



A YEAR OF
BUILDING
MOMENTUM

2022 - 2023 ANNUAL REPORT

A YEAR OF *BUILDING* MOMENTUM

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MESSAGE FROM THE OFFICE OF THE PRESIDENT

Dear Members of the SUNY Oswego Community,

It is with great pride and excitement that I reflect on the past year and the remarkable progress we made as a university. Together, we embraced our institutional priorities and pursued excellence in every facet of our work, propelling SUNY Oswego to new heights as we remained steadfast to our commitment to access and affordability for all of our students: traditional, non-traditional, graduate, undergraduate, those seeking professional development, certificates, and credentials; enrolled online as well as at both our main and Syracuse campuses in face-to-face, online, and hybrid formats.

Student success has been at the forefront of our efforts, and again this year, we witnessed the transformative impact of our commitment. Our students have excelled academically, creatively, and personally, demonstrating their resilience and determination at every turn. Whether it be in the classroom, at an internship site, through their engagement in innovative research projects, presenting at a national conference, or starting a business on campus, our students have shown unwavering dedication to their educational journeys. Their achievements continue to inspire us and reinforce our unwavering commitment to their success.

The success of our students is a direct result of the dedication to **academic and creative excellence** of our university community. Our impressive faculty and staff provide exceptional learning experiences and spaces; foster an environment that nurtures curiosity, critical thinking, and innovation; demonstrate strength of character; and encourage others to uphold values that allow our students to thrive in a democratic society. There is immense talent among our employees who share in the commitment to provide our students with a world-class education.

At SUNY Oswego, we firmly believe that an **inclusive community** is vital for our collective growth and success. Over the past year, we have amplified our efforts to create a campus environment that celebrates diversity, equity, and inclusivity: An equity study was conducted in Intercollegiate Athletics; a working group examined concerns regarding the LGBTQIA+ community; Over 100 people participated in Restorative Practices retreats; and the Triandiflou Institute launched the Oswego Dialogue Project and expanded intentional collaborative work

to center the experiences and recognize the leadership of historically marginalized identities in our campus community. We have taken significant strides toward building a community where every individual feels valued, respected, and heard through dialogue, education, and the implementation of inclusive practices throughout the university. We will continue to embrace and celebrate our diversity as we become a stronger community knowing that our differences are our greatest strength.

As a **sustainable institution**, SUNY Oswego remains committed to the future of our university and our world through our sustainability efforts environmentally and financially. We have embraced our responsibility to protect and preserve our planet. I am thrilled to share that our commitment to environmental sustainability has been recognized with a gold STARS rating by the Association for the Advancement of Sustainability in Higher Education. This prestigious recognition is a testament to the collective efforts of all members of our entire university community who have worked tirelessly to implement sustainable practices across our campus. From energy-efficient buildings to waste reduction initiatives and community engagement, we are leading the way in creating a greener and more sustainable future. This accomplishment serves as a powerful reminder that we have the ability to make a significant impact when we work together toward a common goal.

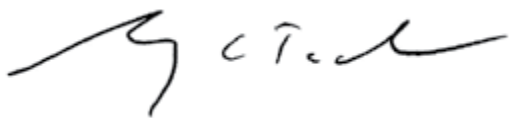
We also made terrific progress to build on the foundation to ensure the long-term **financial sustainability** of our university. Our faculty and staff were awarded \$7 million for over 80 grants, commenced the use of the new budget toolkits, successfully deployed the Higher Education Emergency Relief Fund money in support of mental health and well-being, raised over \$5 million in support of student success, remained committed to continuous campus renewal, engaged in the first in SUNY holistic campus master planning process that included academic, residential, and energy master plans, and worked to continue to build transparency into the budget planning process. Through our collective efforts, we reduced the university deficit, created a trajectory for continued improvements to the budget planning process, and set a course for SUNY Oswego to continue to thrive for generations.

The ability to engage in our work is possible through the vital **partnerships** formed on campus as well as within our local, regional, national, and global communities. Through collaboration and engagement, we have fostered relationships that have enriched our educational experiences and expanded our reach. These partnerships have opened doors to transformative learning opportunities for our students, while also providing a platform to contribute to the greater good. As we move forward, especially in preparation for the historic investment Micron Technology has made in Central New York, and in alignment with Oswego County and our local, state, and federal partners, we will continue to strengthen our partnerships, knowing we will continue to achieve greatness together.

The 2022-2023 academic year was outstanding and built tremendous momentum in preparation for the arrival of the 11th president of SUNY Oswego. As we remain committed to student success, academic and creative excellence, inclusive community, sustainability, and partnerships, we will reach even greater heights. Our collective commitment and unwavering dedication will lead us to achieve the extraordinary. At SUNY Oswego, we are going for gold (and then platinum!), and I am confident that our shared pursuit of excellence will continue to propel us forward.

Thank you for your incredible efforts, and congratulations on a truly remarkable year!

Warm regards,



Mary C. Toale, Ed.D.

Officer in Charge



OSWEGO BY THE NUMBERS

FALL 2022 TOTAL ENROLLMENT

6,906 students

- > 5,985 undergraduates; 93% are full-time / 7% are part-time
- > 921 graduate students; 42% are full-time / 58% are part-time

FALL 2022 FIRST-YEAR STUDENT STATS

- > Distribution of fall 2022 class by college/school:
 - College of Liberal Arts and Sciences: **44%**
 - School of Business: **20%**
 - School of Education: **14%**
 - School of Communication, Media and the Arts: **14%**
 - Undeclared: **8%**
- > Average undergraduate SAT/ACT/GPA: **1169 / 25 / 88**

CULTURALLY DIVERSE CAMPUS

34% of total student body and **40%** of the fall 2022 entering class self-identified as Hispanic, African-American, Asian, Native American, Pacific Islander, multi-ethnic, or are international students.

OUTCOMES

Fall 2018 Cohort 4-Year Graduation Rate as of Fall 2022:

- > **50%** (5-year programs removed)

Fall 2021 Cohort Retention Rate as of Fall 2022:

- > **73.8%**

Class of 2022 First Destination Outcomes:

- > **99%** Employed and/or Continuing Education
- > **91%** of those working full-time are in their field of choice.
- > **87%** work in New York State

ECONOMIC IMPACT ON REGION

Largest Public Employer in Oswego County

- > **3,516** full-time, part-time and student employees in 2022 - 2023
- > **60%** 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 **\$108 million** and injected over **\$78 million** into New York's economy

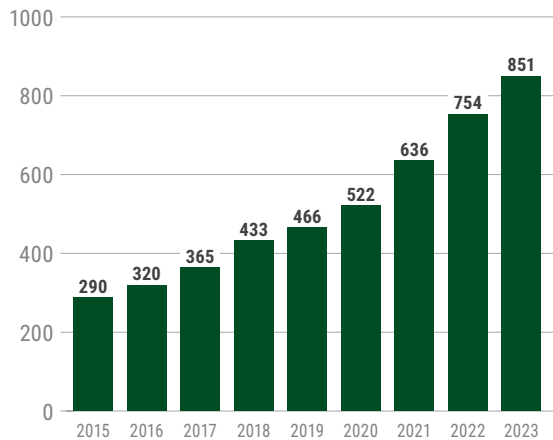
Research Dollars in Action

- > Over **\$6.9 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

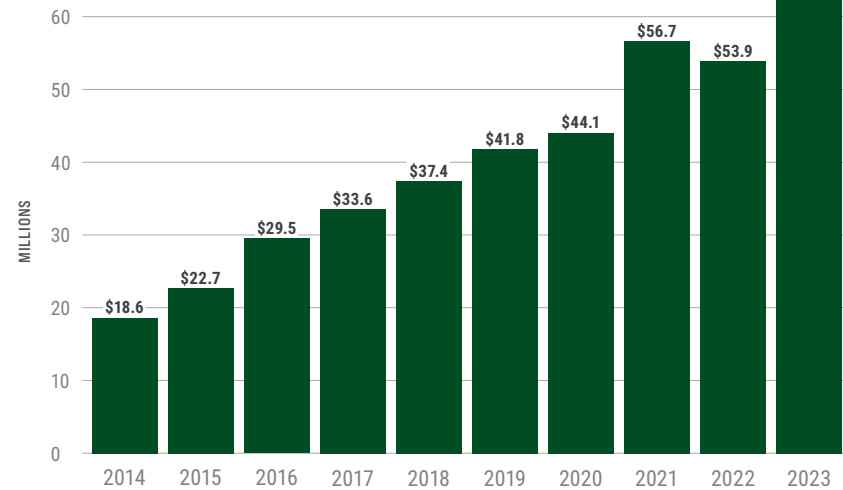
STUDENT SCHOLARSHIPS AND ENDOWMENT

- > **83% of all** 2022-2023 students enrolled received more than \$84 million in aid (scholarships, grants and loans).
- > In fiscal year 2022-2023, the university raised a total of **\$5,110,099**.

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 university 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

Student success guides all that we do at SUNY Oswego. This past year, our students have received awards and accolades from regional and national organizations spanning various domains, including broadcasting excellence, arts and theatre awards, technology and engineering, Fulbright Scholarships, sports, prestigious honor societies, and outstanding contributions in supporting peers. Our students also experienced notable accomplishments in research and creative works. From anthropology to astrophysics, students engaged in meaningful research, bridged community connections, presented groundbreaking findings, and demonstrated a deep commitment to their fields. Entrepreneurship flourished with student driven initiatives like the launch of Rich 'N' Pour Cafe, student startups and business innovation.

