



UNIVERSITY
AT ALBANY
STATE UNIVERSITY OF NEW YORK

University at Albany, State University of New York
Inaugural Dean

A New Integrated College Joining the School of Public Health and School of Social Welfare

Albany, New York

THE OPPORTUNITY

The University at Albany, State University of New York (UAlbany) seeks an experienced and collaborative leader to serve as the inaugural Dean of a new College that connects the School of Social Welfare (SSW) and the School of Public Health (SPH). The new College will be research-intensive, and community engaged, while focused on providing an exceptional education and preparation for the next generation of public health, social work, and nursing professionals. In the spirit of the University's mission to "relentlessly pursue possibilities, create connections, and open opportunities," this new College will reflect and bring together two schools with a long history of successful collaboration, synergistic missions, and deep community impact. The College will deepen existing initiatives within each school and open new pathways that enhance UAlbany's impact on the Capital Region's population and beyond through research, education, and service.

As a Carnegie R1-level research institution, UAlbany aims to be the nation's leading diverse public research university and cultivate the leaders, the knowledge, and the innovations to create a better world. UAlbany is home to 1,148 faculty, 2,344 staff, 16,880 undergraduate, and 4,690 graduate students across three campuses. The University offers 64 undergraduate majors and 172 graduate programs under [nine schools and colleges](#). UAlbany is dedicated to infusing research, teaching, learning, and service with international perspectives to prepare students to be globally engaged citizens. Through its engagement and service, UAlbany continuously nurtures transformative partnerships that strengthen its commitment to its local and global communities.

The School of Public Health has a unique, long-term partnership with the New York State Department of Health that gives students and faculty access to cutting-edge research, educational, and service opportunities. UAlbany was among the research partners that, in August 2021, released data on the

effectiveness of vaccines in the fight against COVID-19. In addition, in 2023, the School of Public Health launched two new degree programs in nursing to help meet the significant demand for qualified healthcare providers in New York.

The School of Social Welfare is dedicated to developing active social work practitioners, leaders, and scholars who can utilize effective methods to advance social and economic justice, realized through impactful research, community engagement, and shared learning through service. The School of Social Welfare applies a social justice framework and an intersectional lens to understand how social work education can address the needs of our communities while deepening the longstanding community connections. Gerontological social work and mental health services represent leading programs in the School of Social Welfare, where specialized study and field experiences significantly contribute to health and well-being innovations. Both SSW and SPH host a variety of interdisciplinary initiatives, including the newly launched Healthy Aging Initiative, focused on advancing knowledge about aging and translating that knowledge into practice. The SSW and SPH also are active in the Global Center for AI and Mental Health.

The inaugural Dean will thoughtfully weave together these two schools' communities, sustaining existing strengths and fostering new initiatives, collaborations, and programs to advance a shared mission. The Dean will have a track record of building successful and innovative academic programs, be a transparent and engaging communicator, understand effective change management and organizational development, and be passionately committed to serving the community and addressing inequities. The Dean will have the leadership, interpersonal, and political skills to unite diverse constituents and ensure internal and external support for the College. The Dean will have a keen awareness of the future direction of higher education and workforce and community needs to set a course for the College. The Dean will be committed to the promotion of diversity and inclusion at an institution that has received the [INSIGHT Into Diversity Higher Education Excellence in Diversity \(HEED\) Award](#) for six successive years and was recently awarded the [Seal of Excelencia distinction](#), the first R1 university in the Northeast to receive this recognition, as well as being cited in U.S. News & World Report's 2022-23 "Best College Rankings" among the top 10 percent of all ranked institutions – and 38th overall – in social mobility. Significant experience in higher academic leadership, teaching, and externally funded research and community engagement is expected.

UAlbany has retained Isaacson, Miller, a national executive search firm, to assist with this search. Confidential inquiries, nominations, and applications may be directed to the firm as indicated at the end of this document.

