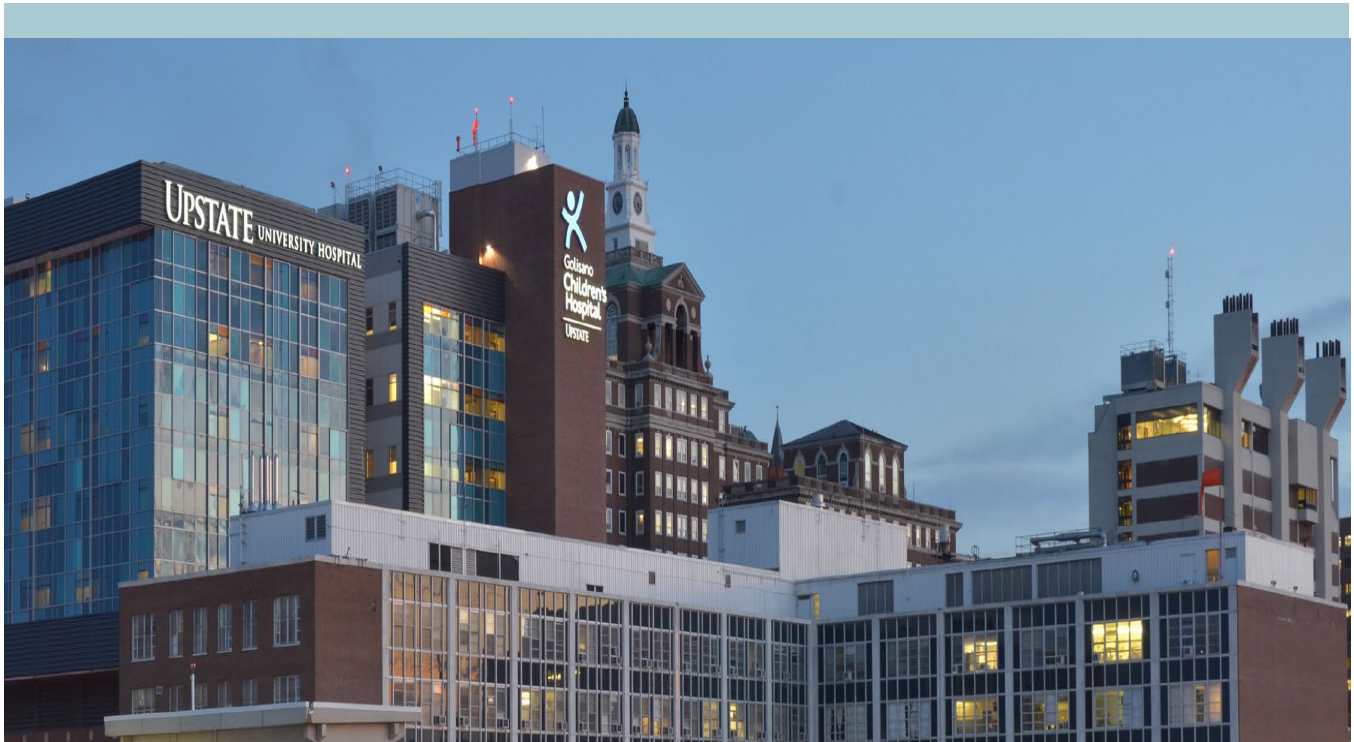




Executive Director and Vice President for Development

Leadership Profile

Fall 2026



Executive Summary

Founded in 1976, the [Upstate Foundation](#) is a unique public charity whose primary mission is to support [SUNY Upstate Medical University](#) while also advancing community health initiatives throughout Central New York. The Foundation manages more than 1,300 funds and approximately \$350 million in assets and oversees a broad range of philanthropic programs, including endowments, donor-advised funds, annual campaigns, alumni associations, and signature fundraising events. As the Foundation enters a new era of leadership, it seeks a visionary Executive Director and Vice President for Development at SUNY Upstate (ED/VP) to lead its fundraising, foundation management, and other advancement efforts.

The mission of the Upstate Foundation is to improve the health and well-being of the communities it serves through patient care, education, and research as well as to receive and administer charitable gifts primarily for Upstate Medical University. The Foundation manages various philanthropic funds; conducts multi-year, multi-million-dollar capital and endowment campaigns; administers alumni associations for the colleges of Nursing and Health Professions; implements named giving, planned giving, grateful patient, and family programs; runs annual campaigns for Upstate University Hospital, Upstate Golisano Children's Hospital, and the Upstate Cancer Center; and sponsors several signature fundraising events annually. In addition, the Foundation is home to the Central New York chapter of the Children's Miracle Network.

