

UNION COLLEGE

FOUNDED 1795

Vice President for Admissions, Financial Aid, and Enrollment

Leadership Profile

Fall 2025



WittKieffer

Executive Summary

Union College, a historic and distinguished residential liberal arts college, seeks an innovative, strategic, and inspiring leader to serve as its next vice president for admissions, financial aid, and enrollment.

Founded in 1795 and located in Schenectady, New York, Union is one of the oldest colleges in the nation and the first to redefine traditional liberal arts education with the inclusion of modern languages, science, and engineering early in its history. As technology advances and the boundaries between disciplines are increasingly blurred, Union's integrated approach to liberal arts and engineering combined with exceptional faculty, motivated students, and supportive alumni provides an outstanding platform to continue a rich history of innovation and propel the College toward a bold future. At Union, students and faculty work side-by-side in a collaborative and intellectually vibrant environment that extends beyond the classroom. Learning happens both on campus and out in the world, with opportunities for hands-on research, community engagement, and global exploration. The College's picturesque campus, nestled in a dynamic mid-sized city, offers the perfect blend of natural beauty and urban energy. Union College benefits from proximity to Albany, New York City, Boston, and Montreal. The area offers a mix of urban amenities and natural beauty, including theaters, restaurants, and access to the Adirondack, Berkshire, and Catskill Mountains for outdoor recreation.

The next vice president will join an ambitious and innovative institution, ever committed to its founding mission and ready to push itself in new ways to meet the challenges and opportunities of the present and future. The vice president will report to [President Elizabeth Kiss](#), who joined Union on July 1, 2025, as its 20th president. The new enrollment leader will collaborate with the president and senior leadership team to enhance Union's existing momentum, which is characterized by new academic programs, the expansion of academic and [athletic facilities](#), and an enriched residential experience for students.

As the Union College community comes together to advance a data-informed plan for enrollment, the vice president will serve as the guiding force, contributing the ideas, strategy, vision, and leadership necessary to realize these aspirations. Leading an area of significant impact, the vice president has broad responsibility for recruiting and enrolling a highly talented student body that brings diversity in all its forms. With responsibility for admissions and financial aid, the vice president will provide dynamic, bold, and inspirational leadership to an exceptionally strong and dedicated staff that will welcome new and creative methods to achieve enrollment results.

This is a highly visible role that requires strategic insight, data fluency, out-of-the-box thinking, and a deep commitment to students. The next vice president will bring a passion for the synergy of liberal arts, science, and engineering and will work in partnership with the president and senior leadership team to secure Union's place as the national leader in integrated liberal arts education. Union seeks a dynamic, entrepreneurial professional who understands the evolving landscape of higher education and is energized by the challenge of driving enrollment progress.

Union College is seeking a leader who can inspire action across the College to galvanize enrollment efforts. The ideal candidate will possess depth in enrollment, strong professional connections, and the presence to serve as a persuasive ambassador for Union, amplifying the College's story across multiple platforms. The successful candidate will be able to set clear goals, monitor progress, and make adjustments with agility. Analytical prowess with the ability to uncover meaning for evidence-based strategies is essential, as is the ability to translate enrollment priorities and tradeoffs to diverse constituencies. Additionally, the vice president will embrace calculated risks, challenge convention, and constantly seek new ways to meet enrollment goals.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy on page 13.

Role of the Vice President for Admissions, Financial Aid, and Enrollment

The vice president for admissions, financial aid, and enrollment serves as Union College's chief enrollment officer and a key member of the president's senior leadership team. This individual will lead a comprehensive and collaborative enrollment strategy that reflects Union's distinctive blend of liberal arts, sciences, and engineering. The vice president will oversee the offices of admissions and financial aid; manage critical institutional resources; and partner across campus to support student success and institutional sustainability. The vice president will provide leadership to a team of approximately 24 staff and manage an institutional financial aid budget of \$81 million and an operating budget of approximately \$1.13 million. The leadership team in enrollment includes the dean of admissions, director of admissions for programming and partnerships, executive director of admissions and advancement systems and services, and director of financial aid.

