



ADVANCING OUR UNIVERSITY'S **PURSUIT OF SUSTAINED EXCELLENCE**



2021 - 2022
SUNY Oswego
Annual Report



Advancing our University's Pursuit of Sustained Excellence

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MESSAGE FROM THE OFFICE OF THE PRESIDENT

The tapestry of SUNY Oswego began in 1861 and continues to be woven for the future. Over the past year, President Deborah F. Stanley, whose imprint is forever ingrained into SUNY Oswego's history, retired from the presidency. While she now wears a coat of the many colors of SUNY as our chancellor, we know yellow and green are deeply embedded. Her leadership laid a foundation for SUNY Oswego's future that we will continue to build upon for future generations of Oswego students.

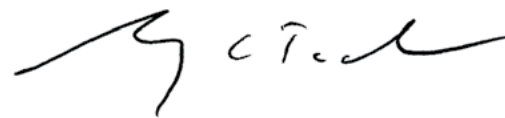
At SUNY Oswego, student success is at the center of all we do. We are fueled by the desire to transform the lives of students. Over the past year, we continued to work together to create and maintain an inclusive, equitable community of students and scholars where all stakeholders thrive. Additionally, we nurtured mutually beneficial internal and external partnerships that underscore and elevate SUNY Oswego's learner-centered approach, and remained committed to stewarding financial and environmental sustainability.

In our 2021-2022 Annual Report, you will find evidence of transformational learning that occurs in all modalities, across all disciplines, and through the intentional collaborations that exist between all members of the university community. Throughout the 2021-2022 academic year, our students immersed themselves in internships, research, and community service that enriched their understanding and provided theoretical and applied learning experiences. We continued to grow our academic and creative excellence at SUNY Oswego by strengthening our curriculum and adding innovative programs and experiences that align with industry and societal demand. Our university also made significant personnel, programmatic, and facility investments to support the well-being of our students while providing a heightened network of care. Students, faculty, staff, alumni, and external partners joined together to create, strengthen and maintain a more equitable, inclusive community where all members of SUNY Oswego feel welcome and experience a sense of belonging.

In the years ahead, we will build on the model of leadership President Stanley established and the immeasurable impact and legacy of excellence she has left on SUNY Oswego's past, present and future. The SUNY Oswego community is primed and ready to work together and continue advancing our institutional priorities of **Student Success, Academic and Creative Excellence, Inclusive Community, Sustainable Institution, and Partnerships**.

We will protect and effectively manage our reserves; cultivate and obtain new development activities and partnerships; nurture an "all-in" campus-wide focus on recruitment, enrollment and retention; and invest in campus-based actions that reduce our carbon footprint and protect our environment. We will remain focused on our students' success; seek to increase high-quality, high-impact practices inside and outside the classroom; and preserve a campus culture of care, while addressing achievement gaps and increasing financial literacy.

I extend my sincere gratitude to the members of the SUNY Oswego community and our valued partners. You are all part of our caring, forward-thinking community of Lakers. Thank you for your contributions over the past year and for the collective energy you will undoubtedly provide in 2022-2023 as we work together to sustain our university and build a better world for future generations.



Mary C. Toale, Ed.D.
Officer in Charge

OSWEGO BY THE NUMBERS

Fall 2021 Total Enrollment

7,058 students

- › 6,135 undergraduates; 92% are full-time/8% are part-time
- › 923 graduate students; 40% are full-time/60% are part-time

Fall 2021 First-Year Student Stats

- Distribution of Fall 2021 Class by college/school:
 - › College of Liberal Arts and Sciences: **43%**
 - › School of Business: **18%**
 - › School of Education: **15%**
 - › School of Communication, Media and the Arts: **16%**
 - › Undeclared: **8%**
- Average undergraduate SAT/ACT/GPA: **1162 / 27 / 90**
- **56%** of Fall 2021 first-year students received a four-year renewable SUNY Oswego scholarship

Culturally Diverse Campus

31% of total student body and **38%** of the fall 2021 entering class self-identified as Hispanic, African-American, Asian, Native American, Pacific Islander, multi-ethnic, or are international students.

Outcomes

Fall 2017 Cohort 4-Year Graduation Rate as of Fall 2021:

- › **49%** (5-year programs removed)

Fall 2020 Cohort Retention Rate as of Fall 2021:

- › **74.5%**

Class of 2021 First Destination Outcomes:

- › **96%** Employed and/or Continuing Education
- › **88%** of those working full-time are in their field of choice.
- › **83%** work in New York State

Economic Impact on Region

Largest Public Employer in Oswego County

- › **3,067** full-time, part-time and student employees in 2021-2022
- › **56%** of non-student employees lived in Oswego County

Campus Renewal and Capital Projects

- › Over the past 5 years of campus renovations and new construction, SUNY Oswego's capital plan projects exceeded **\$107 million** and injected over **\$73 million** into New York's economy

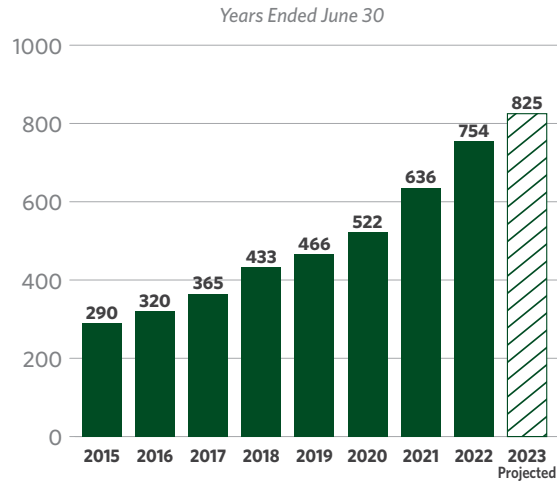
Research Dollars in Action

- › Over **\$4 million** awarded in federal, state and private support
- › More than **\$1 million** invested in campus support for teaching, research, experiential and pre-professional learning opportunities

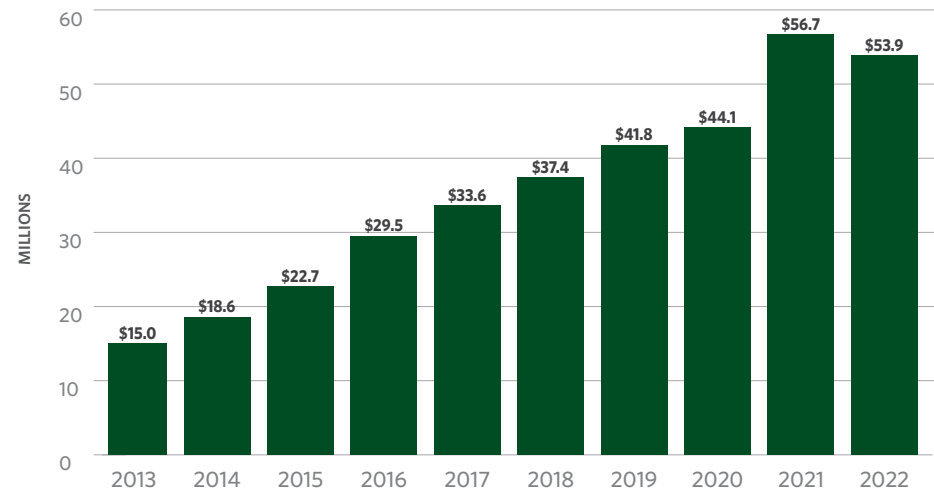
Student Scholarships and Endowment

- **84% of all** 2021-2022 students enrolled received more than \$77 million in aid (scholarships, grants and loans).
- In fiscal year 2021-2022, the college raised a total of **\$8,649,636**.

OSWEGO COLLEGE FOUNDATION, INC.
**Number of Donor Funded
Student Scholarship Recipients**
Years Ended June 30



OSWEGO COLLEGE FOUNDATION, INC.
10-year Growth of Endowment
Years Ended June 30





Our Mission Includes All

SUNY Oswego is committed to continuous improvement and to taking action that will help the university best educate, serve and advance its students — all students.

Mission

SUNY Oswego contributes to the common good by lighting the path to wisdom and empowering every person in the college community to pursue a meaningful life as a productive, responsible member of society.

Vision

Inspired by a shared commitment to excellence and the desire to transcend traditional higher-education boundaries, SUNY Oswego will be a premier institution that provides a transformative experience to a diverse body of students, empowering them to live ethical and meaningful lives and build a better world.



STUDENT SUCCESS

Student success is at the forefront of everything we do at SUNY Oswego. We promote student success through the allocation of resources to support students' intellectual, mental, social, financial and physical well-being. Our dedicated faculty and staff promote skills and attitudes necessary for our students to contribute to and succeed in our global society.

Oswego Students...Writing Their Own Success Stories

We are honored to recognize the awards, distinctions and amazing accomplishments of many SUNY Oswego students who have excelled inside and outside the classroom over the 2021-2022 academic year.

- **SUNY Chancellor's Award for Student Excellence** — [Five Oswego students received the SUNY Chancellor's Awards for Student Excellence](#), the highest such recognition in the state system. Remmington Johnson won a special Chancellor's Award for Student Excellence - Military Service: Air Force, the only such award in the state system. Chancellor's Awards also recognized the outstanding accomplishments of Caydee Blankenship, Helena Buttons, Matthew Lynne and Jayvana Perez.
 - ▶ A senior creative writing major from Watertown, Johnson earned three military awards for leadership, courage and forecasting ability while serving in Afghanistan. Graduating summa cum laude in May 2022, he earned the Dean's Writing Award for Creative Writing and the Rosalie Battles Creative Non-fiction Award, and was runner-up for the Alix Madigan-Yorkin Short Script Award.
 - ▶ A senior double major in finance and economics from Antwerp with a perfect 4.0 GPA, Blankenship has excelled in academics and analytical skills. Blankenship earned an invitation to present her research at the New York State Economics Association Conference, and has received the Richard Hyse Outstanding Economics Student Award, among other honors.

- ▶ A senior double major in communication and social interaction and in English from Churchville, Buttons coordinated Students Helping Oz Peers (SHOP), the university's student-volunteer-run food and clothing pantry. They also served as vice president of Lambda Pi Eta communication honor society and a member of the Society for Human Resource Management, Queer and Trans Outreach Center, and Her Campus Online Magazine.
- ▶ Senior meteorology major Lynne, from Jamesville, has excelled in academics, research and forecasting. A top student in synoptic meteorology classes, he interned with and conducted ongoing research related to the National Weather Service Weather Prediction Center's Winter Storm Outlook. He also presented research at the Great Lakes Atmospheric Science Symposium, where he was a leading organizer.
- ▶ Perez, a senior double major in criminal justice and in communication and social interaction from Ozone Park, provided an exemplary level of leadership and commitment to furthering diversity and understanding. Perez has been a key organizer of the ALANA (African, Latino, Asian and Native American) Leadership Conference multiple times and served as president of the Latino Student Union. She received the Student Peer Health Educator Memorial Award and Eugenio Maria De Hostos Scholarship, among other awards.



- **Fulbright Scholars** — The Student Fellowship and Scholarship Mentoring committee helped four SUNY Oswego students apply and submit applications for the U.S. Fulbright Program. Two of the four SUNY Oswego applicants were selected as semi-finalists: Maria Barinova received the English Teaching Award Fulbright to teach in Bulgaria, and Awa Dembele was chosen as an alternate for the English Teaching Award for the Czech Republic.

Dembele, a December 2021 graduate, also worked with the Office of International Education and Programs to develop a [“Being Abroad” podcast](#).

- **Student celebrates opportunity through role as SUNY EOP Ambassador** — Gabrielle Golfo, who excelled academically as a double major in public relations and in gender and women’s studies, was named one of [21 SUNY Educational Opportunity Program \(EOP\) Ambassadors](#) to promote the EOP, help the program thrive and reach even more campuses, and help many other EOP students reach their full potential.

- **Student earns position in SUNY’s 2022 Premedical Opportunity Program** — SUNY Oswego student with a double major in biology and psychology Naw Ka Paw Paw [earned a position in SUNY’s 2022 Premedical Opportunity Program](#) and continues to build toward a dream that could lead to establishing clinics in her homeland of Myanmar. The initiative provides Paw with hands-on experiences and preparation to address persistent racial and income disparities in medical education by attempting to level the playing field for talented and capable EOP students pursuing a career in medicine.

- **Student wins national award at Sigma Xi research conference** — Senior physics major Lauren Samson earned the [Top Presenter Award at the 2021 Sigma Xi Student Research Conference](#) for a summer research project tackling a pressing environmental concern. Titled “Using Self-Assembled Monolayer (SAM) Peptides as Biosensors for Soluble Uranium-oxide,” the project was a collaboration when Samson and her mentor, Carolina Ilie of Oswego’s physics department, participated in the University of Nebraska-Lincoln Summer Research Program — a highly competitive Research Experiences for Undergraduate program sponsored by the National Science Foundation. The program allows talented students like Samson to learn more about research and academic work while tackling important problems, in this case potential uranium contamination of drinking water that impacts rural Western Nebraska and beyond.



SUNY EOP Ambassador Gabrielle Golfo '22



Senior physics major Lauren Samson (left) with physics professor Carolina Ilie



- **Two earn Outstanding Senior Award for campus contributions** — Recent SUNY Oswego graduates Yadira “Yadi” Aranda Burgos and Helena Buttons were selected to receive the Oswego Alumni Association’s [2022 Outstanding Senior Awards](#).

- Burgos graduated this spring with a dual degree in criminal justice and human development, with a minor in forensic science. Hailing from the Bronx, she is passionate about guiding other students and pointing them to resources that can benefit them the most in developing their futures. She was the senior advisor for the Caribbean Student Association; treasurer and director of correspondence for the sexual assault awareness group “Two and a Half;” director of finance for the Women’s Center; treasurer for the national co-ed community service fraternity, Alpha Phi Omega; graphic designer for the Latino Student Union; and social and special events coordinator for the Student Association Programming Board.
- Buttons, from Churchville, graduated with a dual degree in communication/social interaction and English, with a business administration minor. They led the on-campus food pantry, SHOP (Students Helping Oz Peers) and completed five internships during their time as a student. Buttons was recognized for being a leader in numerous other clubs and activities, and received a SUNY Chancellor’s Award for Student Excellence (see page 6).

- **Resilience, excellence earn senior criminal justice major SUNY-wide award** — SUNY Oswego senior criminal justice major Kyaw Klay Jr. was one

of 45 statewide recipients in SUNY’s Educational Opportunity Program (EOP) [to earn the Norman R. McConney Jr. Award for Student Excellence](#). Nominator Joey Tse, director of SUNY Oswego’s EOP as well as Klay’s advisor in the program, said he exemplifies the spirit of the award, which recognizes “outstanding EOP students for their academic excellence and strength in overcoming significant personal obstacles throughout their lives.”

- **Oswego students earn awards at theatre festival** — A talented crew of 11 SUNY Oswego theatre students shared in a total of [six awards earlier this year in the annual Kennedy Center American College Theatre Festival Region 2 Conference](#). In the best showing for the school in recent memory, Oswego students Kuvar Bhatnagar, Emily Foreman, Abby Hines, Lorenne Huaman, Alexis Miller, Rachel Monson, Maria Przepiora, Hualbin Ramirez, Ryan Ricketts, Edward Salazar and Sabrina Taylor all received recognition for their work as dramaturgs on the school’s October performances of the play “Elsewhere.”

“It shows the outstanding caliber of the students that we have at Oswego,” said Toby Malone, a former professor in Oswego’s theatre department and the dramaturgy coordinator for the local KCACTF region. “They are hardworking, dedicated and passionate about the work that they have.”

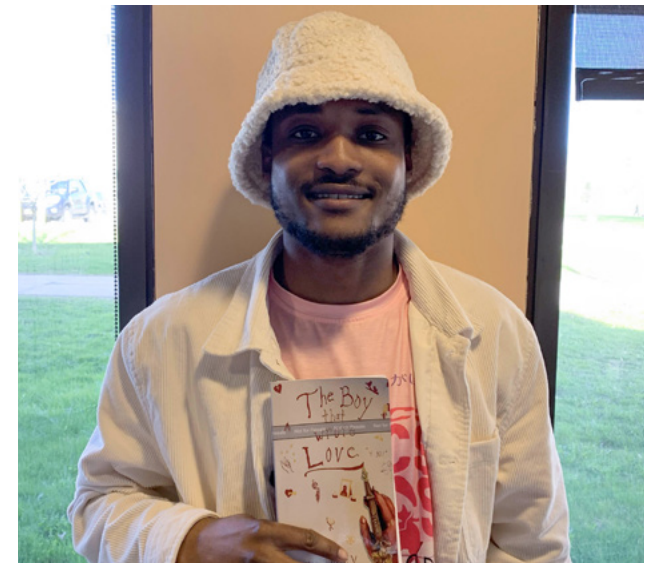
- **Technology education students place in communications challenge at national conference** — SUNY Oswego junior technology education major Margaret

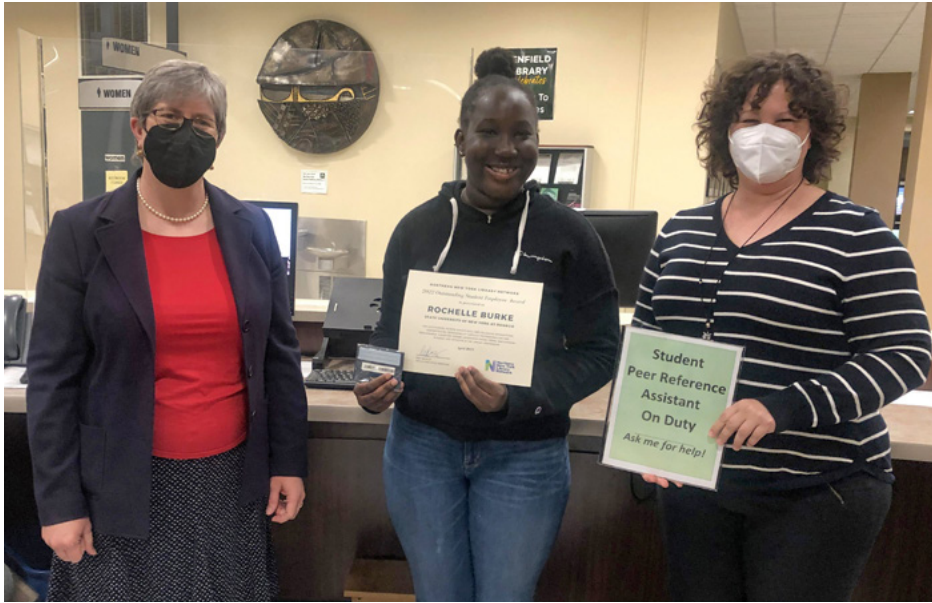
Romano and her team [placed second overall in the National Communications Challenge for their video submission](#) that showed range in technology education for a large national conference in March in Orlando. The International Technology and Engineering Educators Association (ITEEA)/Technology and Engineering Education Collegiate Association (TEECA) Conference's communications challenge provided students a fun and creative way to showcase not only their technology skills, but also the communication skills they are taught through the technology education curriculum, such as learning Adobe fundamentals in their communications course. Romano's team consisted of Romano serving as the director; Bryleigh Beauchat, who served as the assistant director and handled animation; and Taylor Mackowiak, who also served as assistant director and managed the graphics. The video was modeled after the 1980s game show "Supermarket Sweep," which recently made a comeback on Netflix.

