

STATE UNIVERSITY OF NEW YORK PLATTSBURGH

Vice President, Diversity, Equity and Inclusion

Leadership Profile

February 2026



Executive Summary

The State University of New York College (SUNY) at Plattsburgh is seeking well-qualified, dynamic candidates for the position of Vice President for Diversity, Equity and Inclusion. Reporting directly to University President [Alexander Enyedi](#) and serving as a member of the President's cabinet, the Vice President will create and implement policy to reflect campus commitment to inclusive excellence, evaluate inclusiveness and implement best practices related to diversity, equity and inclusion. As a senior cabinet member, the Vice President will share responsibility for institutional strategy, culture and planning in support of the university's long-term sustainability and student success goals.

Situated in one of the world's most beautiful regions, SUNY Plattsburgh's main campus is on the Saranac River adjacent to Lake Champlain between the Adirondack Mountains of New York and the Green Mountains of Vermont. SUNY Plattsburgh is a vibrant residential, public, comprehensive University, and a member of the State University of New York's (SUNY) system of higher education, committed to student-centered academic excellence. While the University enrolls approximately 4600 students in 70+ baccalaureate, certificate and master's programs, an average class size of 22 students allows the individual attention necessary to ensure that its graduates are educated to succeed in an increasingly complex, multicultural and interdependent world.

The community of students, faculty and staff at SUNY Plattsburgh live and embody the University's commitment to a mission grounded in academic excellence, experiential learning and meaningful community engagement. As the institution advances its [Plattsburgh Next Strategic Plan](#), it is aligning resources, enrollment strategy, and institutional priorities toward sustainable growth, student success and modern academic practices. Within this context, the Vice President for Diversity, Equity and Inclusion plays a central role in shaping the future of the campus and ensuring that equity is an institutional priority reflected in daily practice. The Vice President will work in close partnership with Academic Affairs, Enrollment and Student Success, Human Resources and other divisions to ensure equity and inclusion efforts are aligned with institutional planning, enrollment priorities and student success outcomes.

The Vice President provides strategic leadership for the development, implementation and continuous assessment of the University's diversity and inclusion agenda. This includes guiding an updated division-level strategic plan, evaluating institutional policies and practices and advocating for the organizational and cultural changes necessary to build a more inclusive campus environment. An integral member of the President's Cabinet, this leader influences high-level planning and decision-making and oversees the Title IX, Title VI and Affirmative Action offices, ensuring the University meets its civil rights responsibilities while advancing a broader equity vision. As a member of the President's Cabinet, the vice president will be a senior officer of the University, sharing responsibility and authority for the leadership of the University as a whole, for making decisions about strategy, priorities and resources. This role requires an enterprise-wide perspective and the ability to work collaboratively across divisions and within shared governance structures to advance institutional priorities.

The successful candidate will be an advocate, a skilled convener and an expert on diversity, equity and inclusion who possesses excellent communication skills, both written and verbal, as they build and sustain community and collaborative relationships. They will bring an experienced and compassionate lens to the work as they anticipate, plan for and assess policies and practices. In addition, the successful candidate will be an innovative and committed leader adept at developing relationships and forging connections with an invested community. Experience in establishing a strategic vision, sparking and sustaining cultural change and communicating with multiple constituencies are core to this leadership. Willingness to engage in courageous conversations, strong collaboration skills, political acumen and resourcefulness will also be important assets for the Vice President. SUNY Plattsburgh is an institution that values seasoned professionals who bring senior administrative experience, cabinet-level insight and a deep understanding of the complexities of institutional roles, including shared governance and labor unions.

Confidential review of applications, nominations and expressions of interest will begin immediately and will continue until an appointment is made. Information on how to nominate a candidate or to apply for this opportunity can be found in the “Procedure for Candidacy” at the end of this document.