In addition, key responsibilities for the vice president include:

- Develop and execute forward-looking, data-informed enrollment strategies that align with Union's mission and goals. This includes oversight of recruitment, admissions, and financial aid, and partnering with student affairs and academic affairs in support of retention initiatives.
- Ensure that admissions and financial aid policies are student-centered, equitable, and aligned with institutional priorities and financial sustainability.
- Work closely with the vice president for administration and finance and senior leadership to optimize pricing, net-tuition revenue, discount rate, and aid packaging strategies, contributing to Union's overall budget planning and forecasting.
- Serve as primary liaison to the admissions committee of Union College's Board of Trustees and make regular reports to the committee and to the board as a whole.
- Lead efforts to use data effectively and leverage analytics to inform recruitment, yield, and financial aid strategies, translating insights into actionable plans and sharing information widely with colleagues.
- Partner with academic affairs, student affairs, athletics, communications, faculty, and appropriate governance committees to create a seamless student experience from prospective student to successful graduate.
- In partnership with communications and marketing, lead efforts to articulate and promote Union's distinctive value proposition, utilizing a variety of modern media platforms and tools to effectively reach prospective students and their families.
- Serve as a visible and accessible campus leader who participates in campus events, connects with students and families, and fosters a welcoming and inclusive environment.
- Represent the College externally and build relationships with counselors, alumni, and community partners.
- Bring energy, creativity, and a willingness to challenge existing practices, leading efforts to refresh campus visit programs, revitalize alumni recruitment, and explore new partnerships.
- Manage, motivate and inspire a high-performing admissions and financial aid team.
- Engage faculty, staff, alumni, and current students as active collaborators in the enrollment process.

Opportunities and Expectations for Leadership

Union College's admissions and financial aid offices are recognized for having a strong and dedicated staff that offers an exceptional and high level of responsiveness to students, families, and guidance counselors. For 17 years, enrollment was overseen by Matt Malatesta, a highly esteemed member of the Union community who fostered a culture of student care that persists. This search is part of a new phase in Union's history. President Kiss commenced her tenure in July of 2025 and has brought energy and vigor to the Union community. For a remarkable institution with much to celebrate, this is a moment to reflect and make plans for the future – one in which enrollment will play a vital role in ensuring success. The new enrollment leader will be expected to meet this moment and infuse all of enrollment with fresh ideas, nimbleness, agility, and hustle, bringing the enrollment team and entire Union community together around this effort.

The College is engaged in a major positioning study with the Art & Science Group, which aims to define and articulate Union's distinct value proposition while uncovering opportunity. The study will be conducted over the 2025-26 academic year, with preliminary data provided over the course of the project and a campus-wide design and implementation process based on the study's recommendations anticipated for 2026-2027. The vice president will be a key partner in implementing the findings from the Art & Science Group's positioning study and elevating Union's visibility in key recruitment markets and will contribute valuable energy and insights to identify and enhance the unique strengths of Union. The College boasts many unique features, and Union seeks a leader who can craft a compelling, consistent narrative that resonates with prospective students and families.

In leading Union's enrollment strategy, balancing headcount goals with net-tuition revenue and discount rate will be key drivers of success. Establishing a strong partnership of data sharing and collaborative planning with the finance office will be important. With a five-year vision to grow the incoming class to 570+ students, the vice president must be adept at setting ambitious yet achievable targets. Attention to early decision strategies, transfer recruitment, and market expansion will be key priorities. Equally significant, the vice president will focus on enhancing the marketing strategies for existing academic programs, particularly in the areas of arts and humanities, which are vital components of the College's offerings.