- **Students publish their creative works** — SUNY Oswego is proud of many creative students who have become published authors.
 - › SUNY Oswego student Rickey Strachan, for the second year in a row, [published a brand-new book of poetry](#), this one titled "What I Did With Those Words." This book serves as a sequel of sorts to his first publication "Things Cupid Whispered" in 2021. While the first book examined love through a

romantic lens, "What I Did With Those Words" is much more about self-love and the steps necessary to get there. The business administration major from Brooklyn cited the past year as a major development for him and felt it was vital in being able to publish this new book in the way that he did.

- › Heaven Santiago's [first book of poetry "Go to Hell, Heaven"](#) presents a journey through a lot of troubled times but ultimately tells a tale of resiliency. The junior double major in journalism and creative writing from Brooklyn has been writing since high school but "I kind of just kept it to myself, so I didn't really think anything of it," Santiago said. "I listen to music a lot, so I would write just poems, and then I used it mostly as an outlet to express my emotions." Writings from throughout that time fill the chapbook of 22 poems, which is full of emotional topics, some from the challenges of the past year and some from longer-lasting pain.
- › SUNY Oswego student Horane Daley [released his second book, "The Boy That Wrote Love,"](#) a collection of poems that explore love, heartbreak, healing and self-love. The junior psychology major from the Bronx expressed that while his first book, "To the Clothesline," took him six months to complete, this one took him a year and a half. This extra time and effort were due to Daley's own sense of progression, both as a person and as a writer.





Junior public relations major Rochelle Burke (center) with Penfield Library Director Sarah Weisman (left) and Outreach Librarian Deborah Bauder



Senior psychology and cognitive science major Quinn Ceilly

- **Penfield Library presents Outstanding Student Employee award** — Rochelle Burke, a Penfield Library Peer Reference Assistant (PRA), has earned SUNY Oswego’s 2022 Northern New York Library Network Outstanding Student Employee award. A junior majoring in public relations, Burke has worked at the library since fall 2021. Penfield librarians and staff had an opportunity to nominate student employees who exemplify the standards of service and professionalism that make them role models for all student workers in libraries.
- **Our students are engaged in undergraduate research** — SUNY Oswego develops, implements, and assesses applied learning experiences in all forms (internships, co-ops, service learning, student teaching, civic engagement, and undergraduate research) to prepare students for continued success as professionals or graduate-level scholars after commencement. Below are some examples of our students engaged in research and working with faculty in 2021-2022.

- › Student’s research probes anxiety, overthinking, related issues — Senior psychology and cognitive science major Quinn Ceilly’s research project focused on such [common challenges as anxiety, overthinking and related issues](#) that might deserve more exploration, with support from a campus grant. A fall 2021 Student Scholarly and Creative Activity (SCA) Grant for “The Costs and Benefits of the ‘Hyper Brain’: How Intelligence, Anxiety, Overthinking and Rumination Interact” allowed Ceilly to study cognitive and physiological responses to short-term stress in order to further explore relationships between overthinking tendency, rumination and anxiety.
- › Student to explore transgender identities in film during Quest presentation — Senior graphic design and communications major Micah Audycki [analyzed transgender representation in “The Matrix” films](#) during their Quest panel presentation with Lambda Pi Eta, the official honor society of the National Communication Association. Audycki’s presentation was titled “‘The Matrix’ Films Are About Being Transgender: A Critical Analysis of Gender Representation in The Matrix.” While taking “Rhetoric of Film,” (COM 375), Audycki originally thought of the working title “If You Take The Red Pill, You’re Trans.” The class allowed Audycki to do a deeper analysis into trans representation not only in the film, but in the filmmakers as well.

› Campus grant supports student’s research of computing concepts — Junior computer science major and logic minor Dominic Altamura received a Student Scholarly and Creative Activity Grant [to research a computational process known as symbolic integration](#).

› Taking note: Zoology major studies human impact on bird songs — Junior zoology major Brooke Goodman has been [analyzing how human noise pollution impacts the repertoire of Northern cardinals](#), with support from a campus grant. A fall 2021 Student Scholarly and Creative Activity (SCA) Grant has helped Goodman’s project, “Using Automated Recording Units to Study Northern Cardinal Vocal Behavior,” continue to track differences in songs between these birds’ singing in urban and rural environments in relation to anthropogenic noise, or human noise pollution. Through “lots of long and intense summer days in Oswego and Syracuse” for the past two years, Goodman has deployed automatic recording units (ARUs) at Oswego’s Rice Creek Field Station and Barry Park in Syracuse. Goodman credits biological sciences faculty member and project advisor Daniel Baldassarre for providing “a valuable opportunity to begin my career in ornithology.”

› Campus grant supports study of barred owl environmental DNA — Senior zoology major Jamie Perrin earned a Student Scholarly and Creative Activity Grant for research she hopes will provide a better understanding of the [movement, degradation rate and impact of the weather on the local bird population](#) by performing eDNA (environmental DNA) collection and research. Perrin’s research, titled “Estimating the Detection Rate of the Strix Varia Over the Course of a Spring Snowmelt Event,” focused on the barred owl, found throughout the eastern United States and the Pacific Northwest. Generally found in trees and near bodies of water, they provided a great subject for Perrin’s study.

▪ **Pathways to Leadership Conference:** Campus Life offered a one-day conference, “Oz Pathways to Leadership,” for student leaders and registered student organization members. Held in January 2022, over 100 student participants were able to connect with peers, faculty, staff, and alumni as they cultivated their skills. Alexis Bowering ’20 served as the keynote speaker followed by seven breakout sessions: Leadership Mental Health Matters, Money Matters, Fraternity and Sorority Standards, Supercharge Your Social Media, Event Planning Success, Ways to Engage Your Alumni, and Developing Your Organization’s Brand.



Junior computer science major Dominic Altamura



Junior zoology major Brooke Goodman



Oswego State's men's basketball team advanced to the Sweet 16 of the 2022 NCAA Division III Men's Basketball Championship



December Commencement 2021

- Lakers bring home conference championships** — The past year was a very successful one for SUNY Oswego's talented and committed student-athletes. The following Laker teams advanced to their conference championships: men's basketball, men's ice hockey, women's ice hockey, women's lacrosse, and men's soccer.

The men's basketball team had a [deep run into the 2022 playoffs](#), making this their seventh NCAA Championship appearance before bowing out to the No. 2 nationally-ranked Marietta Pioneers on March 11 in Ohio. Jeremiah Sparks was [named second team All-Region](#) by D3 Hoops. In addition, Oswego State men's basketball head coach Jason Leone [was named the NCAA Division III Men's Coach of the Year](#) in New York State for the fourth time in his ten-year career at Oswego State. The Syracuse, N.Y., native led the Lakers to their best season in the history of the program. With a record of 27-3 and 19-1 in conference (SUNYAC) the Lakers made a sweet sixteen appearance for the third time in Leone's reign as head coach.

The Oswego State baseball team advanced all the way to the NCAA Division III Baseball Championship Super Regionals in 2022. The team finished with 33 wins on the season (33-13) with [six Lakers being named to the D3Baseball.com and ABCA/Rawlings 2022 All Regions Teams](#). Ryan Enos and Paul Tammara were [named All-Americans](#), and Ryan Enos was the [SUNYAC 2022 Baseball Scholar Athlete of the Year](#). To round out the successful season, Oswego State's Scott Landers landed the [ABCA/ATEC Region 3 Co-Coach of the Year](#) for 2022.

- December Commencement recognizes December 2021 graduates and members of the Class of 2020** — SUNY Oswego celebrated its December Commencement on Saturday, December 11, 2021. On this special day, the college held two in-person Commencement ceremonies — one for our December 2021 graduates, and a second, separate ceremony to officially confer the degrees upon members of the class of 2020. Both ceremonies were filled with the traditional in-person Commencement pomp and circumstance that SUNY Oswego has come to look forward to and appreciate even more given what the campus community has endured the past two years. Both ceremonies honored alumni who were presented with SUNY Honorary Doctorate Degrees. The Class of 2020 ceremony featured Jeff Knauss '07, a serial entrepreneur, angel investor and co-founder of the Digital Hyve agency. The Class of 2021 ceremony featured Mark Baum '81, chief collaboration and commercial officer for the Food Marketing Institute.

▪ **SUNY Oswego ranked nationally for efforts in serving the greater community** — SUNY Oswego was ranked #48 nationally in Washington Monthly's 2022 list of top Master's Universities for its advancement of academics and public good. Washington Monthly's rankings differ from most services because rather than emphasizing factors like exclusivity, they focus on social mobility, research, community engagement and service. Also considered in the rankings are whether or not the schools earned the Carnegie Community Engagement Classification, which SUNY Oswego recently received in 2020 for its third five-year cycle. SUNY Oswego, which started as an innovative public teaching school 160 years ago, has its foundations rooted in teaching, service and giving back to the community. This includes an emphasis on the essential opportunity that community service provides to SUNY Oswego and to its students.

▮ In 2020-2021, the following level of service was provided to our local communities:

- » Total hours = 2,760
- » Economic impact = \$78,784
- » 288 volunteers participated
- » 45 opportunities attended
- » 18 organizations supported
- » Health organizations = 1,071 hours
- » Civic and Community = 904 hours 30 minutes
- » Children and Youth = 341 hours

"Students who engage in community service have a higher sense of belonging on campus and feel more connected to the community — both on and off campus," said Catherine Farrell, who coordinated community services for the university through December 2021. "Doing service is also a great mental health break for students by allowing them to get off campus, give back, think about something else other than their classes and feel like they contributed something important. Students are exposed to different people, populations and experiences while completing service that they otherwise may not have interacted with."

There are countless examples of SUNY Oswego students getting involved in the community. In fall 2021, over 100 members of five Greek organizations

partnered with the community service program Shining Waters to complete over 150 hours of shore clean-up.

As part of a public relations capstone class, [four SUNY Oswego seniors raised more than \\$1,000 for St. Baldrick's Foundation](#), a charitable organization that funds childhood cancer research. Ajsa Mehmedovic, Pablo Leon, Angie Cordovez and Carter VanGee received an assignment at the beginning of this semester: develop a theoretical publicity campaign for an organization. As part of their efforts, the students organized tabling events with several groups on campus, including fraternities Kappa Sigma Sigma, Theta Chi and Alpha Phi Omega, as well as the men's club hockey team. The group also coordinated with local businesses, asking them to donate and help conduct fundraising events. Restaurants and bars like Wonzones Calzones, Eastside Nutrition, Fajita Grill, Riverwalk Pizza and Ferris Wheel all have donated funds to St. Baldrick's.



During a fall 2021 service event, student volunteers help ensure the SHOP food pantry's shelves are full with up-to-date offerings

SUNY Oswego Launches the James A. Triandiflou '88 Institute for Equity, Diversity, Inclusion and Transformative Practice

Former SUNY Oswego President Deborah F. Stanley announced on August 18, at SUNY Oswego's formal opening of the fall 2021 semester, the [establishment of the James A. Triandiflou '88 Institute for Equity, Diversity, Inclusion and Transformative Practice](#) (The Institute).

"The Institute will serve as the nexus of activity related to SUNY Oswego's efforts to stand together to root out racism and enact positive change for our community," said Stanley. "It will provide a powerful platform upon which to build on our successes and will serve to continue to prioritize the expansion of our ongoing anti-oppression work centered on creating and maintaining an inclusive, equitable community of students and scholars where all stakeholders thrive and experience belonging."

The equity, diversity, inclusion and transformative practices of The Institute are centrally connected to and motivated by SUNY Oswego's strategic plan (Tomorrow Plan). As such, the Institute will be a resource for the entire campus community to engage in activities that will increase student success, partnerships, and academic and creative excellence as we continue to build an inclusive community and sustainable institution.

At the core of the Institute is its mission to foster critical self-awareness, understanding of the identities and experiences of all community members, investigation of structural inequality and advocacy for transformative change. Activities of the Institute will include training and programming sessions on topics including, but not limited to, social justice, equality and equity, cultural competence, civil discourse, cultural humility, implicit bias, micro/macroaggressions, conflict de-escalation, intergroup dialogue facilitation, inclusive pedagogy, inclusive curricula, nonviolent communication, and restorative justice. The Institute will also be a place where the SUNY Oswego community can engage in addressing the Grand Challenges of Race, Racism, and Social Justice and propel the community forward.



James A. Triandiflou '88 **Institute for Equity, Diversity, Inclusion & Transformative Practice**



The SUNY Oswego community participated in a Dec. 9 ribbon-cutting to mark the campus location of the recently established James A. Triandiflou '88 Institute for Equity, Diversity, Inclusion and Transformative Practice

Student Success for ALL

As an inclusive community, SUNY Oswego embraces and celebrates all aspects of diversity. The SUNY Oswego community knows that including disparate viewpoints and experiences makes the institution stronger; attracts and retains new talent to the university each year; helps achieve annual full-time enrollment goals; and impacts SUNY Oswego's retention and graduation rates for the better. High-impact faculty mentoring practices sustain and nurture our inclusive community and the development of inclusive curriculum encourages deep learning. Likewise, cultural awareness learning experiences, on and off campus, promote understanding and knowledge among campus members and the partners we engage. Our many efforts to create an inclusive approach to student success is provided in the following.

- SUNY Oswego [secured a \\$1.075 million non-endowed gift to the Institute from alumnus Jim Triandiflou '88](#) through efforts led by Development and Alumni Engagement staff and Officer in Charge Mary C. Toale. This gift will provide critical support for the Triandiflou Institute by funding the creation of an Institute Director position and continued partnership with El Hindi Center for Dialogue and Action focused on building campus capacity for dialogue over the next five years. This 5-year plan will help us build and maintain a diverse, campus-wide roster of 50 dialogue facilitators, convene 60 dialogues for 600 participants with 120 diverse co-facilitators, establish and convene town halls on social equity issues, and facilitate a social equity training program.

- The newly established Triandiflou Institute offered professional development in support of trauma-sensitive and restorative practice to the Bias Prevention and Response team and collaborated with the Counseling Center to offer the workshop, "The Impact of Intersectionality on Mental Health," during the Center for Excellence in Learning and Teaching's (CELT) 2022 winter breakout series. This type of programming informs faculty and staff in core skills and dispositions necessary to build positive, productive, collaborative relationships with students.
- SUNY Oswego was selected to participate in a national initiative to close equity gaps and create opportunities — SUNY Oswego submitted a proposal and was [selected by AASCU to participate in the initial Transformation Accelerator Cohort \(TAC\)](#), now called Student Success Equity Intensive. The two-year program, funded by the Bill and Melinda Gates Foundation, is designed to support cohorts of equity-driven AASCU institutions who are passionate about closing equity gaps and creating opportunities for the success of Black, Latinx, Indigenous and low-income students.

"Many efforts paved the way for this honor...for SUNY Oswego to be included in this far-reaching project," said Scott Furlong, SUNY Oswego's provost and vice president for academic affairs and enrollment management, who referenced SUNY Oswego's continued growth in enrolling a more culturally diverse student body year after year. "But we know that as an institution and a society, we still have a way to go. The TAC provides a road map and timeline to make an impact in a deep and lasting way — to move from transitional change to transformational change."



