, a 56% four-year graduation rate, and a 73% six-year graduation rate. Notably, the performance gap between overall retention and graduation rates, and rates for student demographics including first-generation, Pell Grant recipients and underrepresented minority groups, is much smaller than the national average, affirming New Paltz's success at helping students from all backgrounds succeed academically and achieve social mobility.

New Paltz's rising reputation has been acknowledged in college rankings publications. *The U.S. News & World Report* ranked New Paltz No. 6 among the best public regional universities in the Northeast with both bachelor's and master's degree programs in September 2024. New Paltz also rated highly on lists recognizing Best Value Schools, Top Performers on Social Mobility and Best Colleges for Veterans.



THE DIVISION OF ACADEMIC AFFAIRS:

The Division of Academic Affairs at SUNY New Paltz is extensive and has a strong academic and administrative impact across campus. A history of collaboration between Academic Affairs departments has created a healthy and productive culture that benefits students and staff alike.

Academic components of the division include five academic units:

- The School of Science & Engineering
- The College of Liberal Arts & Sciences
- The School of Business
- The School of Education
- The School of Fine & Performing Arts

As well as:

- The Center for International Programs
- The Honors Program
- The Samuel Dorsky Museum of Art
- Graduate, Professional & Interdisciplinary Studies
- Continuing & Online Education
- The Sojourner Truth Library.

There are **319** full-time faculty, whose excellence in teaching and scholarship is a hallmark of the University, as exemplified by achievements such as recognition as a Top Producer of Fulbright Scholars. Among the faculty, **92%** of tenure/tenure-track faculty hold terminal degrees, **54.2%** are female, and **24.5%** are faculty of color or other underrepresented groups. The student to faculty ratio is **16:1**. There are **340** part-time faculty. Adjunct faculty teach **33.3%** of courses, significant progress from the early 2000s when part-time adjuncts taught more than half of course offerings. The Middle States Commission on Higher Education reaccredited the University in 2021.

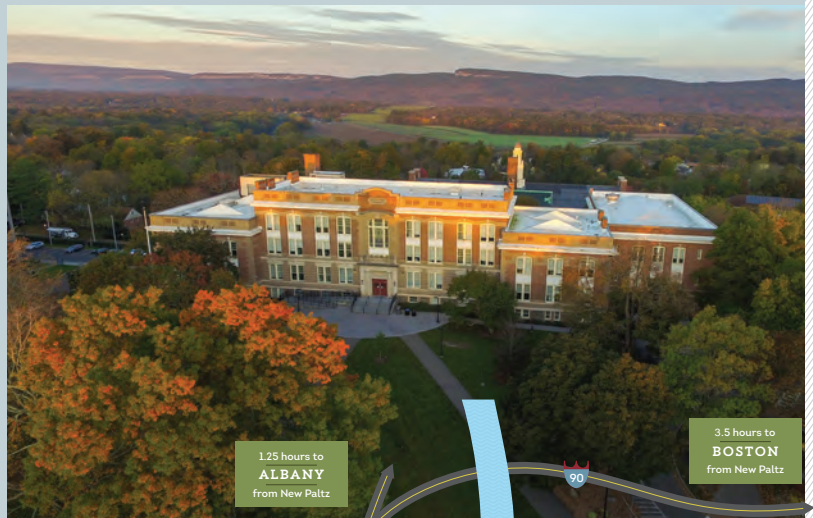
THE COMMUNITY:

Settled beneath the mountains of the Shawangunk Ridge, the Village of New Paltz is an idyllic college town situated in the heart of New York's Hudson Valley, at a mid-way point between metropolitan New York City to the south and the state capital of Albany to the north.

The region abounds with lush foliage in the spring and summer, followed by autumn's rich color palette and snow in the winter. The area is internationally known for its world-class rock climbing, and also offers outstanding hiking, biking, swimming in glacial lakes, skiing and snowboarding within driving distance from campus.