Working in partnership with an engaged board of directors and a talented professional staff, the next ED/VP will lead an organization with a strong reputation, substantial financial resources, and significant opportunities for future growth. The ED/VP serves in one of the most visible and strategically important leadership positions at SUNY Upstate Medical University, guiding philanthropy and other efforts in support of the institution's mission to improve health through education, biomedical research, and patient care. As the principal fundraising officer for both the Foundation and the university, the ED/VP provides vision, leadership, and strategic direction for a comprehensive development enterprise. The position reports directly to the Upstate Foundation Board chair and serves as a member of the university president's senior leadership cabinet, functioning both as a development strategist and institutional advisor.

The next ED/VP will inherit a solid foundation built during three decades of successful leadership by the outgoing executive director. A critical early priority will be developing relationships with donors, board members, volunteers, university leaders, and community stakeholders through a thoughtful transition process that preserves the Foundation's reputation for authenticity, responsiveness, and impact. At the same time, the next ED/VP will be expected to articulate an ambitious vision for the future and identify new pathways for philanthropic expansion. Key opportunities include strengthening staff recruitment, retention, and professional development; expanding the grateful patient program; leveraging the growth associated with Micron's significant regional investment to cultivate new corporate partnerships; and continuing to collaborate with SUNY Upstate Medical University and the SUNY Upstate Medical Alumni Foundation to enhance alumni engagement and fundraising effectiveness.

Success in this role will require an accomplished fundraising executive with a demonstrated record of major gift achievement, organizational leadership, and board engagement. The Foundation seeks a confident, collaborative, and mission-driven leader who understands the complexities of a large public academic medical center and can effectively partner with institutional leadership to advance strategic priorities. Exceptional relationship-building, communication, and management skills will be essential, as will a deep commitment to strengthening the health and well-being of communities through philanthropy. Positioned at the intersection of healthcare, education, research, and community impact, this role will help shape a healthy future for Central New York.

To submit a nomination or express personal interest in this position, please see *Procedure for Candidacy* at the end of this document.

Role of the Executive Director and Vice President for Development

The Upstate Foundation was founded in 1976 as a 501(c)3 not-for-profit corporation to receive and administer gifts and bequests for charitable purposes with a focus on patient care, education, scientific research, and community health and well-being. In 2014, the Foundation changed its classification to a public charity, with the ability to raise money for and make distributions to any qualified nonprofit organization, including Upstate Medical University.

The Executive Director of the Foundation and Vice President for Development for SUNY Upstate Medical University serves as the principal Upstate Foundation officer responsible for development for SUNY Upstate. The ED/VP is also responsible for alumni relations oversight for SUNY Upstate Medical University's College of Health Professions and College of Nursing. The Vice President's primary goal is to generate tangible support for the Foundation's mission: to improve the health of the communities served through education, biomedical research, patient care, and community health and well-being.

Development Responsibilities

- Provides vision and leadership for Upstate Medical University and the broader Syracuse community to secure substantial financial support from the private sector for its programs and facilities.
- Responsible for the planning, organization, and implementation of a comprehensive and enduring development program, including annual giving, corporate donations, foundation grants, Grateful Patient and Family Program, major gifts, planned giving, capital campaigns, and general fundraising.
- Maintains a portfolio of high-net-worth existing and potential donors and supporters.
- Manages and coordinates with the Upstate Foundation Board of Directors, the Foundation's fundraising goals, priorities, and projects.
- Develops close working relationships and credibility with institutional administrators, and community health supporters, caregivers, educators, and researchers, both to understand their needs and to identify special funding sources for their respective programs, facilities and 501(c)3 entities.
- Coordinates internal and external philanthropic communications and oversees public relations and communications for the Upstate Foundation.
- Conceptualizes and implements a strategy and program to promote substantial private giving, including named giving, donor advised funds, and legacy giving as three primary options of major giving.
- Oversees the operation of a relevant and effective philanthropic publications program.
- Oversees the management of Foundation special events, community events, and healthcare advocacy.
- Supports the planning and implementation of Upstate Medical University's Alumni programs designed to promote understanding and financial support of its Colleges of Health Professions and Nursing.
- Facilitates a close and supportive relationship between the Colleges of Health Professions and Nursing alumni organizations and the development goals and objectives of the Upstate Medical University.

Institutional Leadership Responsibilities

- Serve as a Senior Institutional Officer for SUNY Upstate Medical University. Participates proactively and collaboratively as a member of the Upstate senior management team in establishing policy, and in strategic planning, implementation and management processes which support Upstate's goals and priorities.
- Catalyzes support for Upstate as it faces the challenges of restrictive state and federal funding.

Reporting Relationships

The Vice President for Development reports directly to the chair of the Upstate Foundation Board of Directors and its Executive Committee and also serves as a proactive member of the president's senior officers' cabinet - as a development professional, presidential advisor, and collaborative team member.