- Throughout the summer of 2021, **the Office of Diversity and Inclusion provided workshops and training** on social identity, implicit bias, and Nonviolent Communication to over 175 student leaders, including Residence Life and Housing staff, EOP Peer Leaders, Orientation Leaders, Laker Links, and Counseling Services Center Peer Educators.
- In collaboration with Development and Alumni Engagement, the Chief Diversity and Inclusion Officer (CDIO) began a **series of ongoing conversations with active BIPOC (Black, Indigenous and people of color) alumni** about strategies for making our campus a more inclusive space for former and current BIPOC students. The CDIO provided Oswego Alumni Association leadership with support and guidance in the Association’s ongoing work to better align itself with Oswego’s values and priorities around inclusive community. These new alumni partnerships will engage a broader and more diverse group of Oswego alums in ways that are beneficial for the institution and deeply meaningful for alums.
- In fall 2021, the Triandiflou Institute submitted a successful proposal to the SUNY Oswego Shineman Endowed Fund and **secured \$17,000 in support of the Oswego Dialogue Project pilot**. This seed funding allowed the Office of Diversity and Inclusion to partner with the El Hindi Center for Dialogue and Action to develop and offer intentional dialogue experiences focused on race and identity to key campus constituents: SUNY Oswego University Police (21 participants, spring 2022), faculty and staff (10 participants, summer 2022), and student leaders (12 participants, fall 2022). This effort paved the way for President’s Cabinet to collectively participate in a dialogue series (spring 2022) to further explore this model of engagement for the campus as a whole.
- In February 2022, the Triandiflou Institute **launched the campus-wide, inaugural Oz Equity Challenge**. From February 14 — March 7, 268 Laker participants engaged with asynchronous online modules filled with educational resources and reflection prompts. The 22-day Challenge covered a wide range of equity topics such as social identity, empathy and implicit bias.
- **“Stories of Courage” headline Oswego’s 35th anniversary of ALANA:** The past year marked the [35th anniversary of SUNY Oswego’s annual ALANA \(Asian, Latino, African and Native American\) Student Leadership Conference](#), which took place September 21-27, 2021. The ALANA conference was founded in 1986 by students who were determined to facilitate a day-long collaboration between Asian, Latino, African and Native American populations with the goal of exploring and celebrating the multifaceted aspects of culture, diversity and heritage. This year (2021), members of the campus community were

encouraged to participate in shining the light on “stories of courage,” explore the challenges and journeys of those who chose or were forced to migrate from the countries in which they were born and give a voice to the complicated nature of displacement, adaptation and power.

- The following are highlights from ALANA 2021:
 - ▮ Latino Student Union’s (LSU) Migration vs Immigration Panel was attended by approximately 50 students and considered by many to be one of the top programs of the week.
 - ▮ The Annual Peace Walk was attended by many students, faculty and staff and was followed by the ALANA Spoken Word Poetry and Networking Reception that featured Jillian Hanesworth, Buffalo’s first poet laureate and director of leadership development at [Open Buffalo](#).
 - ▮ SUNY Oswego’s Oswego Reading Initiative brought Claudia D. Hernández, the author of its 2021 selection “Knitting the Fog,” to campus for a live talk. The initiative, known as ORI for short, dates back around 20 years and provides incoming freshmen with a shared reading assignment before they arrive on campus. “We want students to understand they are coming into an intellectual community with critical discourse,” said Rameen Mohammadi, the associate provost who chairs the ORI committee. “Hernández’s book is relevant and an important read because it tackles ongoing discussions about immigration and how America handles its borders through the story of a young woman immigrating, and the challenges and prejudice she faced.”



(L-R) Poet Jillian Hanesworth, Marquel Jeffries, and retired President Deborah F. Stanley converse prior to the 2021 ALANA Peace Walk



The Gospel Choir performs at the 33rd annual Martin Luther King Jr. Celebration



(L-R) Chief Diversity and Inclusion Officer Kendra Cadogan and Officer in Charge Mary C. Toale

▪ **Reflecting the identities and values of a diverse student body:** SUNY Oswego understands the need for experiences and programs that reflect the identities and values of a diverse student body. Our signature offerings this past year included the prior mentioned ALANA Leadership Conference, the annual Martin Luther King, Jr. celebration, and the *I Am Oz* Diversity Speaker Series which all returned to in-person modalities this year, as did the student-led and driven committees that partner with Campus Life to steward these important campus traditions.

» Acclaimed educator, author and activist Angela Davis was the keynote of [SUNY Oswego's 33rd annual Martin Luther King Jr. Celebration](#) on Wednesday, February 9, 2022. Davis spoke to a full house in Waterman Theatre about her activism and scholarship over many decades, as well as her involvement in movements for social justice around the world. Her work as an educator — both at the university level and in the larger public sphere — has always emphasized the importance of building communities of struggle for economic, racial and gender justice.

» *I Am Oz* Diversity Speaker Series

- » Eddie Glaude Jr., a bestselling author and chair of the African American studies department at Princeton University, spoke to a SUNY Oswego audience on November 4, 2021, in the Marano Campus Center auditorium. Glaude's books include "Democracy in Black: How Race Still Enslaves the American Soul," and "In a Shade of Blue: Pragmatism and the Politics of Black America." Both books take a wide look at Black communities, the difficulties of race in the United States and the challenges the nation faces as a democracy.
- » Award-winning author, educator and producer Ilyasah Shabazz presented to the Oswego campus community on April 18, 2022, in the Sheldon Hall ballroom. Shabazz has authored five historical novels and has served as project advisor for the PBS award-winning "Prince Among Slaves" documentary. In her work to preserve the legacy of her parents, she has dedicated herself to institution building and intergenerational leadership development with the tenants of diversity, equity and inclusion.



Learning via Service...with a Focus Forward

Students have the unique opportunity at SUNY Oswego to engage in a number of service-learning courses, which give students the opportunity to serve in the community and reflect upon those experiences in an academic setting.

Michelle Bandla, Director of EXCEL (Experiential Courses and Engaged Learning) at SUNY Oswego, who oversees service-learning initiatives, explains the unique experience students get when they take a service-learning course, like GST 102 and GST 302.

“GST 102 gives students the opportunity to learn and assess community needs,” Bandla said. “It gives students the opportunity to learn about poverty, social justice and civic engagement. Then, in GST 302, students are able to take a step back and assess ‘How do I impact the community as a volunteer? How can I use my experiences or my privilege to impact the community that I live in?’”

Bandla also highlighted Focus Forward, [the popular service-learning program](#) that partners with five school districts in the Oswego area. Focus Forward gives students the opportunity to take part in school-based mentoring.

Through the early stages of the pandemic, Focus Forward adapted to offer virtual mentoring services through a pen-pal system and real-time Zoom meetings. After

successfully returning to in-person mentoring this fall, Focus Forward utilized 54 college-student mentors and served more than 60 middle and high-school mentees allowing for ideal one-to-one matches to provide academic and social support in a time of increased need created by the pandemic. A total of 89 students stepped up to mentor throughout the last year to serve in nine schools across five districts.

The EXCEL office also supports service-based lessons that occur in academic courses across campus. For example, the English and Creative Writing department offers a service-learning section of English 102 in which, this fall, students learned and wrote about civic engagement and contributed over 110 hours of service in the Oswego community.

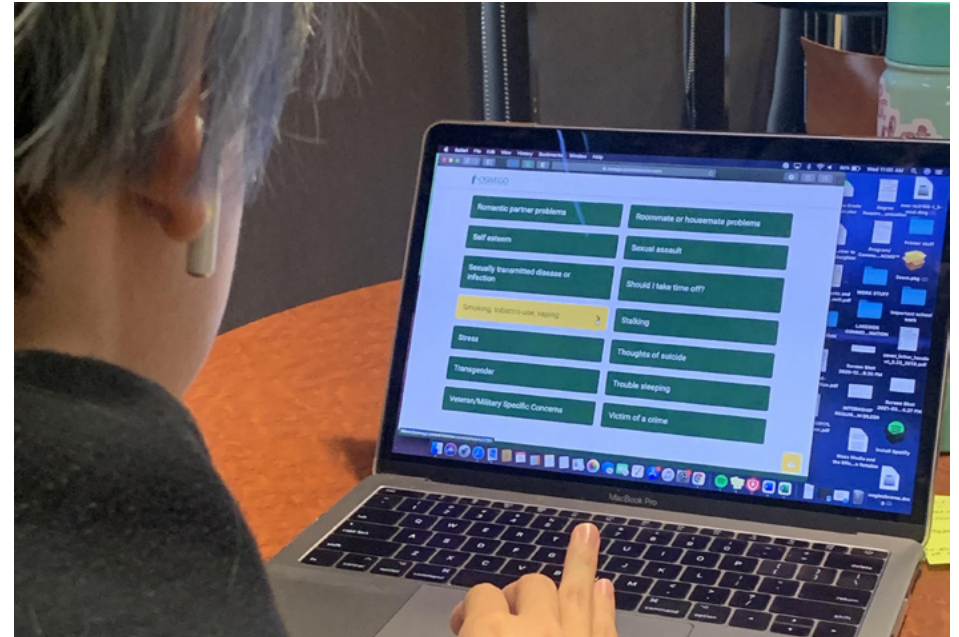
Other academic service-learning opportunities include Vote Oswego, created by political science faculty member Allison Rank, which gives students the opportunity to engage in a course that teaches them the ins and outs of running a voter awareness and registration campaign and engaging the student body in the importance of elections and voting.

“We’re always growing and expanding,” said Bandla. “We’re always looking for more opportunities for students to do service and to create more partnerships with those in the community.”

Nurturing a Culture of Care for Our Students and Campus Community

In an effort to continue strengthening a culture of care, the university has established for students and each member of the campus community, SUNY Oswego engaged in the following actions and initiatives this past year.

- **Oz Concern Navigator** — SUNY Oswego [rolled out a new web-based guide called the Oz Concern Navigator](#) to help students find a variety of resources and solutions on and off campus. “The online platform allows all stakeholders to identify a concern that a student may be having and connect them with resources both on and off campus that support that student,” said Dean of Students Christy Huynh. Stakeholders can be students, faculty, staff and/or families. The project’s main purpose is ultimately to help connect students to the resources they need when they need them. Since the launch in August 2021, 2,845 users viewed 12,950 pages during 3,880 sessions
- **Lending a helping hand** — Students Helping Oz Peers — or SHOP for short — opened its pantry in October 2016 as the first student-run food and clothing pantry within the SUNY system. It provides students, faculty, and staff with FREE non-perishable food, toiletries, sexual and reproductive health products, and professional and winter apparel. SHOP is a collaborative effort between on and off campus partners who recognize the need to address food insecurity on our campus. Over 200 volunteers provided over 410 hours of service to the SHOP this past year. Some highlights of the past year included:
 - ▶ A “SHOP and Swap” business clothing drive and swap was instituted in October 2021. A series on Instagram called “Taste of Home” was also produced where recipes were featured using only things found in SHOP and most homes.
 - ▶ “Cram the Van” SHOP drive nets great participation — Campus members came together to “Cram the Van” in the SHOP event aimed at collecting non-perishable food, clothing and toiletries from students and campus offices to donate to the SHOP pantry. SHOP staff “crammed” the donations in a SUNY Oswego van in the drive, which took place November 8 through 12 in all residence halls and four administrative



The Oz Concern Navigator is helping connect students to needed resources



SHOP's "Cram the Van"



Senior SHOP Coordinator Helena Buttons helped bring back “Warm-Up Week” this February



Brian Wallace, director of the newly formed Department of Campus Recreation and Fitness, with student Panagiotis Vakirtzis in the Cooper Fitness Center

buildings. In total, the drive collected more than 20 boxes of food and four bags of winter wear and professional clothing. In the friendly residence hall competition, Johnson Hall was declared the winner for most goods donated, and they received a “Cram the Van” banner in acknowledgment of their winning status.

- › SHOP hosted [“Warm-Up Week”](#) from February 15 to 17, in the Marano Campus Center, giving students, faculty and staff the opportunity to visit SHOP for winter wear, including coats, boots, gloves, hats and scarves. These items were free of charge for those on campus who needed them.
- › [Greek organizations donated over 2,000 items to SHOP](#): SUNY Oswego’s SHOP pantry received a big boost via a Greek Life Food Drive Competition this spring, with 11 Greek organizations collecting a total of 2,045 cans and toiletries for the cause. The drive ran April 11 to 29, with the Theta Chi fraternity donating the most items — 704, or 34.4 percent of total donations. Six different organizations used social media to promote SHOP as well, helping spread the word about the pantry’s resources and increasing participation. Alpha Delta Eta had the most publicity among all of the organizations, but SHOP organizers thank everybody for spreading the word!
- **Embracing Campus Recreation** — The university created a new Campus Recreation department in January 2022. The new department will be better equipped to serve the student body and push forward a dynamic program that supports recruitment and retention, while utilizing campus resources more efficiently.
 - › Campus Recreation lobbied for and secured the removal of the student fitness center membership fee through support from the Higher Education Emergency Relief Fund, during the spring 2022 semester. The purpose of this fee removal was to support the mental health needs of the student body by removing the paywall associated with access, as shared in Officer in Charge Mary C. Toale’s [February 7, 2022 email to students](#). A follow-up assessment demonstrated that this initiative was a high-impact use of the funding.
 - › During the spring semester, Campus Recreation inherited an increased level of oversight of the club sports program. The department advised the clubs more closely and provided greater supervision of their practices and games. In addition, the department created and executed a new procedure for its annual budget allocation process.

- **Supporting the holistic needs and well-being of our students** — Research demonstrates counseling is a critical retention program, helping to support the holistic needs of a student. Counseling Services at SUNY Oswego drafted and supported the adoption of a syllabus statement in support of student mental health.
 - › Counseling Services, in collaboration with other units, hosted [the Mental Health and Wellness Fair in the fall 2021](#), bringing over 25 vendors and approximately 1,000 students together to learn about resources and activities that contribute to well-being, as well as engage in a fun and festive atmosphere at the opening of the school year.
 - › Student, faculty, and staff training was provided by counseling staff to promote positive, pro-social interventions with students in distress, including but not limited to QPR (Question, Persuade, Refer) Suicide Prevention Gatekeeping Training. By [bringing this training and the Send Silence Packing exhibit to campus](#), Counseling Services aims to ensure that students, faculty and staff are trained and aware of the signs of suicidal ideation and crisis, as well as ways to constructively intervene. The QPR training is a free, 90-minute session that will help individuals recognize warning signs of suicide, how to offer hope and how to get help to save someone’s life.



Staff and students with the Counseling Services Center spread awareness about mental health issues and suicide

- › SUNY Oswego’s Health Services was successfully reaccredited by the Accreditation Association for Ambulatory Health Care (AAAHC) for another three-year period in September 2021. The accreditation process is an onsite, in-person visit that lasts 1.5 days. AAAHC reviewed all department policies and procedures, staff licensing, privileges, performance programs and accreditation folders, building safety and flow, and patient charts. Health Services was fully compliant in 15 out of the 19 areas of evaluation and substantially compliant in the other four areas.

Directing Funds to Our Students, Where it is Needed Most

Student Emergency Funds served 346 students in 2021-2022. The funds provided came from the SUNY Emergency Fund, (received in late spring 2021); the Fullum Student Emergency Fund; and the campus student emergency fund (raised by Alumni and Development). A total of \$105,619 was disbursed to students to support needs such as housing, transportation, food, and other, (replacing laptops, replacing items lost in fire, items lost in robbery, medical bills). Individual meetings and follow-ups with each student were done by staff in the Office of the Dean of Students. At the point of service, students were provided with campus and community resources related to financial well-being.

Feedback from students indicated that funds provided were timely and essential to their ability to stay in school. Student feedback included:

- › “The funds helped me tremendously; without the funds I would have not been able to complete my semester in a healthy way and would’ve had an extreme number of issues. I am so grateful.”
 - › “The emergency funds most definitely helped me complete my studies! Without the aid provided by the school, I would’ve been evicted from my apartment just days before my graduation.”
 - › “The emergency funds helped to cover both rent and my heating, my two main stressors. The school’s support allowed me to finish my final year strong and get back to focusing on my classes, which I am extremely grateful for.”
- SUNY Oswego allocated **Higher Education Emergency Relief Fund (HEERF) funding to provide emergency grants** to students experiencing financial hardship specifically due to the disruption of campus operations as a result of the COVID-19 pandemic and/or for expenses related to any component of the student’s cost of attendance or for emergency costs that arose due to coronavirus. This past year, SUNY Oswego disbursed \$11,281,137 directly to students as part of the (HEERF) III American Rescue Plan allocation to campuses.



Coming Together in Support of an All-in Approach to Student Enrollment

While many colleges and universities across the nation continued to grapple with declining enrollment numbers, caused by shrinking high school student populations and the lasting impact that COVID has had on campuses and communities across the country, SUNY Oswego experienced a dramatic increase in applications, admits, deposits and the academic quality of its new, first-year and transfer student population.

“We pulled together last fall and this spring to mitigate the effects of COVID on our student enrollment and reversed a three-year drop in the number of students choosing SUNY Oswego,” said SUNY Oswego Officer in Charge Dr. Mary C. Toale. “We led the pack among the comprehensive institutions in the SUNY system and attribute our success to an aggressive, integrated, teamwork approach that involved our alumni, faculty and staff across campus.”

Dr. Toale added, “We also benefited greatly from the support and participation of high-profile alumni who have helped us showcase the real-world success of SUNY Oswego graduates. We proudly shined the light on many of our successful alumni who have become school principals, entertainment hosts and producers, chemists, meteorologists, scientists, UX researchers, veterinarians, authors, non-profit leaders, drone technology teachers, Emmy-award winning photojournalists, founders and CEOs of financial firms.”

In addition to the increased enrollment in both first-year and transfer students, “this incoming class is among our highest quality classes of the past decade based on high school GPA,” according to Scott Furlong, SUNY Oswego’s Provost and Vice President for Academic Affairs and Enrollment.

How did we do it?

- **Campus-wide collaboration** — an “all hands on deck” approach. SUNY Oswego brought faculty, staff and administration into the process to assist with many phases of the recruitment cycle. The entire campus community stepped up to recruit students.
- **Instituted free application weeks** — SUNY Oswego drew over 3,000 applications over two weeks in November 2021, which yielded a high completion/deposit rate.



- **Targeted, integrated marketing** — Admissions and the Alumni Office partnered with our Marketing and Communication team to develop aggressive campaigns that raised the profile of the institution and profiled our successful alumni (and their budding careers) across the country.
- We had **robust undergraduate recruiting** for the incoming class, which generated one of the highest number of first-year deposited students in the institution’s history. SUNY Oswego achieved this with the help of an “all in” effort including trips by deans, faculty and alumni. Al Roker '76, Bob Moritz '85, and Joe Coughlin '82 played significant roles in Admissions recruitment and matriculation marketing campaigns.