SUNY Oswego students also demonstrated success in fostering a vibrant, inclusive campus community. Both our students and our university's commitment to inclusivity is evident through numerous initiatives that promote diversity, learning, and active participation in making the campus a more supportive environment where all students can thrive academically and personally. The section that follows also highlights SUNY Oswego's culture of care for students, our students' achievements in community service, and the continuing story of student success through alumni engagement.

Student success is a promise that SUNY Oswego makes to all of our students so that they can realize their dreams both during and after college. Through our commitment, SUNY Oswego students have created a vibrant tapestry of accomplishments across diverse disciplines in ways that inspire celebration.



(L-R) Michael Riecke (communication studies faculty member), with student broadcasters Joey Palatsky '23, Jake Johnson '22, Zachary Malamud '24, Kyle Spisak '24

Broadcasting Excellence

In September 2022, the New York State Broadcasters Association honored SUNY Oswego students with Excellence in Broadcasting Awards. Kyle Spisak won Outstanding Editorial/ Commentary for his piece on NCAA money issues and whether Division III athletes should be allowed to gamble on professional sports games. Student-run WNYO took home an award for Outstanding Sports Coverage by a college radio station. Another broadcasting major Clarissa Karki was accepted into the Radio Advertising Bureau Student Scholar program, which included attendance at the Broadcast Educators Association conference in Las Vegas. Karki then moved into an internship role with CNN International.

Arts and Theatre Awards

Students and faculty in the Department of Art and Design swept every major category at the *Lakeside Statewide Exhibition* at the Oswego Art Association, while five theatre students were recognized at the regional Kennedy Center American College Theater Festival Awards for stage management and performance in their production of *After Ashley*.

Fulbright Scholars

Two students submitted applications for the U.S. Student Fulbright Program. Out of over 4,900 applicants, one of our students was selected as a semi-finalist and was later named an alternate for the U.K. Partnership Award, which pays for a master's degree at a U.K. university.



After Ashley cast (L-R) Claire Bosley '23 (as Ashley Hammond), Brock Whaley '23 (as Justin Hammond), Allie Long '26 (as Julie Bell), Sean Hurley '26 (as Alden Hammond)

Student Overcomes Obstacles and Helps Others to Achieve the Same

Damien Nguyen, a SUNY Oswego double major in human development and criminal justice, earned the statewide Norman R. McConney, Jr. Award, which recognizes Educational Opportunity Program (EOP) students who overcome obstacles to excel in their academic endeavors. Nguyen, who graduated in May 2023, held multiple leadership positions during his time at SUNY Oswego and with EOP. He helped first-year students transition from high school to college, as well as seniors working to earn their degree and complete their education at SUNY Oswego.

Technology Students Shine at National Conference

SUNY Oswego Technology Student Association (OTSA) members added more awards to their trophy case at the International Technology and Engineering Educators Association (ITEEA) Conference in Minneapolis. Awards included:

- > First place in manufacturing
- > Fourth place in robots
- > Fifth in communications
- > Fifth in teaching a lesson

In addition, OTSA President Bryleigh Beauchat won the Outstanding TECCA (Technology and Engineering Education Collegiate Association) Student Award. TECCA is a part of ITEEA.

Student-Athletes Lead and Give Back

Our student-athletes once again made us proud to be Lakers. Men's basketball and ice hockey both made it to the championship rounds of competition with the basketball team achieving the Elite 8 for Division III. Charlie Grygas of the wrestling team, Zach Brown of the swim team, and Thiannon Butchko of the track team all earned state-wide and/or national recognition. Grygas finished in 4th place in the NCAA championships and was named an NCAA Region Champion, ECWS Champion, and NCAA All-American. Brown won the SUNYAC 200-yard breaststroke and set a conference record for the event. Butchko finished 3rd in the high jump at the SUNYAC championship.

The student-athletes excelled both in their sports and their academics. One hundred seventy student-athletes were named to the SUNYAC Commissioner's Honor Roll, and 20 teams earned a collective GPA of 3.0 or higher. Men's tennis topped the ranks with a collective GPA of 3.51.



Damien Nguyen receives the Norman R. McConney, Jr. Award from SUNY Board of Trustees Vice Chairman Cesar Perales (left) and SUNY Chancellor John B. King Jr. (right).



Technology Student Association members at the national ITEEA Conference

STUDENT RESEARCH AND CREATIVE WORK

SUNY Oswego students flourish when they are given opportunities, support, and resources to innovate and create the world they want to see. Their time with our dedicated faculty, staff, and alumni ensures that SUNY Oswego graduates are ready to solve problems, seek solutions, and collaborate for change. The best evidence can be found in the research being conducted by our undergraduate and graduate students.

Anthropology

SUNY Oswego anthropology major Nerissa Conklin had the opportunity to work with the Oswego community to learn more about local history through found items. Conklin hosted an "Antiques Roadshow" type of event in spring through her internship at the Richardson-Bates House Museum in Oswego, collecting data found from eight properties for research. In the process, she hoped community members also could learn more about these items and their connections with the history of Oswego.

Conklin was among the SUNY Oswego students who worked at the summer 2022 Archaeological Field School at the Oswego County Historical Society's Richardson-Bates House Museum under anthropology faculty member and mentor Alanna Ossa. For that project, students excavated a midden (trash heap) at the historic site to learn more about the property's history and life in general in the 19th century. When the public learned about their research, they started reaching out to Ossa to share objects that they found in their yards in hopes that they could be identified through the research project.



Nerissa Conklin working at the Archaeological Field School at the Richardson-Bates House Museum



Hidden Women art exhibit at Penfield Library

Art and Design

Students from Art and Design exhibited portraits of *Hidden Women* in Penfield Library. Completed as a themed project by students in advanced illustration and graphic design classes, the portraits were inspired by the film and book *Hidden Figures*. Illustrators and designers created portraits that celebrate and commemorate the contributions of Black women to American society. All the women featured in this exhibition worked to better the world around them, and many are only now starting to get the recognition they deserve.

SUNY Oswego Infiniti Robinson used a campus research grant to study how art performed and created by non-white cultures might impact and educate white students on campus. The study by Robinson, who double majors in art history and sociology, is titled "How Does Art Representing Non-White Races or Cultures Inform White Students' Perspectives of Other Cultural Identities?" Her proposal received funding from a Student Scholarly and Creative Activity Grant from the university's Scholarly and Creative Activity Committee (SCAC).

Astrophysics

Physics professor Shashi Kanbur and SUNY Oswego students Selim Kalici, Michele Manno, and Hugh Riley Randall spent much of summer 2022 traveling overseas for research and presentations. The students 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 '12, who is now a postdoctoral research fellow at MPA. 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

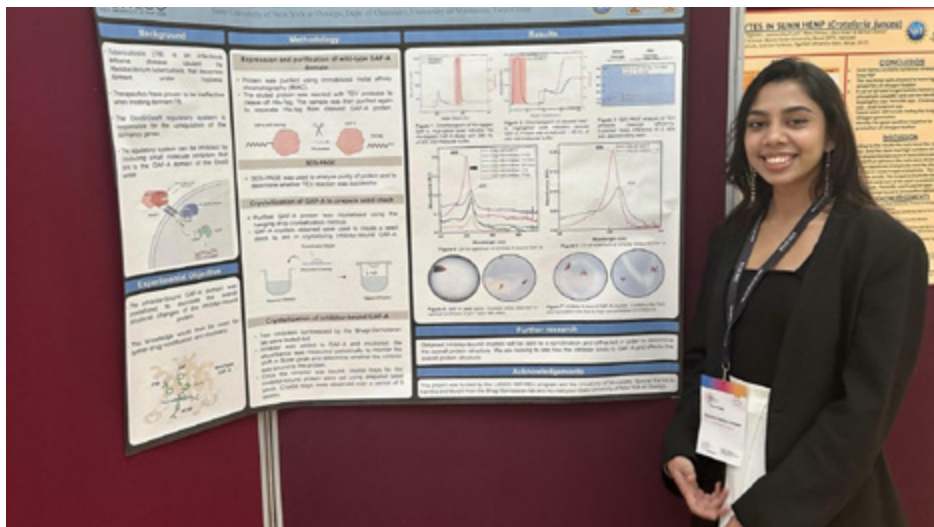
universe through studying period-variable stars whose pulsation allows an estimate of their distance from Earth. For the students, this work culminated in July as they presented well-received talks describing their summer research at MPA to several members of its Stellar Astrophysics group. Kalici presented “Estimating Stellar Parameters of RR Lyrae Using Machine Learning”; Manno presented “Interior Luminosity Curves for Cepheid Variables”; and Randall presented “Instability Strips for 3 Types of Classically Pulsating Variable Stars.”

Biochemistry

SUNY Oswego biochemistry major and May 2023 graduate Fathima Raviya Careem presented her research on tuberculosis at this year’s World Congress on Undergraduate Research (WorldCUR) in the United Kingdom. She is the first SUNY Oswego student to do so.

WorldCUR is an interdisciplinary conference for undergraduate students from all over the world. This year, there were over 35 countries represented with more than 650 delegates. This was Careem’s first presentation at a professional conference of this size. Careem’s research, titled “Understanding the structural basis of small molecule inhibitors of M. tuberculosis DosS,” studied how synthesized inhibitors prevent tuberculosis from entering a dormant state where the disease is no longer treatable.

Notably, Careem’s attendance at the WorldCUR conference was supported financially by alumnus Robert Feinberg ’78 and his wife, Robbi, through SUNY Oswego’s Feinberg Family Professional Fund.



Fathima Raviya Careem shows her research presentation at this year’s World Congress on Undergraduate Research.