The following positions report to the ED/VP within the Upstate Foundation:

- Chief Financial Officer
- AVP for Development
- AVP for Development, Golisano Children's Hospital
- AVP for Investment and Business Affairs
- AVP for Operations



Opportunities and Expectations for Leadership

The Upstate Foundation is a unique fundraising foundation and public charity with a broad and impactful mission. Primarily charged with raising support for the SUNY Upstate Medical University, its status as a 501(c)(3) public charity means that its role expands beyond this function to make a difference in the health of numerous communities in the Central New York region. The next Executive Director of the Upstate Foundation and Vice President of Development for SUNY Upstate can build on this long history to expand the Foundation's impact and reach while continuing to fulfill an extraordinary mission to improve the health of the communities it serves. The next Executive Director will work closely with a supportive foundation board and in partnership with the leadership of SUNY Upstate and other nonprofits to generate more resources for the region and its citizens. Specifically, the next Upstate Foundation Executive Director will be expected to address the following areas:

- **Build on the deep relationships and strong footing in place.**

Outgoing Executive Director Eileen Pezzi has led the Upstate Foundation for 30 years. This deep engagement in the organization and the community has resulted in longstanding and strong relationships with donors, volunteers, SUNY Upstate leadership, community leaders, and corporate executives. The first job of the new ED/VP will be to launch a listening tour with Eileen to transition those relationships. Over and over, Upstate Foundation constituents have cited the personal, authentic approach that staff have taken in connecting with them, learning about their lives and philanthropic priorities, and helping them find ways to make an impact. The next ED/VP will accept this gift of reputation and status and then build on the history of strong partnerships to chart a new course with ambitious goals for the future.

- **Create a staff recruitment and retention plan and continue to develop staff professionally.**

One of the challenges that the Upstate Foundation has faced in recent years is the departure of talented staff for larger institutions or due to retirement. Neither of these conditions can be erased, but this has presented the opportunity for the next ED/VP to recruit key staff to the team when they first arrive and re-envision retention and growth for team members. Currently, there are four openings that can be filled by the new ED/VP, allowing them to bring in talented professionals who can help implement new programs and continue the success of existing efforts. In addition, the next ED/VP will be asked to expand a staff development plan around retention, recognition, and possible promotion strategies to ensure a consistent, long-term staff.

- **Expand the grateful patient program.**

The Upstate Foundation has put in place a two-pronged grateful patient program at Upstate centered around direct mail to patients and referrals from health care staff about potential grateful patients. The new ED/VP will have the chance to refine and fully implement the EPIC-based referral program. Given the strong relationships that SUNY Upstate has developed with its patients – and continues to develop through the Golisano Children's Hospital, the Upstate Cancer Center, and other clinical areas – this could be a significant growth area for the Foundation in the future.

- **With the Micron expansion, develop more corporate partnerships.**

The \$100 billion Micron investment in upstate New York, and the support of the State of New York and the US Government to help this regional investment to blossom, presents a unique opportunity for the Upstate Foundation. Executives, managers, and front-line professionals at Micron and in all the other businesses that will be attracted to the investment the company is making in the region will be patients of SUNY Upstate and become productive members of the Central New York community. This offers the Upstate Foundation the chance to systematically approach these corporations as they grow and their businesses expand. By investing in the Foundation, these companies demonstrate their commitment to the community and ultimately further their own interests by bettering the health and well-being of their employees and neighbors throughout the region. One example of this expanded partnership could be additional corporate sponsors of the golf tournaments the Upstate Foundation holds as fundraisers.

- **Continue to expand the Foundation's Donor Advised Fund capabilities.**

The Upstate Foundation was the first SUNY-affiliated foundation to offer donor advised funds as potential giving vehicles to its supporters, and the success to date has been exemplary. These funds are the fastest growing tools available to philanthropists across the US, and they represent an enormous opportunity for the Upstate Foundation as channels for philanthropy. By embracing DAFs, the next ED/VP can continue the extraordinary growth the Foundation has seen in this area and expand its reach to other donors who wish to make an impact on the health and well-being of Central New Yorkers.

- **Continue to update technology systems and AI capabilities aligned with operational needs.**

As the Upstate Foundation's scope has expanded to include vehicles like donor advised funds, the need for both managing information and communicating quickly and clearly with constituents has become paramount. The next ED/VP will be asked to oversee, for example, a newly implemented system that allows donor advised fund philanthropists to submit paperless requests and recommendations for their funds. The next ED/VP will have the chance to further the reach of the Foundation through technology while using the appropriate tools to strengthen relationships with the region's philanthropists.



Professional Qualifications and Personal Qualities

In its next ED/VP, the Upstate Foundation Board of Directors seeks an energetic, authentic leader with strong frontline fundraising and exceptional communication skills to lead a high-impact fundraising organization making a profound difference in the lives of Central New Yorkers. The new ED/VP must have significant experience leading and managing a team, working closely with volunteer board members or non-profit trustees, and understand the complexities of a research-intensive and highly matrixed institution. In addition, the next ED/VP will also possess the following qualities and qualifications:

Experience and Qualifications

- Ten years of management and successful major gift work are required.
- Credibility and a record of successful accomplishment in comprehensive, complex, and sophisticated fundraising programs, and in the representation and communication of multi-unit constituencies.
- Familiarity with the unique challenges of fundraising and communications at a publicly funded, multi-unit university or academic medical center. Experience in a health sciences university is strongly preferred.

