



**New Paltz**  
STATE UNIVERSITY OF NEW YORK



Position Specification

**Provost and Vice  
President for  
Academic Affairs**

**WITT / KIEFFER**

*Leaders Connecting Leaders*

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**CONFIDENTIAL**

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This Position Specification is intended to provide information about SUNY New Paltz and the position of Provost and Vice President for Academic Affairs. It is designed to assist qualified individuals in assessing their interest in this position.

## The Opportunity



The State University of New York at New Paltz, a highly selective, state-assisted, four-year comprehensive college of about 8,000 undergraduate and graduate students, invites inquiries, nominations and applications for the position of provost and vice president for academic affairs.

Founded in 1828, SUNY New Paltz is the 99th oldest collegiate institution in the country and was named “Hottest Small State School” in the nation in the 2008 Kaplan/Newsweek How To Get Into College Guide. New Paltz has been recognized for its academic excellence and its unique appeal to students. The College offers 100 undergraduate and 60 graduate programs in a challenging, diverse, student-centered and personalized environment. Degrees are offered in the liberal arts and sciences, fine and performing arts, education, business, and science and engineering.

New Paltz was ranked sixth among the best public universities and 30th among public and private universities in the North according to the 2012 U.S. News & World Report rankings. New Paltz ranked among the top 100 best values in the nation for public four-year institutions that deliver a stellar education at an affordable price, according to Kiplinger’s Personal Finance magazine’s annual rankings. New Paltz ranked 36th, climbing from 78th on the Kiplinger’s list two years ago and 53rd on last year’s list.

Located in the scenic Hudson River Valley, the College is situated halfway between Albany and New York City, nestled in the foothills of the Shawangunk Mountains.

Reporting directly to the president, the provost serves as the College’s chief academic officer and has primary responsibility for the planning, development and evaluation of all academic programs and operations. The provost will provide academic leadership and maintain academic standards and procedures, ensuring excellence in teaching and advising, research and scholarship, creative work and service. He or she will have significant administrative responsibility for strategic planning, budgeting and fiscal management.

For information regarding how to make a nomination or to express personal interest in this position, please see the section entitled “Procedure for Candidacy” near the end of this document.

# The Role of the Provost and Vice President for Academic Affairs

The provost is the chief academic officer of the College and serves as the president's surrogate in his absence. As the College's steward of academic quality, the provost ensures academic excellence through wise personnel decisions, an understanding of expectations for teaching, learning and scholarship in different fields, and knowledge of the diverse needs of the College's academic Schools.

Reporting directly to the provost are the deans of the five Schools as well as the associate provost and dean of the Graduate School, the executive assistant to the provost, assistant vice president of sponsored programs, the dean of the library, the dean of student advising, the dean of international programs, the director of the honors program, the director of the undergraduate research program, the coordinator of the multicultural recruitment program, the dean of regional education, the director of the Turkish dual-degree program, and the coordinator of the teaching and learning center.

The provost plays a significant and influential role with a broad spectrum of constituent groups across campus. He or she participates with the president and other senior administrators and faculty in institutional strategic planning and policy development. In addition, the provost serves as a key member of a number of internal and external committees, including various labor management committees. The provost will also participate in regularly scheduled meetings of the College Council.

The provost is expected to participate in the system-wide Chief Academic Officer's provost group and to offer counsel to SUNY System Administration on a range of matters. The provost will also have an opportunity to support and lead statewide and national initiatives on academic issues (e.g., assessment, transfer articulation and research support).



# Opportunities and Expectations for Leadership

New Paltz is in an exciting and challenging era. The College has enjoyed an ongoing upward trajectory as it strengthens its academic profile, gains greater recognition and continues to build its national reputation.

In addition, the campus is in the feasibility study phase of its first comprehensive campaign. The College anticipates a significant campaign focused on raising endowment funds to support academic priorities that emphasize honors, student research, study abroad and other “high impact” educational practices, as well as regional engagement.

