



RH PERRY & ASSOCIATES
SEARCH COUNSEL TO HIGHER EDUCATION

UTICA

UNIVERSITY

Never Stand Still

EXECUTIVE SEARCH PROFILE
PRESIDENT

Contents



PAGE

3

The Opportunity

4

Mission, Vision and Values

5

The University

6

The Presidency Of Utica University

7

Strategic Opportunities

9

Qualifications

10

Why Utica University?

16

Diversity, Equity, and Inclusion

17

Athletics

18

A Unique History

19

Utica, NY

20

Current Leadership

21

Application Procedures

ECONOMIC CRIME
AND
JUSTICE STUDIES

UTICA

UNIVERSITY

The Opportunity

The 10th President of Utica University will have the opportunity to lead this entrepreneurial University to its next level of success through a continued commitment to student-centered success, academic rigor, diversity, equity and inclusion, community engagement, financial discipline, and the passionate articulation of its mission and values.



UTICA

UNIVERSITY



Mission

We empower learners to achieve their career and life goals through personally enriching experiences and outstanding educational pathways.

Vision

We will focus our innovative energy on inspiring learners to create a future beyond their imagining.

Values

Utica's mission rests upon a foundation of values that guide its decisions and actions:

- *Individual attention*
- *Intellectual growth, creativity, and scholarship in the pursuit of knowledge*
- *Innovative and relevant approaches to teaching and learning*
- *Diversity of perspective, background, and experience in an equitable, respectful, and inclusive environment*
- *Freedom of expression and civil discourse*
- *Community engagement and service*
- *Ethical behavior and integrity*
- *Continuous pursuit of excellence*

UTICA
UNIVERSITY

EST



1946



The University

Overview

A comprehensive, independent, coeducational private institution of higher education located in the heart of the Mohawk Valley in Central New York, Utica University offers an academic experience that is deeply engaging and enriching, with a vibrant and diverse community of life-long learners. Excitement, enthusiasm and gratitude are common themes used by Utica University graduates when describing their experiences at the University. Students, faculty and staff take pride in Utica University's family atmosphere.

From the institution's post-World War II founding to serve area veterans through its early adoption of online learning and its development of leading-edge programs like cybersecurity, fraud and financial crime investigation, and numerous degrees in the healthcare field, Utica University has remained flexible and innovative, growing and thriving through its commitment to meeting the demands of an evolving marketplace and the needs of the communities it serves.

The modern 128-acre campus is situated on the western edge of Utica which provides the Utica University community with a special home – an intimate place to work, learn and grow.



FAST FACTS

2,962

Undergraduate Students

43.8%

first-year tuition discount rate

1,256

Graduate Students



176

full-time faculty
(124 tenure/
tenure-track)



11:1

Student to Faculty Ratio

62

undergraduate programs
(including four certificate
programs)



Students from
50 states
—and—
40 countries

33

graduate programs
(including five certificate
programs)

Satellite campuses in
Syracuse, NY, Latham, NY,
and St. Petersburg, FL



3

doctoral programs

\$34M

endowment

29

NCAA Division III
athletic programs

UTICA

UNIVERSITY



THE PRESIDENCY OF UTICA UNIVERSITY

The Position

The President is the Chief Executive Officer of Utica University and reports directly to the University's Board of Trustees. Currently, direct reports to the President include: Provost & Senior VP for Academic Affairs; Senior VP for Strategic Enrollment Management and Student Success; VP for Financial Affairs and Treasurer; VP for Human Resources and Personnel Development and Title IX Coordinator; VP for Facilities and Emergency Management; VP for Legal Affairs and General Counsel; VP for Presidential Affairs and Chief Marketing and Communication Officer; VP for Advancement; and VP for Diversity, Equity and Inclusion, Student Transitions/Chief Diversity Officer. The VP for Institutional Effectiveness and Dean of Assessment; Senior VP for Market Innovation and New Ventures/Senior Associate Provost for Online and Extended Studies; and the VP for Information Technology/Associate Provost have a dotted line reporting relationship to the President and the Provost.

