# TABLE OF CONTENTS

3  The Leadership Opportunity  
4  Our Mission Statement and the Potsdam Pledge  
5  The State University of New York (SUNY) and History of Potsdam  
6  Academics  
8  Culture of Excellence  
9  Culture of Creativity and A Leader in Giving  
10  The College and Potsdam Bears Athletics  
11  Potsdam, New York  
12  Leadership Agenda for the Vice President for Finance and Chief Financial Officer  
14  Required Qualifications  
15  Preferred Qualifications  
16  Application Process
The State University of New York at Potsdam is seeking an experienced higher education or government financial professional to serve as Vice President for Finance and Chief Financial Officer.

The initial responsibility of the VPF will be to focus on a range of transformational opportunities to engage constituents in financial planning, resource allocation and financial management processes. Through a collaborative process, the Vice President for Finance will lead the development of a financial plan to complement a nearly-completed strategic planning process; and establish strategic goals and policies for a sustainable financial model and transparent resource management functions. Following that set of focused activities, the new Vice President for Finance will collaborate with the President and the President’s Council in a strategic assessment and anticipated realignment of the various non-academic functions and processes of the University.

A bachelor’s degree in business or a related field is required but an advanced degree is preferred. Experience in a public higher education institution or system is also preferred, with experience within the SUNY system an added plus. Candidates must have unquestioned integrity and should demonstrate a record of expertise and effective strategic and operational leadership in areas of responsibility that include all aspects of finance, budgeting and other higher education business functions. The successful candidate must be an excellent communicator, mission and results focused, and capable of leading transformation with diverse constituents in a collaborative environment.

On-campus interviews are expected to be on-going beginning in early December, and the new Vice President for Finance is expected to assume office as soon thereafter as is possible.

The State University of New York at Potsdam, located on the outskirts of the beautiful Adirondack Park and an hour and a half from Lake Placid, was founded in 1816 as the St. Lawrence Academy. SUNY Potsdam is one of America’s first 50 colleges and the oldest in the SUNY system. SUNY Potsdam currently enrolls 3487 students—3217 undergraduates and 270 graduate students. Home to the renowned Crane School of Music, SUNY Potsdam is known for its commitment to students' development and success, challenging liberal arts and sciences core, excellence in teacher education, and leadership in the performing and visual arts. Offering more than 100 undergraduate majors and minors, along with interdisciplinary studies options; and 18 graduate majors, Potsdam offers an outstanding liberal arts experience. (See Majors and Minors.)

SUNY Potsdam is a member of the Associated Colleges of the St. Lawrence Valley, which is an independent, non-profit educational consortium. The other members are Clarkson University, SUNY Canton, and St. Lawrence University. The consortium was created as a regional multipurpose organization to expand the number and variety of educational opportunities for students, faculty, and the community.
OUR MISSION STATEMENT

The State University of New York at Potsdam prepares students to act as engaged global citizens and to lead lives enriched by critical thought, creativity and discovery. As an inclusive scholarly community, rooted in our historic role in providing exemplary teacher and music education and our leadership in the fine and performing arts, we are committed to the liberal arts and sciences as an academic foundation for all students. With an abiding sense of responsibility to our region and to the world beyond, SUNY Potsdam fosters an appreciation of and respect for the variety of human experiences.

THE POTSDAM PLEDGE

Being more than a collection of individuals, SUNY Potsdam is a community dedicated to the pursuit of common goals. While these goals can be elusive, the community described in this document reminds us not only of what we are seeking to become but of all that we share. Therefore, let it be known that SUNY Potsdam strives to be:

- An Educational Community sharing academic goals and in which students, faculty and staff work together to strengthen teaching and learning;
- An Open Community uncompromisingly protecting freedom of thought, belief and expression;
- A Civil Community expressing disagreements in rational and non-threatening ways and treating all individuals with consideration, decency and respect;
- A Responsible Community accepting obligations under clearly articulated principles of behavior designed to support the common good;
- A Safe Community respecting each other’s rights, privacy and property;
- A Healthy Community respecting and promoting physical and emotional wellness;
- An Ethical Community reflecting honesty, integrity and fairness in both academic and extracurricular activities;
- A Diverse Community celebrating our differences and learning from our diversity;
- A Socially Conscious Community seeking to contribute to the betterment of the campus, the local community, the nation and the world; and
- A Watchful Community remaining alert to the threats posed by hatred, intolerance and other injustices and ever-prepared to combat them.