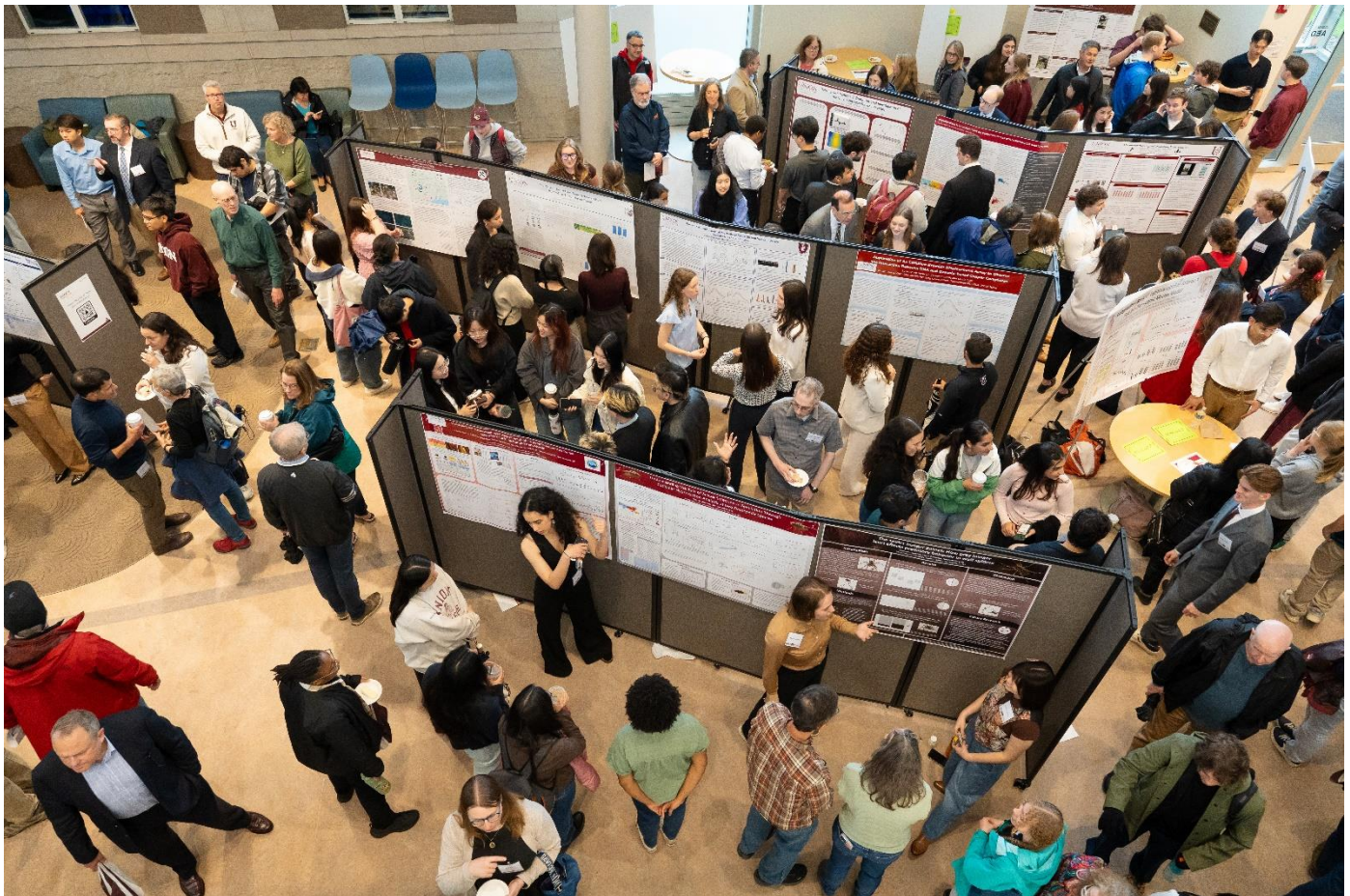
Furthermore, the vice president will work closely with the College's marketing office to ensure a cohesive and strategic approach to outreach. Utilizing data-driven insights will be essential in refining messaging and outreach strategies, allowing for a more targeted, appropriately aggressive, and effective recruitment process. By analyzing trends and understanding the needs and preferences of prospective students, the vice president will be able to craft compelling narratives that resonate.