Strategic Opportunities



The new President will assume leadership of a university that is innovative, entrepreneurial, and well managed. The work of the current and former presidents and an engaged and savvy Board of Trustees has positioned the institution for long-term success. The headwinds confronting independent higher education in New York State, including decline in the numbers of traditional-aged students, the Excelsior Scholarship that makes public higher education free to most New York students, the national and international economic downturn, and the effects of COVID-19 have presented significant challenges which the current administration is navigating with skill and courage. Among the strategic opportunities that the next President will address are:

- In concert with the Board, the faculty, staff, students, and alumni, craft a vision and plan that reimagine the future of Utica University and define its identity and brand as it continues to innovate in a rapidly changing environment
 - o Continue the work that is being done to align mission and market, ensuring that Utica University maintains its commitment to the blending of liberal arts and professional education while preparing students for careers in the mid 21st century.
 - o Develop new academic programs—degree and non-degree programs, micro-credentials, and non-credit programs that grow enrollment and meet the needs of employers in the Mohawk Valley and beyond.
 - o Maintain and enhance a robust mix of instructional modalities, in seat, experiential, online and hybrid that enables the University to grow its enrollment and continue to offer the highest quality educational experience.
 - o Continue to upgrade the infrastructure of the campus.
 - o Develop financial plans that support the mission of the university and demonstrate the soundness of new initiatives to the overall financial health of the University.
- Expand the financial resources of the University
 - o Continue the discipline of strong financial stewardship by developing and monitoring long-term financial forecasts and plans to reduce the likelihood of short-term emergencies.
 - o Establish a culture of philanthropy in Utica's loyal alumni body, engage actively in fundraising and grant activity, and provide leadership for the final stage of the Thrive On campaign.
 - o Take an active role in the Utica community, establish strong relationships with key business, governmental and educational leaders, and lead in the development of partnerships that benefit the University and the community.
- Build on the work that is already being done to make Utica University a welcoming and inclusive place for persons of all backgrounds and identities
 - o Create an environment in which difficult conversations across can be honest, civil, and productive
 - o Increase diversity on campus, especially among faculty and staff.
 - o Address issues that lead to attrition among students, faculty and staff of color.

Strategic Opportunities



- Nurture the sense of community and belonging among faculty, staff, and students at Utica University
 - o More fully integrate the faculty—campus-based, distance, on-ground and online, full-time and adjunct—into the life of the University.
 - o Strengthen the culture of communication, including information sharing and listening.
 - o Lift morale that has been compromised by COVID-19 and the related difficult decisions the University has faced related to enrollment. Seek to unify faculty and staff, and departments and schools.
 - o Reinvest in the culture of the workplace, celebrate the successes of Utica University and its people and ensure that faculty and staff know that they are valued.
 - o Take advantage of the expertise and the love of Utica University that faculty and staff possess, ensure that they understand the realities the university faces, seek their counsel whenever possible, and strengthen the fabric of shared governance on campus.
 - o Support all constituencies in adjusting to and embracing change.
- Ensure that Utica University remains true to its roots as an institution of opportunity that transforms the lives of students, whether they are undergraduates or graduate students, full-time or part-time, on the main campus, commuters, on-line, or at one of the satellite locations
 - o Focus on student success, listen to student concerns and create or adjust programs to support them in their academic and personal endeavors.
 - o Build on the initiatives already in place to increase retention and graduation rates.
 - o Enrich the campus environment for students, increasing opportunities for meaningful and satisfying engagement across a broad spectrum of out-of-class activities.



Qualifications



The Board of Trustees and the Utica University community seek in the University's next President a visionary, experienced student-centered servant leader with a deep understanding of the challenges facing higher education today, passion for Utica's history serving the underserved, and vision for the future of Utica as a leader among private, tuition-driven institutions. The President will possess the following qualifications:

- A visionary and disrupter, a skilled leader with experience challenging the status quo, forging an attractive and achievable future, and implementing plans and strategies to realize that future
- Strength in both academic and business affairs
 - o Strong commitment to the academic mission of Utica University, with a history of significant experience in academics, preferably in a teaching role, deep engagement with faculty and students, and development of academic programs across a variety of modalities.
 - o Senior level management experience in a complex institution, including proven success identifying and developing new sources of revenue and managing institutional finances.
- Success as a unifier, with evidence of inclination and ability to bring the various constituencies of the university together, to consult widely and collegially; commitment to shared governance and transparency with all university stakeholders
- A demonstrated record of building strong relationships and partnerships in the external community, enhancing the reputation of the university and benefitting the educational experience of students
- A strong track record of increasing the institution's financial resources through fundraising, grants, enrollment growth and strong financial management
- Experience in building enrollment by attending to program development, affordability, and student success
- Deep commitment to Utica University's identity as an opportunity institution, and a successful track record of enhancing student success and supporting a robust co-curricular culture
- Commitment to diversity, equity and inclusion, including knowledge of best practices in the field and a record of significant positive contribution to DEI initiatives.
- Commitment and ability to build a culture of respect for all, civility in debate, collegiality and communication
- Team building skills, including empowering, mentoring, delegating, and rallying the community around a common goal.
- Ability to take the long view, experience in strategic planning and in crisis management
- Visibility on campus, approachability, and empathy
- Strong communication skills, including listening, speaking and writing
- Integrity, forthrightness, and transparency
- Entrepreneurial inclination and experience, innovativeness, pragmatism, and courage
- A terminal degree is strongly preferred.

Why Utica University?



Pioneer Pride

**A “Best School
for the Money”**
(College Factual)

Utica graduates are
in the **top 33%**
of earners nationally
(New York Times)

**A “Top College
with Highest Student
Mobility Rates”**
(Chronicle of Higher Education)

**One of “America’s Best
Value Colleges”**
(University Research and Review)

**Ranked 28th in
“Best Colleges for
Social Mobility”**
(U.S. News & World Report)

A College of Distinction
both **overall and in New
York**, as well as in the
following categories:

**Business
Education
Nursing
Career Development
Equity & Inclusion**

**A Military-friendly
school**

**The Four-Year Graduation
Guarantee**, which assures
students who develop an
academic plan and follow
the advice of their advisor
that they will be able to
graduate in four years or
complete the courses they
need beyond the fourth
year tuition-free.

The **lowest private
university tuition price**
among peer institutions in
the Northeast

A historically **strong
commitment to first-
generation students**

**A demonstrated
commitment to diversity,
equity and inclusion**

**Offers 16 of the top 20
majors requested by
prospective students**

**#1 in Division III for
attendance in men’s hockey**

Pioneer Pitch-In,
a one-day community
service project that first-
year students participate in
during Orientation

Why Utica University?



Innovation & Growth

Utica University prides itself on a culture of constant innovation. Over the past six years under the leadership of President Laura Casamento, Utica University has grown dramatically, driven by the desire to meet the needs of society and its students.

This commitment to entrepreneurial and strategic change has resulted in investment of \$21 million in capital improvements, including:

- Gordon Science Center Annex, a 25,000 sq. ft. building featuring state-of-the-art laboratory and classroom space, and common space for students and faculty to interact outside the **Thurston Hall**, the new 15,000 sq. ft. Construction Management building
- A \$4 million renovation to the Dining Commons
- The **Francis A. Wilcox Intercultural and Student Organization Center**
- An outdoor track and turf complex
- The **Jeremy C. Thurston Center for Career Readiness**
- **Pioneer Village**, an apartment-style residential village built through an innovative public-private partnership between the University, the Utica Municipal Housing Authority, and a development consortium that covered the cost of construction

- The **Carbone Family eSports Auditorium**
- Renovation of a satellite campus located in St. Petersburg, FL
- Significant expansion in online learning, with 33% of undergraduates and 82% of graduate students taking all courses online.
- Increased grant activity from \$2M to \$9M
- Increased total annual giving from \$3.4M to \$7.2M
- Increased donor retention from 47% to 67%
- Moving to University status

Utica University is an anchor institution in the City of Utica and a source of pride to the community. Its footprint in the downtown area includes the Robert Brvenik Center for Business Education, hockey games played in the Adirondack Bank Center at Utica Memorial Auditorium (currently undergoing a \$60M renovation and expansion), and relationships with healthcare facilities, including the new Wynn Hospital expected to open in fall 2023.

Why Utica University?



Building From Strength Strategic Plan

Utica University's strategic plan – Building From Strength 2020-2025 – places a sharper focus on the University's core principles, positioning the University to thrive in an increasingly dynamic higher education marketplace and fulfill its founding mission for generations to come. The plan establishes overarching goals, tactics to achieve them, and benchmarks to document progress. Updates on progress are provided to the university community every six months.

