



# PRESIDENTIAL SEARCH PROSPECTUS

The Search for Buffalo State University's Tenth President



**BUFFALO STATE**  
The State University of New York





*BUFFALO STATE IS A DIVERSE AND INCLUSIVE UNIVERSITY COMMITTED TO THE INTELLECTUAL, PERSONAL, AND PROFESSIONAL GROWTH OF ITS STUDENTS, FACULTY, STAFF, AND ALUMNI.*



# PRESIDENTIAL PROFILE

**SUNY BUFFALO STATE UNIVERSITY** seeks nominations and applications for an accomplished, dynamic, inclusive, mission-focused, and visionary leader to serve as its Tenth President. On January 15, 2023, the institution was designated as a university and changed its name from Buffalo State College to Buffalo State University. The next President will have the opportunity to build upon this new designation to strategically advance the university's competitiveness locally, regionally, state-wide, nationally, and internationally.



## ABOUT SUNY BUFFALO STATE UNIVERSITY

**SUNY BUFFALO STATE UNIVERSITY** is a master's comprehensive institution with a long-standing commitment to excellence in higher education. An involved community of learners, scholars, leaders, and global citizens from all walks of life, Buffalo State celebrates its diversity and works together to achieve excellence, transform lives, and in turn, change the world. Founded in 1871 as Buffalo Normal School, Buffalo State has grown from an institution primarily dedicated to training teachers for the state

of New York's growing population to a large comprehensive university within the State University of New York system offering programs in education, arts and sciences, and professional studies. In 2021, Buffalo State celebrated its 150th anniversary with a year-long celebration featuring special events, speakers, performances, athletic competitions, alumni events, and other activities.

# MISSION, VISION, AND VALUES

## MISSION

Buffalo State is a diverse and inclusive university committed to the intellectual, personal, and professional growth of its students, faculty, staff, and alumni. Our mission is to empower students to succeed and to inspire a lifelong passion for learning. Buffalo State is dedicated to excellence in teaching, research, service, scholarship, creative activity, and cultural enrichment.

## VISION

Buffalo State will be a nationally recognized leader in public higher education known for:

- Its caring and rigorous academic environment where lives are transformed through education;
- The intellectual and creative accomplishments of its faculty, staff, students, and alumni;
- Its cross-culturally competent community dedicated to developing leaders for an increasingly global society.

## VALUES

We, the Buffalo State community, are committed to:

- Actively facilitating access to public higher education;
- Excellent learning experiences in and out of the classroom;
- Being student centered;
- The rigors, joys, and fulfillment of intellectual discovery;
- Engagement, applied learning, and partnership with the community;
- Social responsibility;
- Respect for diversity and individual differences;
- Supportive and collegial relationships;
- Opportunities for individuals to realize their full potential.

## BUFFALO STATE AT GLANCE

**NAME:** SUNY Buffalo State University

**FOUNDED:** 1871

**LOCATION:** Buffalo, New York | 125-acre campus

**DESIGNATION:** Carnegie Master's M1 institution

**ACCREDITATION:** Middle States Association of Colleges and Schools | [Complete accreditation list](#)

**ALUMNI:** 100,000+ around the world; 57,000+ in Western New York

**ATHLETICS:** NCAA Division III | 8 men's and 11 women's varsity sports

### STUDENT PROFILE (FALL 2022)

**STUDENT ENROLLMENT**  
6,445 students  
Undergraduate: 5,464  
Graduate: 981

#### CLASS SIZE

- 91.5 percent of all classes have fewer than 40 students
- Average undergraduate class size is 18
- Classes for undergraduate majors usually have between 12 and 25 students

### ADMISSIONS

#### ACCEPTANCE RATE

86 percent (First-time applicants; fall 2022)

#### UNDERGRADUATE ENROLLMENT STATUS

Full time: 4,861  
Part time: 603  
Total: 5,464

#### ETHNICITY

African American: 1,635  
American Indian: 25  
Asian: 354

Hispanic: 666

Multiracial: 210

Pacific Islanders: 3

Non-Resident Alien: 35

White: 2,523

Undisclosed: 13

#### GEOGRAPHIC ORIGIN

Erie County: 2,875

Niagara County: 357

Metro NYC: 1,412

Other NY State: 659

Other States: 126

International: 35

Unknown: 0

### GENDER

Female: 3,083

Male: 2,381

### AGE OF STUDENTS

Under 25: 4,820

25 and over: 644

### RESIDENCE HALLS

#### OCCUPANCY

1,683 with 7 residence halls currently open



**GRADUATE ENROLLMENT STATUS**

Full time: 386  
Part time: 595  
Total: 981

**ETHNICITY**

African American: 123  
American Indian: 1  
Asian: 35  
Hispanic: 57  
Multiracial: 15  
Pacific Islanders: 1  
Non-Resident Alien: 15  
White: 718  
Undisclosed: 2

**GEOGRAPHIC ORIGIN**

Erie County: 606  
Niagara County: 106  
Metro NYC: 64  
Other NY State: 105  
Other States: 85  
International: 15  
Unknown: 0