This position requires collaboration and teamwork, and the vice president will find a campus community of ready partners. The successful candidate will harness the full resources of the College including coaches, faculty, staff, and student ambassadors to create a unified enrollment strategy. The vice president will cultivate deeper connections between admissions and academic departments, engage in thoughtful listening, and ensure student guides are well-prepared to represent Union. By fostering meaningful relationships across departments and constituencies, the vice president will ensure that Union's academic strengths, community values, and student experiences are authentically and compellingly represented to prospective students and families. This includes coordinating participation in campus events, leveraging alumni networks, and integrating student voices into outreach and visit programming.

A summary of key focus areas includes:

- **Position Union College** as a top-choice institution for a broader range of students.
- **Expand geographic reach** beyond the Northeast.
- **Grow the incoming class size**, returning to historical enrollment numbers over five years.
- **Enhance yield and conversion rates** through enhanced messaging and marketing.
- **Increase early decision enrollment**, especially among non-athlete populations.
- **Strengthen transfer pathways** through community college partnerships.

- **Bring creativity** to how Union presents itself externally, showcasing state-of-the-art facilities, unique academic programs, and an attractive location.
- **Support gender balance** (currently 54% men and 46% women) and diversity across all dimensions.
- **Support the alignment of academic offerings** with market demand and student interests.
- **Enhance the use of data** at all levels of decision-making, particularly in the use of financial aid as a strategic tool.
- **Integrate faculty and staff** more deeply into the recruitment process and elevate all academic programs, including attention to the arts and humanities.
- **Elevate the work** of a collaborative, high-performing enrollment team, ensuring staff are equipped to meet evolving enrollment challenges.
- **Increase net revenue** by effectively managing head count and discount rate.



Professional Qualifications and Personal Qualities

Union College seeks in its next vice president for admissions, financial aid, and enrollment an experienced leader with a record of recruitment and enrollment success. In addition, the new vice president will bring many of the following professional qualifications and personal qualities:

- **Visionary and Data-Informed Strategy:** The vice president should be a thought leader who uses data and analytics to guide recruitment, yield, and aid decisions. They must be able to effectively share and communicate about the data and analysis informing their assessments and decisions.
- **Relational and Accessible Leadership:** Union values a vice president who is visible, approachable, and actively engaged with students, families, and staff. The College community is an especially personal one, where visibility and genuine engagement with students by faculty and staff are valued. This person should foster trust through active listening and genuine connection.
- **Entrepreneurial and Contemporary Mindset:** Union seeks fresh energy and a modern approach to recruitment and enrollment. The vice president should challenge traditional practices, embrace innovation, and align with Union's evolving place in the market and its work to reach an even broader set of prospective students. When necessary, the vice president must also act with creative urgency in response to unexpected opportunities for, or challenges to, Union's ability to enroll students. This includes changes in government policy and practices or shifts at Union's overlap institutions.
- **Strategic Revenue Leadership:** Student tuition and related income comprise about 80% of Union's revenue, making this role central to financial sustainability. The vice president must manage headcount, net-tuition revenue, and discount rate with precision, while also partnering across campus to support the full student lifecycle—from prospect to alumni.
- **Financial Aid Expertise:** A deep understanding of financial aid as both a recruitment tool and a long-term commitment to student access and success is essential. The vice president must balance access, equity, and fiscal responsibility while advocating for necessary resources.
- **Collaborative Campus Partnership:** The vice president must work across departments—especially with faculty, coaches, and marketing—to foster understanding, garner feedback, and build shared ownership of enrollment success. Empowering others and engendering cross-campus collaboration is key.
- **Marketing and Messaging Excellence:** The vice president will bring a sophisticated understanding of enrollment marketing, developing compelling and contemporary recruitment messages that resonate with prospective students and families.
- **Inclusion Focus:** Diversity in all forms—including gender balance and international representation—is a top priority. The vice president must lead inclusive recruitment efforts and ensure all students feel seen and supported.
- **Empowering and Supportive Management:** The admissions, financial aid, and enrollment staff seek a leader who sets clear expectations, trusts their expertise, and invests in their growth. The vice president should foster a culture of recognition, accountability, and professional development.