The Village is surrounded in all directions by farms, orchards, and wineries, many of which provide fresh ingredients to a diverse array of local restaurants. Our neighborhoods are dotted with historic stone houses dating to the 17th century, which share streets with modern and eco-friendly constructions.

The broader Hudson River Valley is home to myriad cultural attractions: fine arts museums, performing arts centers, specialty shops and boutiques, independent music venues and annual festivals. There's much to do in the nearby cities of Kingston, Poughkeepsie and Newburgh, and New York City is just 90 minutes away by bus, train, or car.



ACADEMIC UNITS OTHER THAN SCHOOL OF SCIENCE & ENGINEERING:

The College of Liberal Arts & Sciences is the largest and most diverse academic unit at SUNY New Paltz, with programs ranging from the traditional disciplines in the humanities and social sciences to allied health and technical programs such as communication disorders and digital media production. Home to 18 departments and interdisciplinary programs, the College offers 22 undergraduate majors, 33 minors, 12 content fields and concentrations for elementary and secondary education, and nine graduate programs.



The School of Business is AACSB-accredited and organized without separate departments and aspires to be the business resource hub of the Mid-Hudson Valley region, with its Hudson Valley Venture Hub. The School features academic majors in accounting, business analytics, entrepreneurship, finance, general business, international business, management (with a sustainability track), and marketing. The School offers a Master's in Business Administration and a Master's in Business Analytics.



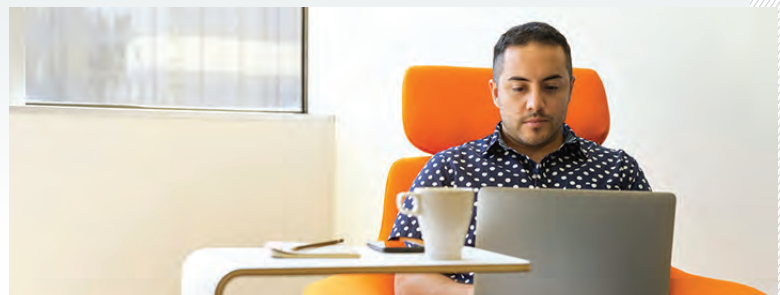
The School of Education connects the SUNY New Paltz of today with its roots as a normal school preparing teachers for their careers more than 100 years ago. The School offers undergraduate programs in early childhood and adolescence education, and enrolls a plurality of New Paltz's graduate students, who pursue degrees and certification in fields ranging from literacy and second language education to educational administration and leadership. Many School of Education students are pursuing programs that combine an educational degree with a content degree in other schools – including the School of Science & Engineering. These programs, which partner with and support school districts throughout New York State, hold accreditation from the Association for Advancing Quality in Educator Preparation (AAQEP).



The School of Fine & Performing Arts includes the Departments of Art, Art History, Design, Music, and Theatre Arts, each offering multiple areas of concentration or specialty leading to BS, BA and BFA degrees. Best Value Schools has named the MFA Program one of the top 20 in the nation. It draws students from across the US and from other countries. The Art Department's graduate metal program has been rated the No. 1 public program nationally, and the BA in Theatre has been ranked No. 10 in BA programs in the nation.



Graduate, Professional & Interdisciplinary Studies: The University offers more than 50 programs that meet regional and statewide needs for advanced education through the academic schools and the support of the Office of Graduate, Professional & Interdisciplinary Studies. Such close connections to the local economy and local schools are an integral part of the New Paltz mission. The University is exploring new programs and modes of instructional delivery to renew and expand the advanced educational opportunities provided to the region.





THE SCHOOL OF SCIENCE & ENGINEERING:

The School of Science & Engineering is guided by the twin pillars of our mission as a public University: to provide students from all socio-economic backgrounds with the tools, knowledge and support they need to succeed academically and professionally, and to be a value-added to the region and the state through research, workforce development and building external partnerships with key community stakeholders.