THE GOALS OF THE PLAN ARE:

1. Increase persistence to graduation
2. Develop a more diverse, equitable, inclusive climate
3. Grow enrollment intentionally
4. Grow net assets
5. Create a high performing, responsive culture

The plan embeds intentionality into all aspects of University life: developing academic and enrollment plans that support the goals of the plan; reimagining the core curriculum and experiential education, developing academic programs that specifically appeal to underserved populations; building and renovating facilities; growing on-line education; recruiting and retaining more diverse faculty and staff; requiring diversity, equity and inclusion training for all faculty and staff; diversifying revenue streams; and enhancing collaboration, innovation and communication across campus.

Strategic Goals



4-year
graduation rate of

50%

by 2025

6-year rate of

70%

by 2025

Zero

gap between graduation
rates of underserved
students and the total
student population

Endowment of

\$35M

by 2025



Gifts of

\$6M

per year
—and—
grants of

\$3M

per year

Net asset
growth of

\$3M

per year

Non-Utica
University ground
tuition increased by

\$5M



Why Utica University?



Thrive On: The Campaign for Utica University

The Strategic Plan is supported by Thrive On: The Campaign for Utica University, a \$30M fundraising initiative to strengthen Utica's ability to recruit and retain top students, make education accessible to all, and support academic and athletic achievement at the highest levels.

THE CAMPAIGN IS ORGANIZED AROUND FOUR PRINCIPLES WITH SPECIFIC GOALS:

- **Innovation:** Endow professorships, scholarships and institutes
- **Community:** Establish a Community Greenhouse; Establish a Unity Promenade, a place to reflect on issues of social justice
- **Discovery:** 25,000 sq ft extension of Gordon Science Center; experiential and immersive learning initiatives promoting career readiness
- **Opportunity:** Upgrade facilities for men's and women's sports, build the Utica University Fund for Student Success which supports need-based aid; and endow scholarships

ACCOMPLISHMENTS TO DATE:

Raised
\$20.6M
on a \$30M goal

Received largest
endowed scholarship in
University history—
\$2M
from the estate
of Francis A. Wilcox

Renovated the
Newman Community Center
to create the
**Francis A Wilcox
Intercultural and Student
Organization Center**

Received part of NSF grant
to support **increasing
underrepresented
minorities in STEM**
(multi-institutional grant)

**Endowed Professorship in
Cybersecurity**

Established Institute for
the Study of Integrative
Healthcare with a

\$2.8M
gift from
anonymous donors

Why Utica University?



Exceptional Academics

FAST FACTS

62

undergraduate programs
(including four certificate programs)

33

graduate programs
(including five certificate programs)

 3
doctoral programs

#3

MBA program in the
State of New York

176

full-time faculty
(124 tenure/tenure-track)

 252
adjunct faculty

Utica University at Florida

A faculty strongly
committed to **student
research** and
experiential learning

A robust
Honors Program

Semester-long study
abroad opportunities in

 20+
countries

17

Institutes and Centers,
including the
**Institute for the
Study of Integrative
Healthcare** and the
Applied Ethics Institute

**The Clark City Center
building** — in the heart of
Utica's revitalized downtown
financial district —
which is **home to
the Brvenik Center for
Business Education**

The foundation of the Utica University **academic experience** is a commitment to integration of the liberal arts with professional study, where students gain practical, career-focused knowledge and experiences, developing the life-skills needed not only to succeed in a career, but throughout life as flourishing individual and responsible citizens.

Utica's talented and dedicated faculty and staff provide a level of personal attention unimaginable at larger institutions. Classes are small and interactive, with a typical class size of 20 and an 11:1 student-to-faculty ratio.

The University's academic structure includes three schools: **Arts and Sciences, Business and Justice Studies, and Health Professions and Education.** The University offers more than 40 undergraduate majors and more than 40 minors in the liberal arts and sciences and professional programs; master's degrees in the fields of business, cybersecurity and criminal justice, data science, education, healthcare (including nursing) and social work; and professional doctorates in occupational therapy and physical therapy.

The University has a very significant online presence, offering 20 undergraduate majors, 24 master's degrees and the doctorate in physical therapy online. Its accelerated BSN degree (ABSN) is offered in a hybrid format in St. Petersburg, Florida and New York.

Occupational therapy and physical therapy offer Utica undergraduates BS to MS and BS to DPT options respectively, enabling students who meet the criteria to complete undergraduate and graduate degrees in a shortened timeframe. Utica is always moving forward with innovative programs and pedagogies that expand access and improve quality.

