University at Albany
Dean of the Rockefeller College of Public Affairs and Policy
Albany, New York

Drawing on a rich tradition of excellence, Rockefeller College seeks to provide students with the knowledge and skills needed to be effective participants and leaders in political and policy processes while producing new research that helps people and institutions govern societies more efficiently and effectively. Our goal is to help create freer, fairer, more sustainable, more inclusive, and more bountiful outcomes for everyone.

THE SEARCH

The University at Albany, State University of New York (UAlbany) is seeking a Dean for the Rockefeller College of Public Affairs and Policy (Rockefeller College), one of the preeminent schools of public affairs and criminal justice in the nation. The Dean is the chief academic and administrative officer of Rockefeller College and reports to the Provost and Senior Vice President for Academic Affairs. The Dean is responsible for leading Rockefeller College in all aspects of its teaching, research, and service mission and for fundraising to support that mission. In addition, the Dean participates, as a member of the University Council of Deans, in major decisions concerning the University.

The University is seeking an accomplished academic and administrative leader who has the experience, energy, and entrepreneurial talent to lead the College. The next Dean should be eager and prepared to leverage the assets of the College and its affiliated academic units, centers, and institutes; the richness of a publicly engaged R1 research university; and the nexus with State government agencies and programs to create a coherent enterprise that advances and transmits knowledge and offers solutions for important public policy, management, and criminal justice issues.

The successful candidate will understand the academic culture and ethos of a public research university. They will have the enthusiasm and the skills to develop financial resources, as well as the human resources among faculty and staff. The successful candidate will be committed to the promotion of diversity and inclusion at an institution that has received the HEED Award five years running and was recently awarded the Seal of *Excelencia* distinction, the first R1 university in the Northeast to receive this recognition. The next Dean will have the collaborative leadership capacity to build productive partnerships within and beyond the university setting. Above all, the next Dean of Rockefeller College must have a commitment to students and a passion for the educational enterprise that constitutes the core of the University at Albany.

Candidates should have a history of leadership in higher education, in the public sector, or within a similarly complex organization, a record of deep respect for scholarship, and a demonstrated ability to manage financial budgets and build financial support for Rockefeller College and its programs. Candidates should have an outstanding scholarly record and/or a record of professional accomplishment in the field of public policy and/or criminal justice sufficient to be accorded an academic appointment at the rank of Professor. The next Dean will command the respect of the faculty and possess a highly developed understanding of academic values, traditions, and culture; an appreciation for scholarly work and the research enterprise; and a history of support for academic excellence. Candidates should have a Ph.D., J.D., Ed.D. or other equivalent advanced degree.

UNIVERSITY AT ALBANY

Established in 1844 and designated a University Center of the State University of New York in 1962, the University at Albany's broad mission of excellence in undergraduate and graduate education, research, and public service engages a diverse student body of more than 16,600 students in nine schools and colleges across three campuses. The University at Albany is a major public research university where over 12,200 undergraduate and 4,400 graduate students collaborate with top-ranked faculty to conduct major research and scholarship in a wide range of disciplines. UAlbany's nine schools and colleges offer 50+ undergraduate majors and 150+ graduate programs.

The excellence of a UAlbany education is recognized by many independent sources. UAlbany is ranked among the top universities in Forbes' "America's Best Public Colleges," and U.S. News & World Report consistently ranks many of our graduate programs among the top 50 in the United States, including clinical psychology, criminal justice, library and information studies, public affairs, public health, sociology and social work. Recent U.S. News & World Report rankings for 2023 include #5: Public School of Education in NY, #3: Best Graduate Public Affairs Programs in NY, #1: Top Graduate Schools for Criminology in NY, and #6: Best public health graduate schools in NY.

The University is chartered by the Board of Regents of New York State, which has registered all its degrees and programs and fully approved its professional programs through the State Education Department. Rankings: #91 Top public Colleges in the U.S. 2023: U.S. News & World Report, #61 Top-to-bottom rankings of U.S. public Colleges- 2020 (Business First), #88 America's Best Value Colleges- 2019 (Forbes).