Data-focused decision-making continues to mature

SUNY Oswego created a Strategic Enrollment Management Committee in spring 2022, which is meeting regularly and disaggregating data by race/ethnicity, income status and first-generation status. The committee is also setting and sharing concrete targets, based on modeling and discussion with the following initial plans:

- › intent to return to and maintain the College at 8,000 students (fall headcount);
- › targets that call for 2,300-2,500 new freshmen and transfers each year (fall and spring combined);
- › intent to pursue an 80% retention rate for new freshmen which, once maintained for three cohorts, will be increased steadily.

Alumni Engagement in Support of Our Students

Our alumni volunteers amplify the impact of not only our division but SUNY Oswego as a whole. The network of more than 92,000 alumni worldwide strengthens our outreach and the work we are able to do while advancing the mission of SUNY Oswego. At the same time, these programs create meaningful and enriching experiences for our alumni who often expand or deepen their personal and professional networks in service to the university.

- In 2021-2022, **more than 870 alumni volunteered their time and expertise** to serve on boards, host virtual and in-person events, present webinars, speak in classes and on panels, recruit new students, select award recipients and donate their service in many other ways. Perhaps, most importantly, they connected with and mentored current students.
- The **Alumni Sharing Knowledge (ASK) program** has continued to connect thousands of students with alumni throughout the past academic year through in-person and virtual events, class visits and group discussions, as well as through one-on-one mentorship. In 2021-2022, at least 234 alumni connected with approximately 4,080 students through the ASK program.
 - › During the 2021-2022 year, there were 70 individual ASK one-on-one mentorship connections completed. Additionally, 396 alumni mentors have signed up for the revamped program.
- SUNY Oswego intensified its **commitment to diversity and inclusion** through specific partnerships with underrepresented groups through existing events, including the FirstLEAP: First Generation College Student Panel, the Educational Opportunity Program Conference, My Identity & My Career sessions and an Implicit Bias panel discussion as part of the Imagine 2022 Program, and more.





The “Building Communities through Entrepreneurship” symposium featured alumni panelists (L-R) Jeff Knauss ’07, Bob Moritz ’85, Phyllis Moore Holloway ’76 CAS’01, with Pam Caraccioli, president and CEO of Fulton Savings Bank, serving as moderator



2021 Launch It winners Molly Bergin and Robyn Kilts (center) are pictured with (L-R) Irene Scruton, Ed Alberts, Sara Mastrangelo ’06, Kevin McMahan ’78 and Prabakar Kothandaraman

- **Business Symposium, Launch It Focus on Entrepreneurship** — Two events, featuring successful alumni and SUNY Oswego’s next entrepreneurial success stories, unfolded on September 30 during the School of Business’s “Building Communities through Entrepreneurship” symposium in the Park Hall auditorium. Panelists included Bob Moritz ’85, global chairman of PwC; Phyllis Moore Holloway ’76 CAS’01, a business owner, long-time educator and non-profit leader; and Jeff Knauss ’07, serial entrepreneur and co-founder of the Digital Hyve marketing agency. An expanded version of the university’s annual Launch It student entrepreneur competition kicked off with in-person pitches following the panel. This session, along with two more on October 1, allowed students to start building teams as they competed for a \$2,500 top prize among other cash awards.

Molly Bergin and Robyn Kilts were [named first-place winners in the 2021 student entrepreneurial Launch It competition](#) for their project “Hush Bracelet.” The Hush Bracelet, designed to alert people that you may be in danger, contains two main technological concepts, an app and GPS signaling within the bracelet. Bergin and Kilts said “It’ll be connected to an app which is how you’d be able to contact people primarily. If you push the bracelet once, it notifies friends and family that you feel like you’re in danger, but that you don’t necessarily need to be picked up at that moment. The second time you hit it, it starts tracking your location while still notifying friends and family. And then the third time you hit it, it notifies 911 and sends them to your location.”

Imagining a Successful Future

[Imagine 2022](#) was a free and innovative 3-week career development program offered to all SUNY Oswego students and Class of 2021 graduates during the Winter 2022 Session (January 3-23, 2022). The program, planned by the Alumni Engagement and Career Services teams, focused on career exploration, building and honing a stand-out online presence and professional brand, discovering internship and job opportunities, and more — all while connecting with alumni, employers and student leaders for mentorship and guidance. Each week focused on a different topic, with a variety of programs and events that participants could engage in based on their own interests and schedules.

The themes were: “Imagine the Possibilities” (Week 1); “Imagine Excelling” (Week 2); and the two-part theme “Imagine Connecting” and “Imagine Success” (Week 3). Each week’s programming offered a variety of ways to participate from live keynote and panel sessions via Zoom Webinar; to interactive live workshops

via Zoom Meeting; to Instagram Live chats between alumni and students; to pre-recorded informational interviews between alumni and students; to podcast episodes; and finally to a series of videos and learning modules based around health and well-being, academic success and more.

All the feedback we received, through each of the assessments and via anecdotal or personal outreach to staff, was overwhelmingly positive — and every respondent indicated they were able to identify at least one resource and/or tool to help them with their academic or professional success.

SUNY Oswego's inaugural Imagine 2021 professional development series [racked up four awards in the summer of 2021](#) in which it was recognized for the innovative nature and collaborative spirit of the program. Imagine 2021 earned two SUNY Council for University Advancement Best in Category Awards for advancement professionals — Excellence in Events: Alumni Engagement and Excellence in Events: Campus Community — and two SUNY Career Development Organization Awards — Excellence in Alumni Programs and Excellence in Diversity, Equity and Inclusion Initiatives.



Corey Cesare '21 is now working as a content writer and YouTube host for Talent Recap

Identifying and Landing the Dream Job

Students and families want to know that SUNY Oswego is the best choice for discovering a meaningful career path, confirming choices through academic rigor and experiential activities, and successfully launching at the highest possible level. As an institution, we are committed to accomplishing these goals and our numbers prove it.

- Despite the unique challenges posed by the COVID-19 pandemic, **96% of 2021 graduates were in graduate school or working full-time**, 88% in their chosen field of study, according to the most recent survey of graduates.
- **Career Services provides exceptional support to students.** This year, Career Services conducted 1,300 one-to-one professional career coaching appointments and over 500 intern-to-student appointments. The team processed 5,600 career assessments across multiple online and offline platforms.
- SUNY Oswego [earned a pair of top 10 rankings and additional recognition for outstanding career preparation of students](#) in a recent national survey. The inaugural “Career Readiness Leader and Innovator Awards” presented by SkillSurvey, the leading provider of talent intelligence and career readiness solutions, honored Oswego in the following categories:
 - › Career Readiness Leader: Top 10 Institution
 - › Career Readiness Leader: Top 10 in Critical Thinking
 - › Career Readiness Innovator: Most Students leveraging Career Readiness Reports as LinkedIn certificates
- Career Services staff **rebranded the industry model of career coaching to a “Career Community” model**, which is a best practice within higher education career development. The Career Community model highlights the community of support that a student enters when exploring, selecting and/or moving through a career path. This community hub is ideally coordinated by their Career Community’s corresponding Career Coach and in alignment with the goal to develop a broader career ecosystem at SUNY Oswego. Each Career Community — Business; Communication, Media and the Arts; Education, Public and Human Services; STEM/Healthcare; and Undeclared/Exploratory — provides a list of common fields or paths. Each path has comprehensive resources to explore, including pre-built internship and job searches across various platforms, relevant professional associations, typical job titles, skills needed for success, links to related alumni on LinkedIn and to the Alumni Sharing Knowledge program, and relevant LinkedIn Learning courses and pathways.

Helping to Recruit the Next Generation of Lakers

With more than 92,000 alumni in the Laker network, our alumni can play an integral role in extending SUNY Oswego's human impact worldwide. In partnership with Enrollment Management, alumni and engagement staff called on members of the alumni community to assist with a range of admissions efforts, including alumni spotlights in marketing materials (billboards, ads, digital initiatives), personal letters from alumni to admitted students, alumni speakers at prospective and admitted student events, and calls from alumni to admitted students and their families to encourage matriculation.

- Between January and April 2022, 27 alumni volunteers — 12 of whom were **Graduates Of the Last Decade (GOLD)** — attended regional events and on-campus Admitted Student Days/Open Houses to speak with prospective students and parents, as well as area high school guidance counselors, about their positive Oswego experiences.

- In addition to these speaking opportunities, the **Development and Alumni Engagement team collaborated** with the Office of Communication and Marketing, as well as Admissions, to feature 16 successful alumni (eight of whom were GOLD) in a series of marketing efforts this spring — including regional billboards and digital ads.
- Alumni volunteers **helped promote the May 1 “Decision Day”** (the deposit deadline day for admitted students) by posting on their respective social media channels about their decision to attend SUNY Oswego. They congratulated those students who committed to Oswego and encouraged those who had not yet committed to doing so.
- Several **board members volunteered their services** to other priorities.
 - Doreen Mochrie '85, who received a 2021 Alumni Impact Award in May 2022, served as the keynote speaker, while Dianora DeMarco '14 M'15 participated in the 10th Anniversary celebration of the Student Investment Club in New York City in April.



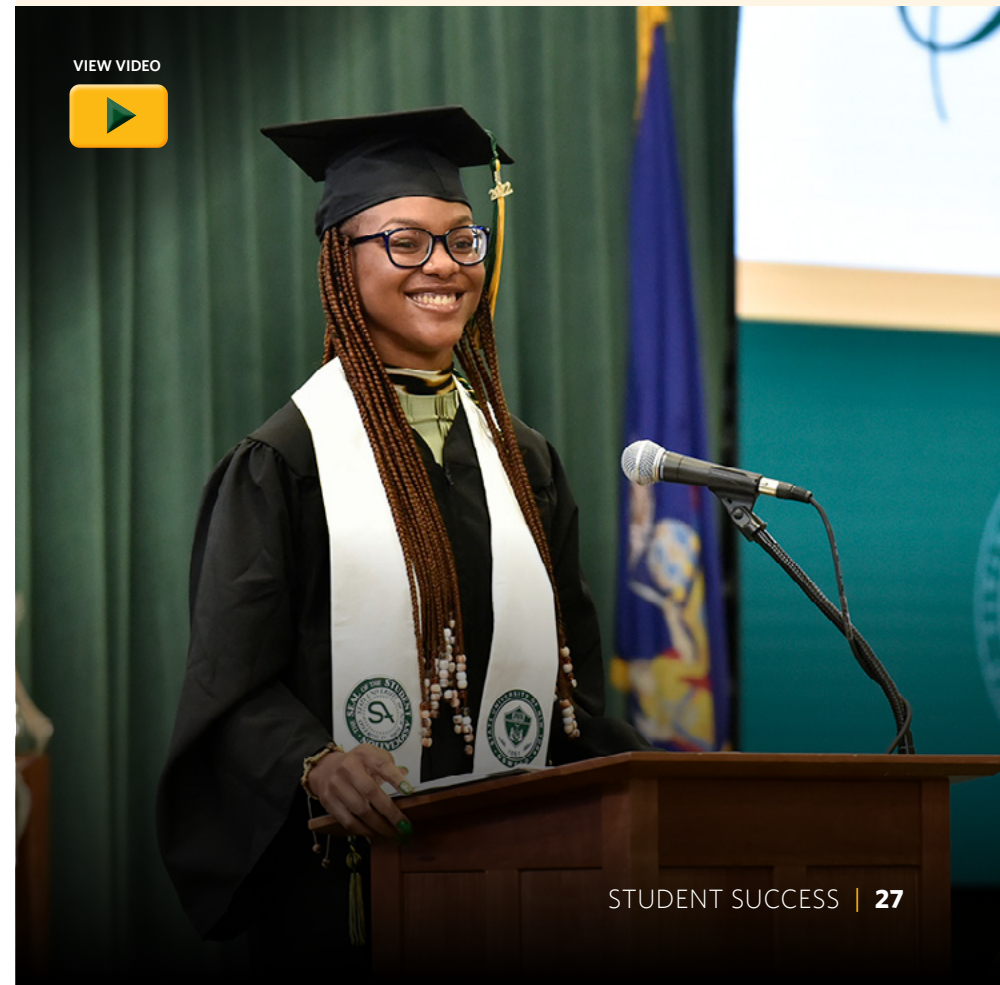


(L-R) Justin Dobrow '17, Oswego Alumni Association Board member; Deborah F. Stanley, retired President; and Rose Cardamone Crane '81, Chair, Oswego College Foundation

- ▶ Bob Moritz '85 presented “Reimagining the Outcomes that Matter” to the campus community in March, and Moritz joined fellow board member Jeff Knauss '07 on a panel that addressed “Building Communities through Entrepreneurship.”
- ▶ Knauss and board Secretary Mark Baum '81 served as December 2021 Commencement Ceremony speakers while also receiving honorary degrees from the State University of New York, as did Susannah Melchior Schaefer '90 during the May Commencement Ceremony.
- ▶ Baum and Aunr e Houston '00 served in speaking roles during the annual Scholars Brunch over Founder’s Weekend. Board Chair Rose Cardamone Crane '81 had very visible roles throughout that weekend, and also served on the Presidential Search Committee.
- ▶ Alumni and our staff contributed their expertise and leadership on several other boards, including the College Council, School of Business Advisory Board, Engineering Advisory Board and School of Communication, Media and the Arts Advisory Board. The alumni share their professional contacts, expertise and input on such issues as curriculum development, corporate

161st Commencement Highlights

Members of SUNY Oswego’s graduating Class of 2022 participated in one of three Commencement ceremonies held on May 14, 2022. In addition to celebrating the moment and earning their degrees, graduates were treated to words of wisdom and encouragement from keynote speakers Jason T. Serrano '97, chief executive officer and president of New York Mortgage Trust Inc.; Susannah Schaefer '90, president and chief executive officer for Smile Train; and Joseph Lauko, executive vice president/chief operating officer for SRC Inc. and chairperson of SRC International Inc. Officer in Charge Mary C. Toale delivered a “Charge to the Graduates” and Student Association President Takayla Beckon '22 addressed her fellow students before they crossed the stage.



partnerships, career development opportunities, facilities and equipment upgrades and most importantly, supporting our students. For example, a group of alumni, in partnership with students and faculty in the School of Business, are helping bring the “design-thinking” approach to the development of a new Business Analytics program. Paul Austin '89, senior manager of WebSphere Development at IBM; Hunter Snowmoro '16 M'17, a commercial development analyst in clean energy development at National Grid; and Nikki Brown '18 M'20 and Kevon Cambridge '20 from IBM, as well as corporate partner Lisa Mondello from SRC Inc. attended and shared their expertise with business faculty to improve the curriculum and also develop new student co-curricular experiences such as mentorship programs, speed networking events and analytics “biz-thons” to help students build their portfolios.

Recognizing Our Award-Winning Alums

The Alumni Awards program honors and recognizes alumni annually for outstanding professional achievements in their fields, for service to the college and our students, and for exemplary service in their local, national or global communities. Five

outstanding alumni were chosen from this year’s nominations to be recognized during Reunion Weekend as award recipients for the 2022 award year.

- **Honoring alumni who have demonstrated a lifetime of both professional and civic leadership**, the Lifetime Award of Merit was presented to Mark Allen Baker '79 of Hebron, Conn., award-winning non-fiction author and biographer; Phyllis Moore Holloway '76 CAS '01 of Syracuse, N.Y., an accomplished educator, entrepreneur and community leader; and Matthew Kelsch '83 of Boulder, Colo., an internationally recognized meteorologist and weather and environmental science educator. Nationally recognized head coach for Lakers men’s golf and wrestling, and community athletics volunteer Michael Howard '90 of Oswego, N.Y., received the Alumni Impact Award for his significant contributions to advance the college and SUNY Oswego students. Jean Palkowski Edminster '70 of Fayetteville, N.Y., was recognized for being a highly engaged community volunteer and activist for several nonprofits and charitable organizations with the Community Service Award. Additionally, SUNY Oswego presented one of our 2021 Alumni Award recipients Doreen Mochrie '85 with an Alumni Impact Award during a May 2022 Oswego College Foundation Board meeting, as we were unable to do an in-person presentation last year because of COVID-19 restrictions.





ACADEMIC & CREATIVE EXCELLENCE

Academic and Creative Excellence is fueled by SUNY Oswego's learner-centered philosophy. We believe a diverse faculty and staff that are accomplished, caring, inquisitive, committed, earnest, and learner-centered is best equipped to create the environment needed for student success.

The Pursuit and Acknowledgment of Excellence

Academic and creative excellence at SUNY Oswego is cultivated through effective and ongoing professional development, enabling faculty to share and learn best practices. Members of our university community achieve academic and creative excellence through increased collaboration and supportive relationships among faculty and staff, and in cooperation with partners in the external community.