Business

SUNY Oswego students Paul Wehr and Harshit Gupta won second prize at the New York State Business Competition with their startup GameOn, which creates modifications for gaming controllers to make them more accessible for individuals with motor function disabilities. Wehr came up with the idea after his sister was diagnosed with Huntington’s Disease, a condition that leads to problems with movement, coordination, and cognition over time. The pair placed second in the category Learn, Work and Play at the competition on April 27 at the OnCenter in Syracuse. GameOn’s pitch journey included also placing as one of the top two teams in their category at the CNY Regional Business Plan Competition, hosted by SUNY Oswego in March, after taking second overall at SUNY Oswego’s Launch It student entrepreneurship competition last fall.

In addition to the \$2,000 award from the statewide competition, Wehr and Gupta also received \$1,500 from the Launch It Competition. Wehr also received a \$1,000 award from an unrelated credit analysis class, which he plans to put towards GameOn. The pair said they would like to use the money to purchase a 3D printer for production, as well as for further research and, eventually, patenting their design.

Communication and Broadcasting

SUNY Oswego students Joey Considine and Sally Becker created a documentary titled *The Train Up North: The Underground Railroad in Oswego County*, highlighting Oswego’s connection



Paul Wehr and Harshit Gupta at the New York State Business Plan Competition



(L-R) Gabrielle Roubanian, Heather Toronjo (George Mason University), Marthinus Koen, Vincent Southerland (NYU Law), James Willis (George Mason University)

to the Underground Railroad. The documentary, which resulted from an assignment for the Global Documentary Production class, drew attention as part of a June 21 social media post from Oswego County Tourism describing the value of such media in honoring the history of Oswego.

Criminal Justice

During summer 2022, SUNY Oswego criminal justice major Gabrielle Roubanian had an outstanding opportunity to present research to an international conference in Lisbon, Portugal. Working on research conducted with criminal justice faculty member and mentor Marthinus Koen, Roubanian presented "Management Cops and Street Cops: Making Sense of Changing Times" as part of a panel with Koen at the Law and Society Association Conference in July.

English and Creative Writing

Subnivean, a national online literary magazine edited by SUNY Oswego students and supported through the Department of English and Creative Writing, launched a new scholarship competition for Central New York high school students. In fall 2022, *Subnivean* adjudicated the first annual *Subnivean* New Writers Awards. In spring 2023, the publication planned and hosted an event celebrating the five high school students who placed as finalists.

After publishing a book in each of the past two years, SUNY Oswego student Rickey Strachan, a double major in public relations and business administration, published his third consecutive volume in 2023. This book, titled *The Beauty That Followed*, was released on April 22. Exploring themes of love, *The Beauty That Followed* is the third installment in his Valentine's Day-themed series, including his 2021 publication, *Things Cupid Whispered* and *What I Did with Those Words*, published in 2022. Previous titles in the series focused on how to have affection for others and self-love, while the new book examines living with love during periods of struggle and hardships.



Rickey Strachan with his three published books

Adrift Graphic Novel

Students in Michael Raicht's CRW 395: Intermediate Graphic Storytelling and Liz Hunt's ART 313: Digital Illustration I classes worked together to produce *Adrift*, a short graphic novel. It is a collection of 19 stories written in the Graphic Storytelling course and illustrated by the Digital Illustration class.

Meteorology

Meteorology major and mathematics and astronomy minor Shaun Laurinaitis spent summer 2022 taking advantage of SUNY Oswego's extensive internship opportunities, including serving as a summer fellow for the Cooperative Institute for Great Lakes Research under mentor Jia Wang of the U.S. National Oceanic and Atmospheric Administration.

Laurinaitis was encouraged to apply for the fellowship by SUNY Oswego meteorology faculty member Scott Steiger.

Zoology

Zoology student Brooke Goodman has helped save the lives of birds on the SUNY Oswego campus by adding window stickers to buildings around the large lakeside campus and through other activities to divert our feathered friends from crashing into them. Like any place with many buildings and windows, a college campus can offer views that might confuse birds, especially if they are not familiar with the landscape. Goodman's research both aims to minimize the extraordinarily high number of birds that hit windows in America (estimated at 1 billion every year) and gather data.

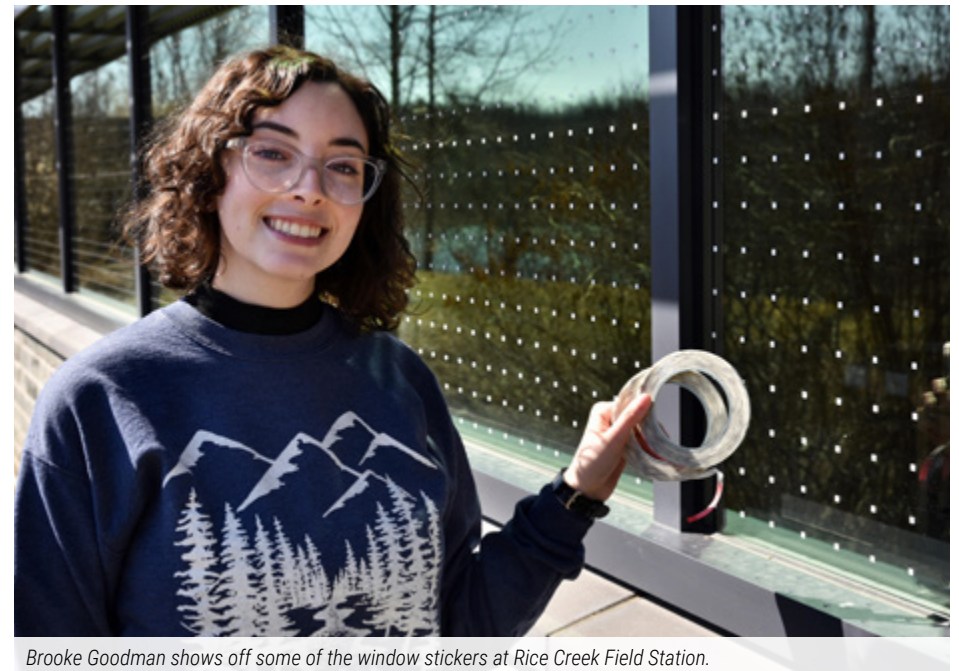
Danielle Marichal surveyed the damage done by an invasive species, and tracked another species that was introduced to contain them, thanks to a campus grant. Marichal's project titled "Surveys of the Emerald Ash Borer and Its Introduced Parasitoids in Oswego, NY" received funding from a Student Scholarly and Creative Activity Grant. Wasps were introduced to help manage the emerald ash borer beetle, which damages ash trees such as those at Rice Creek Biological Field Station. These wasps can be introduced into the country by the United States Department of Agriculture because they do not go after any species native to the U.S. They are essentially programmed to only go after the emerald ash borer beetles. Rice Creek Field Station is one of the places the wasps have been introduced.

Graduate Studies

In the spring 2023, 13 graduate students across all our colleges and schools participated in the internationally recognized 3-Minute Thesis (3MT) competition. This required students to present their research or applied/creative projects in three minutes or less, only using one slide. 3MT celebrates the exciting research conducted by graduate students at SUNY Oswego, and this competition cultivates students' academic, presentation, and communication skills with the added value of practicing their virtual presentations necessary for 21st-century workplaces.



Shaun Laurinaitis at the Cooperative Institute for Great Lakes Research



Brooke Goodman shows off some of the window stickers at Rice Creek Field Station.

SUNY Oswego's 3MT competition winner, Joel Betancourt, from our MA Human-Computer Interaction program qualified to compete at the regional level on his project titled, "Are we even Real?" He was selected to participate in the live event and received national recognition during the Northeastern Association of Graduate Schools competition, with such ivy-league schools as Harvard, Yale and Cornell. Valery Stewart was also recognized as the runner-up from our MBA Health Service Administration program and presented "Transforming Chaos to Order: A Comprehensive Financial System Through Data Integration." Additionally, Aneri Shah from graphic design and digital media was chosen as the people's choice award for the presentation entitled, "Port by Postcard: An online exhibit."

Many of our faculty included graduate students in their research activities this past year. For example, chemistry professors included our graduate students in National Institutes of Health and National Science Foundation external grants awarded to the campus. Additionally, our faculty have published works with graduate students, including Dr. Damian Schofield and graduate student Ian Cummins with their research entitled, "Studying the Effects of Being Einstein: An Experiment in Social Virtual Reality."

The Division of Graduate Studies also provided support for our health informatics students to attend conferences such as the Cross Border Conference on Health Innovation. Additionally, our graduate students served in leadership positions at conferences. For example, Michael Donato and Lauren Guilds both held positions at the New York Association of School Psychologists (NYASP) annual conference.

Launch It Student Entrepreneur Competition

SUNY Oswego's Launch It student entrepreneur competition, sponsored by Sherwin Williams, Wegmans, and Enterprise, returned for 2022 with an expanded number of prizes and some additional changes but, as always, with a focus on outstanding student ideas and how to put them in motion. Launch It is designed for teams of students each to compete for a \$2,500 first-place prize, \$1,500 second-place prize, and \$1,000 third-place prize. The event, hosted by the SUNY Oswego School of Business, aims to provide entrepreneurship-minded students with a platform featuring resources, faculty mentorship, and financial rewards to develop and launch innovative ideas in business and social sectors. The competition also provides students with opportunities to learn new in-demand skills and techniques that will enhance their professional profile as they work and develop their innovative ideas. For the first time, MBA students from capstone and marketing classes mentored undergraduates in the 2022 Launch It pitch competition to help them enhance their business plans. This collaboration, involving video submissions, marked a pivotal moment in mentoring for the MBA students and the practice will become a part of the annual Launch It program.