ABOUT THE UNIVERSITY AT ALBANY

Established in 1844 and designated a University Center of the State University of New York in 1962, UAlbany is continuously recognized for its educational, research, and public service excellence. UAlbany is ranked among the top universities in Forbes' "America's Best Public Colleges." UAlbany's current

rankings include #70 Top Public Colleges in the U.S. (*U.S. News & World Report*) and #40 Top Public Colleges in the U.S. (*Wall Street Journal*). In addition, *U.S. News & World Report* consistently ranks many of UAlbany's 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. Recently, *U.S. News & World Report* rankings for 2023 include #1 in Top Graduate Schools in Criminology in NY; #2 in Public School of Education in NY; #4 in Best Graduate Public Affair Programs in NY; and #5 in Best Public Health Graduate Schools in NY.

UAlbany's 2018-2023 strategic plan, [*Authoring Our Success*](#), and the 2024-2029 strategic plan, [*Great Danes Rising: Unleashing Our Potential*](#), references and focuses on five priorities to drive the University to meet its full potential as the nation's leading diverse public research university: Student Success, Research Excellence, Diversity & Inclusion, Internationalization, and Engagement and Service. The plan significantly aligns with the SUNY themes: Innovation and Entrepreneurship, Individualized Education, Sustainability, and Strategic Partnerships.

In June 2022, UAlbany launched the [AI Plus initiative](#), a \$200 million public-private supercomputing initiative. This \$200 million public-private supercomputing initiative 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. 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. In support of this initiative, UAlbany [has hired 18 new faculty members](#) and plans to hire 9 more faculty members in the upcoming year who will focus on AI across a variety of schools and programs.

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. In addition to the accolades cited above, the university has received additional recognition by way of the INSIGHT Into Diversity 2023 Inspiring Programs in STEM Award, and, most recently, the 2024 Library Excellence in Access and Diversity (LEAD) Award as a result of the university libraries' programs and initiatives that encourage and support DEI (diversity, equity, and inclusion) in research, technology, accessibility, exhibitions, and community outreach.

THE COLLEGE

In close collaboration with the leadership of the School of Social Welfare and the School of Public Health, the University at Albany is developing a new College to support interdisciplinary collaboration and deepen community connections between the disciplines of nursing, public health, and social work.

Beginning in 2022, UAlbany leaders have worked to gather feedback, engage staff, faculty, and students, and begin visioning for the new College. Through these efforts, the leaders, faculty, and staff are carefully building a collaborative foundation for this new College during the 2023-2024 academic year. Over the next year, individuals from both schools will be included in workgroups that will decide upon the College's new name, organizational chart, shared mission, vision, and values. Upon their arrival, the Dean will play a critical role in building upon these foundations to develop a College that advances existing programs and supports the development of new academic pursuits aligned with the mission of improving human health and well-being locally, nationally, and globally.

School of Social Welfare

The University at Albany School of Social Welfare (SSW) is dedicated to realizing a fair and just society and institutions that are diverse, inclusive, and equitable. Students have educational and research opportunities to improve human well-being locally, nationally, and globally. The School of Social Welfare offers an undergraduate program in Social Welfare, a Master's in Social Work (MSW), and a Ph.D. in Social Welfare. In addition to the traditional MSW program, the School collaborates to provide three dual degree programs with the Schools of Public Health, the School of Criminal Justice, and with the Albany Law School. The SSW enrolls 54 BSW undergraduates, 283 MSW graduates, and 54 Ph.D. graduate students annually. In addition to on-campus offerings, the School is currently launching an online MSW program with the goal of opening enrollment for their first cohort of 15 online students in the fall of 2024.

The 22 full-time faculty in the SSW partner closely with students to conduct research focused on individuals' and communities' mental, emotional, physical, and spiritual well-being. Collectively, the SSW's scholarship accelerates innovations in social work practice and policy in a wide range of areas, including aging and gerontology, child welfare, health disparities, and mental and behavioral health. The SSW provides opportunities for their students to work alongside their faculty mentors in research centers and institutes across the university and community, including the New York State Social Work Education Consortium, National Child Welfare Workforce Institute, National Center for Excellence in Homeless Services, and Center for Innovation in Mental Health Research.