Personal and Professional Characteristics

- An individual whose past track record and position will generate respect from both the external and internal communities.
- A person who is capable of creatively, confidently, and proactively participating with the SUNY Upstate President and senior cabinet in strategic planning, implementation, and fulfillment of the Upstate mission
- A person who believes that strengthening community health and well-being through significant private support is both a meaningful purpose and an attainable goal.
- A person who is confident in his/her individual professional capabilities.
- A leader who can build and manage a team of development professionals, and effectively recruit and lead Board, alumni, professional, and community volunteers to raise the necessary private funds to support the mission of the Upstate Foundation.
- An individual with exceptional interpersonal and communication skills, coupled with a strong administrative background, who can continue to develop, build, and implement the finance and operational systems necessary to manage the Foundation's accumulated assets and its thousands of existing funds.

Education

- A bachelor's degree in management, administration or a related field is required; an advanced degree is preferred.

About the Upstate Foundation

Overview

The Upstate Foundation was founded in 1976 as a 501(c)3 not-for-profit corporation to receive and administer gifts and bequests for charitable purposes with a focus on patient care, education, scientific research, and community health and well-being. In 2014, the Foundation changed its classification to a public charity, with the ability to raise money for and make distributions to any qualified nonprofit organization, including Upstate Medical University.

The Foundation has a staff who, with an engaged board of directors, manages over 1,300 funds; conducts multi-year, multi-million dollar capital and endowment campaigns; administers alumni associations for the colleges of Nursing and Health Professions; implements named giving, planned giving, grateful patient, and family programs; runs annual campaigns for Upstate University Hospital, Upstate Golisano Children's Hospital, and the Upstate Cancer Center; and sponsors several signature fundraising events annually. In addition, the Foundation is home to the Central New York chapter of the Children's Miracle Network Hospitals.

The Upstate Foundation offers donor-advised funds and is licensed to issue charitable gift annuities in New York and Florida. The Foundation is largely self-supporting with the assets it manages totaling over \$350 million. For more information, visit UpstateFoundation.org.

Development Work at the Foundation

Development officers at the Foundation work with donors in support of many SUNY Upstate departments and other local nonprofit organizations. The identification, cultivation, and stewardship of major donors are important aspects of their work. The Foundation has a centralized office in which the development officers serve the 13,500-plus workforce that comprises hundreds of departments at SUNY Upstate. The Foundation receives more requests for assistance with fundraising and other philanthropic endeavors than it is able to facilitate. Requests for assistance are prioritized; prioritization is in keeping with Upstate's overall goals and community needs.

Fund Management at the Foundation

There are three kinds of funds at the Foundation: restricted funds, endowment funds, and donor advised funds.

Restricted funds can be established for a minimum of \$1,000. A purpose is identified when a fund is opened, and money can only be spent for that purpose. A fund advisor is assigned to monitor the activity of the fund and authorize expenses. With restricted funds, the principal is guaranteed, and an administrative fee is not charged. Unlike endowments, which are permanent, a restricted fund can be closed. If its balance falls below \$500, the fund advisor will be contacted to discuss closing the fund.

Endowment funds can be established for a minimum of \$10,000. Endowments are lifelong funds in which the principal sum (consisting of all donations over the lifetime of the fund) remains permanently invested through the Foundation and generates investment returns. A purpose is identified when an endowment is opened, and investment returns can only be spent for that purpose in line with the foundation endowment spending policy. A fund advisor is assigned to monitor the activity of the fund and recommend requested expenditures. Potential spending from an endowment must be supported by its lifetime investment earnings. The current maximum spending allocation as of 2025 is 4% of a rolling 36-month average of the total of the principal and earnings. The Foundation, through its board of directors, reserves the right to adjust this percentage, based on market activity, to protect the long-term value of endowments.

Donor-advised funds can be established for a minimum of \$5,000 or \$10,000. A donor-advised fund established for \$5,000 functions similarly to a restricted fund except that the donor is the advisor recommending to the Foundation how funds are to be spent. A donor-advised fund that is established for a minimum of \$10,000 can be likened to an investment account dedicated solely to a donor's charitable giving. The principal is invested through the Foundation, generating investment returns. The principal and investment returns are available for spending based on the donor's recommendations. Although this type of donor-advised fund is not a lifelong fund like an endowment, a donor may appoint a successor to continue his or her legacy of giving. Gifts from donor-advised funds may only be made to supporting organizations that are established 501(c)3 charities recognized by the IRS.

As of 2026, endowments are charged a one percent annual administrative fee. The Foundation offers: timely payment services; less complex purchase process; investment oversight is provided by Callan Associates Inc., an independent investment consulting firm, and our investment committee, comprised of members of our board of directors and other financial professionals.