Among the provost’s institutional priorities will be the following:

## **Align Academic Vision with the Strategic Goals**

SUNY New Paltz’s strategic aspiration is to become the site of the finest undergraduate education in the State University of New York. Well on its way, the College has set clear institutional goals to guide planning and decisions:

- 1) Continue to raise the academic quality and selectivity of students;
- 2) Hire and retain faculty committed to both teaching and scholarship;
- 3) Teach a curriculum that prepares students for their lives and careers;
- 4) Link student intellectual growth with faculty scholarship;
- 5) Use its residential character to reinforce educational goals;
- 6) Honor commitment to meet student needs;
- 7) Address regional economic and schooling needs;
- 8) Be a cultural and intellectual hub for the region.

The provost will be expected to work closely with administrative leadership and faculty to develop and implement a compelling academic vision that supports these goals, to articulate and maintain high academic standards congruent with the institution’s aspirations and to work collaboratively with campus constituencies. In addition, the provost will work collaboratively to develop and enhance College programming and contributions that align with and support the goals and priorities of the strategic plan for the SUNY system, [\*The Power of SUNY\*](#).

## **Pursue Academic Excellence**

New Paltz’s success to date can be attributed in part to the steady allocation of resources to initiatives and plans that enhance academic excellence. Significant progress has been made in growing the ranks of full-time tenured and tenure-track faculty, in reducing the student/faculty ratio, and in addressing the College’s historic over-reliance on part-time instructors. Instruction by adjuncts is declining with close attention to planning course offerings and schedules, and with new tenure-track hires in many areas that in the past had been heavily staffed by adjunct instructors. The provost will be expected to provide leadership in continuing these trends. Like other leading comprehensive institutions, New Paltz has clear expectations for high-quality

research, scholarship and creative work by faculty that informs teaching, inspires and provides opportunities for students, engages with regional issues and contributes to the growth of disciplinary knowledge and application. Like many other such institutions, New Paltz continues to seek the right balance among research/scholarship/creative work; the high-quality teaching, learning and advising that is the core of our mission; and service expectations of faculty. The provost will be expected to be a collaborative leader in articulating the role of research and scholarship and the balance among various faculty expectations, issues heightened by recent budget constraints that have reduced available funding for adjunct instruction. A related need and opportunity is to clarify and communicate expectations for reappointment, promotion and tenure through collaboration with faculty, governance, deans and others.

The provost will work with faculty and Graduate School administration to revitalize and energize our graduate programs, sustain and expand strong connections between degree or certificate program offerings and the needs of the surrounding region, and build graduate enrollments.

Other priorities for the provost, many entailing collaboration and partnership, will include the following:

- Ensure the academic integrity of the curriculum;
- Broaden cultural diversity in the curriculum;
- Continue to diversify faculty ranks;
- Strengthen and expand the honors program, student-faculty research collaboration, study abroad, internships, first-year programming capstones, and other efforts that support student academic achievement;
- Support and expand professional development for faculty in pedagogical innovation and all other areas of faculty expectation;
- Support and expand professional development for department chairs, deans and other academic leaders;
- Oversee revision of the general education program;
- Support the School of Business candidacy for AACSB accreditation;
- Support ongoing development and refinement of assessment of student learning and institutional effectiveness; and
- Expand interdisciplinary and international programming to better prepare students to live and work in a global world.

## **Responsible Fiscal Management**

Like public higher education systems across the U.S., SUNY has been affected by state budget cuts, and New Paltz has adjusted its spending plans with a clear focus on safeguarding instructional capacity, academic quality and support for students and their success. A tuition increase has created the opportunity to continue investment in faculty lines and other top priorities to sustain and grow instructional capacity and access. The approval of a five-year tuition policy this past year may afford the College future opportunity for investment, at the same time it is clear that the College will operate in a constrained economy.

The budget process and outcomes at New Paltz are transparent. The provost will collaborate with senior administrative colleagues, deans and faculty to find creative ways to maximize New Paltz's resources through careful management of the academic budget; attention to academic planning and efficient and effective program implementation; and creative thinking about programming that produces new revenue streams through tuition, grants, contracts and philanthropy.