Recognitions, rankings and accolades

- SUNY Oswego **continued to be ranked in the top 10 among public colleges** in [U.S. News and World Report's 2022 Top Regional Universities in the North](#), according to the publication released on September 13, 2021. In 2021-2022, SUNY Oswego was ranked #50 overall in the northeast. The region includes public and private colleges throughout New York, Pennsylvania, New Jersey, Maryland and Delaware. Among the public institutions on the list, SUNY Oswego was tied for tenth. In addition, Oswego appeared on the national U.S. News rankings for Top Undergraduate Engineering Programs, non-doctorate and Top Business Schools. U.S. News also included Oswego in its Best Online Graduate Business Programs: MBA; top five nationally for Women Enrolled in MBA Programs; and in its Green Colleges guides.
- SUNY Oswego's **online master of business administration (MBA) program continued to rank top among public institutions in New York State by U.S. News and World Report**, one of multiple impressive measures in rankings released on January 25, 2022. A new honor for the college was ranking as the top institution in New York state in MBA programs for veterans, tied for 38th overall. For the overall online MBA, Oswego tied for 56th, which represented a rise of six places from the previous year. Oswego also is currently ranked #38 overall in Fortune Education's "Best Online MBA Programs," and as the best top public institution in New York state. In addition, MBA specialty site Poets and Quants ranks the college #33 overall and the top public institution in the state. In addition, SUNY Oswego's online bachelor's business program tied for 75th, which officials found impressive because that offering is still new in that form. This entry also placed the college among the top overall online bachelor programs.
- **Named to Princeton Review's 'Best Regional Colleges'** — The Princeton Review again [named SUNY Oswego to its list of the 223 Best Regional Colleges-Northeast for 2022](#), a distinction the college has earned every year since the educational services firm started regional listings in 2003. Those surveyed at SUNY Oswego praised "amazing professors" who are "knowledgeable about their subject and excited to be in Oswego" and create a "personal and comfortable learning environment." They also noted that faculty "really care about what you do and want to help you in every way to make sure you do well." Students appreciated having "a lot of opportunities to work with professors on research and other projects outside of the classroom to help build real-world experience," according to the profile.
- SUNY Oswego's array of sustainability activities has once again [earned recognition in Princeton Review's "Guide to Green Colleges."](#) Oswego is among 420 colleges in the U.S. and around the world to receive high rankings in administrator and student surveys on such factors as the influence of sustainability issues on academic and campus experiences; administrator and student support for environmental awareness and conservation efforts; and the level of environmental issue support on campus.
- [School of Education earns accreditation for ongoing 'commitment to excellence'](#) — SUNY Oswego's School of Education (SOE) earned accreditation through the Council for the Accreditation of Educator Preparation (CAEP) — an achievement that recognizes excellence and a continuous commitment to improvement in preparing students to succeed in the field of education. Accreditation demonstrates the college has a "commitment to excellence" in preparing educators, CAEP President Christopher A. Koch wrote in informing SUNY Oswego of the honor. Laura Spenceley, dean of the School of Education credits the school's accreditation team and its tireless efforts "to provide evidence of how our curriculum, partnerships and quality assurance practices align to bring positive outcomes to the broader community."
- In other accreditation news, our **Biomedical and Health Informatics (BHI) master's program achieved accreditation candidacy status** with the Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM). SUNY Oswego's art program was also engaged in the reaccreditation process with the National Association of Schools of Art and Design (NASAD) in 2021-2022.

SUNY Oswego's Accreditation is Reaffirmed by MSCHE

Thanks to the efforts of the entire campus community, SUNY Oswego's institutional accreditation was reaffirmed at the June 2022 board meeting held by the Middle States Commission on Higher Education (MSCHE). MSCHE's reaffirmation of SUNY Oswego's accreditation followed a more than two-year self-study process, led by Co-Chairs Associate Professor Rick Back and Chief of Staff Kristi Eck, that included over 80 members of the SUNY Oswego community, and culminated in an MSCHE (peer-review) evaluation team virtual visit in March 2022.

This reaffirmation of accreditation through MSCHE demonstrates that SUNY Oswego meets the Standards for Accreditation and Requirements of Affiliation and enables SUNY Oswego and its students to remain eligible to receive federal student aid and grants. It also demonstrates SUNY Oswego's commitment to its mission, vision, values and institutional priorities.

Throughout this important process, and most recently in the MSCHE self-study evaluation team report, SUNY Oswego was recognized for the following accomplishments and innovative practices:

- Mission and institutional goals/priorities
- Initiatives that promote a diverse and inclusive climate among students, faculty, staff and administration
- Our efforts in the areas of environmental sustainability and ecological stewardship
- Curriculum innovation
- Well-organized learning outcomes assessment process
- Holistic approach to assessing co-curricular learning
- Data-informed assessment and decision-making

In a message to the campus community, Officer in Charge Mary C. Toale extended a hearty thank you to the Self-Study co-chairs, the steering committee (representing all divisions of our institution, faculty governance and the UUP and CSEA unions), and the many faculty, staff, students, alumni, retirees, College Council and community members who participated and contributed countless hours to the process, the Self-Study report, the Middle States virtual team visit, and ultimately, the reaccreditation.

"Together, you told our story, showcased our investment in student success and displayed our commitment to academic and operational excellence at SUNY Oswego. I look forward to our continued examination, reflection, analysis and action that will continue to propel our university forward for years to come," said Toale.



Faculty and Staff Recognized for their Commitment to Excellence

Our faculty and staff continued to earn honors acknowledging their outstanding teaching ability, research, creativity and dedication to student success. The following provides a sampling of some of the faculty and staff members' achievements and accomplishments of the past year.

- **SUNY Distinguished Professor** — World-spanning achievements in research, publications and academics have earned Sarfraz Mian, of SUNY Oswego's Management and Marketing Department, the rank of [SUNY Distinguished Professor](#). A typical submission for a distinguished rank in the SUNY system — the top level of honor for talented faculty — will feature a nomination letter from one colleague with several supporting letters. In a unique step, Mian's nomination letter was signed by 32 faculty members of Oswego's School of Business, underscoring the esteem in which his colleagues, as well as researchers and teachers around the world, hold Mian and his work. "Dr. Mian has earned a worldwide reputation in the area of business incubation and entrepreneurship," his nominators wrote. "Dr. Mian has published four scholarly books, multiple chapters in scholarly books and over 50 peer-reviewed journal articles. He also has presented his research work at numerous international conferences. He has research collaborations with scholars all over the world."
- **SUNY Distinguished Teaching Professor** — Outstanding work inside the classroom and supporting student research have earned Ampalavanar Nanthakumar of SUNY Oswego's Mathematics Department the rank of [SUNY Distinguished Teaching Professor](#). Nominator Fehmi Damkaci, professor and chair of the Chemistry Department, described Nanthakumar as "a well-rounded and continuously improving teacher and scholar who is also impacting the college and community at large with his activities." Joining the Oswego family in 2001, Nanthakumar has taught 14 different courses from introductory to advanced, developed two online courses and consistently receives very high student evaluations and satisfaction ratings. He previously received the SUNY Chancellor's Award for Excellence in Teaching in 2020 and the SUNY Oswego President's Award for Scholarly and Creative Activity in 2018.
- **Chancellor's Award for Excellence in Teaching** — For Mary Tone Rodgers — the Marcia Belmar Willock Endowed Professor of Finance — winning the [SUNY Chancellor's Award for Excellence in Teaching](#) culminates an impactful and



Pictured top to bottom: Sarfraz Mian, Ampalavanar Nanthakumar, Mary Tone Rodgers



Pictured top to bottom: Ashraf Attia, Lisa Evaneski, Joshua McKeown

successful time inside and outside SUNY Oswego's classrooms. Rodgers came to SUNY Oswego in 2012 as the college's first-ever endowed faculty member. In the decade since, she has used more than 30 years of experience on Wall Street as well as her intelligence, personal skills and student-first approach remarkably, nominators noted. Rodgers has published research on financial market crises in prestigious journals including the *Journal of Economic History*, *Quarterly Journal of Austrian Economics*, *Research in Economic History* and *Review of Financial Economics*, also acting as guest co-editor of a special issue in that publication. Rodgers has included students in data analysis for her research.

- **Chancellor's Award for Excellence in Scholarship and Creative Activities** — Outstanding service and research on the international level while stimulating expertise in SUNY Oswego's School of Business earned Ashraf Attia, professor and chair of marketing and management, a [SUNY Chancellor's Award for Excellence in Scholarly and Creative Activities](#). A member of the SUNY Oswego faculty since 1998, Attia has published 22 peer-reviewed journal articles in high-quality journals and was the lead author in 16 of these 22 scholarly articles. He is a reputed scholar in the field of marketing and has continually developed the research interest and skill set that he uses to support his long-standing teaching interests in business-to-business marketing and sales.
- **Chancellor's Award for Excellence in Professional Service** — For overall leadership and for addressing student and campus needs in many areas, three SUNY Oswego staff members earned the 2022 SUNY Chancellor's Award for Excellence in Professional Service.
 - › Lisa Evaneski, Title IX coordinator is widely viewed as one of the most proactive and productive professionals in her field — in SUNY and across the nation. She joined SUNY Oswego in 2008 and began serving as Title IX coordinator in 2015. In addition to leading campus-wide compliance with Title IX regulations, Evaneski helped create the SUNY Title IX Coordinators Association and serves as past president. She has presented and consulted at the national and regional level on Clery regulations, Title IX, the Violence Against Women Act, higher education compliance, inclusion, social justice and other topics.
 - › Joshua McKeown, associate provost for international education and programs, "has lifted SUNY Oswego's status in regard to our international education and programs to the point that SUNY Oswego is seen as a leader within SUNY, where colleagues throughout SUNY, including SUNY



Pictured top to bottom: Sean Moriarty, Mary Crow, Rebecca Burch

Administration, seek him out for advice and help,” said his nominator. McKeown, who came to Oswego in 2001, won a Fulbright-Nehru International Education Administrators program and serves on the national-level Fulbright Award committee. Under his leadership, Oswego education abroad expanded to become a SUNY leader with over 100 study-abroad and exchange programs in more than 30 countries, which often enroll more than 400 students annually.

- » Sean Moriarty, chief technology officer, was praised for his outstanding leadership in technology development to support the university’s instructional mission since joining Oswego in 2013 as chief technology officer (CTO). In leading Campus Technology Services (CTS), he has deployed software solutions for all areas of the college, ensuring the reliability and security of campus networks, supporting effective instructional technologies and advancing digital accessibility. He has additionally prioritized the end-users of technology in all areas of college operations. Moriarty served as vice-chair and chair of the SUNY Council of Chief Information Officers from 2016 to 2020. He has also served on numerous additional SUNY committees and is a member of the Educause Enterprise IT Program Advisory Committee.
- **Chancellor’s Award for Excellence in Classified Service** — Mary Crow, an office assistant in SUNY Oswego’s Office of Residence Life and Housing, earned the 2022 [SUNY Chancellor’s Award for Excellence in Classified Service](#), recognized for four decades of service consistently putting students first. “While her job responsibilities include daily housing assignment management and student billing, she regularly goes above and beyond through her work with students, parents, staff and other campus offices,” wrote her nominator Sara Rebeor, associate director for Residence Life and Housing. Crow has spent 37 of her 40 years at SUNY Oswego working in this office, and every day has displayed a positive attitude that helps students and co-workers.
- **President’s Award for Scholarly and Creative Activity** — Human development faculty member Rebecca Burch earned the [2022 President’s Award for Scholarly and Creative Activity](#) for impactful research and overwhelming contributions toward the next generation of researchers. Some of Burch’s research has gained widespread media interest. For example, her co-authored study on superheroes having unrealistic proportions led to interviews with global media with a total circulation of more than 163.4 million news hits. More recently, her co-authored research on flirting rated among the top five percent of outputs scored by Altmetric after appearing in 60 global news stories.

- **President's Award for Teaching Excellence** — Health promotion and wellness faculty member Jessica Harris earned the [2021 President's Award for Teaching Excellence](#), recognized for her dedication to the learner experience, exemplary pedagogy and quality teaching/mentoring in and out of the classroom.
- **Provost's Awards recognize deserving faculty** — Mathematics faculty member Indu Rasika Churchill received the [2022 Provost Award for Scholarly and Creative Activity](#), recognized as an impressive researcher, a deft mentor of student scholars and a supportive and energetic colleague. Chemistry faculty member Shokouh Haddadi earned the [2022 Provost's Award for Mentoring in Scholarly and Creative Activity](#) for leading students to academic, research and career success. In addition, Kenneth Nichols — a visiting instructor and Writing Fellow in English and creative writing — earned the Provost's Award for Teaching Excellence.
- **President's Awards honor outstanding academic advisers** — Lindsay McCluskey of communication studies and Casey Raymond of chemistry were named the [2021 recipients of the SUNY Oswego President's Award for Excellence in Academic Advising](#). The criteria noted that the award honors “wise and trusted counselors who aid students in the formation and development of their academic and life goals.”
- Communication studies faculty members Michael Riecke and Francisco Suarez showed they are more than outstanding professors, but also top creators in their field by [earning 2021 Broadcast Education Association national awards](#). In the organization's On-Location Faculty Creative Competition, Riecke earned an Award of Excellence in the Faculty Audio category for “For Changemakers, By Changemakers,” with Suarez winning the category of Faculty Educational Interactive Multimedia for his “From Suarez's Basement” video podcast series on YouTube.
- SUNY Oswego faculty members Sandra Bargainnier and Justin Mastrangelo recently [earned recognition as SUNY Online Teaching Ambassadors for 2022](#), an award that acknowledges the hard work they invest into building fulfilling curriculums for online courses. Theresa Gilliard-Cook, who is the senior instructional designer at Oswego, said that she nominated Mastrangelo and Bargainnier for the award for the content of their online courses and their ability to interact with and build relationships with students despite the challenges that online education can present to that process.



Pictured top to bottom: Francisco Suarez and Michael Riecke, Justin Mastrangelo and Sandra Bargainnier



Pictured top to bottom: Rebecca Mushtare, Jaelyn Schildkraut

- Rebecca Mushtare, associate dean of graduate studies at SUNY Oswego, was recently [named to the SUNY Empowering Students With Disabilities Task Force](#). The task force, formed in early 2021, is designed to uplift the voices of students with disabilities on SUNY campuses and address the issues impacting disabled individuals within the SUNY system. Per the task force mission, it will “focus on improving physical access on campus for individuals with disabilities, fighting stigmas associated with disability inclusivity, addressing ableism on campuses and fielding feedback from people with disabilities to improve their overall learning experience.”
- SUNY Oswego physics professor Carolina Ilie was [one of 15 scholars selected as Sigma Xi Fellows](#), a prestigious honor for continued contribution to the international honor society and the field of scientific research.
- In February 2022, the Rockefeller Institute of Government announced the appointment of SUNY Oswego Associate Professor Jaelyn Schildkraut as [new interim executive director of the Regional Gun Violence Research Consortium](#). Schildkraut leads the consortium and its more than 50 interdisciplinary gun violence researchers across eight states and territories as the nation confronts a renewed surge in gun violence.

In addition, in the wake of the tragic deaths in a school shooting in Uvalde, Texas and other recent mass shootings, Schildkraut has [provided her expertise to international, national and regional media outlets](#), bringing reason and research into a topic that is emotional and, unfortunately, ever timely. Most notably, Schildkraut appeared on CNN to discuss school lockdown drills. The CNN appearance is among the many interviews highlighting Schildkraut’s expertise on this aspect of preparation and response.

- Ongoing work on how corporations use individuals’ personal data in exploitative ways has earned communication studies professor Ulises Mejias a [prestigious post as a Fulbright Specialist](#) to work on this topic with educators and audiences across the globe. The program from the U.S. Department of State’s Bureau of Educational and Cultural Affairs and World Learning pairs highly qualified U.S. academics and professionals with host institutions in other countries to share expertise, strengthen institutional links, hone skills, gain international experience and learn about other cultures — all while building capacity at their overseas host institutions.

- The American College Personnel Association (ACPA) named SUNY Oswego's Title IX Coordinator Lisa Evaneski a [2022 Diamond Honoree](#), recognizing her longtime service supporting and elevating students. She was nominated by ACPA member Jeanne Sevigny, a former residence life and housing administrator at Oswego who now serves as the associate director of housing operations at University of Texas - Dallas.
- Technical Sergeant (T/Sgt) Richard Sherwood of SUNY Oswego's University Police [received the Professional Service Award](#) on November 16 at the SUNY University Police Awards. The Professional Service Award recognizes members for acts that greatly enhance the operations of the respective university police department. Of his 32 years of SUNY service, Sherwood spent the last decade of that time as technical sergeant. Sherwood developed a new division within University Police, tech services, in which he oversees the computers in the squad cars, the technology in the booking area and the University Police Department's website. A 1987 SUNY Oswego public justice graduate and Boonville native, Sherwood spent his first four years at SUNY Morrisville and returned to Oswego's campus in October 1993.
- SUNY Oswego's registered dietitian Kathryn Szklany [earned a statewide honor from the New York State Academy of Nutrition and Dietetics](#) with the Isabelle A. Hallahan Award. The award, given out to one female registered dietitian in New York each year in honor of its namesake, recognizes exceptional work in food service by trained professionals. The award's namesake, Isabelle Hallahan, was a prominent dietitian who had many jobs and titles in the industry in the 1970s and 1980s.
- **Faculty research included hundreds of published journal articles**, professional activities, podcasts, artistic performances and exhibits, as well as publishing over 40 books with prestigious imprints such as Peter Lang, Routledge, Vanderbilt University Press and more.
 - ▮ Steven M. Smith, director of SUNY Oswego's Writing Center and a SUNY Oswego alumnus, [published his debut poetry book titled "Strongman Contest,"](#) which eloquently tells the tale of his complex and self-described non-existent relationship with his late father, his own journey of love, marriage and parenting and lessons about how we can become better than what was mirrored and taught to us as children. His debut is a collection of poems Smith has been writing and publishing over the last 25 years



Title IX Coordinator Lisa Evaneski (at left in this file photo) was honored as a 2022 Diamond Honoree by the American College Personnel Association (ACPA)

apart from his day job of leading the writing tutoring operation for SUNY Oswego's Office of Learning Services.