**GENDER**

Female: 725  
Male: 256

**FACULTY AND STAFF PROFILE (FALL 2022)**

Full time: 1,133  
Part time: 437  
Total: 1,570

- Percent of full-time faculty with doctoral degrees: 77%
- Percent of full-time faculty with terminal degrees: 82%

Buffalo State faculty members have been highly decorated over the years, earning numerous promotions and awards through the State University of New York, including:

- Faculty members awarded the rank of SUNY Distinguished Professor: 8

- Faculty members awarded the rank of SUNY Distinguished Service Professor: 16
- Faculty members awarded the rank of SUNY Distinguished Teaching Professor: 10
- Faculty members awarded the SUNY Chancellor's Award for Excellence in Teaching: 56
- Faculty members awarded the SUNY Chancellor's Award for Excellence in Adjunct Teaching: 13
- Faculty members awarded the SUNY Chancellor's Award for Excellence in Faculty Service: 12
- Faculty members awarded the SUNY Chancellor's

Award for Excellence in Scholarship and Creative Activities: 13

- Faculty members awarded the SUNY Chancellor's Award for Excellence in Librarianship: 10

Buffalo State staff members have been highly decorated over the years as well, earning numerous promotions and awards through the State University of New York, including:

- Staff members awarded the SUNY Chancellor's Award for Excellence in Professional Service: 35
- Staff members awarded the SUNY Chancellor's Award for Excellence in Classified Service: 13

**IN ADDITION**, Buffalo State faculty members have been highly active in the Fulbright Program, the United States' flagship international educational exchange program. This program provides competitive, merit-based grants for U.S. citizens to study, conduct research, and apply their talents abroad, and for citizens of other countries to reciprocate in the United States. Earning a prestigious Fulbright grant is affirmation of a recipient's dedication to excellence. At least 17 recent Buffalo State faculty members from a wide range of disciplines have been selected to participate in the Fulbright Program. In turn, Buffalo State students then have the unique opportunity to study with these faculty members and learn from their Fulbright experiences.

The faculty at Buffalo State is made up of award-winning teachers and leaders in their scholarly fields. Our small class sizes allow students and faculty members to get to know each other in a supportive environment. Our faculty members are also active in the community, serving as leaders, volunteers, and consultants to many local organizations.

Buffalo State fulfills its mission by supporting an engaged student population including 49.6% students of color, 23.0% first-generation college students, 50% Pell grant recipients, 20.4% adult learners, and 1.3% online students. In fall 2022, Buffalo

State enrolled 6,445 students including 5,464 undergraduate and 981 graduate students. While the majority of students come from Erie and Niagara Counties, over 1,400 students are from Metro New York City. The university recruits both nationally and internationally.

The university has three academic colleges: the School of Arts and Sciences, School of the Professions, and School of Education.

The university takes pride in its strong connections to the Western New York community, as well as its continuing commitment to providing high-quality lifelong-learning opportunities. Buffalo State has an alumni population of more than 100,000 around the world with over 57,000 residing in Western New York.

The university has two endowed faculty chairs: the Woods-Beals Endowed Chair in Urban and Rural Education, which was established in 2002 following a major gift from Eleanore Woods Beals and her husband, Vaughn Beals; and the Horace Mann Endowed Chair for Exceptional Education, which was established in 2010 following a bequest by Horace Mann, the late SUNY Distinguished Service Professor Emeritus of Exceptional Education at Buffalo State.



# CAMPUS

**THE BUFFALO STATE CAMPUS IS SITUATED ON 125 ACRES** and is a walkable campus within the city of Buffalo's historic museum district and arts corridor and bordered by distinctive and engaging neighborhoods that enable students to participate in nationally recognized community engagement and service experiences in an urban setting. The location fosters an environment where the city becomes the classroom and

academic programs can move beyond the campus buildings into the surrounding neighborhoods.

As an Anchor Institution for the city, Buffalo State takes seriously its role in improving the community through responsible stewardship of its human and financial resources, and fully embraces its mission as SUNY's urban-engaged campus. Buffalo State's diverse student population, engaged and exceptional faculty, wide range of academic programs, and applied-learning opportunities create a unique community of scholars who believe in the power of education to transform lives.

The campus consists of 45 buildings, including seven currently used residence halls. The university recently completed a four phase, \$100 million Science and Mathematics Complex. The campus boasts state-of-the-art classrooms and labs, historic brick buildings, and classic quads lined with trees and outdoor art.

Buffalo State's Great Lakes Center—the only field station on the Great Lakes within the SUNY system—which provides comprehensive and up-to-date science to enhance and sustain the ecological function of the Great Lakes' ecosystems into the future.





# DIVERSITY

## BUFFALO STATE STATEMENT OF PRINCIPLE ON DIVERSITY

Buffalo State supports diversity of thought, diversity of experience, and diversity of values. The university is dedicated to a visible commitment to these ideals by affirming and respecting differences in all interactions. Toward this goal, the college provides equitable opportunity and access through innovative recruiting, professional development and education programs that enrich the total academic experience and enhance the quality of life.