NOW OPEN! Rich 'N' Pour Cafe

Guided by alumni mentor Ed Alberts M'92 M'97, students from the School of Business worked with faculty and staff in the School of Business and Auxiliary Services to open the Rich 'N' Pour Cafe in Rich Hall. The new cafe replaced the old Wall Street Cafe, which closed during COVID-19. Rich 'N' Pour is totally student run and provides engaging practices on how to set up a business from the beginning of the process. Check out this [YouTube video](#) to learn more.



STUDENT ENGAGEMENT

Outside of the classrooms, our students are engaged in social and cultural issues. They lead the way in transforming our campus into a truly inclusive learning environment. A few examples of their engagement activities include:

- > **Student Involvement Fair:** Students staffed 140 tables representing student organizations and campus departments; approximately 2,500 attended the event.
- > **ALANA Multicultural Student Leadership Conference:** ALANA (African, Latino, Asian and Native American) holds an annual conference every fall to address issues of concern and topics for celebration. This year, more than 725 people attended the conference.
- > **MLK Celebration:** Held on February 1, 2023, the celebration drew more than 250 attendees.
- > **MLK Day of Service:** More than 100 individuals joined together to create 17,000 meals for Rise Against Hunger as an act of service to the community.
- > **I Am Oz:** Chase Strangio, Deputy Director for Transgender Justice with the ACLU's LGBT and HIV Project and a nationally recognized expert on transgender rights, gave an address to 97 attendees.
- > **Oz Pathway to Leadership Conference:** Over 300 students attended the keynote speaker, and 150 attended the breakout sessions.
- > **End-of-the-Year Student Leadership Awards:** The event celebrated nine individual students and over 30 organizations.



The 36th annual ALANA Multicultural Student Leadership Conference celebrates this year's theme of "Joyful Noise."



The 34th annual Martin Luther King Jr. Celebration. Keynote speaker Kendrick Sampson interviewed on stage by Criminal Justice department faculty member Celinet Duran-Jimenez.



Student Involvement Fair



Chase Strangio meets with SUNY Oswego's Pride Alliance officers. (L-R) Lillian Bresee, Kaushal Joshi, Chase Strangio, Cambria Gordon.

SUCCESS FOR ALL

SUNY Oswego is committed to success for all of our students. In 2022, SUNY Oswego joined the American Association of State Colleges and University's Student Success Equity Intensive (SSEI) program. Funded by the Bill and Melinda Gates Foundation, SSEI is designed to help institutions eliminate race, ethnicity, and income as predictors of student success. Our work in this program helped us identify three specific areas of action: helping students complete required course credits such as General Education requirements; establishing a greater sense of belonging among our students such that they identify as Lakers; improving student financial literacy; and providing financial support to students in need.

These commitments are already manifesting in our work:

- In May 2023, we held our second annual Student Success Symposium and focused on dialogue. The guest speaker was Bishop Colette Matthews Carter, Director of the El-Hindi Center for Dialogue and Action, Interfaith Works of Central New York.
- The Office of Learning Services received Level 1 certification from the College Reading and Learning Association. They added academic success skills such as How to Study and How to Take Notes to their 1:1 tutoring support service. They also added help with technology such as using Google Apps, Brightspace, and other educational hardware and software to their list of services.
- The Tutoring Center provided services to 1,125 students, which represents a 35% increase from the prior year. The center also implemented embedded tutoring in more than 15 classes across campus to help increase access to tutoring services.
- The Advisement Center provided services to over 3,900 students through appointments or drop-in visits. These services include general advising, course recommendations, registration assistance, and more.
- The Educational Opportunity Program (EOP) welcomed the Writing Fellows, Counseling Services, Financial Aid, and Graduate Studies to hold drop-in hours at the EOP office, making these services more accessible to our students.
- The Collegiate Science and Technology Entry Program (CSTEP) had a successful state-level review and was renewed for another year by the New York State Department of Education. CSTEP aims to increase the number of historically underrepresented and economically disadvantaged students who are pursuing professional licensure and careers in science, technology, engineering, math, and health-related fields. Last year, more than 100 students enrolled in CSTEP, which exceeds the enrollment target set with the state.

INCLUSIVE COMMUNITY

SUNY Oswego is a highly diverse community, with students in the 2022-2023 academic year hailing from all over New York state, numerous states beyond NY, Washington, D.C., and more than 30 countries. This diversity is one of our greatest strengths and needs to be paired with inclusive practices. This year, Oswego advanced initiatives to help ensure that all members of our community feel proud to call themselves Lakers.

Defining the Mission for Office of Diversity and Inclusion

During 2022-2023 academic year, the Chief Diversity and Inclusion Officer (CDIO) engaged with staff, campus leadership, and key stakeholders to better define and more fully flesh out the role of the Office of Diversity and Inclusion. The office's functions were identified as oversight and implementation of policies and procedures related to campus climate and inclusive practices; ensuring compliance with state and federal laws regarding workplace discrimination and sexual/interpersonal violence; assisting with the recruitment and retention of a diverse faculty, staff, and student body; and strategic planning for institutional DEI initiatives. The CDIO developed an improved organizational structure for the Office of Diversity and Inclusion and participated in a parallel working group process of examining the institution's response to bias-related incidents.

Bias Prevention and Response Team Provides Education and Support

SUNY Oswego's Bias Prevention and Response Team (BPRT) continued to provide critical education and support to students, faculty, and staff around issues related to bias. Co-chaired by the Dean of Students and the CDIO, the BPRT implemented new protocols for prompt response to concerns about bias and ensured more comprehensive support for complainants and respondents throughout the process. The BPRT started 2022-23 by developing a campaign to educate the campus about the bias reporting process and the BPRT's role as a resource for anti-bias education, bias prevention, and overall improvement of campus climate. In fall 2022, the BPRT developed a workshop on proper pronoun usage and, with assistance from the Communications and Marketing team, created a digital resource page on pronouns to better educate the campus community and external partners. The BPRT offered a pronoun workshop during the CELT-sponsored winter breakout professional development series and collaborated with the Dean of the School of Communication, Media, and the Arts on a spring breakout workshop about preventing and responding to bias in the classroom.

Inclusive Practices and the LGBTQIA+ Community

In spring 2023, the Inclusive Practices: LGBTQIA+ Working Group was charged with providing recommendations to the President's Cabinet for making the campus more inclusive and welcoming for members of the LGBTQIA+ community. Co-chaired by the Director of Student Health Services and the Associate Director of the James A. Triandiflou '88 Institute for Equity, Diversity, Inclusion, and Transformative Practice (Triandiflou Institute), the committee was composed of students, faculty, and staff from all sectors of the campus community focused on identifying gaps in support for LGBTQIA+ students, faculty, and staff. The committee concluded its work at the end of spring 2023 and submitted a comprehensive series of recommendations to the Officer-in-Charge. A new working group tasked with managing the implementation of those recommendations will begin its work in fall 2023.

Oswego Dialogue Project

The second phase of the Oswego Dialogue Project pilot was completed in July 2022. Eleven faculty and staff were successfully trained in intergroup dialogue facilitation, and several more have signed up for more information and training resources. The third phase of the Oswego Dialogue Project pilot was completed in April 2023, offering three sessions of intergroup dialogue to 11 student participants from a range of student organizations and reflecting a diverse range of identities. The Triandiflou Institute also led a day-long community-building dialogue for the Athletic Department Winter Retreat.

Oz Equity Challenge

The Oz Equity Challenge completed a successful second annual run with 157 students, faculty, and staff registering for the challenge, and 24 participants earning certificates of completion. In addition to 12 days of asynchronous content, this year's challenge dovetailed with the third phase of the Oswego Dialogue Project implementation and offered participants the opportunity for face-to-face dialogue at the end of each week of the three-week challenge.

Oz Inclusivity Playbook

The Triandiflou Institute launched the Oz Inclusivity Playbook, an overview of multi-faith and secular holidays and observances, national holidays, heritage months, and cultural celebrations reflecting the diverse experiences and identities that make up the SUNY Oswego campus community. The playbook also provides a roadmap for creating DEI collaborations between faculty, staff, and students and is accompanied by a submission form that invites information and collaboration related to any educational programming or events.

The Pride Flag - History and Significance

In collaboration with Title IX, Student Affairs, and the SUNY Oswego Pride Alliance, Triandiflou Institute staff organized an educational panel discussion on the history and significance of the Pride flag. New York State Legislator Harry B. Bronson '82 joined virtually as a part of the panel, and the well-received program was attended by approximately 50 students, faculty, and staff.





Flags of Nations in Marano Campus Center

James A. Triandiflou '88 Institute for Equity, Diversity, Inclusion, and Transformative Practice (Triandiflou Institute) Events

The Triandiflou Institute launched the first-of-its-kind, on-campus Black History Month Spotlight series: Our Faculty. This social media campaign highlighted four faculty of color. On October 20, 2022, the Triandiflou Institute collaborated with Modern Languages and Literatures to host "Naming My Identity: The Latin Experience," a hybrid panel discussion developed to educate the community about the lived experiences of our SUNY Oswego peers who are of Latin or Hispanic descent. In April, the Triandiflou Institute Graduate Assistant teamed up with the student organization Bold Black Beauties to facilitate a Quest Day panel titled, "Microaggressions and Black Hair." Panelists drew upon participants' lived experiences to explore issues related to hair within the context of the African Diaspora.