UAlbany is committed to the promotion of diversity and inclusion and upholding an environment where all members of the community are treated with dignity and respect. As evidence of this commitment, the University has received the HEED Diversity Award five years running and was recently awarded the Seal of *Excelencia* distinction, making UAlbany the first R1 university in the northeast to receive this recognition for its commitment to Latina/o student success.

Guided by its strategic plan, *Authoring Our Success (2018-2023),* UAlbany focuses on five priorities to drive the University to meet its full potential as a leading diverse public research university: Student Success, Research Excellence, Diversity & Inclusion, Internationalization, and Engagement and Service. The plan aims to significantly align with the SUNY themes: Innovation and Entrepreneurship, Individualized Education, Sustainability, and Strategic Partnerships.

In June 2022, UAlbany launched the [Albany Artificial Intelligence Supercomputing Initiative (Albany AI)](#), a $200 million public-private supercomputing initiative that will usher in a new era of teaching and research in such areas as cybersecurity, weather prediction, health data analytics, drug discovery, next-generation microchip design and other applications essential to health, security, resiliency and economic competitiveness. It will also involve important teaching and research collaborations with faculty in the humanities, social sciences, public policy, public health, and social welfare as AI increasingly touches all facets of daily life. Through a pioneering academic initiative known as the AI Academy, UAlbany will make AI supercomputing resources available to every academic discipline, creating robust opportunities for interdisciplinary research and collaboration.

Located in Albany, New York State's capital, the University is convenient to Boston, New York City, and the Adirondacks. The Capital Region of New York State has the highest employment rate in Upstate New York, and is home to bustling industries like government, technology, business, healthcare, and education. The University's location provides boundless opportunities for partnering with the community on research, experiential education, and more.

UNIVERSITY LEADERSHIP

The leadership of UAlbany and Rockefeller College have been instrumental in advancing the institution on its trajectory of excellence in education and research with an emphasis on diversity and inclusion. Beginning with the development of the UAlbany [strategic plan](#), the University has sought to catalyze areas of strength and curate future-facing programs. UAlbany's [Signature Strengths](#) were developed as a framework for its unique academic and research program areas in which significant progress is already being made as it relates to [Artificial Intelligence](#), [Diversity, Equity, and Inclusion](#), and more.

Dr. Havidán Rodríguez, President

[Dr. Havidán Rodríguez](#) was appointed by the State University of New York (SUNY) Board of Trustees as the 20th president of the University at Albany in June 2017 and took office in September 2017 with more than 25 years as a leader in higher education. In addition, Dr. Rodríguez currently serves as executive director of the SUNY Hispanic Leadership Institute (HLI) and co-chair of the Capital Region Economic Development Council (CREDC). Dr. Rodríguez was recently named to the White House Commission on Educational Equity, Excellence and Opportunity for Hispanics.

Before coming to UAlbany, Dr. Rodríguez served as the founding provost & executive vice president for academic affairs at the University of Texas Rio Grande Valley (UTRGV) after having served as president, ad interim, and provost and vice president for academic affairs at the University of Texas - Pan American (UTPA). Prior to UTPA, Dr. Rodríguez served in various leadership roles at the University of Delaware, including deputy provost, vice provost for academic affairs and international programs, and director of the Disaster Research Center (DRC), the oldest and one of the leading social science disaster research centers in the world. He also served as director of the Minority Affairs Program at the American Sociological Association, and held several administrative positions while on the faculty at the University of Puerto Rico-Mayagüez (UPRM) for over a decade.

Dr. Rodríguez earned a B.S. in psychology from the University of Maryland, an M.A. in sociology from the University of Wisconsin-Milwaukee, and a PhD in sociology from the University of Wisconsin-Madison.

Dr. Carol Kim, Provost

Dr. Carol H. Kim joined UAlbany on August 1, 2019, as Provost and Senior Vice President for Academic Affairs. Dr. Kim comes to Albany from the seven-campus University of Maine System, where she served in a number of academic and administrative roles, most recently as associate vice chancellor of academic innovation & partnerships.