### **Contribute to Campus Planning**



New Paltz is moving aggressively to improve classrooms and research space, student facilities and the campus infrastructure. Since 2003, the College has completed a \$12 million renovation of the School of Business's van den Berg Hall; more than \$20 million in residence hall renovations; millions of dollars of technology upgrades in classrooms; a \$25 million Wellness and Recreation Center; and installed artificial turf for lacrosse and field hockey. The campus has recently completed a \$32 million gut renovation of its largest and most historic classroom building, "Old Main,"

transforming it into an environmentally green, state-of-the-art classroom and office space. It is anticipated that the project will attain Leadership in Energy and Environments Design (LEED) Silver certification. New Paltz recently completed a \$13 million extension to its Student Union Building. Looking to the near future, the College is about to break ground on a new \$48 million science building that will support interdisciplinary programs and joint faculty-student research. It is anticipated this project will also attain LEED Silver certification. A \$12.8 million renovation of the Sojourner Truth Library will commence in 2012. The Wooster Science Building will undergo a \$38 million renovation and repurposing to bring critical student services and dining offerings to the academic core of the campus. Finally, the College's Foundation has purchased 42 acres of land contiguous to the campus with plans to build new residential facilities for students and faculty. All of these projects are consistent with, and part of, a recently completed facilities master plan and part of the largest infusion of state construction funding since the Rockefeller era. The provost will join a busy campus in the process of physical renewal and will be expected to contribute leadership, ideas, and expertise to facilities planning processes, including providing primary leadership for construction and renovation of academic spaces.

### **Collaboration with Faculty Governance**

At New Paltz, there is generally strong concurrence between faculty governance recommendations and action by the administration, consistent with a tradition and expectation for open and inclusive decision-making. The College seeks a provost who supports strong, effective faculty governance, consults broadly and incorporates appropriate faculty input in decisions. The faculty seeks a partner in defining and pursuing academic quality and expects the provost to increase opportunities for leadership and pedagogical and scholarly development.

## **Work Effectively in a Unionized Environment**

Faculty and academic administrative staff are represented by a statewide union (United University Professions). The provost will be expected to work effectively in this collective bargaining environment.

## **Strengthen Support for Students**

New Paltz has experienced a remarkable increase in the quality of its student body over the past twenty years and expects – despite demographic data predicting a decline in high school graduates – to maintain high standards for admission and diversity in the student body in the coming years. The College’s retention and graduation rates have increased dramatically in recent years, and a critical element in New Paltz’s strategic vision is to raise these figures even higher. To this end, the institution is developing tighter links between the curricular and co-curricular experiences; expanding honors programming, student research initiatives, internships, and other “high-impact” educational programming; and strengthening the advising system. The provost will be expected to lead these efforts and to support faculty development initiatives that enrich students’ intellectual growth, including innovative teaching and student-faculty research collaborations.



## Professional Qualifications and Personal Qualities

Required qualifications for the provost position include an earned doctorate in an academic discipline, earned tenure and professor rank, and academic leadership experience as a provost, dean, academic vice president or other senior administrator. Candidates must demonstrate a record of teaching and scholarship appropriate for an appointment with tenure and professor rank in one of the College's academic departments.

The provost must be a strategic thinker, a unifying leader, a genuine team player and an individual of integrity. The College seeks a person with sound academic judgment and an understanding of quality in research, scholarship and creative work. He or she must have a passion to seek new ideas, broad interdisciplinary knowledge and the ability to create an atmosphere where innovation and entrepreneurial academic behavior are encouraged and rewarded. The provost must be excited about fully developing the potential of New Paltz students and faculty.