Foundation Financial Facts 2026

Assets Managed		
<u>Category:</u>	<u>Assets</u>	<u>Individual Funds</u>
Endowments	\$155.4 million	415
Restricted Funds	\$54.7 million	880
Other Funds, Donor-Advised Funds	\$27.9 million	59
<u>Agency Accounts</u>	<u>\$108.8 million</u>	<u>4</u>
Total Assets Managed	\$346.8 million	1,358

Foundation Endowment Funds					
<u>Category:</u>	<u>Allocation</u>	<u>Manager</u>			
Domestic Equity	45.6%	Black Rock, Vanguard			
Domestic Fixed Income	23.3%	Fidelity Total Bond, Baird Core Plus Bond			
International Equity	24.7%	American Funds Europac, Acadian			
Real Assets	6.4%	PIMCO-IRMA			
<u>Rate of Return</u>		<u>1 year</u>	<u>5 years</u>	<u>7 years</u>	<u>10 years</u>
Net Return		19.54%	7.65%	10.37%	10.37%
Composite Benchmark		19.63%	7.88%	10.10%	9.86%

Foundation Sustaining Fund			
<u>Category:</u>	<u>Allocation</u>	<u>Manager</u>	
Domestic Fixed Income	100%	C.S. McKee	
<u>Rate of Return</u>		<u>1 year</u>	<u>3 years</u>
Gross Return		3.61%	5.16%
Composite Benchmark		3.14%	4.67%

Leadership

Gail McIntyre, CPA, Board Chair



Gail serves as Senior Counsel in the Bonadio Group's Assurance Excellence & Quality group. She has more than 30 years of financial reporting and assurance, compliance, and special project consulting experience for a wide range of tax-exempt, closely held, and governmental organizations. She is actively engaged in the engagement team and client consultation as well as maintaining the firm's focus on audit quality, transformation, and innovation.

Gail is a well-known speaker and author on financial, governance, and professional issues.

She is active in the community and can often be found organizing friends and family to support the many organizations she is engaged with, which have included the AICPA, the Central Library, the United Way of Central

New York, and Hospice of Central New York. Gail enjoys gardening, cooking, and golfing with her family. Gail's favorite activity with her Bonadio "family" is the firm's Purpose Day and the tangible impact on our community.

About SUNY Upstate Medical University

Overview

SUNY Upstate Medical University, located in Syracuse, New York, is the only academic medical center in Central New York and the region's largest employer, with more than 13,000 employees from nearly 30 New York counties. As a comprehensive health sciences university affiliated with the State University of New York, Upstate is dedicated to improving the health of the community through education, biomedical research, and high-quality patient care.

SUNY Upstate Medical University traces its origins to 1834 with the establishment of one of the nation's earliest medical schools in Geneva, New York. In 1871, Syracuse University assumed responsibility for the Geneva Medical College, renaming it the College of Medicine at Syracuse University.

In 1896, the institution constructed its first science building, notable as the first facility in the nation designed to house a physiology laboratory. Continued expansion culminated in 1936 when President Franklin D. Roosevelt laid the cornerstone for what is now Weiskotten Hall, the university's principal biomedical sciences building and current home of the College of Graduate Studies.

Graduate education began in 1947 with the introduction of master's and doctoral programs in biochemistry, followed by the expansion of PhD programs across the basic sciences. In 1950, the State University of New York acquired the College of Medicine from Syracuse University, establishing the SUNY Upstate Medical Center.

Following a period as SUNY Health Science Center at Syracuse in the mid-1980s, the institution adopted its current name, SUNY Upstate Medical University, in 2000 to reflect its full university structure and expanding mission.

Since 2000, SUNY Upstate has experienced sustained growth marked by significant capital investment, new construction, and major facility upgrades across campus. These improvements have strengthened the educational, research, and clinical environments for students, faculty, and staff across the university's four colleges: Medicine, Nursing, Health Professions, and Graduate Studies.

Today, SUNY Upstate enrolls 1,379 students across its academic programs and supports a robust research enterprise totaling approximately \$43 million annually. As the region's only public academic medical center, Upstate powers the Central New York economy to a tune of \$2.3 billion.

Mission

The mission of SUNY Upstate Medical University is to improve the health of the communities we serve through education, biomedical research, and patient care.

Vision

United in expertise, compassion and hope to create a healthier world for all.

Values

- We drive innovation and discovery by empowering our university family to bring forth new ideas and to ensure quality.
- We respect people by treating all with grace and dignity.

- We serve our community by living our mission.
- We value integrity by being open and honest to build trust and teamwork.
- We embrace diversity and inclusion to state that all are welcome here.

Upstate's Diversity Commitment

Consistent with our mission and values, Upstate strives to attract and cultivate diverse and culturally sensitive faculty, staff, and students.