Admissions, Financial Aid, and Enrollment at Union College

Admissions

Union College's admissions process reflects a commitment to both academic excellence and access. For the Class of 2029, the College reviewed more than 9,200 applications and admitted just over 3,500 students, resulting in an acceptance rate of 38% and an incoming class of about 500 students. Early Decision plays a significant role in crafting the class, with nearly a third of the incoming class admitted through ED I and II. Union is proudly test-optional, and the majority of applicants and enrolled students chose not to submit standardized test scores. (Students applying for the medicine and law programs described below, as well as homeschooled students, must submit SAT or ACT scores.)

The academic profile of the class is strong: most enrolled students ranked in the top 20% of their high school class, and those who submitted scores reported middle 50% ranges of 1340-1460 on the SAT and 30-34 on the ACT. Popular academic interests include engineering, economics, psychology, and the sciences.

Diversity and inclusion are central to Union's mission, and the Class of 2029 reflects that commitment. Nearly one-quarter of students are first-generation college students, and more than 27% receive Pell Grants. Students hail from 33 states and 27 countries, with significant representation from New York and the New England and Middle Atlantic regions.

The class is also culturally diverse, with students of color making up 37% of the cohort and international students comprising 7% of it.

Details about Union's [Class of 2029](#) are available online, as well as historical information about admissions, enrollment, and financial aid in the College's [Common Data Set reports](#).

Applicants to Union College can apply using either the Common Application or the Coalition Application. There is no application fee. The College offers multiple application plans: Early Decision I (Nov. 1 deadline), Early Action (Nov. 1), Early Decision II (Jan. 15), and Regular Decision (Jan. 15).

Applications for the [eight-year medicine program](#) with Clarkson and Albany Medical College must be submitted by November 1. January 15 is the deadline for the [3+3 accelerated law program](#) with Albany Law School. Students interested in the [five-year MBA in healthcare management](#) apply to the program between the start of the sophomore and senior years at Union, not at initial admission to the College.

Personal interviews and [visits to campus](#) are strongly encouraged.

[Union's AOP/HEOP programs](#) serve talented students who might otherwise not attend college. Students are selected during the admissions process by demonstrating a need for additional academic and/or financial support. Since 2005, Union has recruited [Posse Scholars](#) from Boston.

To fulfill its pledge to meet full demonstrated financial needs of its admitted students, Union is need aware in its admissions process.

On average, over the last four incoming classes, nine to ten percent of Union's recent incoming classes consisted of international students. Union is a proud partner of the Davis United World College Scholars Program and the Grew Bancroft Foundation.

Union's Office of Admissions uses Technolutions' Slate as its CRM system, which interfaces with several other campus systems, including Perspective Content/ImageNow document imaging, CashNet, ARMS (Teamworks Compliance+Recruiting) athletics management, and Ellucian Colleague.

Financial Aid

More than 60% of Union students receive need-based financial assistance, and over 25% receive merit scholarships. All candidates for need-based institutional financial aid must complete the CSS Profile form. The Free Application for Federal Student Aid (FAFSA) is also required for domestic students. Union meets 100% of demonstrated financial need for admitted students and offers generous merit aid.

First-year and transfer applicants are automatically considered for merit scholarships. These scholarships are awarded to Union's top applicants each year based on academic credentials. They range from \$10,000 to \$46,000 and are automatically renewed annually for up to four years, with an average scholarship of over \$31,000.

Making U Possible Grants are available to many students who apply for financial aid, but who otherwise would not qualify for need-based aid or would qualify for only minimal amounts. Families who have an expected contribution—as measured by the CSS Profile and FAFSA—up to Union's Cost of Attendance can expect grant and scholarship assistance ranging from \$20,000 - \$40,000.

The Office of Financial Aid works closely with each admitted international student to provide a strong aid package based on their financial circumstances. Union also



partners with the [Davis United World College Scholars Program](#) to offer UWC graduates eligibility for need-based scholarships in addition to the funding they receive from the Davis Foundation. Additionally, Union College and the [Grew Bancroft Foundation](#) in Tokyo have formed a partnership to provide scholarships to Japanese students studying at Union. Each year one Japanese student will be awarded a full tuition scholarship covering the four years at Union with additional students awarded partial scholarships.