- ▮ The latest book by SUNY Oswego political science faculty member Helen Knowles chronicles a pivotal Supreme Court case and corrects some historical distortions. Initially published as a journal article when Knowles was a visiting assistant professor at Whitman College in Washington, the book ["Making Minimum Wage: Elsie Parrish versus the West Coast Hotel Company,"](#) tells the human story behind the 1937 court decision to uphold the constitutionality of Washington State's minimum wage law for women.
- ▮ Communication Studies faculty member and Director of the Institute for Global Engagement Ulises Mejias identified a way to both engage his students and meet them where they are — by creating a podcast that introduced them to graduate school essentials. The [Grad School Essentials \(GSE\) Podcast](#) was produced by Mejias and the Strategic Communications master's program and refers to Zachary Shore's book "Grad School Essentials: A Crash Course in Scholarly Skills."



Cardinal Study Gives Flight to Undergraduate Research Opportunities

Every morning along the trails of Rice Creek Field Station, a faculty member and three students set out for a unique research opportunity that examines ways cardinals adapt to humans in different environments.

Biological sciences faculty member Daniel Baldassare works with three undergraduates — Brooke Goodman, Shyla Luna and Denis Ramos — on a variety of projects related to Northern cardinal behavior.

We are really blessed at Oswego with some awesome undergraduates and students who are really keen on getting research experience,” Baldassarre said. “I’ve got students working with me right now who really are doing projects that are akin to what a master’s student would be doing for a thesis project.”

“A big focus for me was being able to do hands-on research, looking up all the things about Rice Creek Field Station, in particular,” Luna said.

“That was absolutely one of the highlights for the school,” Luna added. “Just how involved a lot of undergraduates are. Because I know a lot of positions, especially like this are very competitive for a lot of schools and just the ease and the welcoming environment of us doing research and learning how to do it and learning all these things. It’s amazing.”



Advancing Our Innovative Curriculum

SUNY Oswego received the required approvals for the following academic programs:

- **Higher Education Leadership (MS)** — The new master of science degree program in Higher Education Leadership provides a pathway for director or coordinator-level positions across all units on college campuses. This 33-credit hour program provides coursework in higher educational history, student learning and development, leadership theory and research, with an emphasis on creating a more just, diverse, equitable and accessible learning environment.
- **Interaction Design (BFA)** — SUNY Oswego’s new bachelor of fine arts in interaction design brings together art, technology, design and communication to provide a distinctive major that prepares graduates to excel in a world of intersecting media. It is unique in being one of the few degrees of its kind in the SUNY system. Students can customize their degree via exploration of user experience (UX), user interface (UI), motion design and XR — a field that encompasses augmented, virtual and mixed-reality technologies. This BFA degree moves beyond visual communication to interfaces and experiences that implement elements of time, motion, touch, audio and voice, and allows students the opportunity to dig into evolving fields like 3D printing, XR, motion design, app design, responsive web design and experience design.
- **Integrative Professional Studies (BA/BS)** — SUNY Oswego’s [new integrative professional studies \(IPS\) degree](#) allows students to focus on topics that best align with their personal or professional journeys. The recently launched IPS degree bridges the gap for transfer students and professionals looking to finish their higher education, by maximizing transfer credits and providing enhanced flexibility in how students take classes. The degree, particularly aimed at adult or nontraditional students, is highly customizable with five main areas of study: communication skills; data analysis and project management; digital skills, self-management; and social structure and systems. Due to the wide variety of transfer credits allowed, SUNY Oswego offers both a bachelor of arts and a bachelor of science degree. The new IPS degree is also offered in an online delivery mode. Some in-person classes may be taken at the Syracuse campus.

- SUNY Oswego [officially launched microcredential programs in Grain Lab, Interaction Design](#) this spring, formalizing an option for current and future students to make themselves more marketable and competitive when seeking top jobs in their field. The microcredential is an innovative new way for students to learn and showcase their skills. Momentum in acquiring specific knowledge and competencies is the idea behind the entire program, as students earn these valuable assets along their path to a degree. Once a microcredential is completed, students receive a digital badge, which they can share on LinkedIn or other social media, as well as add to their resume and other documentation.
- **The following new minors were approved:** Latino/Latin American Studies, Computer Engineering, Electrical Engineering, Sales and Risk Management and Insurance. In addition, the following were added to Oswego’s curriculum offerings: a new advanced certificate in Studio Art, online Education Leadership Advanced Certificate and the Biomedical and Health Informatics (BHI) program was approved for delivery at the Syracuse campus.



The microcredential for grain testing and analysis is available to students who have worked in SUNY Oswego’s Agricultural Testing and Analysis Lab

Additional Highlights from Academic Affairs

- **Advisement Center has a new location and expanded services** — SUNY Oswego’s Advisement Center, a key resource for students to achieve academic success, [moved to a new location this year and expanded offerings](#) for the fall semester and beyond. The center’s new permanent home is 151 Marano Campus Center, where the office will help students transition academically from high school and other institutions with services that include academic advising, connections to campus resources and academic success workshops. For the 2021-2022 academic year, the Advisement Center saw a significant increase in student appointments and drop-ins. In fall 2020, the center had 809 appointments or drop-ins as compared to 2,005 appointments or drop-ins this past fall 2021 — a 149% increase of students utilizing the services provided. When looking at the spring semesters, the center had 794 appointments or drop-ins in spring 2021 versus 2,189 appointments or drop-ins in spring 2022 — a 175% increase. Combined, SUNY Oswego experienced a 261% increase in 2021-2022 over the previous academic year. On a related note, the Office of Learning Services (OLS) saw an increase of 20% in the overall number of tutoring visits for tutoring services when compared to the previous year.
- **The First-Year Experience program continued to achieve positive outcomes** for its first-year seminar (GST 104: Experiential Learning in College) and peer “Success Coaching” program. Students who participated in the program had a higher fall-to-spring retention rate (+4%) than those who did not. The majority of students who participated in the program reported that they were able to locate and use campus resources, set and achieve goals, and find opportunities to get involved outside of the classroom.
- **The Music, Theatre and Art programs returned to in-person performances and exhibitions.** Every area of the School of Communication, Media and the Arts (SCMA) was represented in some fashion through performances, exhibitions, workshops, presentations and master classes. For the first time in many years, performances had sold-out crowds. Of particular note were members of the Music department (Eric Schmitz, Trevor Jorgensen, Joshua Russell, Dan Wood, Rob Auler) who collaborated with emeritus English professor Don Masterson, current Cinema and Screen Studies professor Jacob Dodd and art professor Juan Perdiguero in March 2022 to stage “Imagining Kerouac,” a newly-produced multi-media work with film, live narration, live jazz performance of newly created works and included artwork.



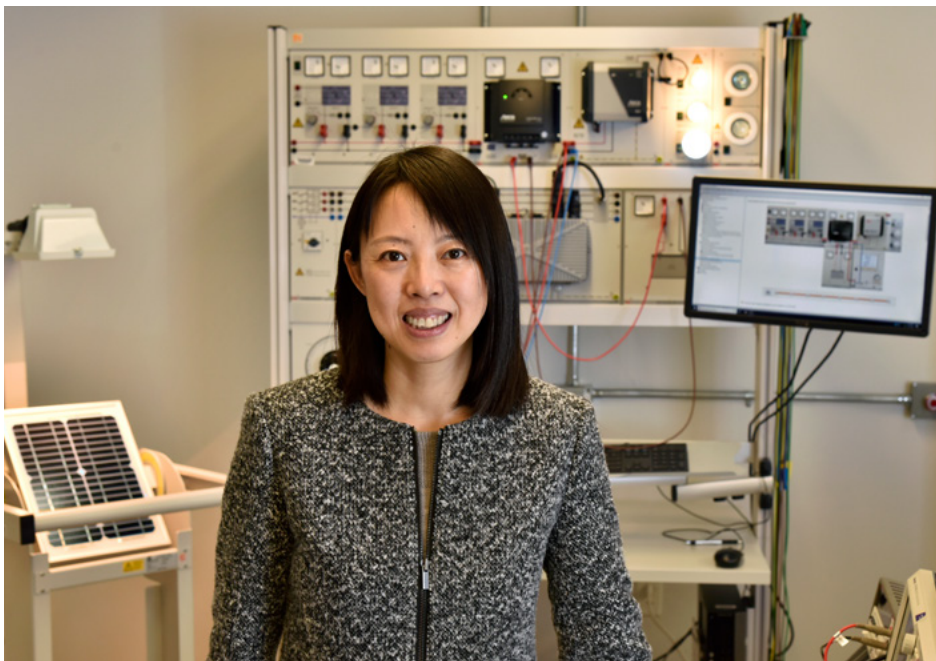
- Academic Affairs sponsored its **third cohort of faculty for the Association of College and University Educators (ACUE) Effective Teaching Practices course**. In addition, CELT sponsored two reading groups — *What Inclusive Instructors Do* and *Relationship-Rich Education* — that directly support institutional activities that increase the likelihood of student success. The ACUE program is a 25-week course on best practices to ensure an engaged classroom. ACUE believes that student success requires attention to what goes on within the classroom and helping faculty enhance their efforts to improve their classes and support students. Provost and Vice President for Academic Affairs and Enrollment Management Scott Furlong was recently asked to serve on the ACUE Board of Advisors. CELT also continued to highlight some of the world’s leading researchers and thought leaders on effective teaching in over 50 Tea for Teaching podcasts in 2021-2022.
- SUNY Oswego’s **student-run literary magazine Subnivean won the 2021 Firecracker Award for Best Debut Magazine**. In addition, Subnivean was highlighted at the Association of Writers and Writing Programs Conference in Philadelphia in late March when current student Edward Sourby, English and Creative Writing faculty member Soma Mei Sheng Frazier — who launched the magazine as part of her Creative Writing 395 and Creative Writing 313 courses — and alumni Shannon Sutorius and Pamela Toussaint presented. Their session, “Total Strangers: Undergrads, Authors, Editors on Amplifying International Voices,” also featured award-winning author Arisa White, a Subnivean contributor.
- This year’s Quest** — an annual symposium dedicated to sharing the scholarly and creative pursuits of students, faculty and staff of SUNY Oswego — returned to a hybrid format. Presentations took the form of talks, competitions, panels, debates, shows, posters, readings, recitals and demonstrations. A summary of this year’s Quest reveals 247 presenters in 47 different sessions, 46 posters and a keynote by M. Stanley Whittingham, who received the 2019 Nobel Prize in Chemistry and a SUNY distinguished professor of chemistry and materials science and engineering at Binghamton University.
- SUNY Oswego completed its first full year using McAllister and Quinn as an outside consultant to support grant applications. This **partnership led to an increase in significant grant submissions** to the National Science Foundation (NSF), National Endowment for the Humanities (NEH), the state and federal Departments of Education and more. The number of grants/contracts awarded



The Subnivean student-run literary magazine was well-represented at a conference in March. From left are alumni Pamela Toussaint and Shannon Sutorius; current student Edward Sourby; and English and Creative Writing faculty member Soma Mei Sheng Frazier

increased and the individual grant/contract dollars awarded to SUNY Oswego was approximately \$4 million in 2021-2022. Some of the grants received are listed in the following section.

- Electrical and Computer Engineering (ECE) faculty member Hui Zhang received a two-year, \$187,599 [grant from the National Science Foundation \(NSF\)](#) to develop next-generation power technologies for electric vehicles.
- SUNY Oswego applied for the Great Lakes Northern-Forest-Cooperative Ecosystem Unit (GLNF-CESU) and opened up communications with the local United States Geological Services to expand our efforts in Great Lakes research.
- Matt Dykas (Psychology) was awarded a grant from Cabrini Health Foundation to significantly enhance the Circle of Security Parenting Program (\$150,000).



Pictured top to bottom: Hui Zhang, Kestas Bendinskas

- › Nichole Brown (Clinical Practice and Partnerships Office) was awarded an additional \$325,000 from the New York State Education Department to support the Teacher Opportunity Corps (TOC II) Program.
- › Kestas Bendinskas (Chemistry) developed an [analysis service for the external research community](#) that seeks to accurately measure cortisol levels in various tissues. The service employs students as research assistants and has generated \$252,000 in the form of grant subcontracts or sponsored research agreements to-date.
- › Julia Koeppel (Chemistry) received a \$21,000 grant from NSF as part of a three-college collaboration to innovate chemistry instruction.
- › Candis Haak (History) received a Shineman grant to create a Digital Humanities Lab in Mahar Hall.
- › Jaclyn Schildkraut (Criminal Justice) continues to build upon her school safety crisis training program relationship with the Syracuse City School District using a new \$40,000 contract.

Standing Up For and In Support of Our Inclusive Community

A relationship-rich inclusive community is the ethos of SUNY Oswego's learner-centered approach. Student success and academic and creative excellence are achieved when the campus community works together across divisions to form mentoring and professional relationships that value, inspire, elevate and advance all students, faculty and staff.

The following section highlights events, initiatives and collaborations that took place the past year in support of equity, diversity and inclusion at our university and in the surrounding communities.

- This spring, the Office of Diversity and Inclusion, in collaboration with the Triandiflou Institute and the Counseling Center, **facilitated a healing circle in response to the May 2022 racially motivated mass shooting** at a Tops market in Buffalo. The healing circle was planned to provide members of our campus community with space and support to mourn victims of the tragedy, process their feelings and learn more about how we can provide resources to help the Buffalo community.

- **The Triandiflou Institute began to compile a listing of holidays and remembrance days** related to marginalized and/or diverse identities to create a comprehensive strategic plan providing the community with educational materials, programming and transformative experiences for each. In Spring 2022, the development and creation of an “Inclusivity Playbook” was highly prioritized, resulting in Oswego’s first campus-wide educational communication campaign around Juneteenth and Pride Month. Subsequent planning and collaborative conversations with faculty, staff, and student partners have led to several excellent ideas for passive and active programming that will be implemented during upcoming holidays/observation days. Providing these opportunities for education and engagement to students, faculty and staff will promote inclusiveness and an enhanced sense of belonging for each member of our campus community.
- In April 2022, Oswego was **accepted to begin the process of becoming an AAC&U Truth, Racial Healing and Transformation (TRHT) Campus Center**. Although Americans are being confronted with the recognition of racial injustice and oppression like never before, the TRHT model of transformative truth-telling is unfamiliar to many in our campus and regional community. Our campus’ participation in TRHT will help inform and accelerate our collective ability to move beyond discomfort into difficult and productive conversations about identity, equity and justice. The TRHT leadership team includes our Chief Diversity Officer, Chief of Staff and Executive Director of Strategic Initiatives, External Partnerships and Legislative Affairs, key representatives from Academic Affairs, Student Affairs and Triandiflou Institute staff.
- Accessibility Services, using information from faculty surveys, purchased recorders so that **students with disabilities now have the option to take any exam with a listening component** administered in the Accessibility Services office. Prior to the recorders, students took the written part of exams with our office and any listening parts were taken with the faculty. Now, we can administer both parts of the exam and remove an additional step for the student.
- SUNY Oswego continues to recognize that **digital accessibility is essential to ensuring equity and inclusion**, and while we have a strong commitment to access for all, it is increasingly evident that infrastructure and faculty support is needed to truly ingrain accessibility within the fabric of the university. The Faculty Accessibility Fellows program continued with two fellows named in 2022: Michael Chaness (College of Liberal Arts and Sciences) and Tom Ingram (School of Business). Casey Raymond, associate professor of Chemistry served as coordinator.
- Through Grand Challenges funding, we supported the efforts of four professors to **expand the typical curriculum of their classes to explore issues of race, racism and social justice** in innovative ways. Projects included: a social justice book club and lending library in Curriculum and Instruction; reaching out to the Syracuse refugee community for a series of conversations on community needs; additional texts and printing costs for an anthropology class to host the Ethnographies of Race and Social Justice Poster Symposia; and an honorarium for Beaver Clan of the Onondaga Nation Chief Jesse Jacobs to co-teach for a day as a way to center Indigenous voices.
- Criminal Justice offered **two special topics courses** on race, class and the criminal justice system. Criminal Justice offered two special topics courses on race, class and the criminal justice system. The courses, offered at both the main campus and at the Syracuse campus, are designed to trace the historical implications of race and racism and examine how these social constructs have contributed to differential treatment of marginalized groups at all points of the criminal justice system: from social perception and the construction of crime, to policing, courts, incarceration and re-entry. The courses also allow students and faculty members to delve into the larger issue of race as it relates to politics and its representation in the media.
- **A new Latino/Latin American Studies minor** was approved that emphasizes DEI values and is now available to all Oswego students. Latino and Latin American Studies is an interdisciplinary area of scholarship that explores the past, present, and future of this community. It engages scholarly frameworks that, even as they draw from field specific research techniques such as literary or anthropological analysis, engage different critical ways of knowing from Latino and Latin American communities in order to reframe how information is identified, examined, and questioned. This minor explores the multiple roots that comprise Latino and Latin American identity in all its variations. It thereby attends to one of the fastest growing communities in the U.S. and assists in providing students with different paths of inquiry into the worlds in which they live.
- Working together with the dean of the School of Communication, Media and the Arts (SCMA), **ARTSwego oversaw SUNY Oswego’s first Artist-in-Residency** with narrative artist and documentarian Ellen Blalock. The [semester-long \(fall 2021\) residency](#) included workshops, lectures and class visits with Blalock

and concluded with an exhibition “...While Black,” an artistic installation using photographs, birdcages, quilts and words that uses the bird as a metaphor to confirm, remember and honor stories and truths of the African diaspora with a focus on the African American experience. Oswego’s Artist-in-Residence program is designed to have a central focus on artistic work that engages with issues of diversity, intersectionality, inclusion and belonging, including but not limited to the experiences and lived realities of marginalized or minoritized communities or individuals.