The university commitment to diversity has been recognized both locally and nationally. In 2021, Buffalo State was selected for the second annual Inclusion Diversity Equity Awareness (IDEA) Award, presented by *Buffalo Business First*. In the nomination, ongoing initiatives were noted that epitomize a commitment to diversity and inclusion, including the [President's Council on Equity and Campus Diversity](#); the [Diversity Dialogue Speakers Series](#); the [Beyond Boundaries: Dare to Be Diverse film series](#); the [Anne Frank Project](#), and the [Community Academic Center](#), where students, faculty, and staff assist underserved populations, including immigrants and refugees.

In 2020, Buffalo State received the [Higher Education Excellence in Diversity](#)

(HEED) Award from *INSIGHT Into Diversity* magazine. The recognition in 2020 marked the eighth consecutive year that the university had received this national honor for demonstrating outstanding commitment to diversity and inclusion.

Providing high-quality educational experiences to diverse groups of students has been a long-standing priority for the university. Over the last ten years, Buffalo State has experienced a significant shift in student demographics. In 2012, undergraduate students of color comprised 31.4% of the total student population. In 2022, the percentage increased to 52.9%. Buffalo State has prioritized justice, equity, diversity, and inclusion in all levels of campus operations.





# STRATEGIC PLAN

*SUNY BUFFALO STATE'S  
CURRENT STRATEGIC  
PLAN 2022-2026  
INCLUDES FIVE  
PILLARS.*

**Pillar #1:** Commitment to  
Access, Social Justice, and  
Belonging

**Pillar #2:** The Land we  
Occupy as an Urban-  
Engaged Anchor Campus

**Pillar #3:** A Shared Vision  
for Student Success

**Pillar #4:** Professional  
Success for Faculty and  
Staff

**Pillar #5:** Sustainability  
for a Better Future



# ACADEMICS

**BUFFALO STATE** offers [79 undergraduate](#) and [64 graduate programs](#) in three academic schools and the Office of Graduate Studies. All eligible programs are [accredited](#). Buffalo State is accredited by the Middle States Consortium for Higher Education (MSCHE). The [self-study](#) draft was submitted in Fall of 2022 and the evaluating team visited the campus in Spring 2023.

Buffalo State has one of the largest teacher education programs in New York State, and offers a vast array of liberal arts and professional programs as well as several programs not available at any other SUNY institution, including art conservation (graduate), adult education, fashion and textile technology, fibers, forensic chemistry, forensic science (graduate), metals/jewelry, and wood/furniture design. The foundation of the undergraduate curriculum is the General Education Program, known as [General Education 2023](#) (GE 23). Buffalo State requires all students take 33 credits worth of General Education courses.

The Office of Undergraduate Research (OUR) coordinates campus efforts to support research and creativity in ways that build scholarly and creative interaction among students and faculty.

## SCHOOL OF ARTS AND SCIENCES

The [School of Arts and Sciences](#) helps students develop skills in artistic inventiveness, critical thinking, and effective communication. The school was formed in 2021 by merging the School of Natural and Social Sciences and the School of Arts and Humanities, making it the largest school on campus. The School is comprised of [20 academic departments](#) and [10 interdisciplinary units and centers](#) and offers 42 undergraduate programs and 16 graduate programs with over 417 faculty and staff. Faculty are leaders in their disciplines and provide innovative interdisciplinary learning opportunities for students. The school transforms student lives through rigorous scholarship, artistic expression, and engaged global citizenship.

## SCHOOL OF EDUCATION

Buffalo State's [School of Education](#) has a distinguished history of preparing leaders and educators to excel in a wide range of classroom settings. Students learn through a strong, diverse on-campus curriculum as well as through direct student-teacher experiences. The School of Education is home to four [academic departments](#) offering seven undergraduate programs and 17 graduate programs. Instruction and support is provided by over 70 fully-engaged faculty and staff. Buffalo State also provides opportunities for secondary teacher certification, through the respective program departments. The [International Graduate Program for Educators](#) (IGPE) is offered through the School of Education and connects with the Graduate School to develop a unique experience for educators working at American/International schools around the world. IGPE coordinates accredited, high-quality coursework providing international teachers and administrators at host schools the opportunity to complete coursework on-site and earn a master's degree in multidisciplinary studies. The Professional Development Schools Consortium of P-12 partnerships with schools locally and around the world has won several distinguished awards for excellence from the National Association of Professional Development Schools.

## SCHOOL OF THE PROFESSIONS

The [School of the Professions](#) educates future professionals to lead within diverse settings and participate in the community through partnerships. The school prepares graduates for productive and successful careers in a global society in a number of diverse fields such as business, hospitality, and criminal justice, among others. The School of the Professions was created to capitalize on the synergistic relationships that exist among its varied [academic departments and centers](#). In addition to award-winning faculty, professional accreditations, and a vibrant student body, the School of the Professions is home to several academic programs not available at any other SUNY institution. The school offers 14 undergraduate programs

and nine graduate programs. The award-winning faculty and staff is comprised of 167 professionals who are committed to academic excellence. Six Fulbright Scholars teach in the School of the Professions.

## GRADUATE STUDIES OFFICE

Buffalo State also offers 64 graduate programs through the [Graduate Studies Office](#), including data science and analytics, creativity and change leadership, higher education and student affairs administration, and the internationally recognized Patricia H. and Richard E. Garman Art Conservation Program. Several new graduate programs are currently under consideration or have been added recently. These include business management, dietetics and nutrition, conflict analysis and resolution, and disaster and emergency management.

