



**PROSPECTUS  
FOR THE DEAN OF  
THE COLLEGE OF  
NURSING**

**ACADEMIC BUILDING**  
COLLEGE OF NURSING  
COLLEGE OF HEALTH PROFESSIONS

**UPSTATE**

MEDICAL UNIVERSITY

[WWW.UPSTATE.EDU](http://WWW.UPSTATE.EDU) | 750 EAST ADAMS STREET, SYRACUSE, NY

## Executive Summary

WittKieffer is proud to partner with SUNY Upstate Medical University (SUNY Upstate) in their search for a visionary and strategic dean of its College of Nursing (CON).

SUNY Upstate Medical University seeks an innovative leader committed to promoting and fostering excellence in teaching, research, professional practice and service as its next Dean of the College of Nursing. This is an opportunity for a creative academic leader to build on the current success of the College and its faculty and take it to the next level of its development as a national leader in nursing education.

SUNY Upstate, located in Syracuse, is the only academic medical center in Central New York. It is also the region's largest employer with more than 13,000 employees. SUNY Upstate is anchored by its four colleges—[Graduate Studies](#) (biomedical sciences), [Health Professions](#), [Medicine](#), and [Nursing](#). Since 2006, student enrollment has grown by 16.4% as Upstate responds to the health care needs of the region and its [biomedical research enterprise](#) focuses on the most prevalent human diseases. The Upstate University Health System serves 1.8 million people per year.

This is an exciting time for SUNY Upstate's College of Nursing to continue building programs that prepare for the future of nursing and health care where technology and new teaching methodologies are changing the landscape of higher education. The Dean will play a pivotal role in advancing a compelling vision that will define what it means to be a forward-thinking college of nursing and address the critical needs of the profession. The Dean will capitalize on opportunities for interdisciplinary and interprofessional programs and research within the university, while working to address the state's health care needs, including health care disparities and their negative impact, including the unique needs of a rural population.

Minimum requirements include an earned doctoral degree, prior leadership experience gained within an academic setting, and credentials that merit appointment as a tenured full Professor in the College. SUNY Upstate seeks a Dean with high academic standards, a demonstrated commitment to diversity, and an ability to serve as a strong advocate for the College, advancing its reputation and visibility regionally, nationally and internationally. The new Dean must be able to foster collaborative partnerships with other colleges within SUNY Upstate, the SUNY Upstate clinical enterprise, other programs of nursing, other institutions of higher education, and health care organizations. The Dean must have a record that indicates the ability to grow the scholarship and research success of the College and demonstrated ability to generate financial support to achieve the goals of the College through engagement with donors, alumni, and the community.

For information regarding how to apply, submit nominations, or inquire about the role, please see the section *Procedure for Candidacy* at the end of this document.

## Role of the Dean, College of Nursing

Reporting directly to the President of Upstate Medical University, the Dean of the College of Nursing is ultimately responsible for the academic leadership of the college, which includes:

- Administration of the College
- Management of the College budget
- Review and evaluation of College programs
- Development of or significant change in academic programs in response to demonstrated health care needs
- Development of mutually beneficial relationships with other institutions and clinical education providers
- Translation of contemporary issues of health care into action plans for the College
- Participation in the recruitment, retention, and evaluation of faculty and staff in the College
- Support and encouragement of faculty growth and development in the areas of teaching, scholarship, and service
- Participation with the program leaders to ensure compliance with accreditation standards; oversight of accreditation reviews
- Identification and acquisition of additional funding from federal, state, and private sources
- Maintenance of effective communication with the faculty governance organizations
- Fostering of effective communication with faculty, staff, and students
- Working with University marketing, government relations, and public relations to promote the College
- Development and maintenance of effective communication and collaboration with other units in SUNY Upstate Medical University and other institutions of higher education
- Promotion of the College's image as a resource for nursing education, scholarship, and service
- Fostering an environment that respects and enhances diversity among students, faculty, and staff
- Collaboration with university-based units (e.g., Academic Affairs, Student Affairs, Research Office) for academic programming, policies, processes, university accreditation, and other functions
- Balancing the role of leader of the College of Nursing and the role as an institutional leader of Upstate Medical University
- Strategic planning for the College aligned with the university mission and in collaboration with the president's leadership team

Direct reports to the Dean are the Nursing faculty, Executive Assistant Dean, and Director of Operations for the college.