SUNY Oswego Named a Truth, Racial Healing and Transformation Campus Center

The American Association of Colleges and Universities named SUNY Oswego as one of 16 new Truth, Racial Healing and Transformation (TRHT) Campus Centers across the country. The purpose of the TRHT Campus Centers is to prepare the next generation of leaders to break down systemic racism and dismantle belief in a hierarchy of human value. As a TRHT Campus Center, Oswego will implement a visionary action plan with the goal of erasing barriers to equal treatment and opportunity on campus, in our communities, and for our nation.

Flags of Nations Returned to Marano Campus Center

In 2019, the international flags that adorned Marano Campus Center (MCC) were removed for cleaning. Unfortunately, they were in such disrepair that they could not be rehung. Then the COVID-19 pandemic arrived, affecting all our priorities and timelines. Upon students' return to campus for the fall 2021 semester, a campus-wide working group was created to advise on what flags should be hung and where. The culmination of that group's work was the installation in summer 2022 of a "Flags of Nations" display in MCC with the following description: SUNY Oswego's Flags of Nations represent the international and Indigenous connections of the SUNY Oswego community. Each flag displayed represents an enrolled SUNY Oswego student. We display these flags to acknowledge, celebrate, and honor the history, places, and experiences of our diverse community.

36th Annual ALANA Conference Featured "Joyful Noise" Theme

The 36th annual ALANA (African Latino Asian Native American) Multicultural Student Leadership Conference at SUNY Oswego celebrated the theme of "Joyful Noise." The ALANA

conference was formed in 1986 and has been an annual tradition on the SUNY Oswego campus ever since. SUNY Oswego's ALANA conference was founded by students who were determined to facilitate meaningful collaboration between Asian, Latino, African and Native American populations with the goal of exploring and celebrating the multifaceted aspects of culture, diversity, and heritage. Those students, whose focus was on unifying all members of our campus community, understood the importance of being leaders who worked together to build and foster an atmosphere of mutual respect within a diverse and inclusive multicultural learning environment.

CAMPUS CULTURE OF CARE

At SUNY Oswego, we recognize our students have unique needs that extend beyond academics. It is imperative to balance the high expectations of our students with programs and services that support their growth and development. We are committed to maintaining a culture of care on campus where everyone's needs can be met. This includes mental health support, addressing food insecurity, and responding to emerging financial needs. Some programs and activities we advanced last year include the following:

- > Faculty from our Health and Wellness degree program worked with campus leadership to create a campus framework for well-being.
- > Graduate Studies implemented an online orientation in Brightspace to improve the onboarding of new graduate students and to complement the in-person orientations held each fall semester at both the Syracuse and Oswego campuses. A section of the online orientation runs each semester/term to welcome new students. The orientation included five modules (Welcome, You Belong Here, Academic Expectations, Funding Your Education, Wrap Up) and just-in-time information shared throughout the student's first semester using course announcements. Online orientations were offered to all new students (matriculated and non-matriculated) and 67% of all new 2022-2023 students participated (75% of incoming fall students and 53% of incoming spring students). Continuing students, program coordinators, and campus partners have access to the same information in a Brightspace course called Graduate Resources.
- > Students Helping Oz Peers (SHOP), the campus food and clothing pantry, served over 820 students who made more than 1,300 visits. SHOP also collaborated with campus organizations and departments to run events, garner donations, and engage students in understanding and meeting the needs caused by food insecurity. Both on- and off-campus organizations made generous food donations, and financial donations to SHOP topped \$14,300 for the year. Going forward, SHOP is now approved as a partner agency of the Food Bank of Central New York, which will provide access to low-cost or

no-cost foods, networking, training, and learning opportunities as well as information about community nutrition.

- > The Late-Night Breakfasts held in December and May provided a safe and sustainable event for our campus to end the semesters. A total of 555 students attended the fall event, 34 of whom did not have meal plans; 734 students attended the spring event, 208 of whom did not have meal plans.
- > To help alleviate sudden, unexpected financial needs that emerged for students, a total of \$48,900 was paid to 162 students last year from SUNY Oswego's donor-funded emergency fund.
- > More than 1,900 users accessed the Oz Concern Navigator, an online comprehensive listing of resources, to access support services. Top categories searched were "Academics," "Emotional," "Social," and "Financial." The top resources searched were "Lakeview Center for Mental Health and Wellness" and "SAVAC," which was the first 100% volunteer and student-run ambulance corporation in the nation when it was founded in 1971.
- > The Office of the Dean of Students established new well-being resources for students in areas including sleep resources, financial well-being, sexual health products, and off-campus and commuter resources. They also established a webpage focused on financial well-being that includes links to campus programming in financial literacy and Oz Peer Educator efforts to support effective budgeting and money management.



Oz Peer Educators



Student-athletes rake leaves for senior citizens in the city of Oswego.



Taylor Hudon of the women's ice hockey team, interacts with a young fan during the popular Holiday Skate With the Lakers event.

STRESS REDUCTION BY THE NUMBERS

Oswego offered myriad activities and opportunities to help students manage and reduce stress, including:

- A two-day stress management program at the Syracuse campus that reached 180 students.
- 33 students enrolling in HCS 162 Thrive stress management class.
- Four Simple Self Care/Stress Free Zone programs that engaged 300 students.
- Six Make and Take programs that engaged over 300 students.
- 11 Open Mic Nights that were attended by 800 students.
- Late Night Study Break with a smash room, massage chairs, photo booth, trivia, games, and more that was attended by 1,000 students.
- 174 student skater admissions and 161 skate rentals to students.

SUCCESS THROUGH SERVICE

SUNY Oswego students recognize that their university experience is more than learning in classrooms. It is about learning within and among our communities. This includes committing to and carrying out meaningful community service. The following are descriptions of a few of the community service activities our students undertook last year.

Student-Athletes and Community Service

Laker student-athletes placed first nationally among all Division III programs in the NCAA Team Works Community Service Competition. The competition recognizes student-athletes and schools who give back to their communities. Oswego's students tallied nearly 2,400 hours of community service during the competition. This includes 400 Lakers spending more than 1,000 hours supporting the community on all levels, from raking leaves for senior citizens to participating in the Holiday Skate with the Lakers, which is a United Way fundraiser that is a favorite among local children and families.

This award reflects the deep commitment our student-athletes have to community service. In 2022-2023, 426 student-athletes conducted 3,696 hours of service in support of 32 organizations. The economic impact of this service is astounding, topping \$117,000 of value to the community.

FINANCIAL SUCCESS

SUNY Oswego is committed to fostering financial literacy among all of our students. Financial literacy is the ability to understand and effectively use various financial skills, including personal financial management, budgeting, and investing. The key to becoming financially literate is education. Recognizing this, financial aid advisors expanded their roles last year to offer guidance not only on college aid but also on broader financial literacy. They provided one-on-one advising to students with the goal that 90% of students will be able to identify at least one new piece of financial information they learned during the advising session.

SUCCESSFUL CAREERS

SUNY Oswego is committed to the belief that higher education opens doors to social mobility, increased levels of community and civic engagement, and a more fulfilling and rewarding life for our graduates. A key element of that success is our ability to help students discover a meaningful career path and confirm choices through academic rigor and experiential activities. This helps ensure that students can successfully launch their careers to the highest possible level.



Career Services Career Coach Elise Allington (left) working with student, Ziera Taylor (right).

Our Career Services team is strengthening the professional pathways for students by embedding career education, readiness, and competencies into the curriculum. This is being accomplished currently in three main ways:

- 1. Syllabi integration:** Faculty are connecting classroom topics and assignments to essential skills and competencies in their syllabi so that students understand the value of what they are studying in relation to their future careers.
- 2. Strategically embedded career coaching:** Career coaches are embedded into classrooms (all four years) so that ALL students are able to connect to career readiness.
- 3. Internships and Jobs:** A scrolling feed of internship and job opportunities is now available through Handshake, an online career search and networking community.

This year, a successful pilot program with a few academic programs led to another 10 departments indicating their desire to collaborate with Career Services. SUNY Oswego was also accepted into the Fall 2023 American Association of Colleges and Universities “Curriculum-to-Career Innovations Institute,” led by the Provost and the Director of Career Services. Career Services also presented this work to a standing-room-only crowd during a statewide conference of the professional association for career services, the SUNY Career Development Organization.

In addition to infusing career readiness into the curriculum, Career Services hosted record-breaking numbers of employers, representatives, and alumni on campus for major events and programs.

Imagine 2023

The Imagine 2023 program took place throughout the month of January and into the second week of the spring 2023 semester. It engaged current and prospective students, as well as recent graduates, through mentorship and networking opportunities with alumni, employers, student leaders, faculty, and staff. Overall, the program drew 213 participants between the on-demand sessions and the in-person events, including the New York City Career Connections program.

The NYC Career Connections program is a long-standing event that made its return to an in-person format following the COVID-19 pandemic, with slight modifications to past formatting. The day consisted of three alumni-hosted site visits in the morning, followed by a session that afternoon at the Manhattan LinkedIn Headquarters, within the Empire State Building. During the LinkedIn portion of the program, students participated in a “How to Make it in NYC” alumni panel discussion, which was followed by a workshop hosted by a LinkedIn representative on maximizing the platform for networking and professional development. The program wrapped up with tours of the LinkedIn Headquarters.