Role of the Vice President, Diversity, Equity and Inclusion

Institutional Context and Strategic Direction

SUNY Plattsburgh is a comprehensive public residential university that integrates liberal arts traditions with strong professional and preprofessional pathways. The institution is deeply committed to experiential learning, community engagement, global awareness and preparing students for real-world success. Programs such as internships, undergraduate research, civic partnerships and education abroad opportunities form a core part of the student experience, helping learners connect theory with practice in meaningful ways. Guided by the [Plattsburgh Next Strategic Plan](#), the University is working to strengthen its financial sustainability, align enrollment strategies with institutional capacity and advance a culture that places student success at the center of decision-making. This plan calls for innovation, cross-campus collaboration and a renewed focus on practices that promote both academic excellence and long-term institutional vitality.

Leadership Expectations

The Vice President plays a critical role in shaping how SUNY Plattsburgh lives out its mission and commitments. This leader is responsible for guiding the continued development, implementation and assessment of the University-wide strategic plan for diversity, equity and inclusion. The Vice President must also create a division-level strategic plan that aligns with institutional goals, responds to evolving needs and sets a clear direction for the future of diversity, equity and inclusion work on campus. In this capacity, they review and evaluate policies, procedures and practices across the institution, identifying gaps and advocating for the cultural and organizational changes needed to foster equity. As a member of the President's Cabinet, the vice president has a direct role in shaping institutional priorities and ensuring that diversity, equity and inclusion remain visible and integral to university strategy. The position includes oversight of the Title IX, Title VI and Affirmative Action offices, reinforcing the University's obligations to fairness, civil rights compliance and a safe learning environment. The Vice President will be expected to establish clear assessment measures and regularly evaluate progress to ensure initiatives are aligned with institutional goals and demonstrate measurable impact.

Collaboration, Engagement and Shared Ownership

Success in this role depends on meaningful collaboration and the ability to build strong, trusting relationships across campus. The Vice President must be an active convener who brings together students, faculty, staff and community partners to co-design strategies and solutions. The University benefits from faculty members who are eager to test new ideas and serve as early adopters and the Vice President is poised to harness this enthusiasm by encouraging innovation and supporting pilots that can be scaled. Energy, authenticity and a proactive approach are essential. The Vice President must meet people where they are, listen with care, invite participation and celebrate contributions widely. Through cross-functional working groups, open dialogue and consistent feedback structures, the Vice President can count on active and shared ownership. The result is a campus-wide coalition that drives progress, spreads successful practices, and keeps diversity, equity and inclusion initiatives grounded in the lived realities of the students, faculty and staff who make up the Plattsburgh community. Experience working effectively within shared governance and collective bargaining environments will be essential to building trust and sustaining progress.

Opportunities and Expectations for Leadership

Community Presence & Trust-Building

The next Vice President must be a visible, personable leader who builds trust through steady, meaningful engagement with students, faculty and staff. This requires being present in the places where students live, study and socialize, listening actively to their experiences and showing humility by acknowledging blind spots and adapting based on community feedback. A sense of belonging grows through genuine relationships, and students are far more likely to feel recognized and valued when leaders understand their daily realities, appreciate both the campus culture and the local community, and respond with empathy. By remaining approachable, transparent, and consistently responsive, the Vice President can strengthen the social fabric of the campus and help ensure that students continue to feel cared for as individuals rather than treated as statistics. This kind of presence allows students to feel grounded, supported and confident in finding their place within the wider campus community.

Strategic Leadership: Programs, Events & Long-Term Vision

The Vice President amplifies campus-wide diversity, equity and inclusion efforts for a coherent and long-term strategy that guides decision-making in designing and strengthening programs, signature events and recurring initiatives that weave belonging into students' daily experiences. At the same time, a strong strategic plan for diversity, equity and inclusion also includes clear assessment methods that can evaluate participation, shifts in the campus climate and student outcomes over time, ensuring that the work is grounded in evidence rather than anecdote.

By blending an aspirational vision with operational practicality, the Vice President can connect immediate wins, such as revitalizing existing events or strengthening outreach, with broader goals like expanding equity pathways, improving retention for students who face added barriers, or building deeper understanding between different student groups. This balanced approach ensures that diversity, equity and inclusion efforts are sustainable, systemic, and genuinely felt by students in their everyday campus lives.