## Opportunities and Expectations for Leadership

### Build a bold vision for the future and engage the support of the faculty, staff, students, alumni, and the community

The Dean, in collaboration with the faculty, will articulate a shared vision for the College of Nursing that fosters a culture of innovation and service. The dean will engage faculty and leadership within the College to develop a vision and corresponding plan for the College within the University's strategic plan that supports excellence and growth. This plan should move the College toward becoming nationally recognized among the premier nursing colleges committed to academic and clinical excellence. The dean will promote interprofessional and interdisciplinary partnerships, collaborating with other SUNY Upstate colleges and Medical Center to identify opportunities for program development and research.

The dean will engage faculty in the process of continuous improvement of the curriculum and the identification of changes, enhancements, and additions that address both current and anticipated demand. The dean will identify opportunities to increase student enrollment and the College's revenue and funding. This will include engaging the faculty in identifying opportunities to recruit students from beyond the immediate Syracuse region and identifying programs that encourage historically excluded populations to pursue a career in nursing.

In the current climate of competition for students and faculty in nursing education, it is imperative that the dean determine the key differentiators that set the College of Nursing apart in order to articulate and disseminate the College's uniqueness. The dean will establish initiatives related to expanding/enhancing the student pipeline, working with SUNY Upstate's marketing department to aggressively explore opportunities to attract students. The College will need to determine its niche for outstanding graduate and undergraduate programs that position graduates for success in the workplace.

The dean will invigorate the faculty through the creation of a vibrant vision for a distinguished and contemporary College of Nursing. The new dean must develop a cohesive team among the faculty and staff, building an "esprit de corps" and making all members feel they are an essential part of the College by seeking their input and by continuing to advance a culture based upon respect, compassion, and trust. The dean will set clear expectations, holding faculty and staff accountable to established measures.

The dean will maintain a culture in which all stakeholders share a commitment to and accountability for upholding diversity, equity, and inclusion as core values, modeling fairness and respect for all. The dean will foster a community that inspires and empowers each of its members to achieve their full potential, enabling the College as a whole to do the same.

### Recruit and retain a distinguished faculty

The Dean will need to continually recruit, retain, and develop an outstanding and diverse group of faculty. The Dean must have the intellectual stature, interpersonal skills, and broad talents to help attract and retain outstanding new faculty members. The Dean will establish the highest standards in faculty recruitment, appointment, tenure, and promotion to support consistent excellence in teaching, research, and clinical practice. This will include identifying recruitment needs to support curriculum changes and program expansion at the junior, mid-level, and senior faculty levels; retaining and recruiting faculty with strong records in education, clinical practice, and research. The Dean will support the ongoing professional development of the faculty, in particular, mentoring junior faculty, encouraging faculty to be active and valued participants in curriculum evaluation and new program development.

### Advance scholarship and research

The Dean will establish and maintain a strong culture of scholarship and research among the College's faculty, providing a supportive environment that fosters research activity, facilitates achieving sponsored research funding, and promotes new research programs. This will include providing mechanisms to support early career investigators in developing programs of research and mentoring junior faculty in their research efforts. The Dean will identify opportunities for interdisciplinary collaboration with other colleges within the University, as well as with clinical partners and other external organizations, fostering the development of synergistic relationships that will advance SUNY Upstate's research enterprise. The Dean will support faculty to engage students in research projects.

### Strengthen Clinical Partnerships

The Dean will ensure strong partnerships with the leadership of the College's clinical partners, demonstrating entrepreneurship and innovation regarding how the College can help to address the health care needs of the region. It is expected that the Dean of the College of Nursing will establish and maintain a strong partnership with the Chief Nursing Officer as well as with other senior leadership within SUNY Upstate University Hospital to proactively identify opportunities to meet the Hospital's workforce demand and reduce the use of travelers.