Utica University is fully accredited by the Middle States Commission on Higher Education, with reaccreditation scheduled for 2027. There are also numerous individual programs that are accredited by **discipline-specific accrediting agencies.**

Why Utica University?



A Commitment to Student Success

FAST FACTS

2,962

Undergraduate Students

1,256

Graduate Students



11:1

Student to Faculty Ratio



Students from
50 states and
40 countries

25%

come from traditionally
underrepresented
communities



25%

of undergraduates
are 25 or older



More than
95%

of Utica students **receive**
some form of financial aid
through the college

STUDENT SUCCESS IN ACTION

A tuition reset in 2016,
which **cut undergraduate
tuition and fees** by

42%

Since 2016, the **6-year
graduation rate** has
increased by

60%



**Total student indebtedness
has decreased**

from \$42,000 to under

\$30,000

43.8%

**first-year tuition
discount rate**

The Four-Year Guarantee,

which assures students
who develop an academic
plan and follow the advice
of their advisor that they
will be able to **graduate in
four years** or complete the
courses they need beyond
the fourth year tuition-free.

The Center for Student Success

**The Pioneer Scholars
program**, a campus-wide
initiative designed to
**help new students
acclimate to college life**

Dynamic offices of
**TRIO Student Support
Services, HEOP, and
Young Scholars Liberty
Partnership Program** which
are all aligned under the
**Division of Diversity,
Equity and Inclusion and
Student Transitions**

Utica University has a demonstrated commitment to student success. Through the Center for Student Success, every student on campus has an individualized Care Team that consists of a Success Coach, an Academic Advisor, a Faculty Advisor, and a Career Coach. The Care Team is assigned by major and provides success coaching, financial aid counseling, assistance with student accounts, and access to learning and tutoring services.

Co-curricular student development is an exceptionally important part of a student's college experience. At Utica, a broad liberal-arts core of classwork is combined with opportunities for experiential learning outside the classroom, engaging in the community and with colleagues and peers. Meaningful research projects with faculty, semester-long

study abroad programs in 21 countries as well as short-term faculty-led study abroad programs, and internships in a wide variety of fields help students prepare for graduate school and their careers.

Utica Students are involved in more than 100 campus organizations as well as a wide selection of intramural and club sports. More than three-quarters of first-year undergraduate students reside on campus. Themed Housing units provide an exciting and unique experience for students to become even more involved with the campus community by living with students who share the same interests, and with a faculty/staff mentor that also shares those same interests and works with the residential floor.

Diversity, Equity, and Inclusion



Utica University is strongly committed to **Diversity, Equity, and Inclusion**. The University serves a diverse student population: residential, commuter, adult and online, with students from 50 states and 40 countries. 10% of students identify as Black or African-American, 8% Hispanic, 5% Asian, 1% Native American, and 2% two or more races. 60% of students are female and 40% are male. 25% of undergraduates are 25 years of age or older.

Utica students, faculty and staff thrive in that ethnically, socio-economically, and culturally diverse community. Utica University has made diversity a central part of its strategic plan and its organizational structure and has adopted a **Stance Statement** that ties the university's mission to a respectful and inclusive environment. It says in part:

We the students, faculty, and staff of Utica University stand with all those who believe in equal justice and equal opportunity for all, and state unequivocally that no person's civil liberties, rights, nor freedoms should ever be compromised due to the color of their skin, ethnic heritage, religious belief, gender identity or expression, sexual orientation, age, ability, geography, political stance or any other aspect of their identity that influences how we see and experience the world.

In 2016, Utica University instituted the Walk A Mile For Unity, or Unity Walk, as an annual tradition celebrating the University's values of diversity, equity, and inclusion. During this event, the entire University body comes together, holding posters and signs signaling their causes and what inclusion means to them, and marches together around the Utica campus in a symbol of unity. The event highlights the Utica community's common goal of creating a welcoming experience and shows that they are stronger together as Pioneers.



Athletics



By the Numbers

26

intercollegiate
athletic teams
(15 women's and 11 men's)

Approximately

700

undergraduates
are student-athletes

An overall
department
GPA of

3.05

14

teams with a GPA
of 3.2 or higher

136

student-athletes
with a GPA of
3.75 or higher



#1

attendance in
Division III for
men's hockey



3

new athletic
programs
(men's and
women's wrestling and
women's gymnastics)
to begin play
in 2023-24

Mission

The Utica University Athletic Department enhances personal growth through athletic competition, academic success, and positive citizenship.