Academic Programs

SUNY Upstate's mission is to improve the health of the community through education, biomedical research, and patient care. Its academic enterprise is anchored by four colleges that collectively educate physicians, nurses, allied health professionals, and biomedical scientists.

Student enrollment has grown by approximately 16.4 percent since 2006 as the university has responded to workforce needs and regional demand. In addition to degree-seeking students, SUNY Upstate trains more than 700 resident physicians and fellows and provides continuing professional education to healthcare practitioners.

In addition to the College of Health Professions, the other three Colleges are:

College of Graduate Studies

The graduate studies program began in 1947 when the College first offered Master of Science and PhD degrees in Biochemistry. In 1950, the Syracuse University College of Medicine was transferred to the newly organized State University of New York and on December 10, 1953, the central SUNY administration approved a plan to develop programs to award MS and PhD degrees in the various biosciences at Upstate. The next year graduate studies began with 18 students and new courses in anatomy, biochemistry, microbiology, pathology, pharmacology, and physiology. In 1957, under the joint administration of the Graduate Executive Committee, the Graduate Program in Medical Sciences became the School of Graduate Studies and in 1973 it was renamed the College of Graduate Studies.

The diverse array of master's and doctoral programs allows students to tailor their education to their specific interests and career goals. With access to state-of-the-art research facilities and distinguished faculty members, students have the chance to engage in cutting-edge research projects that contribute to advancements in healthcare and scientific knowledge. Currently, there are six doctoral degree granting programs in the College of Graduate Studies, including Biochemistry & Molecular Biology, Cell & Development Biology, Microbiology & Immunology, Neuroscience, Pharmacology, and the MD/PhD Program. Additionally, the College also offers master's degree programs in Biochemistry & Molecular Biology, Cell & Development Biology, and Pharmacology.

College of Health Professions

Formed in 1971 (with Health Profession programs dating back to 1956 on the Upstate campus), the College of Health Professions is an upper-division college that trains professionals to care for patients and prevent illness as part of a healthcare team. The CHP offers a variety of healthcare-focused programs within the medical field. These programs are an excellent choice for students interested in pursuing an immersive, challenging and rewarding career that will help serve Central New York's future needs.

The College's baccalaureate and master's programs are focused on training students in a hands-on clinical setting that allows them to apply their skills in real world settings. The CHP has strong partnerships with almost 400 clinical site locations throughout New York State and beyond. Through these partnerships, students can learn

from experts in their field and contribute to vital medical care. Overall, the College offers 13 programs that lead to graduates earning either a Bachelor of Science, Bachelor of Professional Studies, Master of Science, or Doctor of Physical Therapy degree

Norton College of Medicine

The Alan and Marlene Norton College of Medicine began in 1834, in Geneva, New York. It is the 14th oldest medical school in the country. Elizabeth Blackwell, one of the early graduates, was the first woman to graduate from an American medical school. The tradition of diversity continues to this day in the University's commitment to increase the numbers of women in leadership positions, and faculty members and students from under-represented minority and disadvantaged backgrounds. The University prides itself on maintaining an environment in which people are valued and places a premium on mutual respect, civility, and close and informal interaction between faculty and students in all settings. The first-year class at the College of Medicine now numbers about 180, with a total enrollment of more than 700. In 2024, 100% of the medical students matched to a residency training program. In addition to the MD program, the College of Medicine offers degrees in: Master of Public Health (MPH), Doctor of Medicine/Doctor of Philosophy (MD/PhD), Doctor of Medicine/Master of Public Health (MD/MPH), Doctor of Medicine/Master of Business Administration (MD/MBA), a Certificate of Advanced Study in Public Health. The program is supported by 734 full time, 199 part time, and approximately 1,800 voluntary faculty members.

College of Nursing

Since 1959, with the first graduates of its Associate's Degree Program, the College of Nursing at SUNY has been an educational innovator with expansions in the curriculum and programs throughout the intervening 58 years. Today, it is the only nursing program in the region that is part of an academic medical university. There are only 134 such universities in the nation, and just one in Central New York. The College of Nursing began offering bachelor's and master's degrees in 1984 and currently has the following advanced education programs for RNs:

- Bachelor of Science - RN to BS
- Master of Science - FNP, FPMHNP, AGNP-PC tracks
- Doctor of Nursing Practice - BS to DNP, MS to DNP
- Post Graduate Advanced Certificate - PNP, FNP, FPMHNP, AGNP-PC tracks