A molecular virologist and professor of microbiology, Dr. Kim pioneered the use of the zebrafish model for innate immune response to infectious diseases. She held a variety of posts at the University of Maine, including dean of the Graduate School, vice president for research, and director of the Graduate School of Biomedical Science and Engineering. She joined UMaine in 1998 as an assistant professor in the Department of Molecular and Biomedical Sciences, rising through the academic ranks to full professor in 2010. Her own research has been supported by numerous federal and state funding agencies, including the National Institutes of Health, the National Science Foundation, U.S. Department of Agriculture and NASA.

Dr. Kim promoted academic achievement in her role as advisor of more than 120 Honors, undergraduate, and graduate students. She was recognized for her personal support of faculty development as recipient of the Rising Tide Center's Excellence in Faculty Mentoring Award. Dr. Kim supported international educational efforts by serving as PI for the Mandela Washington Fellowship, the flagship program of the Young African Leaders Initiative (YALI). She has been a member of the New England Commission on Higher Education evaluation teams, performing comprehensive accreditation reviews of several New England universities. Dr. Kim also served on multiple study sections for NIH and scientific review panels for USDA and NSF.

Dr. Kim holds a bachelor of arts degree in philosophy and biological chemistry from Wellesley College and a doctoral degree in microbiology from Cornell University.

ROCKEFELLER COLLEGE OF PUBLIC AFFAIRS AND POLICY

History

The Rockefeller College of Public Affairs & Policy celebrated its 75th anniversary in Fall 2022. The College originated in 1947 as the Albany Graduate Program in Public Administration, a joint program of New York University and Syracuse University.

This new graduate program provided the rapidly expanding post-WWII state government of Governor Thomas E. Dewey with academic training in public administration. The State University of New York began to subsidize the training program in 1950, and in 1962 the State University of New York formally took over

the program and renamed it the Graduate School of Public Affairs (GSPA). The new school offered MA and PhD programs in public administration and political science, and an MA in public affairs. An MPA was quickly added.

The school affiliated with the State University of New York at Albany in September 1966. As part of UAlbany, the Graduate School took over the University's Department of Political Science, adding undergraduate programs, and in 1981 created a Department of Public Administration and Policy.

In 1982, the university created Rockefeller College, consisting of the GSPA, the School of Social Welfare, and the School of Criminal Justice. In 2000, the College was separated into different schools with GSPA becoming the Rockefeller College of Public Affairs and Policy, named to honor the contributions of Governor Nelson A. Rockefeller who served from 1959-1973. In the spring of 2020, the School of Criminal Justice was once again brought under the Rockefeller College umbrella..

Today Rockefeller College offers undergraduate and graduate-level study in public administration, public policy, political science, international affairs, and criminal justice through the Department of Public Administration and Policy, the Department of Political Science, and the School of Criminal Justice. The student body of over 1,200 includes approximately 772 undergraduates and 433 graduate level students (Masters/Doctoral/Graduate Certificate). Students benefit from academic and experiential learning opportunities in the Capital Region and beyond to develop a strong foundation for careers in the public, nonprofit and private sectors as well as careers in teaching and research. The Centers and Institutes that are part of Rockefeller College conduct state-of-the-art research and policy analysis, improve the knowledge and skills of employees in public and nonprofit agencies through professional development, and work with government at all levels in the United States and abroad to strengthen democracy and promote effective governing.

An organizational chart and additional information about the College can be found at
https://www.albany.edu/rockefeller/about-rockefeller-college.

Academics

The current academic foundation of the Rockefeller College is comprised of three units: the School of Criminal Justice, the Department of Political Science and the Department of Public Administration and Policy, each widely recognized for superior education and scholarship.

National Rankings

The University at Albany's Rockefeller College of Public Affairs and Policy is widely recognized for its world class programs and is the highest ranked public affairs college in the Northeast region among public universities, as announced in the 2023 U.S. News & World Report Best Public Affairs Schools rankings. The internationally renowned UAlbany School of Criminal Justice is home to the 5th-ranked graduate program in the nation (*U.S. News & World Report*) and was the first program in the nation to offer a PhD in Criminal Justice.