The [E.H. Butler Library](#) serves as the academic heart and hub of the campus. It is a welcoming and inclusive space for learning, creativity, and scholarship. Buffalo State has an array of centers and that also support student success, including the [Career and Professional Education Center](#); [Center for China Studies](#); [Center for English Teaching](#); [Center for Health and Social Research](#); [Center for Integrated Studies in Nanoscience and Nanotechnology](#) (CISNN); [Community Academic Center](#); [Great Lakes Center](#); [Information Technology Exchange Center](#) (ITEC); [Institute for Community Health Promotion](#) (IChP); [Small Business Development Center](#); and the [Center for Applied Imagination](#). Efforts are underway to reignite the Pedagogical Institute.

Buffalo State's [Muriel A. Howard Honors Program](#) offers academically challenging opportunities for high-achieving and intellectually committed undergraduate students. Honors students engage in special seminars and receive individual attention from dedicated, highly qualified faculty members. Student scholars enjoy an exhilarating academic journey of shared intellectual and creative pursuits, scholarship, and service learning, both in and outside of the classroom.



# SUNY 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.





# STUDENT SUPPORT AND CAMPUS LIFE

**STUDENT LIFE** at Buffalo State reflects the wide and wonderful background of students and has continued to rebound post pandemic. The Division of Student Affairs at Buffalo State University focuses on supporting all students at the university. The mission of the division of student affairs is to cultivate, and enhance student learning, development, and success through the provision of student-centered programs and services that contribute to the intellectual, social, and cultural growth of students. This happens in partnership with the divisions of academic affairs and enrollment management along with others

across the campus community. A strong emphasis on inclusion, retention, and quality student engagement guides this work.

Students are encouraged to get involved in student organizations such as student government, culturally based organizations, athletics and recreation, and fraternities/sororities. Wellness efforts and supports are offered through an array of health, counseling, and peer education programs and telehealth services through BetterMynd and the SUNY telehealth psychiatry program.

Support is offered to diverse populations including LGBTQIA+, students of color, veterans, and first-generation students. Inclusion efforts focused on cohort/peer-based support as well as a restorative justice center focused on identity-based support and responding to student community concerns are offered as well as programming and services to support survivors of sexual or relationship violence, students in need of emergency funds, and students who may be food or housing insecure.

A comprehensive residential experience serving over 25% of the student body and which includes partnerships with faculty to engage with students, programs and support focused on commuter students, a campus dining hall and retail food services that include partnerships with Weigel Wellness to support nutrition education support the student experience.

The career and professional education center (CAPE) focuses on breaking down employment barriers and providing engaging opportunities for all students

by integrating career education into the academic and co-curricular experiences for students in all years of their education.

Beyond the work in the division of student affairs, partners in academic affairs and enrollment management support students through specialized first year student coaches; professional and faculty advisors; first year experience courses; tutoring and academic support; and support services for students with disabilities. The United Students Government and Graduate Student Association work with the leadership in the division of student affairs and other areas as important partners in shared governance, assessing and improving the student experience.

Student Leadership and Engagement and the [United Students Government \(USG\)](#) support approximately 70 student organizations that enhance the co-curricular education and empower them to succeed. Students can engage in academic, cultural, faith-based, social, media, club sports, academic honor societies, and Greek Life.

Greek Life at Buffalo State is dedicated to enhancing the development of students through membership in Greek organizations. Each fraternity and sorority offers students an opportunity to be part of a close-knit community that promotes leadership, service, and academic excellence. The staff supports initiatives dedicated to scholarship, service, community advocacy, philanthropy, safety and wellness.

The Men of Merit program fosters a mission of excellence, distinction, and integrity—the three qualities that are essential for success in college and a career. The program, which is open to all men enrolled at Buffalo State, promotes these qualities while encouraging members to stay in college, advance academically, and serve their community as they become the men they aim to be.





# ATHLETICS

**BUFFALO STATE'S 70,000-SQUARE-FOOT SPORTS COMPLEX** is home to the NCAA Division III Buffalo State Bengals and includes the Sports Arena, Ice Arena, Houston Gymnasium, and Kissinger Pool. The Sports Arena boasts a 3,500-seat basketball arena, a one-tenth-mile (160-meter) indoor track, the 1,800-seat Ice Arena (Buffalo's only collegiate ice rink), and the Buffalo State College Intercollegiate Athletics Hall of Fame. Houston Gym includes the Kissinger Pool natatorium; the campus fitness center; a multi-purpose room; group cycling studio; and basketball, racquetball, and volleyball courts. Surrounding athletics facilities include

Coyer Field and press box for football, lacrosse, and soccer competition with spectator bleacher seating for 3,000; a softball field; practice fields; and a quarter-mile (400-meter) outdoor track.

Men's Division III sports include basketball, cross country, football, ice hockey, soccer, swimming and diving, track and field, and volleyball.

Women's Division III sports include acrobatics and tumbling, basketball, cross country, ice hockey, lacrosse, soccer, softball, swimming and diving, track and field, and volleyball, with wrestling beginning in 2023–2024.