In addition, candidates should possess many of the following personal and professional qualities and characteristics:

- An unwavering commitment to academic excellence;
- Evidence of leadership across disciplines;
- A clear understanding of the unique nature of a comprehensive institution and its mix of liberal arts and sciences, professional Schools and graduate programs;
- Ability to develop and implement a vision in concert with a broad array of constituencies;
- Ability to inspire faculty;
- Ability to promote cultural and intellectual diversity, including support for the College's international programs;
- Commitment to responsible fiscal management;
- Experience with resource allocation, strategic planning, budgeting, program implementation and assessment;
- An appreciation for the increasingly important role of technology in teaching and learning;
- Willingness to partner with the other vice presidents and the development office;
- An entrepreneurial spirit and evidence of support for programmatic innovation;
- Commitment to shared governance and a demonstrated history of collaborative and transparent problem solving and decision making;
- An understanding of the role of academic support programs in students' academic development, including the library, the academic advising office, disability resource services, tutoring services and the teaching and learning center;
- An understanding of the need to link student and academic life more closely;
- Intellectual curiosity and the ability to listen;
- Ability to communicate effectively with faculty, administrators and students;
- Willingness to make difficult decisions and communicate them in a sensitive, respectful and forthright manner;
- Appreciation for consistency, precedent and fairness in decision making; and
- A sense of humor.

## SUNY New Paltz: An Overview



The State University of New York at New Paltz, founded in 1828, was created as a school to teach the classics, became a Normal School in 1885, and was formally incorporated into the State University of New York in 1948. It is one of the 64 academic institutions that comprise SUNY.

New Paltz is an exciting blend of tradition and vision. At its educational core is belief in the importance of a liberal education. This served as the guiding principle at the time the College was founded and continues to aid in the

preparation of students for transition into the global community today. Equally important is the commitment to the growth of the student intellectually, culturally and socially.

New Paltz comprises six academic Schools: The College of Liberal Arts and Sciences; the School of Business; the School of Education; the School of Fine and Performing Arts; the School of Science and Engineering; and the multidisciplinary Graduate School. The liberal arts and sciences are considered the foundation for all the College's programs, including professional programs.

The College enrolls approximately 6,600 undergraduate and 1,300 graduate students. There are 323 full-time faculty whose excellence in teaching and scholarship is a hallmark of the College. Of its faculty, 83 percent of tenure/tenure-track faculty holds terminal degrees in their field, 52 percent are female, and fifteen percent are faculty of color. The student to faculty ratio is 16:1. The Middle States Commission on Higher Education re-accredited the College in 2011. (Please click to view the [2011 New Paltz Self-Study](#).)

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 College aspires to offer the finest and most intellectually engaging undergraduate education in SUNY and to compete successfully for strong students with excellent public and private colleges and universities across the Northeast.

Driven in large measure by its popularity, New Paltz has been very successful in achieving its enrollment goals and dramatically raising its selectivity goals. The College is essentially operating at capacity in undergraduate enrollments and it does not plan to grow. Since 2000, freshman applications have increased by 70 percent. Selectivity also continues to increase. For Fall 2010, only 34 percent of freshmen applicants were accepted. In 2010, 100 percent of entering freshmen came from the top two of five SUNY quality groups, a measure of strong selectivity. Entering freshmen in 2010 had a mean SAT score of 1162 and a high school average of 91. New Paltz has a strong commitment to diversity in its student population. Approximately 26 percent of undergraduate students and thirteen percent of graduate students are from