Overall, Rockefeller College ranks 25th in the nation, as well in the top-22 nationally for six public affairs specialties:

- 5th in Information and Technology Management
- 9th in Homeland Security and Emergency Management
- 14th in Nonprofit Management
- 16th in Public Management and Leadership
- 20th in Public Finance and Budgeting
- 22nd in Local Government Management

For fiscal year 2020 UAlbany ranked 7th in the USA for spending on research in Political Science and Government, as reported in the Higher Education Research and Development (HERD) Survey, released by the National Science Foundation (NSF).

Students and Alumni

Rockefeller College has an exceptionally talented and diverse student body that is deeply committed to public service, whether working in the public, private, or non-profit sectors. The College's three academic units are home to 1209 students (fall 2022): Bachelor's: 772, Master's: 317, Doctoral: 103, Graduate Certificate: 13, and Non-Degree: 4. The College boasts a powerful global network of more than 15,000 alumni from across all 50 states and over 80 countries who are committed to supporting Rockefeller College and its current and future students.

Rockefeller College Advisory Board

Select distinguished alumni serve on the Rockefeller Advisory Board, which has a threefold purpose. First, it seeks to provide advice to the Dean and faculty of the College on broad matters of mission, strategy, programs, external relations, and initiatives. Second, the Board strives to assist the College in generating the resources and other support needed to advance excellence in its instructional, research, and public service activities. Third, the Board members assist students and alumni through mentoring, consultation, and providing career resources. The Board may perform additional functions as agreed upon between the Dean and the membership of the Board.

Faculty

Rockefeller College includes more than 56 full-time faculty and 25 specialized adjunct faculty, scholars, and practitioners. The world class faculty bring distinguished careers as scholars, educators, and practitioners in the public affairs and policy world, and include many experts in the field. The news section of the Rockefeller website and News Magazine highlight many examples of faculty and staff excellence.

Staff

There are 19 full-time staff, including three in the Youth Justice Institute and 1 in the Hindelang Center, and 4 part-time staff in Rockefeller College including 1 in the Hindelang Center. They perform an extensive array of functions that include supporting the scholarship, teaching, and research of faculty; providing programs and services that enhance the student experience; managing admissions and financial aid; and many other roles. Their work and service contributions are essential to the school's success.

Undergraduate Programs

Rockefeller College offers three undergraduate degree programs: Criminal Justice BA, Political Science BA, and Public Policy and Management BA. The College also houses a minor in Legal Studies that is open to all University at Albany students.

Graduate Programs

Rockefeller College offers the following graduate degree programs: MA in Criminal Justice (combined JD option with Albany Law School), joint MA/MSW in Criminal Justice/Social Work, Master of International Affairs (MIA), MA in Political Science, and Master of Public Administration (MPA) (combined JD option). Doctoral programs in Criminal Justice, Political Science, and Public Administration and Policy, and Certificates (CGS) in Nonprofit Management and Leadership, Public Sector Management, and Women and Public Policy.

Combined Bachelor's and Master's

Students can combine a Political Science BA and Public Policy and Management BA with a master's in public administration (MPA) or international affairs (MIA) at Rockefeller, as well as combine a BA with an MA in political science or a BA with an MA in criminal justice.

Research Centers, Institutes & Partners

Rockefeller College's renowned research centers, institutes and partnerships conduct state-of-the-art research, evaluation, policy analysis, and professional development in order to improve the efficiency of governmental organizations and to enhance the quality of life of individuals living in the United States and around the globe. Rockefeller research centers include the Professional Development Program, Center for Women in Government and Civil Society, Project on International Security, Commerce, and Economic Statecraft (PISCES), Center for Policy Research, the Project on State and Local Government Finance, Project on Violent Conflict, and Institute for Traffic Safety Management and Research. The Hindelang Criminal Justice Research Center and the New York State-funded Youth Justice Institute are housed within the School of Criminal Justice.

The Role of the Dean

UAlbany is seeking a Dean for the Rockefeller College of Public Affairs and Policy (Rockefeller College) able to build on its reputation as one of the preeminent schools of public affairs and criminal justice in the nation. The Dean is the chief academic and administrative officer of Rockefeller College responsible for leading Rockefeller College in all aspects of its teaching, research, and service mission. The Dean will also leverage Rockefeller's position in the state capital of New York and fundraise for the College. In addition, the Dean participates, as a member of the University Council of Deans, in major decisions concerning the

University and will be involved in major university wide priorities such as UAlbany's major artificial intelligence initiative.