Union's [comprehensive fee](#), which includes tuition, room, board, and mandatory fees, is \$89,316 for the 2025-2026 academic year. The estimated cost for books and personal expenses is \$2,000. In 2024-25, Union awarded over \$77 million of institutional aid (not including athletic awards) and a total of \$99.7 million from all sources. About 15% of college aid is supported by funds within Union's endowment, the total value of which is about \$600 million.

Union uses Ellucian Colleague as its financial aid administration and student information systems.

About Union College

Overview

Union takes great pride in its history with a vision of “Developing every student to lead with wisdom, empathy, and courage, in ways large and small, now and across multiple tomorrows.” On February 25, 1795, Union was the first college to receive a charter from the Board of Regents of the University of the State of New York, and it has continuously operated as one of the 30 oldest institutions of higher education in the United States. The College’s name comes from its early mission to be an ecumenical institution where individuals from multiple Protestant denominations could study and work together. Over time, the understanding of what it means to be diverse has expanded, and the commitment to building a community characterized by mutual respect is part of Union’s institutional DNA.

Union’s early history played a seminal role in the development of the modern American college curriculum. Though Union’s earliest students received a classical education, in the 1820s, Union became one of several Hudson Valley colleges that adopted parallel courses of study. In this way, students continued to pursue the liberal arts while also studying natural sciences. Union was among the first colleges to allow modern languages to satisfy graduation requirements, and Union’s engineering curriculum, which continues as a robust component of the campus to this day, began in 1845. What once were parallel courses of study have blossomed into an integrative approach to the liberal arts and applied sciences.

Mission

Union College provides a rigorous, holistic, and immersive residential liberal education that emphasizes integration, innovation, inclusion, and reflection for every student.



Academics

Building on its distinctive academic history and mission, Union spans and integrates academic disciplines in new and exciting ways. A Union education is rigorous and innovative and encourages its more than 2,000 students to work beyond the limits of disciplinary boundaries, allowing them to think globally and lead creatively in a world where problem-solving requires breadth across humanities, arts, social sciences, natural sciences and mathematics, and computer science and engineering without sacrificing depth of preparation.

Union is well-positioned to be a national leader in interdisciplinary education and scholarship in the coming years. In February 2020, the College announced it had received the largest single gift made to the institution in its history. Alumni Mary and Rich Templeton '80 donated \$51 million for the creation of the [Templeton Institute for Engineering and Computer Science](#), which anchors the College's Engineering and Computer Science Initiative and aims to further integrate engineering and the liberal arts. In addition to the new institute, the gift has facilitated enhancements to curriculum, faculty support, and the construction of a new building, which will supply critical new research and teaching spaces. A further gift of \$55 million from the Templetons was made in April 2024 to expand on their original commitment.

Union offers opportunities for meaningful academic endeavors outside the classroom. Undergraduate research is a hallmark of a Union education, having taken hold in all disciplines and across all academic divisions. Union cultivates collaboration and creates learning communities to develop in its students the specialization and breadth necessary to become innovative problem-solvers while offering multiple points of entry into high-impact undergraduate research experiences, including independent study, summer research, research practicums, terms abroad, internships, and senior theses. These experiences fully engage students, excite them to construct their own investigations, give them practical experience, and prepare them for postgraduate study and careers.

Students have access to academic programs [across 60 majors and minors](#), including 24 interdisciplinary programs. They can explore fields ranging from mechanical engineering and neuroscience to classics and environmental policy. The College encourages academic flexibility—75% of students pursue more than one discipline, often combining majors and minors across departments and academic divisions.

Union College is also distinguished by its [strong commitment to global education](#). Nearly 60% of students participate in study abroad programs, choosing from over 40 options in 29 countries, including full-term and three-week mini-term experiences. Most programs are led by Union faculty, and students can engage in language immersion, internships, and community service abroad.