“From the moment I first arrived on campus 24 years ago, it felt like home. It still does. The campus, my colleagues, the students, I feel close to them all.”

- Arlene Stillwell, Professor of Psychology
THE STATE UNIVERSITY OF NEW YORK (SUNY)

The State University of New York is the largest comprehensive university system in the United States, educating more than 467,000 students in more than 7,500 degree and certificate programs on 64 campuses with more than 2.5 million alumni around the globe.

To learn more about SUNY, visit the University’s Website.

HISTORY OF SUNY POTS DAM

In 1816, Potsdam was founded as the St. Lawrence Academy by Benjamin Raymond. The New York State Legislature selected the Academy exclusively to offer a teacher education program for its senatorial district in 1834, which began the Academy’s, and later the College’s, longstanding tradition of excellence in teacher education. In 1866, Potsdam became one of only four normal schools established in the entire state. At the same time, Potsdam became the first normal school in the nation to train public school music teachers, through the Crane Normal Institute of Music, which later became The Crane School of Music. In 1948, Potsdam became one of the founding members of the State University of New York and was renamed the New York State Teachers College at Potsdam. The College adopted its current name in 1964, along with an expanded mission and new programs.

For more information about the history of the College, please see History.
Academic programs at the College are found in these schools:

- **The School of Arts and Sciences**: The School of Arts and Sciences provides all Potsdam students access to a wide range of disciplines within the fine arts, sciences, humanities, and social sciences. The School’s strong foundation in the liberal arts prizes ingenuity and inquiry, offering broad based study in programs that encourage hands-on interdisciplinary learning opportunities for every student. The School of Arts and Sciences is comprised of 17 departments: Art, Anthropology, Biology, Chemistry, Computer Science, Economics, English & Communication, Geology, History, Mathematics, Modern Languages, Philosophy, Physics, Politics, Psychology, Sociology and Criminal Justice, and Theatre & Dance. The School of Arts and Sciences, the largest of the three Schools at SUNY Potsdam, provides most of the general education courses at the College. It serves nearly 2,400 students through approximately 130 full-time faculty, approximately 38 part-time faculty, and approximately 25 staff members. The new state-of-the-art Performing Arts Center that features 97,000 square feet in support of the acclaimed Department of Theatre and Dance opened in January 2014.

- **The Crane School of Music**: Founded by pioneering educator Julia Etta Crane in 1886, The Crane School of Music has a long legacy of excellence in music education and performance, and is known as the birthplace of music education in America. Life at Crane includes an incredible array of more than 300 recitals, lectures, and concerts presented by faculty, students, and guests each year. The Crane School of Music is the State University of New York’s only All-Steinway institution. One of the oldest music schools in the nation, the Crane School has been an accredited member of the National Association of Schools of Music since 1957. The School’s three departments (Music Education; Theory, History, & Composition; and Performance, along with the Crane Institute for Music Business and information and communication technology, to help students prepare for professions in the global economy. The School is also home to the Rebecca V. Sheard Literacy Center. The School of Education and Professional Studies is comprised of six academic departments: four in teacher education (Curriculum and Instruction, Secondary Education, Literacy Education, and Inclusive and Special Education) and two other professional programs (Business Administration and Community Health). Approximately sixty full-time faculty members, seventeen part-time faculty members, and nine support staff work within the School. Teacher education programs are available at both the undergraduate and master’s levels.