Vision

It is the vision of the Utica University athletic department to provide championship-level programs. Utica University athletics will provide a diverse and personal environment that will challenge student-athletes to maximize their potential.

The Utica University Pioneers compete in 26 NCAA Division III sports as a member of the Empire 8 Conference and the United Collegiate Hockey Conference (UCHC). Approximately 40% of on-ground undergraduate students participate in intercollegiate athletics. In 2021-22, men's hockey won its third UCHC championship, men's outdoor track and field won the Empire 8 championship, football received the fourth bowl bid in its history, and women's hockey boasted an American Hockey Coaches Association All-American. The Pioneers are also successful in the classroom, achieving a department GPA of 3.05.

The university will add women's gymnastics, men's wrestling and women's wrestling to its roster of NCAA Division III intercollegiate sports. These additions bring the total number of intercollegiate sports at Utica to 29. All three winter season sports will begin play for the 2023-24 season.

Utica University is a member of the Empire 8 Athletic Conference, Eastern College Athletic Conference (ECAC), Collegiate Water Polo Association (CWPA), Northeast Women's Golf Conference (NWGC) and the United Collegiate Hockey Conference (UCHC).



A Unique History

Founded in service to the families of the Mohawk Valley and their World War II veterans, Utica University (formerly Utica College) has never veered from its original purpose. Since the first faculty member stood before the first student in the first class on Oneida Square, generations of Utica University faculty, staff and administrators have distinguished themselves by the depth of their commitment to engaging students where they find them, reaching their imaginations, intellects and hearts, and challenging their sense of what's possible.

Today's Utica University is a leader among educational institutions: a progressive, creative and adaptive enterprise fully committed to the exploration of pedagogical and structural innovation. The University graduates fundamentally well-educated men and women, able to surely guide the course of their own lives and shape the contributions they will make to the world in which they live.

Originally established by Syracuse University in partnership with Utica-area business and civic leaders, Utica College

applied for and received its own accreditation in 1978. A 1995 agreement afforded Utica governance and autonomy as an independently chartered institution; however, Utica and Syracuse maintained an academic relationship, whereby Utica undergraduates continued to earn the Syracuse baccalaureate degree. Utica College conferred its own first graduate degree in 2000. In the Fall of 2008, the College announced that it would transition to full independence, with the entering freshman and transfer classes of fall 2010 becoming the final Utica students eligible to receive the Syracuse diploma.

In February of 2022, having received approval from the New York State Board of Regents, Utica College became Utica University, reflecting the breadth and depth of its programs. In making the announcement, President Laura Casamento said, "this day is not just about a name change. It represents the culmination of decades-long commitment to strategic growth, academic excellence through innovative programs and curricula, and an unwavering belief in providing incredible, life-changing opportunities to all students through higher education."

Utica, NY



Utica University has a vital role not only in providing myriad educational, cultural and athletic opportunities, but also in service as a part of the economic growth of the entire region.

The City of Utica is the county seat of Oneida County and an economic and cultural hub of the beautiful Mohawk Valley. Located approximately 45 miles east of Syracuse and 90 miles northwest of Albany, Utica is undergoing a revitalization and reinvention focused on nanotechnology, healthcare, and industrial services.

A diverse and inclusive community – known as the “Second Chance City” and home to one of the largest refugee populations in the United States – Utica offers a vibrant cultural scene supported by first-rate facilities such as the historic Stanley Theatre and Munson-Williams-Proctor Museum of Art. With the continued redevelopment and revitalization of the city, a number of excellent restaurants and coffee shops, and a brewery have opened in downtown.

Outdoor and athletic opportunities include the Boilermaker Road Race (one of the largest 15K races in the country) and close

proximity to both the mountains and lakes of the Adirondacks and the Thousand Islands of the Saint Lawrence River. The city boasts a Robert Trent Jones municipal golf course.

In addition, the Utica University Pioneers and the Utica Comets of the American Hockey League regularly sell out the Adirondack Bank Center at the Utica Memorial Auditorium, providing both a source of pride and economic influx for the city. The “Aud” is currently undergoing a \$60 million renovation and expansion and has been designated a National Historic Civil Engineering Landmark by the American Society of Civil Engineers.