Faculty and Staff

At the core of Union's academic experience are over 225 faculty members, 75% of whom are tenured or on the tenure track, and approximately 10% of whom are lecturers or senior lecturers. All classes and lab sections are taught by faculty—not teaching assistants—and 99% of tenure-line faculty hold a terminal degree in their field. The Union faculty and the College's educational offerings are organized into four divisions: Arts and Humanities, Social Sciences, Science and Mathematics, and Engineering and Computer Science. Close student-faculty interaction and small classes are a hallmark of the Union experience. The relationship between students and faculty motivates students to learn through inquiry and discourse. The College's 9:1 student-to-faculty ratio allows students and professors to get to know each other, fostering a spirit of collaboration and partnership.

Over 550 staff members support the student experience. Staff are integral not only to the administration, maintenance, and operation of the College but also to its educational mission. The staff's loyalty, hard work, and commitment to the College's mission are critical to its success.

Student Life

Union students are actively engaged in the campus community. Students participate in more than 100 student-run organizations and engage in more than 15,000 hours of community service annually through Union's Kenney Center for Community Outreach and Engagement and other campus clubs, residences, organizations, and athletic teams.

More than 90% of students live in campus housing. Union became home to America's first fraternities with the founding of Kappa Alpha in 1825 and remains home to [13 fraternities and sororities](#) today.

All students belong to a [Minerva House](#), seven lively hubs blending academic, social, residential, and leadership interests. Faculty, administrators, and staff are also members of one of these seven Minerva Houses, which sponsor a wide range of programs open to the full Union community.

Athletics

Union fields [26 varsity teams \(24 DIII and 2 DI\)](#) under the nickname "Garnet Chargers," a name adopted in 2023 to reflect the school's historic color and the city's legacy in electrical innovation. Most of Union's teams compete in the NCAA Division III [Liberty League](#). The men's and women's ice hockey programs compete at the NCAA Division I level in [ECAC Hockey](#), the men's team winning the NCAA Division I National Championship in 2014. The football program has won several league titles and earned multiple NCAA Division III playoff appearances. Men's lacrosse also made its first national championship game appearance in 2022.

Union College's athletic facilities have undergone significant upgrades, most notably with the opening of the [M&T Bank Center at Mohawk Harbor](#) in 2025. This \$55 million, nearly 100,000-square-foot arena serves as the new home for Union's Division I hockey teams. The move to this facility coincides with Union's new ability to offer athletic scholarships in hockey, enhancing its competitiveness and recruiting power. In addition to the new arena, Union is repurposing the former Messa Rink into an indoor turf facility, expanding opportunities for recreational activities on campus. These developments reflect Union's commitment to providing top-tier athletic experiences and facilities, aligning with its broader goals of student and community engagement and community revitalization.



Leadership

Dr. Elizabeth Kiss, President



Dr. Elizabeth Kiss (pronounced “quiche”) became the 20th president of Union College on July 1, 2025. A distinguished scholar, administrator, and advocate for the liberal arts, she brings decades of leadership experience in higher education and a global perspective shaped by her work at prominent institutions in the U.S. and abroad.

A native of New York City and the daughter of Hungarian refugees, Kiss holds a B.A. in philosophy from Davidson College and a master’s and doctorate in philosophy from the University of Oxford. A Rhodes Scholar, Kiss has published work on moral education, human rights, and transitional justice.

Her career includes leadership roles such as the inaugural director of Duke University’s Kenan Institute for Ethics and 12 years as president of Agnes Scott College in Atlanta.

At Agnes Scott, Kiss launched the college’s groundbreaking Summit program, which integrates global learning and leadership development into the core curriculum. Under her leadership, the college saw record gains in enrollment and retention, expanded academic offerings in fields such as public health and business, increased support for athletics, and earned national recognition for innovation and sustainability. During her tenure, Agnes Scott completed the largest fundraising campaign in its history and received the American Council on Education’s Award for Institutional Transformation. *The Chronicle of Higher Education* named her one of the most influential figures in U.S. higher education in 2017.