- **The School of Education and Professional Studies**: Potsdam is unique in its certification of teachers with a Bachelor of Arts degree and its strong liberal arts core. Beginning with the College’s founding as the St. Lawrence Academy, the institution has been preparing educators for nearly 200 years, and has offered publicly funded teacher education since 1843. Today, SUNY Potsdam’s School of Education and Professional Studies brings that legacy of educational excellence to programs in business administration, community health, wilderness education,
and Entrepreneurship), offer Bachelor of Music degrees in four areas, the Bachelor of Arts in Music, and three Master of Music degrees. The School enrolls nearly 600 students, of which about 20 are graduate students. It employs approximately 80 faculty members. Crane music teacher education graduates represent a significant percentage of music teachers in New York State. Crane music business students serve as industry interns, with the required final internship involving national and global companies. A traditional culminating event each spring is the performance of a major work by the Crane Chorus and Crane Symphony Orchestra to conclude the Lougheed Festival of the Arts. In 2012, the Lougheed Festival performance Verdi Requiem was repeated at New York’s Lincoln Center. SUNY Potsdam provides comprehensive ongoing video streaming of concerts and performances, live from the Crane School of Music.
Faculty at Potsdam are committed to engage students actively in research, realizing that such opportunities prepare students for success in future professional endeavors and hold the promise of discovery that can positively impact the world. Our faculty are dedicated to mentoring and providing resources and significant one-on-one time with their students. Among our faculty are numerous Fulbright scholars and Chancellor’s awardees for teaching excellence. They are published authors, well-known researchers, accomplished artists and musicians. The College has a student-to-faculty ratio of 15:1, the majority of faculty being full-time, tenure-track. Beyond the numbers, the faculty and staff at Potsdam have a history and culture of high standards and close engagement with students. There is a palpable commitment to students, with a faculty devoted to individualized education, student research, and field work. In a recent Harvard survey on working conditions, Potsdam faculty cited congeniality of the Potsdam “family,” a word used often to describe the campus environment, and the quality of their students as what they liked most about being at Potsdam.

The student body is made up of approximately 4,000 undergraduate students and 300 graduate students. SUNY Potsdam’s student body is now more diverse than ever—with 33% of students self-identifying as students of color. Thanks to its proximity to the U.S.-Canadian border and to the Akwesasne Mohawk reservation, SUNY Potsdam is home to the System’s largest percentage of both Canadian students and Native American students. The College’s vibrant student campus life offerings include involvement in more than 100 clubs and organizations, an active student government, campus ministry, Greek Life, hundreds of activities to choose from throughout the year, and a local community with opportunities for all tastes and interests. Students’ opportunities for active engagement also extend to international travel and study, internships, and undergraduate research, housed within SUNY’s first Center for Applied Learning.

### NOTABLE ALUMNI

- **Stephanie Blythe**, World Renowned Award-Winning Mezzo-Soprano
- **Lynne Boles**, VP for Global Marketing, Procter & Gamble
- **TC Boyle**, Award-Winning Novelist
- **Ed Burghard**, Harley Procter Marketing Director, Procter & Gamble
- **Renée Fleming**, World Renowned Award-Winning Soprano
- **Kathleen Friery**, Emmy Award-Winning Executive Producer, Anderson Cooper 360
- **Linda Gibbs**, NYC Deputy Mayor for Health and Human Services
- **Chuck Lorre**, creator/Producer, “Two and a Half Men” and “Big Bang Theory”
- **Dimitri Pittas**, Renowned Tenor
- **Stephan Savoia**, Pulitzer Prize-Winning Photo Journalist
- **Lisa Vroman**, Award-Winning Soprano
- **Jerry Welsh**, National Championship Basketball Coach
- **Marilyn Weiner**, Emmy Award-Winning Filmmaker
CULTURE OF CREATIVITY