CAREER SERVICES FAST FACTS

- > **One-to-One Student Appointments:** 1,073 with another 400 drop-ins.
- > **Resource Center/Interns:** 692 students engaged through 25 presentations and workshops.
- > **Class Presentations/Workshops:** 173 serving 3,446 students; involved 73 community members and 140 faculty.
- > **Programs and Events:** 88 serving 2,151 students and involving 495 employer organizations, 636 employer representatives, 251 alumni, and 99 faculty.
- > **Career and Internship Fairs:** 205 employer partners, 387 representatives (98 alumni), and 1,150 students.
- > **Teacher Recruitment Days:** 128 employers.
- > **Graduate School Fair:** 51 institutions.
- > **Admissions Programs:** 22 programs reaching 444 prospective students and connecting with 274 family members.
- > **Technology:**
 - **Handshake Usage:** Vetted and approved 2,210 employers who posted 77,853 opportunities; 71,958 student logins; 10,616 applications submitted.
 - **CareerShift Job Search Platform:** 41,170 searches conducted by students and alumni.
 - **CandidCareer Exploration Platform (job search support):** 7,566 log-ins and 9,888 videos viewed.
 - **Skills First (resume platform):** 1,432 users logged in 6,023 times and worked on 3,529 resumes.
 - **Focus 2 Assessment Platform (career guidance):** processed 1,228 inventories.

ALUMNI GIVE BACK

Our network of more than 93,000 alumni worldwide provided students with unparalleled opportunities to learn about and prepare for life after college. Over 1,000 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.

Alumni Sharing Knowledge

Through the Alumni Sharing Knowledge (ASK) program, we connected current students with alumni for help in charting their career paths. Last year, more than 280 alumni connected with hundreds of students through the ASK program. Specifically, there were 100 ASK one-on-one mentorship connections completed, and more than 500 alumni mentors signed up for the revamped program.

Alumni Return to Campus

From a prison reform lawyer to a music industry professional to a renowned astrophysicist, SUNY Oswego alumni returned to campus to share their talents and inspire current students with their stories of post-college success. A few highlights include:

- > Music mentorship entrepreneur Christopher Maloney '91 of Practice Warriors shared his knowledge and experience in launching a career in an arts field during a visit to Tyler Hall.
- > Stefen Short Esq. '10 described his deep-rooted mission to create fairness in the prison system and to change inhumane solitary confinement practices.
- > NewsChannel 9 WSYR employees Jim Campagna '81 and Christina Galvin '18 M'19 shared inside information about the television news-producing business, providing detailed descriptions of how their studio runs on an average day, and how stories are structured.



Christina Galvin '18 M'19 and Jim Campagna '81

- Chelsea Maldonado '22 delivered a passionate and raw spoken word performance of her stories and poems, highlighting the issues of Missing and Murdered Indigenous Women (#MMIW) cause and fielding questions from students and audience members about her journey.
- Earl Bellinger '12, a postdoctoral research fellow at the prestigious Max Planck Institute for Astrophysics in Germany and a developer of the Modules for Experiments in Stellar Astrophysics (MESA) stellar evolution code, helped physics students understand how their Oswego education can prepare them for stellar careers.

Several alumni also returned to help the university celebrate the 10-year anniversary of the Electrical and Computer Engineering (ECE) program. On Feb. 20, seven alumni of SUNY Oswego's engineering program came to the campus to offer insight and wisdom to current students. The panelists included Nathan Miller '17, Mike Anthony Jr. '18, and Zach Salvador '18, who all work different jobs within the company Novellis. The other panelists included: Alex Chambers '19, a systems engineer with SRC Inc.; Max Robertson '17, a senior project engineer at Lockheed Martin; Jeff Registre '17, a software engineer at Amazon Warehouse Services; and Jayme McCreary '16, a user experience designer for Amazon's Alexa. Each panelist shared their opinions on what makes a successful engineer, from the importance of time management to possessing a wide range of skills that can relate to other aspects of the field. On Feb. 22, the following alumni participated in an Engineering Industry Showcase: Mary Buske '20, SRC Inc.; Julia Clark '18, Novellis; Brandi Walts '15, Novellis; Anthony Ficarrotta '22, TRC; Robert Robbins '17 M'21, Marquardt Switches; Ryan Jordan '21, Constellation FitzPatrick; and Avery Coucher '21, Constellation FitzPatrick.



Earl Bellinger '12



Lawrence "Larry" Watson '74

Alumni Perform for the Campus Community

In collaboration with ARTSwego and various campus departments, the university welcomed back several esteemed performers. Among them was Lawrence "Larry" Watson '74, who presented an impassioned concert titled "American Fruit with African Roots: A Black Swan Song by an Affirmative Action Baby." Additionally, Tamar Greene '09, known for his role as George Washington in the blockbuster musical *Hamilton*, graced the stage once more for a concert at Tyler Hall's Waterman Theatre.

Alumni Help Recruit the Next Generation of Lakers

Members of our vast alumni community assisted 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. A few highlights:

- Throughout the year, 28 alumni volunteers – 15 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.
- The new Refer a Laker program invited alumni to refer students from their personal networks to admissions for follow up. After sending one email to alumni, 18 alumni filled out the form to suggest a prospective student. From those suggestions, six students applied, and five students deposited to signify their intention to enroll.
- More than 50 alumni were interviewed, and more than three dozen alumni were featured in digital ads, videos, billboards, posters, and other marketing materials during 2022-23.

Founder's Weekend

The second annual Founder's Weekend took place September 29 to October 1, 2022, and brought together alumni and students with the whole university community for unity-building activities, planning, discussions, and shared experiences. On September 30, approximately 200 students, faculty, staff, alumni, and friends came together for the annual Green and Gold Day campus family portrait. Lakers around the world were also invited to submit photos of themselves in their favorite green-and-gold gear to be included in the Green and Gold Day photo gallery.

Students and visitors also attended a political science alumni panel, featuring Christopher Collins-McNeil '16, founder and political consultant, The Collins-McNeil Group; Emily Sischo '17, legislative analyst, Ostroff Associates; and Derek Smith '18, legislative assistant, Buffalo Common Council. Dresden Engle '88, Phil Grome '89, and Montos Vakirtzis '87 shared their perspectives about "Conflict Management and Management Techniques," in conjunction

with the Student Leadership Conference, which was held on October 1. Over the weekend, new men's lacrosse coach Andrew Daly hosted the Lakers Men's Lacrosse Reunion and the 45th Annual Ron Humphreys '77 Memorial Alumni Classic, which also included a golf outing, tailgate, and open practice.

A highlight of the weekend was the annual Scholars Brunch, which brought together approximately 250 students, benefactors, and university community members – our highest number of attendees yet – to celebrate Oswego College Foundation scholarships and the impact of philanthropy on campus. During this year's event, NYS Assemblymember, Oswego Alumni Association Board member, and scholarship benefactor Harry B. Bronson '82 shared his own journey as the 11th child of 12 who grew up on a farm with no indoor plumbing, determined to seek higher education to promote social justice. In addition, two students – Cyniah Wynn '24 and Aziz Sarimsakov '24 – spoke on behalf of the student scholars.



ALUMNI AWARDS

The Alumni Awards program honors and recognizes alumni annually for outstanding professional achievements in their fields, service to the university and our students, and exemplary service in local, national, or global communities. Eight outstanding alumni were chosen from this year's nominations to be recognized as award recipients for the 2023 year.

Distinguished Alumnus Award

The Oswego Alumni Association's most prestigious honor, the Distinguished Alumnus Award celebrates alumni who have gained national or international attention in their respective professions. The 2023 recipients were: Dr. Gary Baker '95 of Columbia, MO, Associate Chemistry Professor at the University of Missouri and renowned research scientist, and William F. Precht '79 of Miami Lakes, FL, a prominent marine scientist, conservationist, and environmental activist.

Lifetime Award of Merit

For exhibiting a lifetime of both professional and civic leadership, the Lifetime Award of Merit was awarded to: Cheryl Bird '77 of Amherst, NY, founder and executive director of the Seneca Street Community Development Corporation, and Dr. Randall A. Pellow '65 of Shippensburg, PA, award-winning author and professor emeritus at Shippensburg University.

Alumni Impact Award

Receiving the Alumni Impact Award for his contributions toward advancing SUNY Oswego and its students: Paul Austin '89 of Beacon, NY, senior manager of IBM's WebSphere Development, an adjunct professor at SUNY Oswego, and member of the Oswego Alumni Association's Board of Directors.

Community Service Award

Recognizing outstanding achievement in service to others, the Community Service Award was presented to: Suzanne Selkowitz Reek '84 of Wantagh, NY, president of the Nassau Suffolk Chapter of the Autism Society of America, and Thomas Spaulding '94 of Lowville, NY, insurance agent and highly dedicated volunteer for several local organizations and causes.

GOLD Award

Honoring Graduates Of the Last Decade (GOLD) alumni who have enjoyed success and provided significant volunteer service to their communities, the GOLD Award was awarded to: Justin Dobrow '17 of Astoria, NY, senior manager of partner operations at Peacock and co-chair of the Oswego Alumni Association Board of Directors' Media and Business Committee.