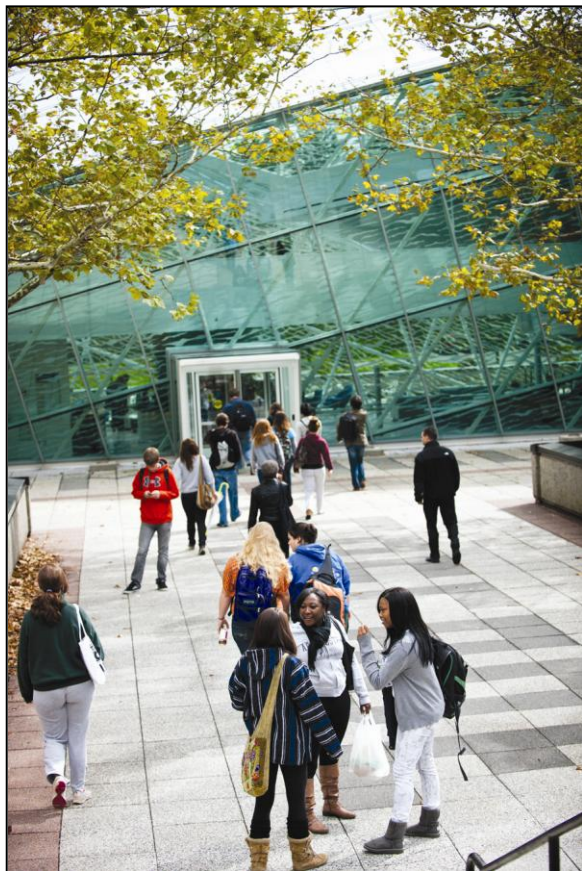
traditionally under-represented groups.

First-year retention for the Fall 2008 cohort (the percentage of freshmen returning for their sophomore year) reached an all-time high of 88 percent. Second-year retention (the percentage of sophomores returning for their junior year) rose to 81.3 percent.

Even more important, the College has steadily increased its graduation rates, exceeding national averages. Graduation rates of students from traditionally underrepresented groups also well exceed national averages:

Four-year graduation rate is 52.2 percent;  
Five-year graduation rate is 67.5 percent; and  
Six-year graduation rate is 66.9 percent.

The Chronicle of Higher Education (December 10, 2010) reports that New Paltz ranks in the top ten percent of public universities nationwide with the best six-year graduation rates (41 out of 414 doctoral and masters universities included in the Chronicle survey). New Paltz ranks in the top two percent among public masters institutions (fifth out of 254 institutions) included in the survey.



The six-year rate at New Paltz rose seventeen percentage points (from 54 to 71 percent) during five years from 2003 (for freshman who entered in 1997) to 2008 (for freshman who entered in 2002) and reflects the second highest increase among public institutions that offer master's degrees.

In summer 2011, New Paltz met all fourteen standards and criteria for well-performing colleges and universities during the Middle States reaccreditation process, was praised for the quality of its self-study and was fully re-accredited. The College must respond to only one recommendation – in the area of assessment. The College received five commendations from the review team – one of these explicitly recognized the College's culture of assessment, and three of the others include recognition of some aspect of assessment effectiveness.

Approximately half of New Paltz's undergraduate students reside on campus, and most of the remainder live very near the campus. The College was also an early leader in international education. New Paltz has more students studying abroad and more international students on campus than any other SUNY college. Another hallmark of the campus is its numerous articulation agreements with nearby community colleges. Slightly less than one half of the

undergraduate students are transfers; in 2011, 47 percent of baccalaureate degrees were awarded to students who had transferred to New Paltz. The College has the highest retention rate of transfer students among all SUNY upper-division campuses.

The College offers a wide array of student programming and extra-curricular activities. There are more than 160 clubs and organizations. The College is a member of the National Collegiate Athletic Association (NCAA) in Division III and belongs to the State University of New York Athletic Conference.

New Paltz's 216-acre campus is set amid the scenic natural beauty of the Hudson River Valley, with the nation's oldest continuously-inhabited street just blocks from campus. New Paltz also enjoys easy access to New York City and all the activities and amenities that it offers. The campus consists of 50 non-residence buildings and thirteen residence halls. SUNY New Paltz is the third largest employer in Ulster County and infuses approximately \$338 million annually into the region's economy.

### **Faculty Research and Creative Activity**

New Paltz has an active and vibrant faculty engaged in many forms of scholarship, research and creative activity. For example, twelve New Paltz faculty members have attained the highest faculty accolade in SUNY—the coveted rank of Distinguished Professor. Twelve New Paltz faculty have had Fulbright fellowships and 42 have been awarded SUNY Chancellor's Awards for Excellence in Teaching, Research and Creative Activity, Faculty Service, Professional Service and Librarianship. New Paltz faculty often receive major research funding.