- Mateo Askaripour, [author of the acclaimed bestselling novel “Black Buck,”](#) visited SUNY Oswego for a presentation and to lead a community discussion of racial justice in the workplace. Supported by the Shineman Endowed Fund and sponsored by the School of Business Diversity, Equity and Inclusion Committee, Askaripour’s visit involved working with community organizations and the university’s alumni network to encourage business participation. The collaboration included a research project assessing student pre-post perceptions of microaggressions and racial justice in the workplace. “Black Buck” was included in the curriculum of three current business courses and a reading group discussed the book and related topics as well.

- **The School of Business incorporated a new DEI learning goal and pilot assessment** that will contribute to recruitment and retention of students and faculty. In addition, a Shineman grant of \$40,000 was obtained to pilot a DEI Executive Fellow Program in the School of Business in collaboration with the Triandiflou Institute.
- In the fall of 2021, the MBA program conducted an **intensive review of data related to admissions policies and the submission of GMAT test scores**. As a result, with the business school’s faculty support, the MBA program announced a new “GMAT Optional” policy for admissions. This significant action fully supports the inclusion efforts of Oswego, the School of Business’s strategic plan, the ongoing holistic review of candidates and removes a societal barrier for standardized testing.
- The School of Education Diversity Committee sponsored **a series of diversity programs throughout the academic year to promote social justice** in Oswego’s Education programs and across campus. A Justice in Education Workshop was held in the fall of 2021 and included contributions from the SOE Dean’s Office, SOE faculty and alumni. Additionally, workshops held over the course of the year included “Black History and Black Empowerment: Teaching through Stories” (September) and “Banned Books: What P-12 Educators Need to Know” (March).



Engaging with External Partners; Partnering in the Community

- Capitalizing on the evolving virtual environment, SUNY Oswego's career coaches worked to **identify and invite new organizations to consider SUNY Oswego student and alumni talent**. The department hosted two virtual career fairs this year and invited thousands of new employers to connect with students and alumni. As a result, 40 new employers, who previously had not recruited from SUNY Oswego due to geographic limitations, attended the fairs. This shift enabled Career Services to expand the active employer base regardless of geography. Notably, many employers who first attended only virtual events ultimately decided to attend in-person events as well.
- To meet a growing need for talented STEM employees, Career Services collaborated with campus partners to **enhance current relationships with important STEM employers** in the region and across New York State to connect hiring teams to our talented students and alumni.
- This year, SUNY Oswego **established 22 new external partnerships to connect students to internship and employment opportunities** as well as to solicit possible philanthropic support for the college. Students met with representatives from these new partner companies to learn about their company missions and work. These connections will serve the students throughout their academic careers and as they prepare to enter the workforce.
- **The second MBA cohort of 29 SRC employees graduated from SUNY Oswego** and earned their Master of Business Administration (MBA) degrees in December 2021. SRC, Inc. and SUNY Oswego established a Master of Business Administration (MBA) model in 2014, designed to serve the needs of SRC employees interested in pursuing and earning their MBAs from SUNY Oswego via the convenient location of their corporate headquarters in North Syracuse, N.Y. The core of this unique MBA program is its innovative delivery by SUNY Oswego faculty to a select cohort on-site at SRC, with the remaining MBA coursework and curriculum offered through online courses. SRC employees' participation in this program has enhanced SRC's human capital and provided SUNY Oswego with greater insight into the expansive nature of SRC's work as a research and development company that solves grand challenge problems in the areas of defense, environment and intelligence.



SRC Inc. employees earned their master of business administration (MBA) degrees in December 2021 through a customized program with SUNY Oswego

- **The Investment Club manages an investment portfolio** currently valued at more than \$500,000. During the academic year, the Investment Club initiated a "Local NYS" stock-ownership initiative in which it carved out \$10,000 from its \$500,000 investment portfolio to invest in New York State companies. Pathfinder Bank of Oswego and Regeneration of Tarrytown were the first two investments. The Investment Club presents its investment performance annually to the SUNY Oswego Foundation Board and the School of Business Advisory Board. The quality of these presentations has motivated some board members to donate additional funds for the Investment Club to manage.
- **The School of Education's Clinical Practices and Partnerships Office successfully engaged a variety of partners** from across the state of New York to provide dynamic and diverse placements for Oswego students. More

specifically, in 2021-2022 there were 1,130 total placements made in 132 districts and 247 schools. Six placements were completed in Virginia in a pilot project in partnership with a Technology Education alumnus.

▪ **Faculty and students worked with different outside partners** to support the community and enhance experiential learning opportunities. Some examples included:

- SUNY Oswego's Agricultural Testing and Analysis Lab, in collaboration with the Port of Oswego Authority (POA), held a ribbon-cutting in 2022 to open a state-of-the-art grain testing lab. The new \$15 million Grain Export Center facility can store up to 22,000 metric tons. In addition, SUNY Oswego student interns are being paid to operate the lab and are earning valuable experience in the field. The interns' majors range from chemistry and biochemistry to biology and zoology.
- Human-Computer Interaction (HCI) graduate students Phoenix Boisnier and Ravi Teja (TJ) Manchi; Theresa Kamerman, a dual major in software engineering and mathematics; and computer science major John Owens worked with the Oswego Maritime Museum to create interactive augmented reality experiences thanks to a grant from the Shineman Foundation. Working with computer science faculty member Qing Zhang, the students are [bringing the community's maritime heritage to life](#) at the H. Lee White Marine Museum, using augmented reality (AR) and virtual reality (VR).



A May 10, 2022 ribbon cutting ceremony marked the official opening of a new \$15 million Grain Export Center, a milestone in a partnership between the Port of Oswego Authority and SUNY Oswego

- Isabelle Bichindaritz, an associate professor of biomedical informatics and director of biomedical informatics programs, was [part of a team that made a breakthrough](#) that may increase the odds of surviving breast cancer. Recently published in the Molecular Oncology journal, "ABI1-based expression signature predicts breast cancer metastasis and survival" explains the findings around a gene that correlates with the most aggressive types of cancer and lowest survival rates — and could offer support for a new treatment.
- The History Department strengthened collaborations with Richardson-Bates, Maritime Museum, Fort Ontario, and the Oswego Town Historical Society.
- Mohammed Islam, associate professor and chair of the Physics Department, has ongoing research relationships with the U.S. Department of Energy National Renewable Energy Lab.
- Physics professor Shashi Kanbur and SUNY Oswego students Selim Kalici, Michele Manno and Hugh Riley Randall conducted eight weeks of research at the Max Planck Institute for Astrophysics (MPA) in Garching, Germany, where their collaborators included top experts in the field including SUNY Oswego alumnus Earl Bellinger, who is now a postdoctoral research fellow at this prestigious institution. The projects and connections are the life work of Kanbur, who has earned international recognition for his research trying to determine the size and age of the universe through studying period-variable stars — such as Cepheids and RR Lyrae — whose pulsation allow an estimate of their distance from Earth.
- The Department of Technology, in the School of Education at SUNY Oswego, hosted the 82nd Annual Fall Technology Conference in support of Technology Education teachers and other education professionals in New York State. The conference has run continuously on the SUNY Oswego campus since 1936, with the exception of a few years during World War II. The department offered the conference back in person this year, upholding our tradition of service, collaboration, outreach, scholarship and leadership with the Technology Education community in New York State. The 2021 conference featured 54 different presentations that allowed participants to earn up to 10 hours of CTLE professional development credit. This was the first large, on-campus event after COVID restrictions with over 360 attendees.
- SUNY Oswego merged the popular Sheldon Institute with two sought-after summer offerings: Exploring Nature and a STEAM (Science, Technology, Engineering, Art and Mathematics) Camp to form the [Barbara Shineman Summer Scholars program](#). The program, offered to children and families in the community, spanned six consecutive weeks during the summer months of July and August.

Showcasing Progress on Hewitt Hall Renovations, Graphic Design Program

In the midst of ambitious renovations to create one of the nation's top facilities for broadcasting, graphic design, cinema and screen studies and related fields in the School of Communication, Media and the Arts, a recent look inside Hewitt Hall showed considerable progress. When the project is complete, it will mark an over \$120 million (Hewitt Hall: \$80 million; Tyler Hall: \$44 million) commitment to the School of Communication, Media and the Arts. And when opened, Hewitt Hall will be the most technologically advanced, state-of-the-art home for media in the SUNY system and throughout New York state.



Rendering of future Hewitt Hall newsroom

VIEW VIDEO





SUSTAINABLE INSTITUTION

SUNY Oswego is committed to sustaining our university, both fiscally and environmentally, and remains focused on protecting and effectively managing our reserves; cultivating and obtaining new development activities and partners; magnifying our collective impact and support; and investing in actions that reduce our carbon footprint and other detriments to the natural environment so we may preserve the institution for future generations of Lakers.

SUNY Oswego is Resilient, Responsive and Resourceful

The SUNY Oswego university community continued to actively manage through the COVID-19 pandemic in 2021-2022 with sound, fiscally responsible operations. We remained resilient, responsive and resourceful in delivering an exceptional higher education living, learning and working experience for our faculty, staff and students.

Fiscally Sound Operations

2021-2022 was a stable year for SUNY Oswego due to the growth in enrollment and fiscally prudent budget strategies that built upon the university's already strong financial position. The New York State budget of direct state tax support was restored in full thereby providing stable state funding to our core operations. SUNY Oswego's all-funds budgeting practice using a client-based model is crucial to our fiscal solvency. With a diversified portfolio of funding sources to steward our resources, we remain confident that the institution can handle any fiscal need as it arises.

Robust marketing, targeted communications, the use of our alumni and an all-hands-on-deck campus approach to recruitment and retention is the new path for SUNY Oswego. These actions provided a sound approach to stabilizing enrollment in 2021-2022, which will provide a solid financial structure to meet the future needs of an ever-changing, campus operational landscape.

The university reviewed its search practices this spring in an effort to strengthen and expedite the hiring process while continuing its deep commitment to attracting diverse staff that reflect the diversity of our student body. SUNY Oswego added a talent acquisition manager to the Human Resources staff to advance these efforts in a very deliberate manner.

Along with the continuous improvements being planned or made, the campus continued to manage the ongoing COVID-19 pandemic. Federal stimulus relief funding supported the many efforts including testing center operations, personal protective equipment procurement and distribution and communication response, along with our dedicated personnel who continued to persevere each day.



Future Lakers gather for a group photo at a spring 2022 Admitted Students Day event



Families show off their Oswego pride at Admitted Students Day



Investing in Our Physical Plant and Academic Offerings

Capital investment into SUNY Oswego’s physical infrastructure remains strong. In fiscal year 2021-2022, SUNY Oswego completed nearly \$6 million in campus renewal and has over \$40 million in active construction projects ongoing across campus. We continue to advance the highly anticipated renovation of Hewitt Hall into a state-of-the-art hub for communication, broadcasting, graphic arts and cinema and screen studies with phase two of this project underway. The campus is alive with a myriad of capital projects in varying stages of completion from concept to design to shovel-ready.

Major Projects continued its long-standing record of achievement in FY 2021-2022, adding to its portfolio of outstanding completed capital projects. The most noteworthy is the Mary Walker Health Center renovation, the completion of phase II design and the initiation of the construction phases of Hewitt Hall. In addition, staff completed the construction documents for Hewitt Hall Phase II as the year ended. The recently completed Health Center was a much-needed facilities upgrade for both Health and Counseling Services. The need for these services has dramatically increased in recent years and the renewed Health and Counseling Center will be a great asset to the university community.

The completion of these efforts marked the success of many years of investment in the campus’ physical plant. These facilities will be just one of many wholly renewed campus facilities at SUNY Oswego. Nearly 300,000 gross square feet of facilities were returned to service or were the process of being renewed this past fiscal year. This figure represents 7% of the total space on campus. Undaunted by limited resources and time, Major Projects has successfully delivered vital facilities the university needed in a timely manner.

Completed Capital Projects

Rehab Mary Walker - Phase 2	\$2.6M
Relocate Artville / Bookville	\$750K
Wilber Hall Corridor	\$350K
Funnelle Hall Technology Upgrades	\$1.0M
Onondaga Vestibule Repairs	\$500K
Minor Capital Projects	\$750K

Active Construction Projects

Rehab Hewitt Hall - Phase I.....	\$18.0M
Rehab Sheldon Exterior/ Terracotta.....	\$14.0M
West Campus/ Rudolph Road Steam Line.....	\$3.0M
Mackin Steam Line Replacement - Phase 2.....	\$700K
Wilber Hall Classroom Ventilation.....	\$150K
Roof Renovations - Littlepage and Commissary.....	\$4.2M
Minor Capital Projects.....	\$750K

Construction-Ready Projects

Rehab Hewitt Hall - Phase 2 (Bidding).....	\$38.0M
Rehab Seneca Hall/ MEP Upgrades.....	\$21.0M
Upgrade Emergency Power/ Generators (Rebid).....	\$2.0M
Minor Capital Projects.....	\$1.5M

Active Design Projects

Rehab Seneca Hall/ MEP Upgrades.....	\$21.0M
Shineman Lab (Grant).....	\$1.2M
Reconstruct - Roadways and Parking Lots.....	\$10.0M
Rehab Hewitt Hall - Phase 2/ FFE.....	\$6.0M
Parking Kiosk/ EV Charging Stations.....	\$800K
Rehab Roofs - Lanigan, Poucher, Laker and Wilber.....	\$2.5M
Minor Capital Projects.....	\$750K

Project in Planning for 2022-2023

Rehab Mahar Hall for MEP/ Classroom Technology Upgrades.....	\$9.0M
2020 Oswego Facility Master Plan Update.....	\$300M
NYSERDA Campus wide Energy Master Plan.....	\$150M
Residential Life Facility Master Plan.....	\$250M



Rehab Hewitt Hall - Phase I



Parking Kiosk/ EV Charging Stations (outside of Shineman)



Groundbreaking Marks the Ceremonial Start of Hewitt Hall Project

At an [October 1, 2021 groundbreaking](#), SUNY Oswego faculty, staff and administrators were joined by members of the campus community, SUNY officials, state and local legislators, construction and design partners and various stakeholders and community leaders to celebrate the official start of an \$80 million Hewitt Hall renovation project that will turn the former student union into a nationally competitive hub for its School of Communication, Media and the Arts. The transformed Hewitt Hall will serve as a new home to broadcasting, communication, cinema and screen studies, graphic design, interaction design, journalism and public relations programs and further advance SUNY Oswego's commitment to and delivery of academic excellence.

This capital project adds to a sweeping \$1 billion invested in new and modernized buildings and facilities at SUNY Oswego over the past 25 years, which has made the university increasingly competitive as an institution of higher learning and an economic engine in the region. As with other recent renovations at SUNY Oswego, Hewitt Hall will meet or exceed environmental expectations that come with 21st-century projects. In addition to instilling green and energy-efficient features, this LEED Silver Certification project will include the creation of geothermal wells, which harness the earth's warmth to heat and cool buildings. The geothermal wells project at SUNY Oswego's nearby Shineman Center for Science, Engineering and Innovation (that opened in 2013) is among the largest of its kind in the region.

Working with DiPasquale Construction, Turner Construction and CannonDesign, the Hewitt Hall renovation will result in the creation of 439 jobs over the course of the project and the most technologically advanced, state-of-the-art home for media in the SUNY system and throughout the state of New York. Financed by the State University Construction Fund, projects like the Hewitt Hall renovation follow a pattern of strategically deploying capital funds to support SUNY Oswego's academic program needs and best serve current and future generations of students, faculty and staff.

The Hewitt Hall groundbreaking ceremony featured remarks from former SUNY Oswego President and current interim SUNY Chancellor Deborah F. Stanley; New York State Assemblyman William A. Barclay; New York State Assemblyman, alumnus and Alumni Association Board member Harry Bronson '82; former Dean of the School of Communication, Media and the Arts Julie Pretzat; former SUNY Chancellor Jim Malatras; and SUNY Oswego students Alexa Cox, a junior dual major in broadcasting and mass communication and in political science; and Alex Brooks, a sophomore broadcasting and mass communication major.



New York State Assemblyman, alumnus and Alumni Association Board member Harry Bronson '82 speaks at Hewitt Hall's Oct. 1 groundbreaking



Rendering of future Hewitt Hall broadcasting studio

Commitment to a Sustainable Institution

SUNY Oswego continued its institutional goal to be a leader in environmental sustainability, improving the environment and developing a deeper awareness of best strategies for ecological stewardship. Our intention and aspiration are evident in what we do throughout the institution whether that be in the construction of LEED-certified buildings; engaging in immersive experiential opportunities at Rice Creek Field Station; or providing rich academic offerings, activities and programming centered around the Great Lakes.