From 2018 to 2025, Kiss served as CEO of the Rhodes Trust in Oxford, U.K., where she expanded the Rhodes Scholarship program across Africa and Asia and led initiatives such as the Schmidt Science Fellows and Rise, global fellowship programs aimed at developing future leaders in science and social impact.

Throughout her career, Kiss has been a passionate champion of inclusive excellence and the transformative power of a liberal arts education. She serves as a trustee of the Jessie Ball duPont Fund, a national foundation focused on equitable access to education, healthcare, and housing.

President Kiss was drawn to Union College for its distinctive integration of the humanities, liberal arts, and STEM; its vibrant community; and its strong academic vision. She has spoken passionately about Union’s deep commitment to undergraduate research, international study, and a spirited campus life that includes both Division I and Division III athletics.

As she leads Union into its next chapter, Kiss brings a leadership style defined by collaboration, curiosity, and a deep belief in the mission of higher education. She is inspired by Union’s vision to educate students to “lead with wisdom, empathy, and courage.”

Kiss is married to Jeff Holzgrefe, a scholar of international law and political theory who most recently taught at the University of Oxford.



Schenectady, New York

Union College sits on 130 acres in downtown Schenectady, New York. Incorporated three years after the College was chartered, the city's history is deeply connected to Union. Seated near the confluence of the Hudson and Mohawk Rivers and a short distance from the Adirondack, Catskill, and Berkshire mountain ranges, Schenectady is part of New York's Capital Region, about 20 minutes by car from the State Capitol in Albany, three hours from New York City and Boston, and four hours from Montreal.

Schenectady has experienced an exciting renaissance that is making the city lively and vibrant and creating a dining and entertainment destination. The latest addition, the M&T Bank Center, is now the home for Union's Division I hockey teams and adds another destination to the Mohawk Harbor riverfront area, joining well-established cultural institutions such as Proctor's Theater, historical neighborhoods, lively community events, and myriad locally-owned shops and restaurants. Schenectady is the historical hometown of General Electric and the region continues to maintain well established and start-up high-technology companies, several colleges and universities, and strong healthcare and professional services enterprises.

Union itself has contributed to Schenectady's renewal. The Commission on Independent Colleges and Universities estimates Union's total economic impact at more than \$313 million, including an annual average of \$133 million in operational spending, \$21.8 million in expenditures by students and visitors, and an estimated \$8 million in construction. The College is also a source of pride and camaraderie for the community.

The Albany International Airport, 20 minutes from campus, offers frequent service to major hub airports and leisure destinations in the eastern, central, and southern United States. Amtrak provides convenient same-train service from Schenectady to Buffalo, Montreal, New York City, and Toronto, and connections throughout the northeast. Local and regional bus service is provided by the Capital District Transportation Authority.

More information is available from [Discover Schenectady](#), [Downtown Schenectady](#), and [I LOVE NY Capital-Saratoga](#).

Procedure for Candidacy

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

WittKieffer is assisting Union College in this search. For fullest consideration, candidate materials should be received by **November 28, 2025**.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Amy Crutchfield, Robin Mamlet, and Robert Springall

UnionVP@wittkieffer.com

Based on competitive market information, a base salary for this position is anticipated to be in the range of \$240,000 to \$260,000. This is negotiable based upon experience and supplemented by a comprehensive and competitive Union College benefits package. Compensation for the successful candidate will be commensurate with experience, education, market, and institutional considerations.

Union College is an equal opportunity employer and is strongly committed to student and workforce diversity.

Union College is committed to providing access and reasonable accommodation in its application process for individuals with disabilities and encourages applicants with disabilities to request any needed accommodation(s).

Union College's Strategic Plan highlights the role of diversity in providing an effective education for the 21st century at the heart of our mission and vision for the College. Diversifying the student body, the faculty, the administration, the staff, and the curriculum requires a commitment to honor our mission and advance our goals. Union provides a blend of intellectual, social, and cultural opportunities to facilitate the integrated academic, social, and personal development of a diverse community. We value and are committed to a host of diverse populations and cultures, including, but not limited to, those based on race, religion, ability, ethnicity, sexual orientation, gender, gender identity, and national origin.