### **The College's financial highlights are as follows:**

Operating budget FY 2012: \$119.4M

Endowment (06/30/2011): \$13.1M

Deferred maintenance: \$98.6M

Resident Undergraduate tuition, mandatory fees and room and board FY 2012: \$16,408

Annual philanthropic revenue FY 2011: \$1.7M

Enrollment yield Fall 2011: 22 percent

Administrative software: Banner, Blackboard and the NYS business system



# The Schools of SUNY New Paltz

## College of Liberal Arts and Sciences

The [College of Liberal Arts and Sciences](#) is home to most of the disciplines at the heart of the classic American academic experience. There are sixteen departments (anthropology, black studies, communication and media, communication disorders, economics, English, geography, history, languages, literatures & cultures, philosophy, political science and international relations, psychology and sociology) and programs (Asian studies, Latin American studies and women's studies) offering undergraduate and graduate degrees in the humanities and social sciences to about 2,550 New Paltz students. The College has 151 full-time faculty, 111 adjunct faculty, four full-time and 31 part-time professional staff, twelve full-time and one part-time support staff.

These departments provide much of New Paltz's extensive and rigorous general education program, which forms the liberal arts foundation for all of New Paltz's undergraduates along with natural science general education courses offered in the School of Science and Engineering.

Master of Arts degrees are offered in the departments of English and psychology. The department of communication disorders offers the Master of Science degree, which is accredited by the Council on Academic Accreditation in Audiology and Speech Pathology of the American Speech-Language-Hearing Association. New Paltz also has liberal arts concentrations for Master of Science degree candidates in secondary education. Finally, Master of Arts in Teaching degrees are available in English, French, Spanish and social studies.

## School of Fine and Performing Arts

The [School of Fine and Performing Arts](#), with 1,060 undergraduate and graduate students, contains programs in art (ceramics, graphic design, metal, painting/drawing, photography, printmaking and sculpture), art education, art history, music and theater arts, all of which are nationally accredited (National Association of Schools of Art and Design; National Association of Schools of Music; National Association of Schools of Theater). The School is the home of the Samuel Dorsky Museum of Art and the internationally renowned Piano Summer Institute and Festival. The School has the number one metals/jewelry program in the country, as ranked by US News and World Report.

For over half a century, New Paltz has been widely known for its distinguished faculty of practicing artists who help students pursue creative interests and prepare for careers in the various art disciplines. The New Paltz School of Fine and Performing Arts offers wide choices between professional and liberal arts course work at the undergraduate level. The art department includes a comprehensive graduate program offering Master of Fine Arts degrees in five studio areas, and a Master of Science in Visual Art Education. Additionally, the music department offers a master's degree in Music Therapy.

The School has 59 full-time faculty, 67 part-time faculty, as well as nine full-time and 23 part-time professional staff.

## **School of Education**

The [School of Education](#), with 1,400 students, houses New Paltz's longstanding and highly successful teacher-education programs. The School offers bachelor's and master's degree programs that lead to initial and professional certification at all levels (from early childhood to adolescent education) and across the disciplines (biology, chemistry, earth science, English, French, mathematics, social studies and Spanish). The School also offers graduate programs in second language education, humanistic/multicultural education, and educational leadership as well as a Certificate of Advanced Study in educational leadership, and a collaborative doctoral program in educational leadership and policy studies with SUNY Albany.

The New Paltz Professional Education Unit, which includes the School of Education, was reaccredited in 2003 by the National Council for the Accreditation of Teacher Education (NCATE) – the “gold standard” for teacher-preparation programs.