(L-R) Mary Gibbons Canale '81 (Vice President of University Advancement), Dr. Randall A. Pellow '65, Phil Grome '89 (Alumni Board of Directors President)



(L-R) Phil Grome '89 (Alumni Board of Directors President), Paul Austin '89, William F. Precht '79, Cheryl Bird '77, Suzanne Selkowitz Reek '84, Mary Gibbons Canale '81 (Vice President of University Advancement)

CELEBRATIONS

Commencement Celebrations

Cameron E. Jones '09, a broadcasting and mass communication graduate and manager of development for integrated content strategy for ABC News Studios, served as keynote speaker for Oswego's December 2022 Commencement Ceremony. Marcus McFee-Walters '17, a financial advisor with Equitable Advisors (formerly AXA) in Syracuse, NY, delivered remarks to graduating students and their families during the December Commencement Eve Reception in the Sheldon Hall Ballroom. He was joined by graduating senior and Future Alumni Network student coordinator Darby Faublas '22, who served as event emcee. SUNY Oswego's May 2023 three Commencement ceremonies also included accomplished leaders and change agents as keynote speakers: Dr. Juhanna Rogers, Senior Vice President of Racial Equity and Social Impact for CenterState CEO spoke at the ceremony for the College of Liberal Arts and Sciences; the Honorable Billy Barlow, Mayor of the City of Oswego, spoke at the ceremony for the School of Business; and Dr. Robert Simmons, Head of Social Impact and STEM Programs for Micron Technology and the Micron Foundation spoke at the ceremony for the School of Communication, Media and the Arts and the School of Education.



Cameron E. Jones '09



Gabriel Almanzar '05

The Torch of Learning

The annual Commencement Eve Torchlight Dinner and Ceremony featured keynote speaker Gabriel Almanzar '05, creative director for CBS News and a member of the School of Communication, Media and the Arts Advisory Board, and G Gagnier '23 as the student emcee. Almanzar encouraged graduates to teach themselves new things, be ready to pivot and change with the times, and persevere through setbacks and disappointments. In addition to hearing the keynote address by Almanzar, the graduates and their families celebrated the 2023 Oswego Alumni Association Outstanding Senior Award recipient. Laura Pavlus Kelly '09, executive director of the Oswego Alumni Association and director of alumni engagement, presented the award to Shannon Harris '23, a biology major and a captain with the Student Association Volunteer Ambulance Corporation (SAVAC). Harris, who is from Webster, NY, plans to attend medical school to become a physician.

Following the dinner, the attendees joined classmates and their families at the annual Torchlight Ceremony and heard from Officer in Charge Mary C. Toale and the Torchlight Student Speaker Kaushal Joshi '23. Following Joshi's remarks, Almanzar read the Message of the Torch while Dr. Toale and Torchbearer Danielle Boxill '23 lit their candles to share with the faculty, staff, and alumni in the Inner Circle.

One of Oswego's longest-standing traditions, the annual Commencement Eve Torchlight Dinner and Ceremony serves as our graduating students' official welcome into the Oswego Alumni Association. A total of 214 graduates and their families and guests joined for the dinner, and over 600 total graduates, family, alumni, faculty, staff, and community members joined for the Torchlight Ceremony.



**ACADEMIC AND
CREATIVE EXCELLENCE**



ACADEMIC AND CREATIVE EXCELLENCE

Members of our faculty and staff were honored this year for their excellence in scholarship, creative work, teaching, and service with awards and promotions. The success of the faculty and staff was tied to student support and success. One student quoted in the 2023 Princeton Review “Best Regional Colleges” summary of Oswego best describes how academic and creative excellence is framed at our university: Professors “really care about what you do and want to help you in every way to make sure you do well.”

This personalized care and support extended beyond the classroom with faculty-led field research, both near campus and across the world, as well as faculty producing scholarship and creative work for the public good. Collectively, faculty submitted 107 grant applications and earned 80 grants/contracts for a total of \$7 million to study aging brains, research the impact of wind turbines on lightning east of Lake Ontario, create a new minor in environmental media and the humanities, and more. These achievements represent the university’s highest level of sponsored award funding in over a decade and underscore Oswego’s dedication to innovative research that contributes to both learning and the wider community.

US News and World Report’s rankings highlighted SUNY Oswego’s academic prowess. The university’s high rankings in categories such as Best Regional Universities, Undergraduate Teaching, and Social Mobility underscore its commitment to quality education, hands-on teaching, and support for economically disadvantaged students.

Students at SUNY Oswego have earned the prestigious 2023 SUNY Chancellor’s Awards for Student Excellence, the highest recognition within the state system. These accomplished students excel academically as well as through their involvement in campus and community activities. The faculty and staff at SUNY Oswego are also instrumental in maintaining the university’s status as a campus of excellence. Our faculty members have been recognized for their scholarly work, teaching excellence, and commitment to the public good through research, public service, and discourse on crucial issues. The institution remains committed to academic and creative excellence and expanding its programs to cater to changing student needs, industry demands, and evolving educational landscapes. Our commitment to excellence is brought to life by these student and faculty accomplishments that result in impactful educational experiences.

SUNY OSWEGO RANKS AT THE TOP

The following rankings reflect the hard work, dedication, and academic and creative excellence of our faculty, staff, and students.

2023 Princeton Review “Best Regional Colleges”

Princeton Review listed SUNY Oswego as a best regional college in the Northeast again this year. SUNY Oswego is one of 224 regional colleges in the northeast and one of 655 regional colleges nationwide. The write-up of the review includes student quotes that indicate the value Oswego provides: “Professors are focused on creating a ‘personal and comfortable learning environment’ for undergraduate and graduate students. Oswego professors are ‘knowledgeable about their subject and excited to be in Oswego.’ They ‘really care about what you do and want to help you in every way to make sure you do well.’ Students also appreciate that they ‘have a lot of opportunities to work with professors on research and other projects outside of the classroom to help build real-world experience.”

2023 Princeton Review “Guide to Green Colleges”

SUNY Oswego is among 455 colleges in the United States and around the world that received high rankings in administrator and student surveys related to factors such 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 issues support on campus. Oswego has earned this designation yearly since the ranking was established 20 years ago.



Technology Education students working with professor Christopher Stein

US News and World Report’s 2023 Best Regional Universities in the North

SUNY Oswego ranked 54 out of 181 regional universities in the North and 12 out of 63 for public universities in the North. Rankings are achieved through graduation and retention rates, social mobility, academic reputation, faculty resources, student selectivity, financial resources per student, alumni giving rate, and indebtedness at graduation. Rankings are not a snapshot of just one year, but average statistics across several years. Therefore, the ranking shows a continued commitment to these areas year after year.

US News and World Report’s 2023 Best Undergraduate Teaching in the North

SUNY Oswego ranks 10th among regional universities in the North for undergraduate teaching. This ranking reflects Oswego founder Edward Austin Sheldon’s commitment to hands-on teaching across disciplines. This ranking is achieved solely through the 2022 Peer Assessment Survey, meaning that not only do our students value the quality of their education and teaching, but so do colleagues throughout this region of the country.

US News and World Report’s 2023 Best Social Mobility in the North

SUNY Oswego ranks 19th among regional universities in the North for social mobility. Social mobility requires a commitment from the university to help support economically disadvantaged students gain entry into college and achieve success.

Other US News and World Report Rankings

- Top 20 for Veterans
- Among public institutions, best Online Graduate MBA in New York
- Best value for students
- A+ for B students

STEM School of Excellence

The International Technology and Engineering Educators Association (ITEEA) recognized the SUNY Oswego Technology Education program as a STEM School of Excellence. ITEEA is a professional organization for technology, innovation, design, and engineering educators. This distinction represents that Technology Education has demonstrated a commitment to providing robust integrative STEM education programs.



(L-R) Kaitlin Flint, Adriana Militello, Brooke Goodman, Kaitlyn Jesmonth

STUDENTS RECOGNIZED FOR EXCELLENCE IN AND OUT OF THE CLASSROOM

Four SUNY Oswego students earned the 2023 SUNY Chancellor's Awards for Student Excellence, the highest such recognition in the state system. These awards recognize outstanding accomplishments inside and outside the classroom for childhood education - English major Kaitlin Flint, zoology major Brooke Goodman, meteorology major Kaitlyn Jesmonth, and psychology major Adriana Militello. They were among 193 students recognized in a ceremony with SUNY Chancellor John B. King Jr. in Albany.

Flint is a December 2022 summa cum laude graduate. Flint had extensive involvement on campus, including roles in the SUNY Oswego Office of Admissions, initially as an admissions representative providing tours, and then moving into multiple leadership roles. Flint was also responsible for facilitating admissions information sessions, providing departmental tours, presenting on student panels, training student tour guides, and supporting open houses. In addition, Flint served as secretary of Kappa Delta Phi, the International Honor Society

in Education; was the nonfiction editor for *The Great Lake Review*, SUNY Oswego's literary magazine; and was a member of the Reading League.

Goodman graduated from the university's Honors Program magna cum laude. Twice Goodman earned the SUNY Oswego Student Scholarly and Creative Activity Grant for work on ornithology projects. Goodman was a senior member of the Oswego Bird Behavior Lab, assistant curator at Rice Creek Field Station, field assistant for the Amphibian Sampling Project, grassland bird technician at the Smithsonian Conservation Biology Institute, and vice president of the Zoological Student Association. Goodman gave six professional presentations on her zoology research, was a teaching assistant for two courses, and led an effort to help reduce bird collisions with windows on campus.

Jesmonth graduated summa cum laude with minors in mathematics and computer science complementing the meteorology degree. Jesmonth was a forecaster on a National Science Foundation-funded field project on lake-effect lightning, and the student forecast leader for the Lake-Effect Storm Prediction and Research Center, and holds national leadership positions with American Meteorological Society and National Weather Association. Jesmonth was secretary and president of the Meteorology Club and hosted the Great Lakes Atmospheric Science Symposium on campus. Jesmonth completed extensive community service, including cleaning up the lakeshore, volunteering at a nursing home, performing in the College-Community Orchestra, and volunteering as an active National Weather Service trained spotter.