The Dean will also develop and maintain collaborative relationships with the leadership of local, regional, and national clinics, hospitals, health systems, and other health care organizations to provide sites for student clinical rotations and other experiential learning opportunities in the field.

### Advocate for the College

The Dean will serve as a prominent and effective advocate for the College of Nursing within SUNY Upstate, as well as within the larger community. Serving as the executive representative of the College, the Dean will foster collaborative relationships with senior leadership throughout SUNY Upstate, establishing ways to align the College's priorities with those of the University. The Dean will seek opportunities to strengthen communications between the College's faculty and those of other SUNY Upstate colleges and community. It is expected that the Dean will work closely with other deans at SUNY Upstate to ensure that the University's mission is met with a collaborative approach.

### Act as the "face and voice" of the College

The Dean is expected to bring prominence to the College by actively participating in local, regional, state, and national healthcare and academic organizations (e.g. such as local hospitals, health departments, CCNE, AACN, and other accrediting bodies, and professional nursing organizations at the state and national level).

The Dean will actively participate in development efforts to increase private support from individuals, foundations, and corporations, as well as from the federal government, for initiatives that promote the quality of undergraduate and graduate education as well as the continued quality of faculty research and clinical practice.

## Professional Qualifications and Personal Qualities

### Education

An earned research doctorate (Ph.D., DNSc, or Ed.D.) from an accredited institution with at least one graduate degree in nursing.

- Eligible for licensure as a Registered Nurse (RN) in New York State.

### Knowledge and Work Experience

- Minimum of five years of experience in academic nursing and higher education administration.
- National reputation as an academic leader who has a demonstrated record of achievement.
- Record of achievement in teaching, scholarship, and service, which merits appointment as a tenured full Professor in the College.
- Strong, sustained record of senior leadership and administrative experience in support of students and faculty in teaching, service, and scholarship excellence gained within an academic nursing setting.
- Successful resource management experience gained within an academic institution.
- Deep understanding of and prior involvement in an active research program or history of a successful program of funded research.
- Keen insights into the range of key issues and opportunities in the nursing profession, nursing education, research, health care policy, and delivery with the ability to position the College of Nursing to meet the challenges inherent in health reform.
- Ability to manage an academic organization and work effectively and collaboratively with community leaders, interdisciplinary professionals, and colleagues within a university.
- Ability to identify, recruit, retain, and develop outstanding faculty and staff.
- A commitment to enhancing racial, ethnic, and gender diversity in the student body and faculty; demonstrated commitment to fostering a diverse and inclusive environment.
- Ability to raise funds from interested donors for endowments to support scholarships, professorships, chairs, and programs.
- The ability to work well at all levels in a complex and diverse environment, fostering a spirit of collaboration with faculty, colleagues, and administrators.
- Demonstrated sustained success in building partnerships and relationships across academic disciplines, administrative units, and external communities.
- Outstanding judgment and the capacity to set and communicate priorities and to lead the College of Nursing forward.
- Experience implementing interprofessional educational activities.

## Leadership Skills and Competencies

- Demonstrated passion for excellence in all aspects of the College of Nursing's mission, including research, education, community engagement, and public service.
- A visionary leader who can establish an inspiring vision for the College's future, who is committed to the University and College missions, and who is committed to growing and developing faculty, staff, and students, achieving prestige through the success of the College and its members rather than through his or her own clinical and research work.
- A persuasive communicator with strong interpersonal skills who is an empathetic, respectful listener and who can create an atmosphere that allows individuals to flourish within the context of the College's and University's strategic plans. Works effectively with individuals at all levels within SUNY Upstate and can identify and align key stakeholders to her/his cause.
- A diplomat who demonstrates a collaborative approach by working closely with SUNY Upstate's leadership and faculty, with faculty and leadership within the College, administration of regional health care organizations, as well as other outside organizations and individuals.
- A decision-maker with a commitment to achieve set goals and to establish a culture of responsibility and fairness. Possess a management style that balances personal accountability with the delegation of authority necessary for operational efficiency and supporting highly effective teams.
- Demonstrated belief in shared governance.
- A confident manager and team builder with strong organizational and business skills and conflict resolution ability who knows how to tolerate uncertainty, lead change, and achieve goals in a complex, evolving environment.
- A mentor with strong coaching skills to nurture the development of faculty into accomplished educators, practitioners, and researchers.
- A service-driven, community-focused individual who enjoys networking with community leaders and health care providers to identify opportunities to enhance community health.