The University seeks a dynamic and accomplished leader who has the knowledge, experience, and entrepreneurial talent to lead the College to fully leverage its location, diversity, and overall excellence. The next Dean should be eager and prepared to leverage the assets of the College and its affiliated academic units, centers, and institutes; the richness of a publicly engaged R1 research university working at the nexus of State government agencies and programs to create a coherent enterprise that advances and transmits knowledge and offers solutions for important public policy, management, and criminal justice issues.

Opportunities and Challenges

The next Dean will inherit a strong, well-established, and highly respected college with an accomplished corps of faculty and staff, dedicated alumni, and talented students, all nested within a premier public research university located in the capital of the state of New York. The Dean's success will largely be measured by their constructive engagement with the following challenges and opportunities:

Maintain and enhance Rockefeller College's reputation as a renowned public affairs school committed to scholarly excellence.

As a highly ranked College in one of the country's leading public research universities, the next Dean will be tasked with ensuring that Rockefeller continues to enhance its well-earned reputation as a place of scholarly excellence. The Dean will promote and support a culture of the highest standards and will be expected to recruit, retain, and develop renowned scholars and teachers. The Dean is expected to provide strategic leadership that engages the College community and constituencies in shaping a shared vision aligning with *Authoring Our Success*, the UAlbany strategic plan.

In sustaining and advancing the Rockefeller College as a top school of public affairs and policy, the Dean will promote and facilitate the faculty's ability to engage in innovative and meaningful research and utilize existing mechanisms to incentivize faculty to compete for external awards. The Dean will proactively identify opportunities to expand the college's research portfolio, including strengthening ties with external funders, and identifying avenues for interdisciplinary collaborations. Promotion of the School's works and accomplishments externally is also critical.

Support and promote a diverse and inclusive culture.

The Dean will be looked to as a leader who continually seeks the inclusion of distinct voices and perspectives and who values diversity in all forms as critical to a productive intellectual and academic environment. This individual will demonstrate a commitment to diversity and inclusion; maintain an atmosphere that operates based on openness, civility, and respect; and enhance the College's work in preparing culturally conversant citizens. The current faculty is significantly less diverse than the student body. The dean will play an important leadership role in the school's continued effort to hire and retain a diverse faculty.

Leverage the individual strengths of the College's three units while working to develop a cohesive model across the College.

The Department of Political Science, the Department of Public Administration and Policy, and the School of Criminal Justice comprise Rockefeller College and each bring their own exceptional strengths. The Dean will work across the College to proactively cultivate opportunities for collaboration in interdisciplinary initiatives and research while supporting each unit in excelling in their area of specialization. The Dean will focus on leading the units in maintaining or improving their rankings and will seek opportunities and modalities to increase external recognition.

Appropriately and thoughtfully develop new academic programs while carefully stewarding the growth of existing programs.

Rockefeller College has already implemented highly successful programs in recent years including fully online options in Public Administration and Policy as well as certificates in nonprofit management and leadership and public sector management. The Dean will expand the College's engagement with undergraduate recruiting and work to create more flexible undergraduate offerings, including additional online degree completion options. Ensuring the success of all academic programs, the Dean will continue and strengthen efforts to retain students on all levels and see them through to successful degree completion in a timely fashion.

Serve as an external representative for the school and further expand Rockefeller's public engagement agenda.

Rockefeller College is one of UAlbany's most visible academic units and is deeply connected to the civic leadership of the region and state. The Dean must continue to connect its work and mission to the broader communities in which it is embedded while serving as a tireless champion and advocate for the excellence and ambitions of Rockefeller College.

Rockefeller's home in New York State's capital of Albany is ripe with opportunity for collaboration. The College's faculty and students are active and eager to partner with the community in addressing the current moment's most challenging issues. The Dean will seek to identify opportunities for faculty to connect interdisciplinary research with the people and strengths of the local community. The College's students are active and eager in applying their education to the current moment's most challenging issues and take advantage of myriad internship opportunities. The Dean will provide leadership in expanding and diversifying undergraduate and graduate experiential learning opportunities including internships and service-learning opportunities.