SUNY Potsdam is one of only three designated arts campuses in the entire SUNY system. SUNY Potsdam’s arts curriculum offers the full palette: music, theatre, dance, fine arts and creative writing. In addition to the internationally known Crane School of Music, the campus is home to the Art Museum at SUNY Potsdam and the most advanced performance venue in Northern New York. The College’s new $55 million Performing Arts Center houses the Department of Theatre and Dance. SUNY Potsdam’s immersive arts experience extends to the Community Performance Series, a college-community partnership that brings world-class performing artists and educational opportunities to the North Country, as well as to another community partner, the Orchestra of Northern New York, which was founded on campus. Potsdam is the first campus in SUNY to offer a theatre education program and a Bachelor of Fine Arts program in creative writing, along with its BFA in visual arts. The endowed Lougheed Festival of the Arts brings both campus and community to life with arts enrichment each spring.

The School is also home to the Art Museum at SUNY Potsdam, which is an integral part of the campus’s liberal arts education. It hosts major exhibitions throughout the year in the Roland Gibson Gallery and other spaces across campus (see Art Museum).

A LEADER IN GIVING

Although SUNY Potsdam is one of the smallest in its SUNY peer group of the 13 comprehensive colleges, it ranked No. 1 in total alumni participation in giving (the percentage of alumni who give to their alma mater) in the 2012 Voluntary Support of Education Report. The College is also ranked No. 11 in the nation among public master’s universities in the U.S. for alumni participation in giving, and recently concluded its third comprehensive and most ambitious campaign, Take the Lead: The Campaign for Potsdam raised $33.5 million, exceeding its goal of $32 million. Campaign priorities focused on annual giving, scholarships, academic excellence, the student experience, and the arts (see Take the Lead Campaign).

SUNY Potsdam enjoys an excellent relationship with the Potsdam College Foundation, Inc., which is singularly committed to raising gifts to meet the priorities set by the campus. More than simply an “honorary” board of individuals, the Foundation is a dynamic group of extraordinarily accomplished professionals who actively participate in the ongoing fundraising activities of the College, including the expert management of the recent Take the Lead Campaign and the highly successful investment of the College’s endowment. The Foundation boasts nationally and internationally recognized leaders in business, technology, marketing, education and the arts, making it a uniquely vibrant group of dedicated alumni and supporters truly committed to working collaboratively with the College’s president and administration to increase revenue to meet the needs of SUNY Potsdam students, faculty and programs (see Foundation).
THE COLLEGE

SUNY Potsdam employs 875 full- and part-time faculty and staff. In addition, Potsdam Auxiliary and College Education Services (PACES) employs nearly 180 full- and part-time employees, serving the SUNY Potsdam campus. The College is the third largest employer in St. Lawrence County, generating approximately $375.9 million worth of economic activity in the North Country region each year. It generates 1,538 full- and part-time jobs, both on and off campus. The construction of the Performing Arts Center between 2010 and 2014 also added another $128 million in annual economic activity and brought 344 jobs to the region. In short, SUNY Potsdam is an economic engine that helps to keep its community strong.

SUNY Potsdam is a leader in sustainability, having been consistently named to the Princeton Review Guide to Green Colleges every year that the guide has been published. The College is a signatory to the American College and University Presidents’ Climate Commitment. The Performing Arts Center has already been certified LEED Silver, and is on track to receive Gold status. The College’s Combined Heat and Power cogeneration plant will transform the campus’s energy efficiency. Potsdam Auxiliary and College Education Services (PACES) is committed to trayless dining facilities and purchasing local and organic food, with more than $300,000 spent annually on goods from local farmers and maple and honey producers. The College’s research also dovetails with its commitment to the environment, with professors working alongside students on studies of endangered species, biomass sources, and field experiences in the Adirondacks and beyond.

POTSDAM BEARS ATHLETICS

Competitive athletics are an important part of SUNY Potsdam campus life. Potsdam Bears teams compete at the NCAA Division III level in 14 varsity men’s and women’s sports, including basketball, cross country, equestrian, golf, ice hockey, lacrosse, soccer, softball, swimming and diving and volleyball. SUNY Potsdam recently celebrated the grand reopening of the Maxcy Hall Ice Arena, following $8 million of major renovations. Intramural programming and wellness and fitness offerings are also popular with students and the campus community alike.