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## About SUNY Upstate Medical University: College of Nursing

### Overview

The SUNY Upstate College of Nursing (CON) offers a distinctive opportunity to lead the only nursing program in Central New York embedded in an academic medical center, one of only 134 such universities nationwide. Since 1959, when the College graduated its first cohort from an associate degree program, it has demonstrated a sustained commitment to innovation in nursing education, expanding to include baccalaureate and graduate programs beginning in 1984 and continuing to evolve in response to the changing healthcare landscape. Today, the College combines this legacy of growth with a strong focus on academic excellence, clinical impact, and community health. Faculty and leaders work within a collaborative, mission-driven environment where education, practice, and scholarship are closely integrated and interdisciplinary engagement is central.

### Mission

To leverage the powerful, professional voice of Nursing through outstanding education, clinical expertise, and research to improve health across the communities we serve.

### Vision

To be the preeminent public College of Nursing in New York State.

Located in Syracuse, New York, on the ancestral lands of the Onondaga Nation at the heart of the Haudenosaunee Confederacy, the College maintains a strong commitment to diversity, equity, and inclusive excellence. As part of Upstate's presence on "University Hill," alongside Syracuse University and the SUNY College of Environmental Science and Forestry, it plays an important role in expanding access to education and diversifying the healthcare workforce. The College supports a growing student body through flexible, career-advancing programs, including:

- Accelerated Bachelor of Science in Nursing (ABSN)
- RN to BS
- MS (Nursing Education, PNP, FNP, FPMHNP, AGNP-PC)
- DNP (BS to DNP, MS to DNP)
- Post-graduate advanced certificates (Nursing Education, PNP, FNP, FPMHNP, AGNP-PC)

With an annual operating budget of approximately \$2.4M, 18 faculty members, and projected enrollment of more than 200 students in the Fall of 2026, the College offers a personalized academic environment with small class sizes, flexible online and hybrid formats, and access to more than 700 diverse clinical training and practice sites. Supported by dedicated faculty who are active clinicians and scholars, as well as modern facilities including a state-of-the-art simulation center, the College is well positioned to advance nursing education and drive meaningful improvements in health outcomes across Central New York and beyond.

### Programs

The College of Nursing at SUNY Upstate Medical University is part of a dynamic academic medical university. The College provides RNs with the education they need for expanded roles and career advancement and offer flexible programs and full- and part-time enrollment options.

### **Accelerated Bachelor of Science in Nursing (ABSN) Program**

This accelerated five semester program is designed for individuals who already hold a bachelor's degree in another field. It is thoughtfully designed to support both flexibility and hands-on learning. Students complete their core RN coursework and clinical experiences in person at Cayuga Community College, while bachelor's-level coursework through Upstate is delivered online. This hybrid structure allows students to engage in three to four days per week of in-person learning, with the remaining coursework completed online balancing academic rigor with accessibility.

### **Bachelor of Science - Online RN to BS Program**

The fully online RN to Bachelor of Science program is for currently licensed Registered Nurses with an Associate's Degree or Diploma in Nursing. This program gives students the chance to explore the vast field of nursing and discover new areas in which to practice, as well as building the foundation for graduate study. Designed to accommodate work and family life, the program offers part-time and full-time scheduling options in an asynchronous online learning format. This program allows New York-based, associate-prepared registered nurses to fulfill the "BSN in 10" requirement as outlined by the Office of Professions, but the online format makes it accessible to licensed registered nurses anywhere.