The School includes the Departments of **Biology, Chemistry, Computer Science, Geology, Mathematics, and Physics & Astronomy**, and the **Division of Engineering Programs**, which offers ABET-accredited degrees in electrical, computer, and mechanical engineering. In addition to these majors, the School also provides interdisciplinary undergraduate degrees in biochemistry and environmental science, as well as pre-health programs progressing toward careers in a variety of medical specializations. Students preparing for careers as teachers in mathematics and the sciences combine study in both the School of Education and the School of Science & Engineering. Additionally, SUNY New Paltz has partnered with several regional medical schools to provide the opportunity for a combined, seven-year, dual degree pathway to earn both a bachelor's degree (BA or BS) and a Doctor of Osteopathic Medicine (DO) degree.

In the fall 2024 semester, 1,230 New Paltz students were enrolled in science and engineering majors (1,162 undergraduate, 68 graduate), supported by 61 full-time

faculty, 35 part-time faculty, 10 teaching and graduate assistants, and 14 support staff.

These programs are supported by the two newest academic buildings on the SUNY New Paltz campus: Science Hall (opened 2017), a \$48 million facility providing classrooms, lecture halls, labs, offices, meeting spaces and study areas, and the Engineering Innovation Hub (opened 2019), a \$13 million building equipped with contemporary engineering tools that students and faculty use for applied research and development, often in coordination with industry partners throughout the Northeast. Further, Coykendall Science building is home to the pre-health advising program. In addition to its ample laboratory space, Coykendall contains a beautiful planetarium and a greenhouse with an array of diverse plants from all around the world.

The Engineering Innovation Hub is home to our Hudson Valley Additive Manufacturing Center (HVAMC), a unique resource equipped with modern digital fabrication tools including polymer, metal, and wax printers. The Center, established in 2014, has stood for more than a decade as a dual resource serving the internal and external communities: providing students and faculty with training and access to software and hardware with applications in engineering, science, and the arts; and contracting with numerous partners in industry and manufacturing to offer materials and prototyping services to support regional economic growth and development.



THE SCHOOL OF SCIENCE & ENGINEERING (continued):

The School of Science & Engineering proudly houses the AC² (AMP & CSTEP Community) Program, which promotes academic excellence and provides preparation, resources, and opportunities critical to student success. The goal of the AC² Program is to increase the number of students from historically underrepresented and low-income backgrounds pursuing careers in STEM (science, technology, engineering, and mathematics) and health-related fields. SUNY New Paltz's AC² Program has become a model among the statewide CSTEP network, and it has contributed to the School of Science & Engineering's success in supporting its students.

Our science and engineering programs additionally benefit from operating within a comprehensive university that provides a broad, interdisciplinary, liberal education. Faculty can focus on providing a rigorous education that delivers the expected technical skills, while also working with students who are developing the strong problem-solving, communication, collaboration and creative skills that are crucial in so many 21st century STEM professions.

Our location in the Hudson Valley of New York State provides a number of additional enhancements for students and faculty alike. The region is ecologically rich and diverse, with opportunities for faculty and students to find "living laboratories" like the marshy river tributaries in the lowlands and the glacial formations and "sky lakes" of the Shawangunk and Catskill Mountains, all within close driving distance of campus.

Beyond the natural setting, the Hudson Valley is also home to a robust and diverse economy, hospitable to industries ranging from agriculture to industry to health care to technology. SUNY New Paltz and the School of Science & Engineering continue to build and sustain strategic relationships with these partners, creating opportunities for students and faculty to grow their own professional networks and collaborate on projects with real-world impact.

These external resources are equally important in the ample opportunities they offer for faculty-mentored undergraduate research experiences. The School of Science & Engineering creates pathways for students to test theoretical principles in the kinds of applied, hands-on activities that are strongly correlated with future success, whether they choose to pursue advanced study or employment after earning their bachelor's degree.