Current Leadership

UTICA UNIVERSITY

President



Dr. Laura Casamento became the ninth president and fourteenth chief executive officer of Utica University on August 1, 2016 and will retire after seven years of successful service on June 30, 2023.

Dr. Casamento brings over twenty-five years of senior executive experience in the private sector and higher education. Prior to joining Utica University in 2004 as vice president for institutional advancement and, later, executive vice president and chief advancement officer, she was president and chief operating officer of Herkimer County Trust.

AS PRESIDENT, DR. CASAMENTO'S ACCOMPLISHMENTS INCLUDE:

- Establishing transparency as a cornerstone of her administration
- Designing and implementing Utica's tuition reset, which has reduced student debt and increased graduation rates
- Overseeing significant expansion in the University's facilities, investing \$21 million in capital improvements without incurring institutional debt
- Strengthening the financial profile of the University, achieving operating surpluses and increasing fundraising
- Championing diversity, equity and inclusion, making that work central to the Strategic Plan and to the organizational structure of the University
- Developing and implementing a new 2020-25 Strategic Plan focused on growth, financial strength, and attention to student success
- Launching Thrive On, the campaign for Utica University that has achieved more than two-thirds of its goal
- Leading the University community through the pandemic, attending to the personal wellbeing of Utica people and the ongoing financial strength of the University
- Forming the University's Emergency Management Department to aid in the increased safety and security of the University
- Establishing the satellite campus in St. Petersburg, Florida
- Achieving University status for the institution effective in February 2022



President Casamento currently serves on the boards of directors for the Commission on Independent Colleges and Universities, the Mohawk Valley Economic Development Growth Enterprises (EDGE), and the Community Foundation of Herkimer and Oneida Counties, and is a member of the Empire 8 President's Council. She is also the co-chair of the Utica Downtown Revitalization Initiative. She earned an Ed.D. from the University of Pennsylvania and an M.B.A. from Rensselaer Polytechnic Institute.



RH PERRY & ASSOCIATES

SEARCH COUNSEL TO HIGHER EDUCATION

Application Procedures

Completed applications are due by **December 20, 2022**. To ensure full consideration, you will be required to submit: 1) a current resume or CV; 2) a cover letter addressing the position; and 3) the contact information for one professional reference. Submit your application securely through our website at <https://rhperry.com/UticaPresident> or at UticaPresident@RHPerry.com.

This search will remain confidential through, and including, the finalist stage of the process. Only the president-elect of Utica University will be introduced publicly.

For Further Information:

Mr. Matthew J. Kilcoyne
Managing Partner
(202) 253-9846

UticaPresident@rhperry.com

Dr. Jean A. Scott
Senior Consultant
(740) 525-4790

UticaPresident@rhperry.com

RH PERRY & ASSOCIATES
206 East Chestnut Street
Asheville, NC 28801

www.rhperry.com

RH Perry Policy

RH Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality to assure interested parties that their background and interests will not be discussed without the consent of the applicant prior to his or her becoming a candidate.

Utica University Diversity Statement

In deciding whether to apply for a position at Utica University, candidates are strongly encouraged to consider the mission and culture to help determine their potential success [here](#). Our Mission and Values Statement includes a commitment to fostering diversity in background, perspective, and experience within an environment that is dedicated to the freedom of expression and the open sharing of ideas. At Utica, diversity means that we are a community that represents a range of human experience and makes conscious choices to appreciate, respect, and learn from each other. Utica University actively seeks and welcomes applications from candidates with exceptional qualifications, particularly those with demonstrable commitments to a more inclusive society.

Utica University Policy

Utica University is an equal opportunity, affirmative action institution, and accepts students and employs individuals without regard to race, creed, color, sex, pregnancy, ethnic or national origin, religion, marital status, age, sexual orientation, gender identity, gender expression, veteran status, disability, AIDS, citizenship status, genetic predisposition, domestic violence victim status, or protected status under applicable local, state, or federal law. This policy applies to all terms and conditions of employment including, but not limited to, recruiting, hiring, placement, promotion, termination, layoff, transfer, leave of absence, compensation, benefits, training, and social and recreational programs.

www.utica.edu