### **Nursing Education - MS and Post-Graduate Certificate**

This post-graduate Certificate in Nursing Education is designed for nurses who already hold a master's or doctoral degree and are seeking to strengthen their expertise in teaching and curriculum development. The program emphasizes evidence-based teaching strategies, instructional design, and student assessment methods.

This program:

- Available as a stand-alone post-master's certificate
- Flexible entry for working professionals
- Focused preparation in key areas of teaching and learning

### **Master of Science in Nursing Education**

The Master of Science in Nursing Education program is designed for nurses who are passionate about advancing the profession by becoming skilled educators. The primary goal of the fully online program is to develop highly skilled nurse educators who can effectively teach and mentor nursing students, ensuring the future nursing workforce is well-prepared to meet healthcare demands. Graduates will be able to design, implement, and evaluate nursing education programs in various settings, contributing to the advancement of nursing education and practice.

### **Master of Science Program**

The Master of Science in Nursing Program is designed to prepare the baccalaureate registered nurse for advanced nursing practice as a Nurse Practitioner. The program runs seven semesters and includes online and in-person classes.

Throughout the MS NP program, students will be thoroughly prepared for national board certification as Family Nurse Practitioners (FNP), Family Psychiatric Mental Health Nurse Practitioners (FPMHNP), Adult Geriatric Nurse Practitioners (AGNP), Pediatric Nurse Practitioners (PNP), and advanced roles in healthcare.

After earning the MS NP, students may choose to continue on with the College of Nursing's seamless pathway to the Doctor of Nursing Practice (DNP) Program.

## BS to Doctor of Nursing Practice Program

The Bachelor of Science to Doctor of Nursing Practice (DNP) Program at Upstate Medical University College of Nursing is specifically for nurses seeking to develop their clinical skills and versatility. The skills of Nurse Practitioners (DNPs) make them essential resources in many different settings. DNPs can choose a variety of workplace options, depending on their scope of practice and population served.

### Available Tracks

- Pediatric Nurse Practitioner (PNP)
- Family Psychiatric Mental Health Nurse Practitioner (FPMHNP)
- Family Nurse Practitioner (FNP)
- Adult Geriatric Nurse Practitioner (AGNP)

## Post-Master's Doctor of Nursing Practice Program

The Post-Master's Doctor of Nursing Practice (DNP) Program at SUNY Upstate Medical University College of Nursing is for family, psychiatric, adult geriatric, and pediatric nurse practitioners or clinical nurse specialists (CNS) who are looking to deliver optimal patient care, be an instrument of change and innovation and become an expert in their field.

The part-time Doctor of Nursing Practice (DNP) Program at SUNY Upstate Medical University College of Nursing accepts applicants with a completed masters degree and National Certification in the following primary care specialties: adult, geriatric, adult/geriatric, family, psychiatric, and pediatric nurse practitioners or clinical nurse specialists (CNS). The Post Masters DNP program will prepare graduates to deliver optimal patient care, be an instrument of change, innovation, and an expert in their field.

The DNP degree prepares nurse experts for the highest level of advanced practice, expanding the APRN role in leadership, health policy and advocacy, interprofessional practice, and information technology. The expanded clinical role provides the DNP skills to translate and generate evidence-based knowledge into clinical practice that promotes safe, effective, and equitable patient care.

This 100 percent online program is designed for nurses who aspire to reach the pinnacle of clinical practice, leadership, and patient care, the DNP. This option offers a timely and cost-effective pathway from the MS NP degree to the DNP, allowing students to build on their advanced clinical knowledge while deepening their expertise in areas such as evidence-based practice, healthcare policy, and organizational leadership. The online DNP Program is part-time to allow flexibility, so Nurse Practitioners can continue to practice while completing the terminal degree.