And today, the University is advancing a proposal to establish a new Bachelor of Science – Nursing degree, meeting a need and an opportunity to support registered nurses who, thanks to a new statewide regulation, are now required to earn a four-year degree to retain their licensure. While the proposed nursing program is unlikely to be approved until 2025 or early 2026, it is expected that the Dean of the School of Science & Engineering will help shape and support its launch and growth.



STRATEGIC PRIORITIES FOR NEW LEADERSHIP:

Reporting to the Provost, the Dean of the School of Science & Engineering is a member of the Academic Deans Council. Assisted by an Associate Dean and other staff members, the Dean serves as the managerial leader for more than 100 faculty and staff.

The Dean is the chief academic affairs officer of the School of Science & Engineering, with responsibility for the planning, development, growth, and quality of all academic programs and related support functions. The responsibilities of the Dean include the articulation of an academic vision for the School, leadership in academic strategic planning that supports the institutional strategic plan, the development and administration of the academic budget, and the advancement of excellence in teaching, scholarship, and service.

The next Dean will have the opportunity to leverage momentum from the School and the institution's recent successes. The leadership opportunities below help to define this essential task as well as key strategies or challenges that must be addressed for the next Dean to be successful.

■ Build Community and Collaboration with Faculty and Staff

As leader of the School of Science & Engineering, the Dean is responsible for supporting faculty, staff, and administration in all stages of their careers, including recruitment, development, and evaluation. The new Dean's responsibilities will include the continued hiring of exemplary faculty; encouraging and providing support for faculty to engage in scholarship; and monitoring internal and external professional activities. Focus on supporting and integrating adjunct faculty into the School community is also essential. Likewise, the Dean should commit to an environment of inclusion and transparency, involving faculty and staff in decision-making affecting their areas of primary responsibility. Notably, the new Dean will promote and monitor the University and the School's goals for diversity and inclusion.

■ New Program Development

It is essential that the School of Science & Engineering continues to react nimbly to the interrelated needs of students, faculty, industry, and community. The next Dean will have the opportunity to work with faculty within the School and to collaborate with other units across the institution in the development of new programs to ensure that SUNY New Paltz maintains its tradition of excellent training in the sciences and in engineering at both the undergraduate and the graduate level. This should include both program evolution and creation as well as the incorporation of new and responsive teaching pedagogies. Other important responsibilities include developing the University's role as a leader for regional partners in education, science, research, and industry.



STRATEGIC PRIORITIES FOR NEW LEADERSHIP (continued):

■ Financial Strategy

Thanks to steady enrollments and a recent history of fiscal responsibility, New Paltz's budgetary status is comparatively sound. Nevertheless, as economic realities impact all of higher education, the Dean will need the fiscal acumen to enable strong financial management and discipline across all areas of the School of Science and Engineering's academic and administrative programs. As state resources continue to be constrained and aspirations are weighed against resources, the Dean will be asked to build a strategic academic business model, identify new and existing resources for program and infrastructure investment, and lead a conversation about potential new revenue streams.

■ External Stakeholders

As the public representative of the School of Science & Engineering, the new Dean will have the opportunity to interact with numerous external stakeholders on the School's behalf. Fundraising will be an important priority, but the Dean will also build new relationships and enhance existing relationships with educational and research partners, foundations, regional businesses and non-profits, and an engaged and educated community.

■ Team-based Leadership

The new Dean will report to Provost William McClure and serve as a member of the University's leadership team, which has responsibility for collaborative and team-based efforts to benefit the University as a whole. The new Dean must work to build a cohesive, synergistic team among the

departments in the School that will promote the School's ability to achieve their mission and work collaboratively with other academic units across the University. Additionally, the Dean will need to have the capacity to work in tandem with colleagues in the School, including the associate dean, department chairs, staff, and students.