Each of SUNY Potsdam’s intercollegiate sports is assigned at least one academic coordinator, a staff or faculty member designated to assist student-athletes on the given team with time management, scheduling, career development and other key decision making not on the field of play.

Often the biggest supporters of the Bears, the academic coordinators are crucial members of each team. SUNY Potsdam student athletes are consistently named to the SUNYAC All-Academic Team and the Commissioner’s List for academic and athletic excellence (see Potsdam Bears).
With a population of just under 10,000, Potsdam is a village located near the U.S.-Canadian border, which has been described as the educational and cultural center of Northern New York. Potsdam is situated on an abundant and wide band of renowned, reddish-orange Potsdam sandstone located north of the Adirondack foothills in central St. Lawrence County. The sandstone was used to construct many buildings on the campus and in town, and it forms the foundation of many local houses. Potsdam is rich in history, and its Victorian and sandstone architecture is laid out along the beautiful Raquette River.

The Village enjoys modern educational, cultural, and scientific centers; medical and shopping facilities; wide variety of restaurants; local private airport; and accommodations. Visitors can enjoy dining at over thirty local restaurants. Potsdam also offers a wide variety of retail stores including clothing, antique, gift shops and art studios. In addition to SUNY Potsdam, the village is home to Clarkson University, which is well known for its engineering and business programs and Division I hockey, as well as Canton-Potsdam Hospital, which has been rated in the top tier of community hospitals in the nation. Potsdam Central School has been consistently ranked as the best district in the region. Neighboring Canton, N.Y., is home to St. Lawrence University and SUNY Canton, making the region a higher education destination. The North Country is also home to Fort Drum and the U.S. Army’s 10th Mountain Division, in nearby Jefferson County. Located a stone’s throw from the Adirondacks and the Thousand Islands, the region offers some of the best freshwater fishing in the world, as well as a wonderful setting for hiking, biking, cross country skiing, and much more. The Village of Potsdam is located within easy driving distance of Ottawa, Ontario; Montréal, Québec; Burlington, Vermont; and Syracuse, New York. Lake Placid is 70 miles from Potsdam.

Potsdam’s high quality of life and safe community atmosphere are enhanced by a low cost of living; in Sperling’s Best Places housing costs are figured at 58 percent of the U.S. average (in 2016 the average home in the U.S. was estimated to cost $179,700; in Potsdam that estimate was $100,900). Overall, the cost of living in Potsdam was estimated to be 88 percent of the average cost in the U.S. The public schools are consistently rated as well above average; and as the best in the St. Lawrence Valley area.
The Vice President for Finance and Chief Financial Officer is a member of the President’s Council and reports directly to President Kristin Esterberg. As a member of the Council, the VPF serves as a partner in developing financial strategy and formulating multi-year and annual operating and capital budgets to achieve strategic goals. The VPF fosters an open and transparent culture with respect to resource planning, acquisition and allocation. The VPF oversees an all funds budget of $85 million and currently oversees Budget Operations and Planning, Revenue Accounting, and PACES, the campus’ auxiliary operation. The VPF also serves as Research Foundation Operations Manager.

The University is nearing completion of a strategic planning process. The initial responsibility of the VPF will be to focus on a range of transformational opportunities to engage constituents in financial planning, resource allocation and financial management processes that will complement the new strategic plan. Through a collaborative process, the VPF will lead the development of a companion financial plan, and the establishment of strategic goals and policies for a sustainable financial model and transparent resource management functions. Following that set of focused transformational activities, the new VPF will collaborate with the President and the President’s Council in a strategic assessment and anticipated realignment of the various reporting relationships of as yet unspecified non-academic functions and processes of the University. The goals would be cost-effectiveness and improved responsiveness to campus needs. In addition, Potsdam has developed the following more detailed agenda that will depend upon on creative, insightful, and expert financial leadership.