The SSW partners with over 400 agencies to provide undergraduate and graduate students with various social work practice experiences in many specialist fields. The School's location in one of Upstate New York's metropolitan areas, as well as its relationship and proximity to state government, offer unique opportunities for social work learning. In partnership with the SPH, the School of Social Welfare was instrumental to the state's COVID-19 response and continues to work with the New York State Department of Health.

In 2019, SSW completed the reaffirmation process through the Council on Social Work Education (CSWE). The next CSWE reaffirmation will occur during the 2025-2026 academic year, with the next CSWE review of SSW's entire program in June 2027.

School of Public Health

The University at Albany School of Public Health (SPH) is currently organized into four departments: Biomedical Sciences; Health Policy, Management, and Behavior; Epidemiology and Biostatistics; and Environmental Health Sciences. The School offers degrees at the undergraduate, master's, and doctoral levels. As of Fall 2023, there were 152 undergraduate students and 438 graduate students under the School of Public Health programs. The School also offers an online MPH program that currently enrolls 217 students across 13 states and four countries.

The SPH conducts cutting-edge research that improves population health, ranging from basic research in cancer genetics to applied obesity prevention using the principles of community-based participatory research. Research is conducted within the SPH's four academic departments, the labs of New York State Department of Health partners (including the [Wadsworth Center Labs](#)), and several research centers and institutes. These research centers and institutes include the [Cancer Research Center](#), [Capital Region Medical Research Institute](#), [Cardiac Quality Improvement Initiative](#), [Center for Aging and Policy Studies](#), [Center for Collaborative HIV Research in Policy and Practice](#), [Center for Health Workforce Studies](#), and [Center for Public Health Preparedness](#). In 2022, the faculty of the School of Public Health had a combined \$36,896,241 of external funding from a range of sources, including but not limited to the National Institutes for Health, New York State Department of Health, and Agency for Healthcare Research and Quality.

A hallmark of the SPH is the well-established relationship with the New York State Department of Health. The collaboration has strengthened efforts to build healthy communities through engaging hands-on courses, cutting-edge research, and practice-based experiences. Of the School's faculty, 112 of the 160 are also employees of the New York State Department of Health. During the COVID-19 pandemic, the state turned to UAlbany as an essential pillar of research, community-based communication and education, and data collection and analysis.

In 2022, SPH completed the re-accreditation process through the Council on Education for Public Health (CEPH) and will maintain that status through December 31, 2029.

New Nursing Program

The University at Albany School of Public Health recently launched two new degree programs: a Bachelor of Science in Nursing (BSN) completion program, and an online Master of Science in Population Health Nursing (MS). The BSN program will support registered nurses in New York State who will be impacted by the "BSN in Ten" law passed in 2017 that requires all nurses practicing in New York to obtain a baccalaureate degree in nursing within 10 years of obtaining their initial license. The MS program in Population Health Nursing will provide nurses with a deeper understanding of population and community

needs assessment, epidemiology, systems thinking and planning, and the social and behavioral aspects of health. Enrollment for both programs has begun, and the first cohorts of students began their coursework in the Fall of 2023.

The baccalaureate degree program in nursing and master's degree program in population health nursing are pursuing initial accreditation by the Commission on Collegiate Nursing Education.

ROLE OF THE DEAN

The inaugural Dean is responsible for facilitating the development and implementation of the unifying vision and strategic direction of this new and yet-to-be-named integrated College. The Dean will serve as the chief academic and administrative officer of the College and is responsible for leading the College in all aspects of its teaching, research, and service mission. The Dean will leverage the School of Public Health and the School of Social Welfare's relationship with the New York State Department of Health to support its current and future mission-driven initiatives further. In addition, the Dean will serve on the University Council of Deans and be engaged in major university-wide decisions and priorities.

The Dean reports directly to the Provost and Senior Vice President for Academic Affairs. The Dean works collaboratively with the Provost and Senior Vice President for Academic Affairs, the Council of Deans, comprised of the deans from all schools and colleges at the University, as well as leadership from all divisions across campus.