## Post Graduate Advanced Certificate Program

The Post Graduate Advanced Certificate Program is designed for RNs who are already nurse practitioners or clinical nurse specialists who want to become certified in an additional specialty area as:

- Family Nurse Practitioner
- Family Psychiatric Mental Health Nurse Practitioner
- Pediatric Nurse Practitioner
- Adult Geriatric Nurse Practitioner

The program is offered in hybrid format including online and face-to-face courses.

### **Upstate Medical University Nurse Practitioner Residency and Fellowship (UMUNPR) Program**

The Upstate Medical University Nurse Practitioner Residency and Fellowship (UMUNPR) is a residency program with a robust 12-month curriculum of didactic and clinical experiential learning. The UMUNPR program will provide primary care transition to practice support for newly graduated and new to practice Advanced Practice Registered Nurses.

The UMUNPR is based out of Upstate Medical University College of Nursing. 4 Nurse Practitioner Residents will go through the program annually. Each resident will be placed at one of the clinical partner sites; East Hill Medical Center in Auburn NY, Liberty Resources in Syracuse NY, Onondaga Nation in Nedrow NY, or Family Medicine in Syracuse NY. The residents will receive clinical rotations in various specialties and access to specialized interdisciplinary training sessions and workshops.

### **Location**

In September 2016, the College of Nursing moved from its former Cedar Street location into its new first-floor home in the New Academic Building. Team-based learning, distance learning, and interprofessional education come alive in classrooms rich with technology and labs designed to empower the 21<sup>st</sup> century student.

Students are at the hub of the campus, with indoor accessibility from the CON to the Clinical Skills Lab, the Library, Upstate University Hospital, and all the way to the West Parking Garage.

A large, flexible lecture hall on the fourth floor accommodates up to 349 students, making it the largest gathering space on the Upstate campus.

The construction aligns with Upstate's commitment to stewardship of the environment, which aligns with the institution's overall mission "to improve the health of the communities we serve." LEED Silver certification has been pursued from the U.S. Green Building Council.

In Central New York, the vision to educate healthcare professionals to meet the needs of our current and future populations could not be fully realized without a 21<sup>st</sup> century facility such as the New Academic Building.

### **Accreditation**

The Doctor of Nursing Practice (DNP) program, the baccalaureate degree program in nursing, master's degree program in nursing, and post-graduate certificate programs at Upstate Medical University are accredited by the Commission on Collegiate Nursing Education (CCNE).



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## About State University of New York 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 Nursing, 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.

### Norton College of Medicine

The Alan and Marlene Norton College of Medicine began in 1834, in Geneva, New York. It is the 14<sup>th</sup> 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 Health Professions**

Established in 1971, with roots dating to 1956, the College of Health Professions (CHP) comprises seven academic departments that together offer 14 programs, combining a supportive, small-campus environment with strong clinical and research resources to prepare graduates for collaborative, patient-centered care.

CHP delivers hands-on, clinically grounded education and plays a key role in advancing the University's mission in education, research, and patient care, with a focus on interdisciplinary collaboration, community engagement, and improving health outcomes across Central New York and the broader region.

Undergraduate programs include:

- Medical Biotechnology (BS)
- Medical Imaging Science/Radiography (BS)
- Medical Imaging Science/CT & MRI (BPS)
- Medical Laboratory Science (BS)
- Radiation Therapy (BS/BPS)
- Respiratory Therapy (BS)
- Ultrasound (BS/BPS)

Graduate and doctoral offerings include:

- Respiratory Therapy (BS)
- Behavior Analysis Studies (MS)
- Clinical Perfusion (MS)
- MedPrep (MS in Medical Technology)
- Physical Therapy (DPT)
- Physician Assistant Studies (MS)

## 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 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 just 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.



## 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, in a community that is culturally and ethnically diverse 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 Reports.

Cultural activities include the Syracuse Opera, 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.

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

Nominations and inquiries can be directed to:

Greg Duyck, Claudia Teschky, Michael Anderson, MD, and Alana Penley

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