Within a complex public university operating environment and with an enthusiastic, focused and mutually supportive leadership team, the new Vice President for Finance will capitalize on the many opportunities presented by a campus that occupies a special position in its community, region and the state. SUNY Potsdam is intentional about accelerating its momentum toward consultative processes for budget assessments and decisions along with greater transparency. The campus has gained broad enthusiasm across academic and administrative departments for improving the alignment of resource allocations as well as their own roles with the University’s strategic goals.

The new Vice President for Finance will move the institution forward in the following ways:

- The new VPF will immediately establish and constantly maintain effective communications and relationships with the State University of New York System, SUNY Potsdam leadership, and campus-based shared governance. With intentionality, the VPF will build internal and external credibility and trust.

- The VPF will master an understanding of the needs of the SUNY System from SUNY Potsdam and, conversely, an awareness of the data and other SUNY resources that can facilitate collaboration and transparency for planning, budgeting and management at the campus level.

- Working closely with the President’s Council and through varied informal consultations and collaborations, the VPF will lead development of guiding principles for budgets, prudent fiscal practices, and transformative resource management processes, so that they contribute to successful, cost-effective academic programs and enable faculty and students to do their best work; and similarly, will enable staff across all functions to do their best work as
committed partners with all campus colleagues.

- The VPF will partner with the Executive Vice President and Provost to explain current and recommended resource allocations in relation to the University's immediate or longer term strategic priorities, advancing understanding through an inclusive and transparent approach.

- The VPF will provide leadership and strategic expertise for financial planning that enhances fiscal stability and maintains a sustainable financial model. The model must also provide for prudent reserves for large one-time investments, the stabilization and flexibility needed for unexpected economic and enrollment challenges, and unforeseen needs or opportunities.

- The VPF will bring extensive experience in and operational insights to a broad range of central service and support functions, and work with colleagues across reporting lines to establish key metrics needed to assess adequacy of resources; and, through broad and deep knowledge of information technology, identify opportunities in these functions to "work smart" through both staff training and expanded use of technology.

- The new VPF will provide strategic direction and empower the finance staff to explore and recommend potential budget and other innovative policy or process changes that are both more responsive to campus needs and fiscally responsible; establish an esprit de corps; promote and nurture diversity; and monitor performance and develop the incumbent’s staff individually and collectively.

- Through broad consultation and collaboration, the VPF will identify needs for information that facilitates the understanding of fiscal issues and responsible decision making at all levels, and initiate appropriate means to make such information and data available (e.g., create an easy to use website containing frequently asked questions and answers that provides correct information and dispels misinformation; establish regular meetings with campus business managers to exchange information and work together on shared goals). The VPF will identify and provide reports needed for campus-level and departmental management; and establish participatory processes for review of policies and practices that should be updated, simplified and/or modified, especially to create incentives for and remove disincentives to cost-effectiveness.

- From the financial perspective, the VPF will work with the President, Provost, and Faculty Senate to establish mutually agreed-upon transparency and communication goals and, based on best practice, provide opportunities to enhance effective and meaningful shared governance.

- Through ongoing awareness and intentionality, the VPF will look for large as well as small opportunities each day to be of service to campus colleagues and constituents and to preserve the highly valued, shared commitment and relaxed familiarity of the tightly knit campus community.

- Both as an individual and as a member of the campus community, the VPF will be always mindful and intentional about modeling and nurturing transparency, openness, inclusiveness, diversity, mutual respect, credibility, high levels of trust, and impeccable ethics.
REQUIRED QUALIFICATIONS

• Bachelor’s degree in business administration, public administration, economics, accounting or a related discipline from an accredited institution
• Impeccable integrity, a record of prudent and fiscally responsible financial leadership, and significant experience in both strategic and operational leadership
• Senior financial leadership in public higher education (preferred) or government, SUNY experience a plus; and a solid understanding of generally accepted accounting principles
• Strong knowledge of/experience with information technology and applications that support finance, administration and other business functions
PREFERRED QUALIFICATIONS