KEY OPPORTUNITIES AND CHALLENGES

The inaugural Dean will have a unique opportunity to address the following opportunities and challenges:

Shape, support, and sustain a cohesive and excellent college

UAlbany is focused on a successful integration of these schools and has engaged a consultant to support the related efforts of faculty, staff, and leadership. The Dean will carry forward this work and fully build out the College. As a foundation, the Dean will actively engage with academic leaders, department chairs, faculty, and staff to define a shared vision for the new College. The Dean must approach this work with a deep appreciation for the existing strengths within these two schools and an eye toward the future of these professions and others that could fit under the College. The Dean will ensure the development of a strong infrastructure to support existing programs and initiatives as well as nurture visionary new collaborations and partnerships. Transparency and frequent open communication will be vital to the integration and long-term success of the new College.

Build the infrastructure and resources needed to support continued excellence

As the leader of a collaborative College, the Dean will need to ensure that all faculty, staff, and students have the resources and support to be successful. Work has begun to develop a name and structure for the new College. The Dean will continue to refine these efforts and foster a positive and productive College culture, systems, and practices. The Dean will energetically pursue support and resources both internally and externally to support the College's work. The Dean will ensure that existing programs remain excellent with strong enrollment and consider new opportunities to attract exceptional students and grow the College.

Deepen the College's engagement with internal and external partners

Both the School of Social Welfare and the School of Public Health have programs and partnerships with local, regional, and international reach. UAlbany is deeply connected to serving the Capital Region and New York State. The Dean will continue to connect the new College's work and mission to these communities and seek opportunities to collaborate across campus to heighten UAlbany's positive impact. Being present and active in the local region and community will be instrumental to the College's reputation and success. The Dean will understand where the different professions and fields interact with internal and external partners, and how to navigate multiple systems that fuel the College's research and academic activities.

Support a diverse faculty, staff, and student body while enhancing a culture of inclusion, communication, and transparency

The Dean will recruit and retain a diverse, community-centric, and mission-driven faculty, staff, and students and provide opportunities for development and recognition. The Dean will work diligently to build and sustain an inclusive, collaborative, and collegial environment that supports excellence across mission areas. The Dean will reinforce a shared commitment to eliminating health disparities, improving individual and community well-being, and promoting health equity locally and globally. An adept communicator and listener, the Dean will demonstrate transparency, create space for the open exchange of ideas, and engage authentically across issues of both difference and commonality. The Dean will champion shared governance and foster a culture of respect and value for the SSW and SPH administrative decisions.

PROFESSIONAL REQUIREMENTS AND PREFERENCES

The Dean will bring significant administrative and leadership experience in a similarly complex organization, along with a background relevant to at least one of the fields under the new College (nursing, public health, and social welfare). Candidates will have an earned doctorate in a field relevant to the College. In addition, the successful candidate will possess most, if not all, of the following criteria:

- Distinguished record of academic and professional achievement.

- Commitment to and a track record of supporting excellence in research and scholarship, teaching, and service.
- Track record of people-focused change management and strong emotional intelligence.
- Significant administrative and leadership experience, including evidence of highly effective strategic and financial management, planning, decision-making, change management, and implementation.
- Experience in the recruitment, retaining, and development of excellent and talented faculty, staff, and students.
- Demonstrated commitment and record of advancing institutional diversity, equity, and inclusion.
- Senior-level management and leadership experience in a research university or comparably complex institution, with a demonstrated commitment to research and scholarship.
- Belief in shared governance; faculty, staff, and student engagement; commitment to transparent communication at all levels; and the recognition of the value of others' experience and insights.
- Proven ability to engage students, faculty, staff, alumni, university administration, external funding agencies, accrediting bodies, clinical and community partners, and other stakeholders.
- Demonstrated knowledge of accreditation and credentialing processes.
- Demonstrated experience in driving entrepreneurial, collaborative, creative, and community-based initiatives and projects.
- Interest in and capacity for achieving success in fundraising and philanthropy.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-albany/dean>

ADDITIONAL INFORMATION

Salary Range: \$290,000 - \$320,000.

Review of applications will begin on January 2nd, 2024 and continue until the position is filled.