The School of Education includes four departments: elementary education, secondary education, educational administration and educational studies. All of the School's programs are grounded in a liberal arts and sciences foundation. Teacher-education students complete an academic major, complemented by courses in educational foundations, curriculum and assessment, and pedagogy. These students complete extensive fieldwork prior to student teaching, which they do under the guidance of college mentors and master teachers in the public schools. Graduates of the School of Education have pass rates on the New York State Teacher certification examinations of 99 percent to 100 percent.

The School has 42 full-time faculty, 83 adjunct faculty, three full-time and five part-time professional staff, and eight full-time support staff.

## **School of Business**

The [School of Business](#), with about 870 graduate and undergraduate students, combines strong academics, high ethical standards, extensive involvement with the business community and a robust array of extra-curricular activities (including eight business-related student organizations) to prepare New Paltz students for today's global business environment.

The School offers Bachelor of Science degrees in accounting, finance, general business, international business, marketing and management. New Paltz also has an MBA program in which students can select electives in accounting, finance, international business, management and marketing beyond the core requirements, and an MBA in public accountancy.

The School has 23 fulltime faculty, two adjunct faculty, three full-time and ten part-time professional staff, and two full-time support staff.

The School is currently seeking accreditation through the Association to Advance Collegiate Schools of Business (AACSB).

## School of Science and Engineering



The [School of Science and Engineering](#), with 770 students, offers bachelor's and master's degrees in astronomy, biochemistry, biology, chemistry, computer science, electrical and computer engineering, geology, mathematics and physics; a multi-disciplinary degree program in environmental geochemical science; multi-disciplinary minors in environmental science and environmental studies; and Master of Arts in Teaching degrees in biology, chemistry, earth science, and mathematics.

In addition, the School provides a wide variety of general education science courses to non-majors. Many of the School's students participate in research with faculty and have opportunities to present their results at local, regional and national meetings. Graduate programs within the School produce talented minds for the continued technological growth of the Hudson Valley.

The electrical engineering program is accredited by the Engineering Accreditation Commission of the Accreditation Board for Engineering and Technology. Computer science is accredited by the Computer Sciences Accreditation Board. The chemistry curriculum is approved by the American Chemical Society.

Each year, the School of Science and Engineering sponsors a series of lectures on major topics of current scientific interest. These lectures, designed for a general scientific audience, are given by recognized scholars from around the country who are available to meet faculty and students.

Science and Engineering has 54 full-time faculty, 27 adjunct faculty, five full-time and seven part-time professional staff, and five full-time support staff.

### The Graduate School

The [Graduate School](#) at New Paltz has provided professional leaders and artists for the Hudson Valley region for more than 50 years. New Paltz first offered graduate courses in 1947 and awarded its first Master of Science degrees in 1951. The current graduate enrollment is about 1,500 students; more than half of New Paltz's graduate students are studying in the School of Education.

New Paltz granted 527 advanced degrees in 2010-2011. The College now offers advanced degrees (Master of Science in Education and Visual Arts Education; Master of Science for Teachers; Master of Professional Studies; Master of Arts in Teaching; Master of Arts in Art Studio; Master of Arts; Master of Science; Master of Business Administration; and Master of Fine Arts) in 51 subject areas as well as a post-master's certificate of advanced study in educational administration. New Paltz also has a joint doctoral program in educational leadership and policy

studies with the University at Albany (SUNY). Enrollment in the Graduate School, especially in the School of Education, has declined in recent years and there is capacity in several programs at the graduate level. The College is undertaking a comprehensive look at this situation to find ways to increase graduate enrollments.

### **Other Facts**

In 2010, New Paltz had 52 full professors, 106 associate professors, 109 assistant professors, 51 full-time lecturers and five full-time instructors (323).

More information about New Paltz may be found at its Web site: [www.newpaltz.edu](http://www.newpaltz.edu)

## Leadership

In June 2011, Donald P. Christian was named the eighth president of New Paltz. He served as Interim President in 2010-11, after President Steven G. Poskanzer (2001-2010) announced he was leaving to be president of Carleton College in Northfield, Minnesota. Dr. Christian came to New Paltz in 2009 as Provost and Vice President for Academic Affairs, after serving as Dean of Arts and Sciences at the University of Wisconsin-Eau Claire. He also holds a tenured faculty position in the biology department.