- An advanced degree in business administration, public administration, economics, accounting or a related discipline from an accredited institution; a CPA
- Extensive knowledge of budgeting practices and the ability to explain budgets, ranging from the basics, to the underlying analysis and strategies leading to decisions; experience in strategic analysis and financial planning based on alternative scenarios
- Excellent presentation, communication, and interpersonal skills; ability to integrate financial and other complementary data for presentations tailored to each audience, that clearly and concisely tell a story and facilitate understanding of the rationale for recommendations
- Experience building institutional operating and capital budgets that are aligned with strategic goals; experience in identifying opportunities both to develop and to redirect resources
- Strong capability to analyze proposed academic programs and/or campus initiatives and their full costs; deep understanding of the interrelationships among financial and non-financial drivers of sustainable financial performance
- Demonstrated ability to navigate complexity; executive problem-solving skills and the ability to organize and manage complex functions
- Experience in interpretation of and compliance with relevant statutory, regulatory and audit requirements for business operations, along with the complementary ability to discern innovative and viable options to remove barriers to the accomplishment of goals yet still reflect responsible institutional management
- Experience with data-driven assessments both to make decisions and to improve business processes
- The experience and the "systems thinking" orientation to identify opportunities to "work smarter," and the ability to build ownership for and manage change; success in implementing major changes representing best business practices; skill in using financial management software
- A record as a servant leader with an approachable, collaborative style who fosters an inclusive and respectful working environment in which high functioning partnerships, transparency and openness are priorities; a penchant to capitalize on both planned and informal opportunities to brainstorm with and/or delegate to others, listening to them to gain understanding of a vision or situation and empowering them with helpful information, potential options, and constructive "reality checks" to make the large as well as the small decisions needed in a transformative environment
- Candor balanced with respect and good judgment when disagreeing with others or delivering unwelcome news; capacity to model and nurture high levels of trust, good spirit and organizational health
- Demonstrated appreciation for shared governance; commitment to diversity demonstrated through leadership, active planning, allocation of resources, and accountability
- A transparent management style that fosters collegiality and teamwork; success as a change agent with the right balance of focus, urgency, persistence and essential stakeholder buy-in; a style that demonstrates both humility in a team-driven environment and passion to reach for the next level in all facets of the university mission and its strategic goals
APPLICATION PROCESS

In deference to the sensitivity of the positions presently held by many of those who will be nominated and considered, the search will be conducted in strict confidence until finalists are brought to campus.

We are seeking candidates who possess communication and interpersonal skills sufficient to work effectively with an increasingly diverse campus community; have experience working collaboratively across various departments in fostering success of underrepresented groups; and who have demonstrated a commitment to creating, fostering and sustaining an inclusive environment for all.

The search is being assisted by Academic Search, Inc. Candidates for the position should submit a cover letter that specifically addresses how their experiences match the characteristics listed above; a current curriculum vitae; and names, phone numbers, and e-mail addresses of at least five references, none of whom will be contacted without the consent of the candidate. Screening will continue until a Vice President for Finance is chosen, but only applications received by October 22, 2017, can be assured full consideration. The position is available in January 2018 and no later than July 1. Applications, nominations, and expressions of interest can be submitted in confidence to: SUNYPotsdamVPF@academic-search.com.

Please contact Senior Consultant Nancy Suttenfield (nds@academic-search.com) or Associate Consultant Lisa Rosenberg (lcr@academic-search.com) to schedule a confidential discussion.

SUNY Potsdam is an EEO/Affirmative Action Employer. Potsdam is committed to finding a candidate that both reflects the diverse possibilities in the human experience and fostering leadership in celebrating a diverse community. The administration, faculty, staff and students embrace diversity and prohibit discrimination on the basis of race, religion, color, gender, age, national origin, non-disqualifying disability, veteran status, sexual orientation, or any other legally protected class status. Women and minorities are strongly encouraged to apply.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting SUNY Potsdam in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academic-search.com/.

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