# FINANCES

## BUDGET

**BUFFALO STATE** has a consolidated operating budget of over \$229 million. Main revenue sources include tuition, dormitory income, Faculty Student Association funds, state support, and support from the Buffalo State College Foundation Inc.

## ALL COLLEGE BUDGET

*Fiscal Year July 1, 2021, to June 30, 2022*

REVENUE	Amount	% of Total
Tuition and Fees	\$26,191,603	11.61%
Federal Operating Grants and Contracts	\$1,266,841	0.56%
Sales and Services of Auxiliary Enterprises	\$18,411,285	8.16%
State Appropriations	\$104,634,841	46.40%
Federal Non-operating Grants	\$48,815,817	21.65%
State Non-operating Grants	\$14,929,130	6.62%
All Other Operating Grants and Contracts	\$9,099,798	4.04%
Gifts, Investment Income, and Other	\$2,165,996	0.96%
<b>Total Revenue</b>	<b>\$225,515,311</b>	<b>100%</b>

EXPENDITURES	Amount	% of Total
Instruction	\$83,781,466	36.58%
Research	\$4,507,488	1.97%
Public Services	\$7,823,023	3.42%
Academic Support	\$21,812,786	9.53%
Student Services	\$15,119,209	6.60%
Institutional Support	\$42,168,973	18.41%
Other Expenses	\$712,341	0.31%
Scholarships	\$24,159,492	10.55%
Auxiliary Services	\$28,920,755	12.63%
<b>Total Expenditures</b>	<b>\$229,005,533</b>	<b>100%</b>

# BUFFALO STATE FOUNDATION

THE BUFFALO STATE COLLEGE FOUNDATION INC. is a tax-exempt 501(c)(3) organization that oversees resources and supervises the investment of philanthropic funds that promote, advance, and support the activities and programs of Buffalo State. A volunteer [Board of Directors](#) oversees its activities. The Foundation provides \$4.7 million in support to the university, of which \$2.1 million annually is dedicated to scholarships. The Foundation manages \$89.5 million in total assets, of which more than \$75 million is permanently endowed. Buffalo State has been the top fundraising campus among all SUNY comprehensive colleges for the past two years and has the largest endowment among all SUNY comprehensive colleges. *Transforming Lives: A Campaign for Buffalo State* (2011–2015), the most recent comprehensive fundraising campaign at Buffalo State, raised \$27.3 million and exceeded its original goal by \$7 million.

## FOUNDATION REPORT

### Consolidated Foundation Balance Sheet

June 30, 2022

Cash and Investments	\$84,007,724
Investment in Split Interest Agreements	\$1,898,464
Other Current Assets	\$3,520,297
Long-Term Assets	\$10,010,561
<b>Total Assets</b>	<b>\$99,437,046</b>

Liabilities \$3,124,297

Net Assets \$96,312,749

**Total Liabilities and Net Assets \$99,437,046**

### Consolidated Foundation Statement of Activities

June 30, 2022

Revenue	
Private Support	\$7,472,087
Fees, Events, Other Revenue	\$892,723
Net Investment Income	(\$1,423,130)
Donated Services and Supplies	\$1,364,420
<b>Total Revenue and Support</b>	<b>\$8,306,100</b>

Expenses \$6,204,813

Change in Value Split Interest Agreements \$417,765

Total Expenses, Losses, Other \$6,622,578

**Increase (Decrease) in Net Assets \$1,683,522**







# ALUMNI ASSOCIATION

THE Buffalo State College Alumni Association, Inc. celebrates and builds traditions, fostering lifelong relationships by engaging alumni, students, parents, and friends who support Buffalo State. The alumni association, in collaboration with its board of directors, contributes to supporting students and the diverse needs and interests of the college community and alumni network through educational opportunities, campus events, benefits, and services. Alumni receptions are held throughout the country. The Jacqueline Vito LoRusso Alumni and Visitor Center opened in summer 2018 and serves as the first stop for graduates and former students during their visits to Buffalo State.

# DEVELOPMENT ENTITIES



THE BUFFALO STATE REALTY CORPORATION (BSCR) is a not-for-profit corporation empowered to accept or purchase property on behalf of Buffalo State University and the Buffalo State University Foundation.

The Buffalo State University Foundation Housing Corporation is a 501(c)(3) corporation established by the Buffalo State University Foundation and facilitated by the Buffalo State Alumni Association. Its purpose is to manage the development of housing property on behalf of Buffalo State University and the Buffalo State University Foundation. It managed the development of the \$45 million, 500-bed Student Apartment Complex, which opened in 2011.





*BUFFALO STATE UNIVERSITY* 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 STATE.





# FACULTY-STUDENT ASSOCIATION

**THE FACULTY-STUDENT ASSOCIATION (FSA)** is a 501(c)(3) not-for-profit educational and benevolent membership corporation governed by a Board of Directors comprised of students, faculty, staff, alumni, and representation of the administration. The general purposes of the corporation are to establish, operate, manage, promote and cultivate educational activities and relationships between and

among the students, staff and faculty of Buffalo State. FSA has a dedicated fund with non-expendable principal of \$1 million. FSA funds grants, when warranted, based on investment yields. Over the past 20+ years, the FSA Board of Directors has granted approximately \$500,000 for campus programming after providing for normal operating expenses.