Equity Advancement & Climate Realities

Advancing equity at SUNY Plattsburgh requires an approach that is closely aligned with the distinctive student population on campus and the broader national climate surrounding diversity, equity and inclusion work. The next Vice President must design strategies that speak directly to the lived realities of students who face unique or intensified barriers. This includes international students who are adjusting to a new culture, students from high poverty backgrounds who are balancing financial and academic demands, and students from rural or conservative communities who may experience campus life in different ways than their peers. Prioritizing outcomes for these groups means creating support, programs, and engagement opportunities that meet students where they are and honor the range of experiences they bring to the University.

This work requires steadiness and clarity during a period when diversity, equity and inclusion efforts are sometimes questioned or misinterpreted. Along with others in campus leadership, the Vice President must be able to explain the purpose and value of diversity, equity and inclusion with confidence and openness, even when facing resistance since this work is core to student success, academic quality and the overall strength of the institution, rather than political. Building strong partnerships with faculty, staff, students and local community members will be essential for maintaining momentum, bringing together diverse viewpoints, and reinforcing that equity is a shared responsibility not just across campus but in the broader surrounding community. Through collaborative leadership and principled courage, the Vice President can help Plattsburgh advance equity in a way that is context-aware, durable and deeply rooted in the institution's mission and values.

Professional Qualifications and Personal Qualities

The successful candidate will be an experienced and compassionate leader who can anticipate, plan for and assess the policies and practices of DEI. The successful candidate will also be an advocate for creating cultural and organizational change amongst the campus community. The successful candidate will bring both strategic vision and demonstrated ability to operationalize initiatives across complex organizations.

The Vice President will be responsible for leading the further development, implementation and ongoing assessment and monitoring of SUNY Plattsburgh's strategic plan for diversity and inclusion, including the creation of a division-specific strategic plan. The division also includes the University's Title IX, Title VI and Affirmative Action Offices. The Vice President will collaborate across divisions to align diversity, equity and inclusion priorities with enrollment strategy, student success and institutional effectiveness efforts.

Additionally, the Vice President will establish and nurture collaborative partnerships with all stakeholders: faculty, students, staff and the Plattsburgh community. The leader will partner with the other Vice Presidents and academic deans who are committed to the current and future DEI work on campus. Other partnerships will include Human Resource Services, Accessibility Resources Office, Strategic Enrollment Management, Faculty Senate, University Police, The Learning Center, collective bargaining units and other University Stakeholders.

The ideal candidate will have the following required professional qualifications and personal characteristics:

- A Master's degree in a related field;
- A minimum of seven years of progressive professional experience in higher education or an adjacent field;
- Proven ability to provide DEI strategic leadership, build a common vision and cultivate a collaborative culture relative to DEI and institutional goals;
- Demonstrated administrative and management skills and the ability to develop and mentor a DEI team;
- Proven ability to communicate effectively;
- Knowledge of and commitment to contemporary issues of inclusion, social justice, diversity, access and equity, including the current scholarship and pedagogical approaches that inform and address these issues.

The Preferred qualifications and personal characteristics are:

- Five years of progressive professional experience with Diversity, Equity and Inclusion work;
- Programming experience at the post-secondary level;
- Proven understanding of Title IX and Title IV guidelines and processes.
- Proven supervisory experience of small to moderately sized teams;
- Familiarity with public higher education;
- External grant-seeking experience;
- Demonstrated experience leading transformational or organizational change; and
- Experience dealing with embedded systems and policies.



About the State University of New York at Plattsburgh

Overview

The State University of New York College at Plattsburgh (SUNY Plattsburgh) is a primarily residential, liberal arts-oriented public institution located in a small city setting in rural northern New York. It is one of 64 campuses within the State University of New York (SUNY) system.

SUNY Plattsburgh traces its roots to 1889, when the state of New York established a teacher-training institution in Plattsburgh known as the Normal and Training School. Two years later, the first three students graduated. Over time, the institution expanded its curriculum, and by 1939, it was authorized to offer four-year degrees in home economics and elementary education. In 1942, it was renamed the State Teachers' College of New York at Plattsburgh, and in 1948, it became one of the founding members of the SUNY system.