Amy Segal, Partner
Haley Burrowes, Senior Associate
Kristin Benoit, Associate
Olivia McVicker, Managing Search Coordinator
Isaacson, Miller

Pursuant to University policy, the University is committed to fostering a diverse community of outstanding faculty, staff, and students, as well as ensuring equal educational opportunity, employment, and access to services, programs, and activities without regard to an individual's race, color, national origin, religion,

creed, age, disability, sex, gender identity, gender expression, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction. Employees, students, applicants or other members of the University community (including but not limited to vendors, visitors, and guests) may not be subjected to harassment that is prohibited by law, or treated adversely or retaliated against based upon a protected characteristic.

The University's policy is in accordance with federal and state laws and regulations prohibiting discrimination and harassment. These laws include the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 as Amended by the Equal Employment Opportunity Act of 1972, and the New York State Human Rights Law. These laws prohibit discrimination and harassment, including sexual harassment and sexual violence.

Inquiries regarding the application of Title IX and other laws, regulations and policies prohibiting discrimination may be directed to Samuel Caldwell, Vice President for Inclusive Excellence and Equity in the Office of Diversity and Inclusion; ODI@albany.edu; PH 518-956-8110. Inquiries may also be directed to the United States Department of Education's Office of Civil Rights, 32 Old Slip 26th Floor, New York, NY 10005-2500; PH 646-428-3800; OCR.NewYork@ed.gov.

APPENDIX

ABOUT THE STATE UNIVERSITY OF NEW YORK (SUNY) SYSTEM OF HIGHER EDUCATION

The State University of New York (SUNY) is currently the largest comprehensive university system in the United States. University at Albany is one of 64 institutions in this system which includes research universities, academic medical centers, liberal arts colleges, community colleges, colleges of technology, and an online learning network. Across this extensive system, SUNY services nearly 1.3 million students in credit-bearing courses and programs and through continuing education and community outreach programs. In addition, SUNY has nearly three million alumni located around the globe.

SUNY was created out of a commitment to opportunity and access. It was designed to meet diverse needs across the vast geographic landscape of New York State. [SUNY's mission](#) reflects both its land grant status and a reputation for embracing new thinking and brighter ideals. Community-based, SUNY's over 28,000 faculty and over 360,000 enrolled students are constantly seeking, generating, analyzing, and sending knowledge back into the world through informed citizens, revitalized communities, and experts who transform entire sectors.

LEADERSHIP OF THE UNIVERSITY AT ALBANY

The leadership of UAlbany has been instrumental in advancing 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. 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 and 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). Before 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). He also served as director of the Minority Affairs Program at the

American Sociological Association and held administrative positions at the University of Puerto Rico-Mayagüez (UPRM).

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 Ph.D. 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 several academic and administrative roles, most recently as associate vice chancellor of academic innovation and partnerships. 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.

A molecular virologist and professor of microbiology, Dr. Kim pioneered the use of the zebrafish model for innate immune response to infectious diseases. Her research has been supported by numerous federal and state funding agencies, including the National Institutes of Health, the National Science Foundation, the U.S. Department of Agriculture, and NASA.

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.

ABOUT ALBANY

Located about 150 miles north of New York City on the west bank of the Hudson River, Albany serves as the capital of New York state and a midway point between the Hudson Valley to the south and the Adirondack Mountains to the north. Locally, Albany is known as the Tri-City Area.

The Hudson River area was originally inhabited by Algonquian-speaking Mohican (Mahican). The area was settled by Dutch colonists who, in 1614, built Fort Nassau for fur trading and in 1624, built Fort Orange. In 1664, the English took over the Dutch settlements, renaming the city Albany in honor of the Duke of Albany, the future James II; with this Albany is the oldest continuously chartered city in the country, even older than New York City and Boston. The city was officially chartered in 1686 under English rule. It became the capital of New York in 1797 after the formation of the United States.

Albany has maintained a lively downtown that serves as both a commercial and cultural center, and an old-world appeal. There are rows of colorfully painted, turn-of-the-century brownstones, the historic state capitol building, and the iconic Empire State Plaza. With New York state's Finger Lakes wine region to the west and Massachusetts' Berkshire Mountains to the east, the region is a springboard for foodies and outdoor enthusiasts alike.