The College also benefits from the Rockefeller College Advisory Board and has many alumni in prominent positions in the state of New York elected and administrative leadership. The Dean should engage and build the Advisory Board as a high performing and influential Board aligned to the priorities for the College.

Strengthen academic connections and collaborations between Rockefeller College and the broader University

The Dean will foster relationships across departments and colleges working diligently to break down silos leading to opportunities for interdisciplinary initiatives, research collaboration, innovative programs, and more. Garnering the momentum of Albany AI including the cluster hire of 27 faculty across UAlbany, three of which are within Rockefeller College, and leveraging the elevated focus on public affairs and policy as one of UAlbany's Signature Strengths, the Dean will identify cutting edge initiatives in public affairs and policy for faculty and students.

Qualifications and Experience

The preferred candidate will have a history of leadership in higher education, in the public sector, or within a similarly complex organization, a record of deep respect for scholarship, and a demonstrated ability to manage financial budgets and build financial support for Rockefeller College and its programs. Candidates will have an outstanding record of accomplishments sufficient to be accorded an academic appointment at the rank of Professor and the respect of the faculty; a highly developed understanding of academic values, traditions, and culture; an appreciation for scholarly work and the research enterprise; and a history of support for academic excellence. Candidates should have a PhD., J.D., Ed,D. or other equivalent advanced degree.

In addition, the successful candidate will possess most, if not all, of the following capabilities, which should be addressed in the application cover letter:

- Senior-level management and leadership experience in a research university or comparably complex institution, with a demonstrated commitment to research and scholarship.

- Ability to effectively communicate and collaborate with constituencies from all levels and areas of the university.

- Ability to articulate and develop the roles of a top-rated, multidisciplinary College of public affairs and policy.

- Ability to attract and retain a diverse and talented faculty and other professional staff.

- Ability to ensure the long-term viability of the school, including strengthening the research enterprise and generating extramural research funding.

- Ability to mentor and work with undergraduate and graduate students.

- Interpersonal skills that foster effective relationships with all stakeholders, including alumni, advisory boards, government officials, leaders in public affairs, and foundation officers.

- Demonstrated commitment and record of advancing institutional diversity, equity and inclusion.

- A powerful affinity for, and commitment to, the mission and values of a public research university and an ability to bring campus constituencies to action.

- An appreciation of the significance of maintaining a productive balance between scholarship and high-quality teaching, as well as a deep understanding of the interests and concerns of faculty.

- Exceptional communication skills and the ability to inspire students, faculty, staff, parents, alumni, trustees, and other external constituencies.

- A collaborative and transparent leadership style that articulates well with a shared governance structure.

Additional Information:

Professional Rank and Salary Range: Management Confidential, MP-2

Anticipated Start Date: July 1, 2023

Priority will be given to candidates who apply before February 13, 2023 and the search will remain open until the position is filled.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, or Clery Act, mandates that all Title IV institutions, without exception, prepare, publish and distribute an Annual Security Report. This report consists of two basic parts: disclosure of the University's crime statistics for the past three years; and disclosures regarding the University's current campus security policies. The University at Albany's Annual Security Report is available in portable document format [PDF] by clicking this link http://police.albany.edu/ASR.shtml

Pursuant to NYS Labor Law 194-A, no State entity, as defined by the Law, is permitted to rely on, orally or in writing seek, request, or require in any form, that an applicant for employment provide his or her current wage, or salary history as a condition to be interviewed, or as a condition of continuing to be considered for an offer of employment until such time as the applicant is extended a conditional offer of employment with compensation, and for the purpose of verifying information, may such requests be made. If such information has been requested from you before such time, please contact the Governor's Office of Employee Relations at (518) 474-6988 or via email at info@goer.ny.gov.

THE UNIVERSITY AT ALBANY IS AN EO/AA/IRCA/ADA EMPLOYER

Applications, Inquiries and Nominations

All inquiries, nominations/referrals, and CV with cover letters, can be sent electronically to:

Sean Farrell, Partner
Sharon Hansen, Senior Associate
Isaacson, Miller
https://www.imsearch.com/search-detail/8799