Today, SUNY Plattsburgh offers more than 70 degree programs across three academic schools: Arts & Sciences, Business & Economics and Education, Health & Human Services. The campus operates an additional branch in Queensbury, New York, on the SUNY Adirondack campus, where selected undergraduate and graduate programs are offered.

Mission Statement:

SUNY Plattsburgh provides outstanding liberal arts and pre-professional programs along with a college experience that prepares students for their professional and civic futures. We recognize our unique location and

commitment to social and environmental responsibility as integral to our identity. We maintain a nurturing, accessible campus climate for a diverse student body, where each student is valued and supported in pursuing their educational goals.

Vision Statement:

SUNY Plattsburgh will be the North Country's preeminent public college, embracing environmental sustainability and social responsibility. We will be a destination campus that serves all students in an inclusive environment with academic excellence as our foundational core. We will be a valued community collaborator and a critical driver of economic growth and vitality for North Country residents.

Values:

- Student-centered education
- Academic excellence
- Diverse people, experiences and ideas
- Critical inquiry
- Community and civic engagement
- Integrity, civility and collegiality
- Environmental sustainability
- Affordability and value
- Stewardship of resources
- Freedom to speak, think and write



Academics

SUNY Plattsburgh offers more than 60 degree programs within three academic schools:

School of Arts & Sciences:

[The School of Arts and Sciences](#) is the largest division at SUNY Plattsburgh, with more than 250 full- and part-time faculty in 23 academic departments and centers. The school offers more than 50 different degree programs, and most of the courses that make up the university's general education program fall under arts and sciences. The faculty of the School of Arts and Sciences provides excellence in learning opportunities for all students at SUNY Plattsburgh through a core liberal arts education that develops students who can think critically, master their discipline, communicate effectively and are broadly educated.

School of Business & Economics:

The business program within the [School of Business and Economics \(SBE\)](#) is accredited by the Association to Advance Collegiate Schools of Business, AACSB International. SUNY Plattsburgh is the first non-Ph.D. granting SUNY institutions to have their Business and Economics programs be a member of the group of prestigious business programs that are accredited by AACSB International.

School of Education, Health & Human Services:

[The School of Education, Health and Human Services \(EHHS\)](#) helps SUNY Plattsburgh meet its mission by offering programs to prepare students for careers that make a positive difference in others' lives. Services provided by Plattsburgh graduates promote health and well-being for individuals and their families across the lifespan. Students gain knowledge, skills and professional dispositions with hands-on training in early field placements, practicums, clinical placements, or expeditions as they prepare to enter professional fields.



Leadership

Alexander Enyedi, President

Before coming to the North Country, President Enyedi served as provost and vice president for academic affairs at Humboldt State University, one of 23 campuses in the California State University system. At Humboldt State, Dr. Enyedi oversaw 13 distinct units, including three academic colleges, the Office of Diversity, Equity and Inclusion and the Office for Research and Sponsored Programs, among others. He oversaw an operating budget of \$79 million, or about 60 percent of the university's total general fund budget.



Deeply committed to diversity, equity and inclusivity, Enyedi positioned academic affairs at Humboldt State as a role model for related campus-wide activities, driving system change for equity on campus. Additionally, he was responsible for transforming, reorganizing and developing novel infrastructure/organizational units within Academic Affairs, including the establishment of a new Center for Teaching and Learning and the Office of Institutional Effectiveness.

Among other initiatives at Humboldt State, Enyedi coordinated a collaborative relationship with the College of the Redwoods and the HSU California Center for Rural Policy that established a new RN-to-BSN program that was implemented in the fall semester of 2020. He also led an inclusive campus-wide effort to create and implement Humboldt State's new five-year strategic enrollment management plan.