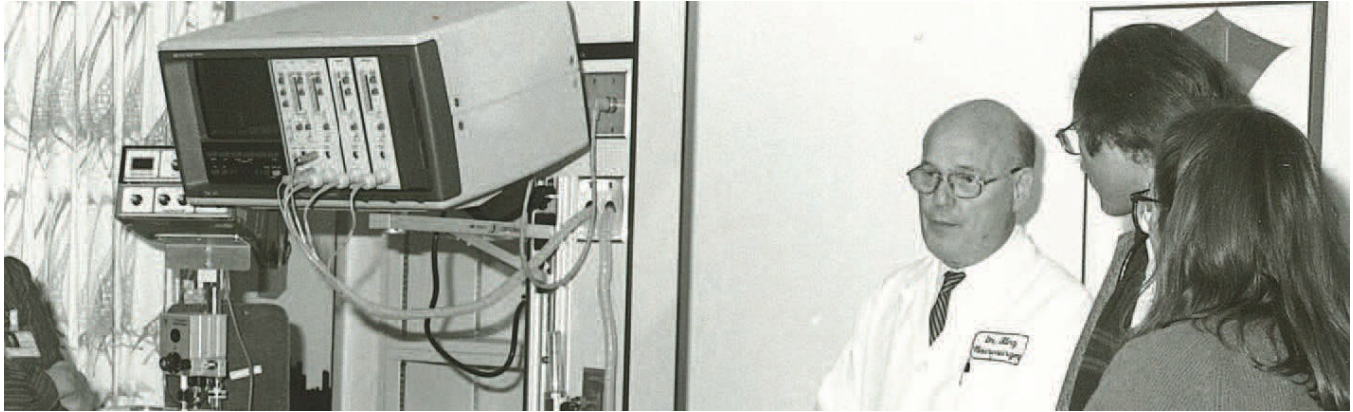
The College's 175+ students are educated by 18 faculty members and train at over 700 clinical sites.

Research and Discovery

SUNY Upstate operates a dynamic and expanding biomedical research enterprise focused on some of the most prevalent and challenging human diseases, including cancer, diabetes, cardiovascular disease, neurological disorders, vision science, and infectious diseases.

Research efforts are grounded in expertise across structural, molecular, and systems biology, supporting more than 600 funded research projects with more than \$40 million in annual funding. The university also conducts numerous clinical trials, offering patients access to emerging therapies while advancing scientific discovery.

A strategic emphasis on cancer research has attracted nationally recognized investigators and enabled the development of innovative, less toxic treatment approaches through state-of-the-art facilities and collaborative research programs.



Upstate University Health System

The Upstate University Health System serves 1.8 million people, often the most seriously ill and injured, and includes:

- **Upstate University Hospital:** The 752-bed University Hospital has long held the distinction of caring for the most seriously ill and injured in the state. In addition to being the region's only Level-I Trauma Center, University Hospital's New York State Designated Centers include: Upstate Stroke Center, Clark Burn Center, Upstate Designated AIDS Center, New York State Designated SAFE site, Upstate New York Poison Center. Further, University Hospital's Joslin Diabetes Center is a NYS Center of Excellence and its Epilepsy Clinic is a Level 4 program, the highest designation possible. Upstate was recently awarded \$450m to build a new hospital annex that will include a new Emergency Department, Burn Center, ICU and ORs.
- **Upstate Community Hospital:** The 306-bed hospital has been named a "Thomson Reuters 100 Top Hospitals: Performance Improvement Leader," and is also nationally recognized for its premier orthopedic program, spine surgery, bariatric surgery, and maternity services. Upstate Community Hospital has a medical staff of some 460 physicians who provide obstetric, psychiatric, orthopedic, gynecological, and medical/surgical services to more than 12,000 patients each year. The hospital also offers a wide range of outpatient and community health education services, including nutrition counseling and weight loss programs.
- **Upstate Golisano Children's Hospital:** Upstate Golisano Children's Hospital opened in 2009, with the mission to provide safe, effective, innovative, and family-centered care for children in the Central New York region. Today it serves children and families across 17 counties and treats over 100,000 pediatric encounters per year. As the Region's only Level 1 Trauma and Burn center, Upstate offers a complete range of health care services for children from birth to 19 years of age. A dedicated team of pediatric providers and staff care for patients in an inpatient setting that consists of General Pediatrics, Pediatric Surgery Unit, Hematology/Oncology, and the only Pediatric Intensive Care Unit in a large referral area and the only dedicated pediatric Emergency Department between Rochester and Vermont. In addition, the Children's Hospital offers a full spectrum of ambulatory services including primary care and several nationally recognized specialty medical care programs.

Clinical services extend well beyond Syracuse through numerous satellite sites and telemedicine initiatives that address specialty care shortages in rural communities.

Leadership

Mantosh Dewan, MD, President



Dr. Mantosh Dewan currently serves as president of Upstate Medical University. He is the Alan and Marlene Norton Presidential Chair and SUNY Distinguished Service Professor in the Department of Psychiatry. He is former chair of the department and has also served as director of Undergraduate Education and director of Residency Training. He was interim dean of the College of Medicine.

Throughout his career, which began at Upstate Medical in 1979 as an assistant professor of psychiatry, he has written 35 books and book chapters and 75 papers and given hundreds of presentations on topics that range from brain imaging and economics of mental health care to psychotherapy and medical education. His work has been funded by grants from the National Institute of Mental Health and the Health Resources and Services Administration.