# 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 Buffalo State Council and the SUNY Chancellor and serves at the pleasure of the Chancellor and the SUNY Board of Trustees.

The President is supported by a Chief of Staff, Provost and Vice President for Academic Affairs, Vice President for Institutional Advancement and Executive Director of the Buffalo State Foundation, Vice President for Finance and Management, Vice President for Student Affairs, Chief Diversity Officer, and Vice President for Enrollment Management.



# LEADERSHIP AND GOVERNANCE

## STATE UNIVERSITY OF NEW YORK (SUNY)

The [State University of New York](#) is an educational powerhouse, boasting 64 institutions, a mix of 29 State-operated campuses and five statutory colleges -- including research universities, liberal arts colleges, specialized and technical colleges, health science centers, and land-grant colleges – and 30 community colleges. These institutions serve 1.3 million students annually in more than 7,500 degree, certificate, and continuing education programs across New York State. The University also operates hospitals and numerous research institutes. As a system, SUNY is unparalleled in terms of its educational reach and impact, boasting bachelor and graduate graduation rates that are higher than the national median. SUNY's research and commercialization impacts are of equal magnitude: In FY 22, SUNY institutions reported nearly \$1.1 billion in total research activity support and filed 271 patents.

SUNY's leadership structure consists of a Board of Trustees, Chancellor, System Administration Senior Staff, and Campus Presidents, each official working together to advance the mission of the state university system: "...to provide to the people of New York educational services of the highest quality, with the broadest possible access, fully representative of all segments of the population in a complete range of academic, professional and vocational postsecondary programs including such additional activities in pursuit of these objectives as are necessary or customary." The Chancellor increasingly looks to the campus Presidents to work collaboratively with other SUNY colleges, administrators, faculty and staff, and surrounding communities

to lower cost, enhance productivity, and elevate the importance of degree completion at each institution.

## SUNY BOARD OF TRUSTEES

The Board of Trustees is the governing body of the State University of New York. It consists of [18 members](#), 15 of whom are appointed by the Governor, by and with consent of the New York State Senate. In addition, the President of the Student Assembly serves as student trustee and the Presidents of the College Faculty Senate and Faculty Council of Community Colleges serve as ex-officio trustees.

## SUNY CHANCELLOR JOHN B. KING, JR.

[John B. King, Jr.](#) is the 15th Chancellor of the State University of New York (SUNY), the largest comprehensive system of public higher education in the United States.

Prior to his appointment as Chancellor, King served as president of The Education Trust, a national civil rights nonprofit which seeks to identify and close opportunity and achievement gaps for students from preschool through college.

Chancellor King also served in President Barack Obama's cabinet as the 10th U.S. Secretary of Education. Upon tapping him to lead the U.S. Department of Education, President Obama called King "an exceptionally talented educator," citing his commitment to "preparing every child for success," and his lifelong dedication to public education as a teacher, principal, and leader of schools and school systems. While serving in the cabinet, King worked to simplify the financial assistance process, oversaw federal investments in evidence-based strategies to increase college completion rates, and advocated for the president's America's College Promise proposal, which called for

creating a federal-state partnership to make attendance at community colleges free and investing in scaled wrap-around services to support every student on their path to academic success.

Since his appointment in 2022, Chancellor King has established four main priorities: Student Success; Diversity, Equity, and Inclusion; Research and Scholarship; and Economic Development and Upward Mobility.

## SUNY BUFFALO STATE COUNCIL

The SUNY Buffalo State [Council](#) provides advice to the President and University administration, represents the State of New York and its taxpayers in affirming that the University is fulfilling its public mission, and receives information about university programs, budgets, enrollments, facilities, and student learning. Council members are appointed by the governor and serve seven-year terms. One member is a student at Buffalo State and is recommended by faculty and staff and serves on a rotating basis. The statutory areas of responsibility entrusted by the trustees of SUNY to college councils are development of recommendations for the University presidency should that position become vacant and review and approval of the proposed University budget plan.