Enyedi came to Humboldt State in 2015 after a 22-year career at Western Michigan University in Kalamazoo, Mich. His last five years at Western Michigan were as dean of the College of Arts and Sciences. As dean, Enyedi had direct oversight of 26 departments, schools and interdisciplinary programs. He joined the Western Michigan faculty in 1993 as an assistant professor in the Department of Biological Sciences. He moved through the ranks to full professor there in 2002. He was named associate dean in 2005 and dean in 2010.

Enyedi earned his doctorate in plant pathology/biochemistry from Pennsylvania State University. He was awarded a post-doctoral fellowship at the Center for Agricultural Biotechnology at Rutgers University. Born in Canada, Enyedi earned both his master of science and bachelor of science degrees from the University of Guelph in Ontario, Canada.

System Governance

SUNY's leadership structure consists of a board of trustees, chancellor, system administration senior staff and campus presidents—each official working together in his or her capacity to advance the mission and vision of the System.

SUNY operates on a shared governance system, in which faculty, professional staff, administration, governing boards and students participate in the development of policies and in decision-making that affects the institution. SUNY has three main bodies that interact with each other and the Board of Trustees: The University Faculty Senate, the Student Assembly and the Faculty Council of Community Colleges. By coming together with different constituent groups who have different opinions on how an institution should be governed, the shared governance process can help institutions implement necessary changes.

SUNY delegates to campus presidents a range of duties. The president determines what college administrative officers are needed, assigns the powers, duties and responsibilities of each and supervises the professional and non-academic staff. The president also recommends the annual budget request of the campus and makes recommendations concerning the operation, plans and development of the college

SUNY Shared Governance Groups Include:

- University Faculty Senate
- Faculty Council of Community Colleges
- SUNY Student Assembly
- Association of Council Members & College Trustees
- New York Community College Trustees





Plattsburgh, New York

SUNY Plattsburgh is situated in one of the most beautiful regions in New York, on the western shore of Lake Champlain near the Adirondack Mountains and about 20 miles from the U.S.-Canada border.

Recognized by UNESCO since 1989 as the Champlain-Adirondack Biosphere Reserve, the region is the largest protected natural area in the Eastern United States.

Greater Plattsburgh is a community of nearly 32,000 people located in the northeast corner of the state. Students appreciate the City of Plattsburgh for its clean, tree-lined streets, its relaxed pace of life and its friendly, hospitable people. The community's downtown area is only a few blocks from campus. A student, government-sponsored van service provides transportation several times daily to shopping and entertainment centers in the city and its outlying districts.

Plattsburgh is centrally located between a range of amenities, including outdoor recreation and diverse urban metropolises. Plattsburgh is within an hour's drive from Whiteface Mountain, one of the premier ski centers in the Eastern United States and Lake Placid, America's Olympic Village. The North Country offers myriad opportunities for outdoor recreation: skiing, snowshoeing, mountain climbing, camping, fishing, boating, tennis and golf.

Burlington, Vermont, accessible by year-round ferry, is less than an hour away by car. Montréal, one of the most diverse and cosmopolitan cities in Canada, is also a one-hour drive from campus. Travel by car or express bus to the New York City and Long Island areas takes about six hours.



Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV/resume and a letter of interest. Review of applications has begun and will continue until the position is filled. For fullest consideration, all materials should be received by March 30th.

Please direct all nominations and applications through the [WittKieffer Candidate Portal](#). Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com. Additional inquiries can be directed to Charlene Aguilar and Jevon Walton at:

SUNYPlattsburghVPDEI@WittKieffer.com

The salary range for this position is \$165,000-\$180,000

SUNY Plattsburgh is an equal opportunity employer, committed to excellence through diversity. As an equal opportunity employer and a government contractor subject to VEVRAA, SUNY Plattsburgh complies with hiring regulations regarding sex, color, religion, national origin, disability, age and veteran status.

Pursuant to Executive Order 161, no State entity, as defined by the Executive Order, is permitted to ask, or mandate, in any form, that an applicant for employment provide his or her current compensation, or any prior compensation history, until such time as the applicant is extended a conditional offer of employment with compensation. If such information has been requested from you before such time, please contact the Office of Employee Relations at (518) 474-6988 or via email at info@oer.ny.gov.