Dr. Dewan has an active clinical practice and is listed in The Best Doctors in America. He is a Distinguished Life Fellow of the American Psychiatric Association and has received the Scientific Achievement Award from the Indo-American Psychiatrists Association, the Exemplary Psychiatrist Award from the National Alliance for the Mentally Ill, the 2010 George Tarjan Award from the American Psychiatric Association, and designated an "Exemplary Chair" by SUNY in 2011.

He holds a Doctor of Medicine from University of Bombay (currently Mumbai University). Dr. Dewan conducted his residency at University Hospital, SUNY Health Science Center in Syracuse.

Syracuse, New York

Greater Syracuse is a nexus for the movement of goods and people along the north-south and east-west axes of many transportation routes in the Northeast. Located in the center of New York on the southern shore of Lake Ontario, the Syracuse Metropolitan Statistical Area (MSA) comprises four counties: Cayuga, Madison, Onondaga, and Oswego.

The City of Syracuse, the fifth largest city in New York State, is the epicenter of New York and the Central New York region, which is home to more than one million inhabitants. It has been appropriately called the Crossroads of New York State, due to its central location and the fact that the state's two major interstate routes, the east-west New York State Thruway (Interstate 90) and north-south Interstate 81, intersect here. Situated within driving distance of the picturesque Adirondacks and a short flight or a train ride from New York City, Syracuse has stunning examples of turn-of-the twentieth century architecture, a lively music and theater scene, the I.M. Pei designed Everson Museum, and a downtown filled with restaurants and shops. Little Italy in the Northside, the Regional Farmer's Market, and numerous music, arts, and cultural festivals celebrating the region's diversity, make the city a vibrant destination in the Upstate NY area. The city of Syracuse and surrounding area is home to several other colleges and universities in addition to Upstate Medical University, such as Syracuse University, the SUNY College of Environmental Science and Forestry, Le Moyne College, Colgate University, Hamilton College, and several community colleges. There are collaborations with several of these institutions in the areas of research and academic programming.

The overall quality of life in the Syracuse area is exceptional. The cost of living in the area is low and housing is affordable. Commuting from suburban residential communities is easily managed. Downtown living is vibrant with access to many restaurants and attractions. Driving time from rural areas and the countryside is less than thirty minutes. Upstate New York may have the highest concentration of outstanding and diverse colleges and universities of any place in the world. Scientific interactions, conferences, and study groups occur throughout the region. Public schools are rated as excellent, and there are exceptional private and parochial schools. One of the Syracuse suburban high schools is among the highest academically ranked in the country. *Forbes* magazine has rated Syracuse fourth in the top 10 places to raise a family, and Syracuse is ranked among the best places to live by *U.S. News and World Report*.

Cultural activities include the Syracuse Stage, touring Broadway Shows, the Syracuse Jazz Festival, the Skaneateles Music Festival, the Everson Museum, Friends of Chamber Music Series, the Gifford Lecture Series, and activities at nearby colleges and universities. Sporting events abound with Syracuse University, Le Moyne College, the Syracuse Mets, a triple A baseball farm team for the New York Mets, and the Syracuse Crunch, an American Hockey League team affiliate for the Tampa Bay Lightning.

Playground spots for Central New York include Lake Ontario, the Finger Lakes wine country with more than 150 wineries and rich foodshed and vibrant farm-to-table scene, the Thousand Islands, and the Adirondack Mountains, all within an hour's drive from the city. These areas offer unique opportunities for camping, swimming, boating, fishing, and biking. Many state parks and smaller lakes are close to Syracuse and there are numerous golf courses. Central New York is a haven for enthusiasts of winter as well as summer sports. Downhill and cross-country skiing and night skiing areas are within easy driving distance. Skating, tobogganing, snowmobiling, ice fishing, and ice boating are also popular.

Syracuse is within a ½ day's drive of New York City and Philadelphia, and a day's drive of Washington DC, Baltimore, Toronto, Ottawa, Montreal, Boston, Cleveland, Chicago, Vermont, New Hampshire, Connecticut, and Maine.

Additional information may be found at [Visit Syracuse](#) and [Upstate Medical University | SUNY Upstate Medical University | The Upstate Impact](#).

Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a curriculum vitae or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting the Upstate Foundation in this search. For fullest consideration, candidate materials should be received by **November 6, 2026**.

Application materials should be submitted using the WittKieffer Candidate Portal by clicking [here](#). Candidates can also find this portal by visiting the WittKieffer website at www.wittkieffer.com and selecting the "Become a Candidate" button.

Nominations and inquiries can be directed to:

Greg Duyck and Maya Holt-Brockenbrough, PhD

UpstateFoundationExecDir@wittkieffer.com

The annual salary range that the Upstate Foundation reasonably projects for this position is \$250,000-\$300,000.

Upstate Foundation is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran status or disability or other protected classes under State and Federal law.