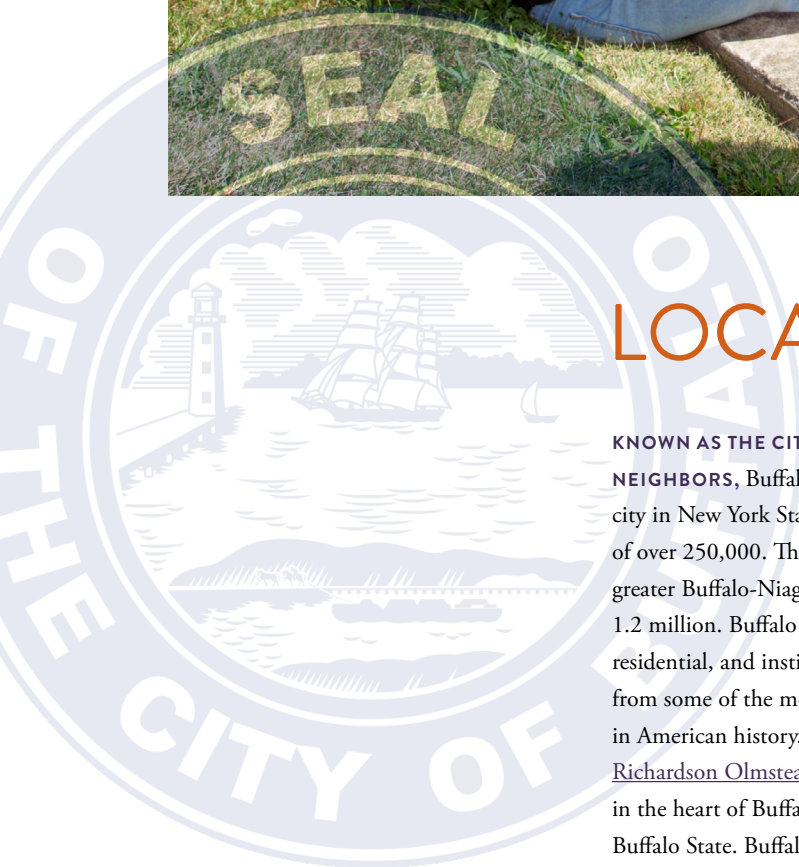
## SUNY BUFFALO STATE COLLEGE SENATE

The Buffalo State College Senate is the official agency through which the college faculty, staff and students engage in the governance of the institution. The Senate, as a legislative body of representatives is responsible for review of college policy and procedure and for making recommendations on such matters to the President.

## FACULTY AND STAFF COLLECTIVE BARGAINING

Faculty and staff are represented by United University Professions. UUP is the nation's largest higher education union, representing the faculty and professional staff of all of the campuses in the State University of New York system.





## LOCATION

KNOWN AS THE CITY OF GOOD NEIGHBORS, Buffalo is the second largest city in New York State with a population of over 250,000. The population of the greater Buffalo-Niagara region is roughly 1.2 million. Buffalo boasts commercial, residential, and institutional buildings from some of the most revered architects in American history. One example is the [Richardson Olmstead Campus](#) located in the heart of Buffalo and bordering Buffalo State. Buffalo is home to over 50 private and public art galleries, most notably the [Buffalo AKG Art Museum](#) and the [Burchfield-Penney Art Center](#). The city is home to the [Buffalo Philharmonic Orchestra](#), dramatic presentations, dance,







and musical performances offered at venues throughout the city. Nightlife in Buffalo centers around the city's entertainment district.

Buffalo lies at the eastern end of Lake Erie at the head of the Niagara River. While Buffalo is in a part of the country that receives lake effect snow, Buffalo is not the snowiest city in the country or even in the state. Buffalo offers four-seasons with vibrant fall foliage and moderate summer temperatures. The [Buffalo Waterfront](#) offers a variety of outdoor activities, entertainment, museums, and dining venues.

Buffalo has two major professional sports teams, the Buffalo Sabres (National Hockey League) and the Buffalo Bills (National Football League). Buffalo is also home to the Buffalo Bandits (National Lacrosse League), Buffalo Bisons (Triple-A baseball), and the Buffalo Beauts (Premier Hockey Federation).

Buffalo is a 25-minute drive from Niagara Falls, two hours from Toronto, and three hours from Cleveland.







# OPPORTUNITIES AND CHALLENGES

**BUFFALO STATE UNIVERSITY** 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 state. The university faces both challenges and opportunities over the near-term as it seeks to sustain and further stabilize enrollment, strengthen programs, and provide support services for its students, faculty, staff, and the wider community.

**ENROLLMENT AND STRATEGIES FOR A SUSTAINABLE FUTURE.** Consistent with many other campuses, Buffalo State is in a region that is undergoing population

declines within the traditional-age cohort, along with increased competition for college-bound students, and as a result Buffalo State has seen enrollment declines over the last decade. Additionally, the university has experienced a decline in student success rates, currently with overall a four-year graduation rate of 23.0%, a six-year graduation rate of 36.4%, and 49.3% first-year retention. The President, administration, and all stakeholders must continue to improve admission, retention, and student support strategies in the years ahead to more effectively represent the university in western New York and other markets, including neighboring states.

## **NAVIGATING THE FINANCIAL LANDSCAPE OF HIGHER EDUCATION.**

As with most public institutions, Buffalo State 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.

## **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 Buffalo State'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.

**FACULTY AND STAFF SUPPORT.** Buffalo State 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. Further, the university's professional and clerical staff supports students throughout their time at Buffalo State and beyond and their contributions must be recognized, and avenues explored for their professional advancement.

**STRENGTHENING THE CAMPUS CULTURE.** At Buffalo State, 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 Buffalo State to future success.

**SUPPORTING DIVERSITY AND INCLUSION.** The cultural, ethnic, religious, ability, sexual orientation, and gender diversity of the campus community is critical to the excellence of Buffalo State, its research, academic programs, social vibrancy, and mission of preparing students to thrive in a changing and interconnected world. Diversity of thoughts, viewpoints, and opinions must be fostered throughout the campus community. The President, working with the campus community, will build upon 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.