DESIRED ATTRIBUTES OF A NEW DEAN:

SUNY New Paltz seeks a Dean possessing integrity who is committed to the School of Science & Engineering and the institution's distinctive mission and values, and who seeks to champion and elevate its reputation for academic excellence and student-centered focus. The Dean will be dedicated to students and student success, as well as academic quality, teaching excellence, scholarly inquiry, service, and diversity. The Dean must possess a record of superb leadership and the management skills necessary to build on the School of Science & Engineering's record of successful growth. The Dean will be a person of creativity and vitality who leads and communicates in a decisive, inclusive, transparent, and accessible manner.

■ Required Qualifications

The new Dean of the School of Science and Engineering will:

- Hold an earned doctoral degree in a discipline housed in the School;
- Hold the rank of a full professor or demonstrate a distinguished record of teaching and scholarship appropriate for an appointment as a tenured full professor in one of the School's academic departments;
- Provide evidence of demonstrated successful academic administrative experience in colleges/schools of science and engineering or a higher education environment;
- Demonstrate effectiveness in working in a multicultural environment and success in promoting diversity and inclusion;
- Have knowledge of and/or experience with state education departments;
- Have prior successful teaching experience.

In addition to meeting all of the required qualifications, the successful candidate will exhibit a substantial number of the following attributes, experiences, and skills:

- Experience in implementing innovative academic program development and delivery, including traditional, virtual and/or partnered initiatives;
- Experience with data informed decision making, academic program assessment, and accreditation processes and procedures;
- Demonstrated experience in enhancing student success, retention, and graduation;
- Demonstrated skill in supporting faculty scholarship and creativity, consistent with a teacher-scholar model and supportive of the mission of a comprehensive university;
- Demonstrated support for faculty led undergraduate student research in science and engineering;
- Demonstrated ability to identify and support opportunities for interdisciplinary collaboration, as well as to develop strategic plans to advance cross-disciplinary research and education in fast-changing disciplines within the school and beyond;
- Commitment to and experience with shared governance;
- Experience in managing and advocating for budgets in an environment of constrained resources;
- Experience in resource development through grants and gifts in support of academic initiatives, scholarship, and/or faculty development;
- Demonstrated ability to work strategically with the chief academic officer, and work collegially and collaboratively with other schools and the college across the University;
- Demonstrated ability to cultivate and maintain collaborative partnerships with stakeholders in local, regional, national, and international venues to expand visibility, obtain revenue sources, improve enrollment, and provide new opportunities for faculty and students.

PROCEDURES FOR APPLICATION:

A complete online application must be received by electronic submission to be considered. To apply, please visit <https://jobs.newpaltz.edu/postings/2726>. The Search Number is P24-57.

Applications should consist of a substantive cover letter addressing the qualifications and leadership agenda listed above, a current curriculum vitae (CV), and the names and contacts of as many as five references. References will be contacted only for candidates invited to the second round of interviews and only with advance permission.

Questions about the position should be directed to ssedeanssearch@newpaltz.edu.

Individuals with disabilities who need assistance with the application process should call (845)-257-3675.

Although application materials will be accepted until the time that a new Dean is selected, candidates should submit materials by Jan. 27, 2025, for the most favorable consideration.

For more information about SUNY New Paltz, please visit <https://www.newpaltz.edu/>; for the School of Science & Engineering, please visit <https://www.newpaltz.edu/sse/>.

SUNY New Paltz recognizes the unique skills, perspective, talents and passion that each employee contributes to its learning community. To work here is to accept an invitation to participate in the growth and development of all campus members--students, faculty and staff. The University's commitment to inclusive excellence is an important part of our mission of public education and our culture. New Paltz continues to work on building a community that supports freedom, mutual respect, and civility. We seek others who support these values of diversity and inclusiveness and candidates of all diverse backgrounds who wish to participate in our cultural aspirations are welcome and encouraged to apply.

The State University of New York New Paltz is an AA/EOE/ADA employer.



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