- **SUNY Oswego continued to engage in climate action work** spearheaded by institutional standing committees. Student interns actively contributed to the betterment of the campus through their work with the Office of Sustainability and continual assessment of and introspection into the sustainability progress on campus.
- SUNY Oswego **earned a STARS Silver rating in 2021** from the Association for the Advancement of Sustainability in Higher Education (AASHE) in recognition of its sustainability achievements (see spotlight on page 55). SUNY Oswego also led and participated in the following sustainability efforts and activities:



SUNY Oswego's Sustainability Office, working with Auxiliary Services, collected more than 30,000 pounds of materials to turn into compost

- ▶ Ranked second among the SUNY comprehensives in the college's contribution to understanding environmental and sustainability issues in the 2018 Student Opinion Survey (issued triennially).
- ▶ Successfully collaborated with individual students and faculty, the Student Association, the Greek Association and Auxiliary Services to limit the use of plastic and associated plastic waste.
- ▶ Collaborated with CTS and SUNY on the SUNY Print Initiative, a System-wide Print Resource Use Policy that seeks to reduce printing across all SUNY campuses and calls on SUNY Oswego and other system institutions to establish campus goals to reduce the amount of printing and number of printers, but also establish system-wide print defaults and standards; achieve sustainability goals to reduce the college's paper, energy use and carbon footprint; deploy software to monitor usage by individual, application, department and device; and create a low-print environment, "environmental shared" printing culture on campus.
- ▶ Collaborated with Enactus in using the Ecosia search engine resulting in 1,618 tree plantings.
- ▶ Collaborated with Oswego County to significantly [reduce food waste by composting more than 30,000 pounds of materials](#).
- ▶ Rededicated the campus Centennial Arboretum — On Arbor Day (April 29, 2022), SUNY Oswego Officer in Charge Dr. Mary C. Toale [rededicated the Centennial Arboretum](#) in a ceremony planting three additional trees and introduced the Centennial Arboretum to the Oswego community. It is anticipated that the Centennial Arboretum will be a valuable resource educating new generations about the importance of trees as a valuable resource to trap carbon and re-oxygenate the atmosphere. New trees planted at the Centennial Arboretum will be selected with characteristics sensitive to climate change and opportunities for permaculture and urban orchards for the Oswego area.
- ▶ Conducted programming on campus, such as the [Fall Thrift Sale](#), where members of the campus community were invited to find a variety of bargains through the Fall Thrift Sale, held in August in the Marano Campus Center. In addition to the opportunity to find deals ranging from gently used clothes and accessories to household goods and even mini-fridges, the project from the Office of Sustainability is environmentally friendly in collecting literally tons of material from students moving out in the spring that might otherwise have been discarded.

Oswego Receives STARS Silver Rating for Sustainability Achievements

SUNY Oswego [earned a STARS Silver rating](#) in recognition of its sustainability achievements from the Association for the Advancement of Sustainability in Higher Education (AASHE). STARS — the Sustainability Tracking, Assessment and Rating System — measures and encourages sustainability in all aspects of higher education.

By participating in STARS, SUNY Oswego aligns itself with high campus sustainability standards and commits itself to continuing to work towards a more sustainable campus. In previous years, the college has participated in STARS and enthusiastically looks to continue this participation.

“It has been an inspirational experience to work with a team of dedicated professionals from across our campus to gauge our progress towards a more sustainable future through the STARS reporting process,” said Kate Spector, SUNY Oswego’s sustainability manager.

Through SUNY Oswego’s commitment to being a more sustainable campus, STARS particularly recognized the campus food pantry SHOP (Students Helping Oz Peers), which supplies non-perishable food items, personal care items and clothing to students in need.

SUNY Oswego also received high marks for diverse academic offerings that encompass sustainability-focused topics as well as the large percentage of faculty members who take part in sustainability-centric research opportunities and grants.

With more than 900 participants in 40 countries, AASHE’s STARS program is the most widely recognized framework in the world for publicly reporting comprehensive information related to a college or university’s sustainability performance. Participants report achievements in five overall areas: academics, engagement, operations, planning and administration, and innovation and leadership.

“STARS was developed by the campus sustainability community to provide high standards for recognizing campus sustainability efforts,” said AASHE Executive Director Meghan Fay Zahniser. “SUNY Oswego has demonstrated a substantial commitment to sustainability by achieving a STARS Silver Rating and is to be congratulated for their efforts.”



1861 Giving Challenge

The Challenge:

861 donors
in 1,861 min.
8 a.m. 9/30/21 –
3:01 p.m. 10/1/2021

The Results:

1,543 people
in 1,861 min.
\$303,925.41, including
challenge gifts from
Al Roker '76 and Shane Fecteau '95

Thank you for your support!



Surpassing Fundraising Goals

In 2021-2022, SUNY Oswego connected with more than 5,300 donors and friends to raise more than \$8.64 million in gifts, pledges and revocable estate planning gifts. This figure includes 48 major gifts totaling nearly \$5.5 million — with seven new endowed scholarships for School of Education students, seven new endowed scholarships for College of Liberal Arts and Sciences students, three new endowed scholarships for School of Communication, Media and the Arts students and three new endowed scholarships for School of Business students. These scholarships, plus those with need-based or more general criteria, resulted in 27 new scholarships being created this year.

Thanks to the generosity of our donors, we were able to award the most scholarships and awards yet — 754 — of which 458 were need-based and 296 were merit, valued at over \$1 million. This is an increase of 18.5% from 636 in 2020-2021 and a 44% increase from 522 in 2019-2020. The majority of these new scholarships were need-based and were created during the successful Path Forward campaign as well as the endowment increase of the Nunzio C. “Nick” and Lorraine E. Marano Scholarship. That expansion of the endowed Marano fund led to the decision by the Admissions Office, in coordination with our finance team, to award 75 scholarships for \$1,500 rather than 22 for \$5,000. These scholarship funds better support our students and their life goals, so SUNY Oswego as a learning institution can deliver on our promise to society to develop an educated citizenry — to graduate individuals who live and work in our communities, who are our civic partners, who are lifelong learners committed to improving our world.

Increasing Donor Retention, Record-Setting Giving Challenge

The Fund for Oswego, responsible for gifts under \$25,000, raised nearly \$1.4 million thanks to more than 5,300 donors. We surpassed our alumni donor retention goal of 64% by retaining 73% of last year’s alumni donors. This is a critical measure within the annual fund as it enables us to grow our donor base as we nurture our donors along their philanthropic journeys. We also have acquired 452 new alumni donors, exceeding our fiscal year goal of 400. Some notable giving challenges and corporate-funded scholarships in 2021-2022 included:

- SUNY Oswego hosted its most successful giving challenge during the first-ever Founder’s Weekend in October 2021. The 1861 Giving Challenge, spurred on by challenger Al Roker '76, raised more than \$300,000 and involved 1,543

donors — making it our most successful giving challenge to date, involving more donors and raising more money than any challenge before (surpassing the previous record set in 2015 during the launch of With Passion and Purpose campaign that raised \$205,960 from 1,163 donors).

- **The GOLD Make Your Mark Giving Challenge in March brought in 283 gifts** from members of the classes of 2012-2021 as well as a \$20,000 challenge gift from Jake Berg '04, who established a scholarship for a member of the Black Student Union.
- Our corporate and foundation **partners helped advance student learning through their scholarship and programmatic support.**
 - › **Novelis, an industrial aluminum company in Oswego, [donated \\$150,000 to SUNY Oswego to endow two scholarships](#)** for SUNY Oswego students with financial need.
 - › Three corporate donors contributed \$9,500 that funded the prizes and supported associated costs of the Launch It business idea event.
 - › **National Grid provided \$19,800 to support KidsTech**, a hands-on-learning STEM program designed and delivered by SUNY Oswego faculty and students, to area children in grades K-10.



SUNY Oswego faculty and administrators celebrated the establishment of the Novelis Path Forward Scholarships with officials from Novelis



Representatives from National Grid presented a check for \$19,800 this fall (2021) to support SUNY Oswego's KidsTech program

SUNY Oswego Donors Raise \$2.4 Million to Name the Deborah F. Stanley Arena and Convocation Hall

Donors, led by the Oswego College Foundation board, [raised more than \\$2.4 million to name the Deborah F. Stanley Arena and Convocation Hall](#). The Oswego Foundation Board Chair Rose Cardamone Crane, an alumna from the Class of 1981, made the announcement at the Founder's Weekend luncheon on October 1, 2021.

"This campus center, and in particular this arena and convocation hall, serve as the heart of the SUNY Oswego campus," Crane said. "It is the place where students launch their academic careers during the annual Welcoming Torchlight Ceremony and where they conclude their careers during the annual Commencement ceremony. This arena is the most fitting space on campus to recognize the indelible impact that President Stanley (who announced in May her intentions to retire in December after 26 years as president and 44 years at SUNY Oswego) has made. We want her contributions to SUNY Oswego to live in perpetuity in a space that she helped make a reality. I am thrilled to announce the naming of the Deborah F. Stanley Arena and Convocation Hall!"

Early in her tenure as president, Stanley shared her vision for a student center and indoor corridor to serve as a main hub of activity that also provided an enclosed walkway to connect the campus, known for its formidable winters and winds off Lake Ontario. She also wanted the new campus center to contain space for student organizations, career services, experiential learning and an ice arena and convocation hall to make Laker athletic contests and large-scale concerts and cultural events more accessible to students. The vision became reality when the campus center opened in 2006.

The multimillion-dollar gift establishes an endowed fund that will be used to keep the ice arena and convocation hall equipped with the latest technology and amenities.

"My gratitude to you, the faculty, staff, students and administrators; SUNY administration and the Board of Trustees; members of SUNY Oswego's College Council and our dedicated alumni and committed donors — many of whom serve on the Oswego College Foundation Board," said retired President Deborah F. Stanley. "This building and arena, and what takes place in this wonderful facility, have always made me smile as they represent the vision and success an institution can achieve when we work together on behalf of the college and our students. Having my name attached to such a thriving college and community asset is an honor. I will treasure your collective recognition and generosity for the rest of my life."



The Oct. 1 Founder's Weekend luncheon featured a tribute video that honored the legacy of President Deborah F. Stanley



Retired President Deborah F. Stanley addresses the audience in the newly named Deborah F. Stanley Arena and Convocation Hall

VIEW VIDEO



DEBORAH F. STANLEY ARENA AND CONVOCATION HALL

Sustaining the Future; Protecting Our Endowment

This was an exceptional year in terms of market fluctuations and the management of SUNY Oswego's endowment. Coming off a year with a record-high 27.8% rate of return, the Oswego College Foundation Investment Committee kept a careful and constant watch on this year's volatile stock market. Its spikes and drops caused the committee to meet frequently — and often on a moment's notice — to respond to those dramatic swings. Through their actions, they were able to leverage the favorable market conditions while protecting the assets from unnecessary or amplified risks.

With the continuing impact of COVID-19 around the world, supply chain and labor shortages continued to affect almost every aspect of the world economy and this impact began to be reflected in an increasing volatility in the financial markets. This was further compounded by the war in Ukraine and the tremendous pressure put on world energy markets.

After hitting a record-high endowment value of over \$62 million mid-year, the markets corrected dramatically in the final quarter of 2021-2022. As a result, we ended our fiscal year with the endowment at \$53.9 million and a fiscal year loss of 9.03%. While this year's results certainly didn't meet our high expectations, as we look across the past two years, we are pleased to have navigated these recent market conditions so well. Our thoughtful management has also resulted in our three-, five- and ten-year returns that have outpaced our 5% spending rate and ensure consistent payouts for scholarships, excellence funds and support for campus.



Richard S. Shineman Center for Science, Engineering and Innovation

SUNY Oswego Contributes \$419.4 Million to Regional Economy

An economic impact study report, conducted by labor market analytics firm Emsi in 2021-2022, indicates that SUNY Oswego graduates are influencers in their respective industries — producing leaders in the arts, business, education, science, law enforcement, social work, media, nonprofit management and numerous other disciplines — and key drivers of SUNY Oswego's economic impact on the Central New York region.

As a whole, SUNY Oswego's presence in the region had a total economic impact in fiscal year 2019-2020 of \$419.4 million and supported 5,541 regional jobs. This means that one out of every 82 jobs in the Central New York region is supported by the activities of SUNY Oswego and its students.

According to Emsi's findings, the education and training SUNY Oswego provides for regional residents has the greatest impact. Since its establishment, students have studied at SUNY Oswego and entered the regional workforce with greater knowledge and new skills. Today, thousands of former SUNY Oswego students are employed in the Central New York region. As a result of their education from SUNY Oswego, the students receive higher earnings and increase the productivity of the businesses that employ them. In FY 2019-2020, SUNY Oswego alumni generated \$203.3 million in added income for the regional economy, which is equivalent to supporting 2,565 jobs.

Additionally, FY 2019-2020 graduates stand to benefit with \$797.3 million in higher earnings during their professional careers. Annually, the students' investment in SUNY Oswego has an average annual internal rate of return of 22.6%.

"The results of this study demonstrate that SUNY Oswego creates value from multiple perspectives," said SUNY Oswego Officer in Charge Mary C. Toale. "The university benefits regional businesses by increasing consumer spending in the region and supplying a steady flow of qualified, trained workers to the workforce. This is due in part to the efforts of our institution's faculty, staff, students and alumni. SUNY Oswego is proud of the role it plays in our community and how we enrich the lives of our students by raising their lifetime earnings and helping them achieve their individual potential."

Visit oswego.edu/economic-impact to view the Economic Value of State University of New York at Oswego (full report or executive summary) and other statistics related to operations, student, construction and visitor spending impacts.



Keeping the Torch Burning Bright

SUNY Oswego is the keeper of the Torch of Learning, the institution’s memory and custodian of university traditions. For more than 85 years, SUNY Oswego alumni have ceremoniously passed the torch of learning from one generation to the next, with the charge — penned in 1936 by then Chair of the English Department Dr. Lida S. Penfield, Class of 1919 — to carry the “light transferred from our school, through us, to others.”

After two years of revised Commencement Weekend activities to address pandemic-related health and safety concerns, the SUNY Oswego Commencement Eve Torchlight Dinner and Ceremony returned to its normal, lively cadence as the college community celebrated with an eager group of graduates and their families and friends. More than 235 graduates and their families and guests

attended the dinner, and over 600 graduates, family, alumni, faculty, staff and community members participated in the Torchlight Ceremony.

The dinner program, led by co-emcees Rachel Dimitroff ’22 and Michael Jean ’22, included the recognition of two graduates who were selected as the 2022 Outstanding Senior Award recipients: Yadira “Yadi” Aranda Burgos ’22 and Helena Buttons ’22. Trudy Perkins ’93, the acting chief of staff and communications director for U.S. Senator Sherrod Brown of Ohio and a member of the Oswego Alumni Association Board of Directors, delivered the keynote address.

As light passed from one candle to the next during the Commencement Eve Torchlight Ceremony, the newly minted Oswego graduates one by one added their strength to the hearth of their alma mater so that “its glory may never be dimmed.”



FINANCIAL REPORTS

2021 - 2022 Financial Recap: Total Campus Operating Budget by Division — All Funds

Expenses	Academic Affairs	President/ Administration	Administration/ Finance	Student Affairs	Development	Campus-wide Utilities	Total	% of Total
Instructional FTE	315.50	—	—	3.00	—	—	318.50	—
Non-Instructional FTE	258.30	62.00	357.25	96.85	25.25	—	799.65	—
Total FTE	573.80	62.00	357.25	99.85	25.25		1,118.15	
PSR Instructional	23,407,033	—	—	25,316	—	—	23,432,349	—
PSR Non-Instructional	14,466,925	4,404,638	9,078,897	5,856,782	2,058,638	—	35,865,879	—
OT/Holiday/Other	14,607	12,208	581,265	9,419	1,337	—	618,835	—
Subtotal Personal Service (PSR)	37,888,564	4,416,845	9,660,162	5,891,517	2,059,974		59,917,063	52%
TS Instructional	5,653,215	—	—	1,113	—	—	5,654,329	—
TS Non-Instructional	1,667,961	311,761	423,958	547,928	—	—	2,951,608	—
TS Students/Grad Students	730,701	184,600	383,887	1,274,795	11,024	—	2,585,008	—
Subtotal Temporary Service (PST)	8,051,877	496,362	310,581	1,823,836	11,024		11,190,945	10%
Supplies	935,525	262,011	2,684,595	725,250	45,548	—	4,652,928	—
Travel	658,876	248,168	58,037	872,735	2,043	—	1,839,859	—
Contractual Services	4,627,998	812,972	5,779,371	474,563	39,787	—	11,734,690	—
Equipment	1,144,795	32,545	420,878	137,331	9,758	—	1,745,307	—
Library Acquisitions	331,792	—	—	—	—	—	331,792	—
Utilities	—	—	—	—	—	4,676,715	4,676,715	—
Other	—	—	—	8,821,412	—	—	8,821,412	—
Subtotal Other Than Personal Service (OTPS)	7,698,986	1,355,695	8,942,880	11,031,291	97,136	4,676,715	33,802,702	29%
Total Expenditures (PSR, PST, OTPS)	53,639,427	6,268,902	19,410,887	18,746,644	2,168,134	4,676,715	104,910,709	
Fringe Benefits	2,546,864	—	2,626,467	2,785,654	—	—	7,958,984	—
Assessments	—	—	306,245	—	—	—	306,245	—
DASNY Overhead/Insurance	—	—	459,511	—	—	—	459,511	—
DASNY Debt Service	—	—	1,910,814	—	—	—	1,910,814	—
Other	—	—	—	—	—	—	—	—
Subtotal Fringe, OH, etc.	2,546,864		5,303,037	2,785,654			10,635,554	9%
Grand Total	56,186,291	6,268,902	24,713,924	21,532,297	2,168,134	4,676,715	115,546,264	100%
%	49%	5%	21%	19%	2%	4%	100%	

COLLEGE LEADERSHIP



Deborah F. Stanley
President
July 1, 2021–Dec. 31, 2021



Mary C. Toale
Officer in Charge
Jan. 1, 2022–Present



Scott R. Furlong
Provost and Vice President for Academic Affairs



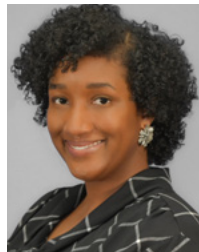
Kathleen G. Kerr
Vice President for Student Affairs



Victoria L. Furlong
Vice President for Administration and Finance



Mary Canale
Vice President for Development and Alumni Engagement



Kendra N. Cadogan
*Chief Diversity & Inclusion Officer**
and Interim Director of the Triandiflou Institute



Kristi Eck
Chief of Staff and Executive Director of Strategic Initiatives, External Partnerships and Legislative Affairs



Wayne Westervelt
Chief Communication Officer





7060 State Route 104 | Oswego, New York 13126 3599

315.312.2500 | oswego.edu



SUNY Oswego is accredited by the Middle States Association of Colleges and Schools; where appropriate, individual programs may be accredited by specific discipline oriented organizations.