**COMMUNICATION, TRANSPARENCY, AND SHARED GOVERNANCE.** The President must embrace and enhance a robust shared governance culture where all voices are heard. The next President must establish productive and collaborative relationships quickly and foster a culture of mutual respect within a unionized campus. Two-way communication is necessary for all to thrive. The President will need to be an active listener and communicator and successfully represent the entire university community.

**CREATING A DISTINCTIVE IDENTITY AS A UNIVERSITY AND BUILDING UPON EXISTING STRENGTHS.** With the new designation as a university, the new President will help guide the discussion regarding supporting systematic growth in existing programs and new program development as well as program review, consolidation, and revision. 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.

**COMMUNITY ENGAGEMENT.** As an urban-engaged Anchor Institution, the President must be a public figure who is broadly known within the community and region. While Buffalo State has developed ties to the local community and students are engaged in volunteer work, off-campus activities, and internships, it will be important for the next President to continue to seek mutually beneficial partnerships as it continues to contribute to the economic vitality of Western New York and provides an educated workforce to the city of Buffalo, the Western New York region, statewide, and beyond.

# DESIRED QUALIFICATIONS AND CHARACTERISTICS

**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 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.

As the leader and chief administrative officer of Buffalo State, 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;
- a deep respect for students and for the work of faculty and staff;
- a record of enhancing enrollment and retention;
- awareness of the issues that affect students both inside and outside the classroom;
- a record of achievement and demonstrated commitment to strengthening and infusing diversity and a culture of opportunity;
- an unwavering commitment to and a record that evidences success in serving and supporting all diverse populations;
- demonstrated success at progressive levels of leadership in higher education or a similarly complex organization;
- the consistent ability to communicate and collaborate effectively with campus constituents, SUNY system administration, other SUNY institutions, and community leaders;
- the ability to work in an urban setting and to be a visible and engaged leader within the communities served by the university;
- the political acumen to champion the University and effectively advocate for resources at the state level;
- a strong record of aligning budgets with strategic goals, effective resource allocation, and setting financial priorities;
- 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;



- an understanding of and commitment to shared governance and working in a unionized environment;
- a personal desire to engage with and be visible to students;
- a demonstrated understanding, appreciation, and commitment to internationalization;
- a personal style that balances confidence with humility; and
- passion, optimism, flexibility, adaptability, and an abiding sense of humor.

A master's degree from an accredited institution is required. An earned doctorate or other terminal degree from an accredited institution is strongly preferred.





REVIEW OF CANDIDATES WILL BEGIN IMMEDIATELY AND CONTINUE UNTIL THE POSITION IS FILLED. Application materials should include a letter describing interest in and qualifications for the position in relation to the attributes described above, a curriculum vitae, and the names and contact information for five professional references. Background checks will be conducted on all finalists. Candidates from underrepresented groups are encouraged to apply.

**ALL NOMINATIONS AND APPLICATIONS SHOULD BE SENT IN CONFIDENCE TO:**

Steve Leo, Managing Director

Christopher Lee, Ph.D., SPHR,  
Managing Director

Vicki Henderson, Senior Associate

Storbeck Search  
[BuffaloStatePresident@storbecksearch.com](mailto:BuffaloStatePresident@storbecksearch.com)



*Buffalo State is an affirmative action/equal opportunity institution that subscribes to all federal, state, and SUNY legal requirements and does not discriminate against applicants, students, or employees on the basis of race, sex, ethnicity, national origin, sexual orientation, religion, age, disability, or marital or veteran status (Nondiscrimination Notice).*





*OUR MISSION IS TO EMPOWER STUDENTS TO SUCCEED AND TO INSPIRE A LIFE-LONG PASSION FOR LEARNING. BUFFALO STATE IS DEDICATED TO EXCELLENCE IN TEACHING, RESEARCH, SERVICE, SCHOLARSHIP, CREATIVE ACTIVITY, AND CULTURAL ENRICHMENT.*







# SEARCH COMMITTEE

Linda Dobmeier, Chair  
*Buffalo State Council Representative*

Naila Ansari  
*Faculty Representative,  
School of Arts and Sciences*

Shannon Budin  
*Faculty Representative,  
School of Education*

Pete Grum  
*Buffalo State Council Representative*

Cheryl Hamilton  
*Designated Member of the  
Chancellor's Senior Staff*

Maureen Hammett  
*Alumni Representative*

Andrew Hashey  
*Faculty Representative, School of Education*

Michael Littman  
*Faculty Representative,  
School of the Professions*

Chuck Naughton  
*Buffalo State Council Representative*

Wendy Paterson  
*Academic Dean Representative,  
School of Education*

Ramona Santa Maria  
*Faculty Representative,  
School of the Professions*

Tracy Sawicki  
*Foundation Board Representative*

Mark Severson  
*Faculty Representative,  
School of Arts and Sciences*

Esmeralda Sierra  
*Community Representative*

Celestine Simmons  
*Staff Representative*

Mo Sumbundu  
*Buffalo State Council Representative*

Dylan Williams  
*Student Representative*

Robert Zak  
*Buffalo State Council Representative*

Howard Zemsky  
*Business Leader Representative*

## NON-VOTING MEMBERS

LeVar Burke  
*Campus Staff Liaison*

Zulaika Rodriguez  
*Chancellor's Liaison*