As a member of the president's cabinet, the provost is expected to forge strong relationships with the vice presidents and others who report directly to the president. The president's cabinet works effectively, harmoniously and collegially with a clear sense of mission and mutual respect. The other members of this group are the vice president for administration and finance, the vice president for student affairs, the vice president for enrollment management and the president's chief of staff/associate vice president for communication. The provost will be a true partner with the rest of the College's leadership team, working at the most senior level to shape and implement the College's strategic and academic policies.

### **Administration/Governance**

The College is governed, as all SUNY campuses are, by the Board of Trustees of the State University of New York and is supported by System Administration in Albany. A local College Council has nine members appointed by the governor, the president of the Student Association, and ex-officio faculty and alumni representatives.

New Paltz has an active system of faculty governance, which addresses matters of curriculum, tenure, promotion, other personnel issues and faculty organization.

Student government on campus is the responsibility of the Student Association, which is funded by a mandatory activity fee, and the Residence Hall Student Association.

Please click this link to view the [SUNY New Paltz Organization Chart](#).

## New Paltz, New York

From any direction, the drive to New Paltz is memorably beautiful. Every season invites company to the mid-Hudson region. The Hudson River Valley abounds with lush foliage in the spring and summer, followed by autumn's rich palette of color. Skiing enthusiasts wait impatiently for winter's first snowfall.

The local terrain -- from underground caverns to mountain peaks -- is perfect for on-site study in geology. New York City, an educational gold mine, is less than a two hour drive, and benefits business, political science, communication, international relations, and fine and performing arts students with voluminous offerings: the UN, network studies, national publications, Wall Street, Broadway, museums and galleries -- to scratch only the surface.



Regional beauty is simply one reason students consider attending New Paltz. The area is abundant with opportunities for educational enrichment. History students, for example, would be hard-pressed to find a more suitable location for exploring America's past. The nation's oldest continuously occupied street, lined with the original houses of the Dutch and French Huguenots, is just blocks from campus. Former U.S. presidents' homes, as well as Kingston's historic Rondout district, become natural labs for history and anthropology students. Political science majors are just a short drive from the state capital and potential internships in state government. Numerous health care agencies offer beneficial observation experiences to students with ambitions for medical or allied health careers.

The community is surrounded by the fertile farmlands of the Wallkill River Valley and hill upon hill of apple orchards and vineyards which give Ulster County its well deserved reputation as one of the finest apple-growing and wine-making areas in America.

New Paltz's aesthetic blend of commerce and natural beauty is great for hiking and biking or just strolling along its many quiet tree-lined streets. Restaurants and quaint eateries, specialty shops and professional offices intermingle with stone houses built in the 17th and 18th centuries and with sleek modern structures.



## Procedure for Candidacy

Inquiries, nominations and applications are invited. Materials, including a cover letter and resume, should be submitted confidentially via email to:

[ProvostNewPaltz@wittkieffer.com](mailto:ProvostNewPaltz@wittkieffer.com)

All inquiries and materials will be treated as confidential. For fullest consideration, submission of materials by January 17, 2012 is encouraged. Recruitment is underway and will continue until an appointment is made.

Material that cannot be emailed may be sent to:

Provost, SUNY New Paltz  
c/o WITT/KIEFFER  
Attention: Jane Courson and Lucy Leske  
2015 Spring Road, Suite 510  
Oak Brook, Illinois 60523

Confidential inquiries and questions about this search may be directed to Jane Courson and Lucy Leske, the Witt/Kieffer consultants assisting SUNY New Paltz in this search at (630)575-6122.

*SUNY New Paltz is an AA/EOE/ADA employer*

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The material presented in this position specification should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from SUNY New Paltz documents and personal interviews and is believed to be reliable. Naturally, while every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

## WITT / KIEFFER

*Leaders Connecting Leaders*

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