Militello is a December 2022 summa cum laude graduate with minors in forensic science and cognitive science complementing the psychology degree. Militello's leadership on campus and in the community was extensive, including multiple leadership roles as a Counseling Outreach Peer Educator, campus representative for Plan C, peer tutor, and a trained facilitator for the Body Project. Militello organized events to support Active Minds, a national organization promoting mental health, and helped reestablish Oswego's chapter. She is dedicated to community service and participated in Alternative Breaks, Stride to Save Lives, Yards for Yardley, Send Silence Packing, and mentoring at an elementary school.

FACULTY AND STAFF RECOGNIZED FOR THEIR COMMITMENT TO EXCELLENCE

SUNY Oswego's faculty and staff go above and beyond every day to make our campus a vibrant learning community. Each year, SUNY bestows prestigious awards that honor such commitment to scholarly and creative work, teaching, and service. Again this year, Oswego's faculty members were among those honored.

Carlos Cuccaro - Chancellor's Award for Excellence in Adjunct Teaching

For over 25 years, Carlos Cuccaro has taught a range of courses in his field of school psychology for the School of Education and the Division of Extended Learning, including undergraduate courses, graduate courses, and courses for working professionals needing professional development. His courses focus on the practice of school psychology, and he brings his content expertise from his graduate study as well as his field practice into the classroom.

Shashi Kanbur - Distinguished Professor

A record of astronomical research accomplishments and providing stellar opportunities for students earned SUNY Oswego's Shashi Kanbur the rank of Distinguished Professor from SUNY. For decades, Kanbur has studied the age and size of the universe through measuring pulsating stars – an endeavor that has created connections with scholars across the globe and propelled many Oswego student researchers to success. Nominator and research collaborator Sukanta Deb, who teaches physics at the University of Cotton in Guwahati, India, called Kanbur “an outstanding Astrophysicist of international repute” who “has made a remarkable contribution in understanding the pulsational properties and physics of radially pulsating stars.”

Michele May - Chancellor's Award for Excellence in Classified Service

Michele May has been a high-contributing member of the Oswego staff since she began on campus in 1997. May's most significant contributions have been in the area of technology.



Carlos Cuccaro



Shashi Kanbur



Michele May



Ulises Mejias



Michael Paestella

She has been instrumental in the adoption/integration of multiple software systems including Medicat (2001) and Titanium (2002) for Health/Counseling, C3M and Symplicity (2007), Interfolio (2016) and Optimal Resume (2017) for Career Services, and our chatbot through EdSights (2021). May also is well-known for her outstanding customer service as a team player.

Ulises Mejias - Chancellor's Award for Excellence in Scholarship and Creative Activities

Since joining the SUNY Oswego faculty in 2007, Ulises Mejias has demonstrated a strong legacy of scholarship in various forms, from peer-reviewed publications to books. *The Costs of Connection*, a highly influential book he co-wrote, is part of Mejias' sustained history of publications, which also includes inclusion in several highly respected journals as an author and co-author, with nine peer-reviewed publications. Additionally, Mejias has authored three book chapters and prepared three white papers focused on social media, data colonialism, and student engagement.

Michael Paestella - Chancellor's Award for Excellence in Professional Service

Dedication to student involvement, engagement, and growth has earned Michael Paestella, Interim Director of SUNY Oswego's Office of Student Engagement and Leadership, the 2023 SUNY Chancellor's Award for Excellence in Professional Service. Since arriving on campus in 2001, Paestella has demonstrated consistent excellence in recognizing, cultivating, and supporting student leadership. He continuously seeks innovative solutions, serves as a role model for colleagues and students, and finds any and every way possible to uplift the campus community.

Priyanka Rupasinghe - Provost's Award for Scholarly and Creative Activity

Priyanka Rupasinghe is an atomic, molecular and optical (AMO) Physicist. Upon joining the Department of Physics in 2017, he successfully established an AMO research program in the Shineman Center, using a fraction of the budget that is typically required to establish such a cutting-edge lab. During the five years that Rupasinghe has been at Oswego, he has published three peer-reviewed articles in *Physics Review*, a high-impact factor Physics journal. He has also presented his research findings in several American Physical Society Division of Atomic Molecular and Optical Physics meetings.

Ritu Radhakrishnan - President's Award for Excellence in Faculty Service

Since joining the SUNY Oswego community in 2013, Ritu Radhakrishnan has consistently demonstrated a deep commitment to service in her department, our campus, her professional field, and the local communities in which she lives and works. She is currently serving as Chair of the Curriculum and Instruction (C and I) Department and Chair of the School of Education Diversity Committee. She previously served as a Hart Hall Faculty Resident Mentor from 2015-2018 and served two terms as the C and I Faculty Assembly representative. Furthermore, she was an active member of the Middle States Committee for Standards II and III, which capitalized her departmental efforts toward national recognition through the National Council for the Social Studies for both the adolescence education 7-12 social studies BS and MST programs.

Tara Allen-Magner - President's Award for Excellence in Academic Advising

As MBA advisor, Tara Allen-Magner supports students through a concierge service model for advisement and customized program planning. She works individually with each student, beginning with the application process and continuing all the way through to graduation. Allen-Magner's accomplishments during her tenure in the MBA program include developing several electronic systems to support student and faculty planning and working with the Director of the MBA program in the development and implementation of many recruiting, onboarding, and communication initiatives.

Celinet Duran-Jimenez - President's Award for Excellence in Academic Advising

Celinet Duran-Jimenez is an Assistant Professor in the Criminal Justice Department at SUNY Oswego. She studies domestic terrorism, extremist violence, and the intersections of race

and ethnicity in studying extremism and criminal justice policy. She is currently a co-principal investigator for the United States Extremist Crime Database, where she has worked as a contributor since 2008. Since the beginning of her teaching career, Duran-Jimenez has prioritized student success by curating a safe, equitable, and inclusive space for all her students. As a member of the Oswego community, she has demonstrated a commitment to service and increasing diversity both in the classroom and throughout the curriculum.

Andrea Vickery - President's Award for Teaching Excellence

Andrea J. Vickery is an Assistant Professor in the Department of Communication Studies. She arrived at SUNY Oswego in 2019 after serving as visiting faculty at the University of Richmond for three years. Her research focuses on social support and listening in interpersonal relationships, concepts which guide her approach to teaching and advising



Ritu Radhakrishnan



Priyanka Rupasinghe



Tara Allen-Magner



Celinet Duran-Jimenez



Andrea Vickery



Theresa Gilliard-Cook

at SUNY Oswego. She teaches a variety of core courses in both the Communication Studies major and the Strategic Communication MA program. After completing her Association for College and University Educators (ACUE) Effective Teaching Practices certificate in 2020, she served as co-facilitator for the 2021-2022 ACUE campus cohort.

Theresa Gilliard-Cook - President's Award for Professional Service

Theresa Gilliard-Cook is Senior Instructional Designer in the Division of Extended Learning where she coordinates the work of the campus instructional design team. This involves both short- and long-range planning, project management, individual consultancy work with faculty, quality assurance, as well as requiring superior customer management skills. During the pandemic, she co-designed a series of faculty workshops on the fly (in about a week's time), co-facilitated these sessions, and provided individualized support to hundreds of faculty members.

BEYOND THE CLASSROOM

Faculty at Oswego recognize that some of the most valuable learning experiences have to happen outside of the classroom. From conducting fieldwork in archaeology to studying lake effect in meteorology, faculty extended learning beyond the classroom last year. The following are a few examples of this innovative and engaging work.

Archaeology Field School

Anthropology faculty member Alanna Ossa led a crew of students to Richardson-Bates House Museum where they unearthed items while excavating a midden (trash heap). Speaking about the experience, Ossa noted that the students found a lot more than she expected with the final count around 440 pieces of ceramics and 164 fauna (animal-related) pieces.

Lake-Effect Lightning

Lakers are familiar with lake-effect weather – white outs, gusting winds, frigid temperatures. However, 22 meteorology students took it to the extreme by taking part in a federally funded project to study extreme lake-effect phenomena. Meteorology faculty members Scott Steiger and Yonggang Wang led a more than \$1 million project, funded by the National Science Foundation (NSF), titled “Lake-Effect Electrification and the Impacts of Wind Turbines on Electrification East of Lake Ontario.” The funds paid for student researchers as well as bringing in a Doppler on Wheels mobile unit from the University of Illinois to provide an up-close, state-of-the-art experience for students.

Rice Creek Field Station

Rice Creek provides excellent experiences in hands-on fieldwork, research, and outreach. In the past year, they offered 16 academic internships, including support of the Canal Forest Project, which is concerned with the conservation of white oak, swamp white oak, burr oak, and white pine. These trees were grown from seeds at the Field Station and distributed free to the public. Student interns are trained to grow and maintain the trees, and in the conservation effort, history, and importance of white oaks and white pines. They also learn how to conduct outreach via social media, webinars, YouTube live talks, pamphlets, and quarterly newsletters.

New Study Abroad Programs

Study abroad programming resumed with vigor this past year with new faculty leaders, new destinations, and new partners. Highlights of the latest offerings include a new studio art program in Madrid, Spain, led by Juan Perdiguero at Rey Juan Carlos University, an exchange partner, in summer 2023, and a new winter session program in Australia led by Elizabeth Keida in Health Wellness and Promotion.



Yonggang Wang (left), with students Josephine Ragland (middle) and Benjamin Lamsma (right), prepare to launch a weather balloon with instruments from the Shineman Center Observation Deck.

Orange Shirt Day

In collaboration with Michael Channess, Director of Native American Studies, the Triandiflou Institute assisted in the development of educational resources and organized three days of tabling to raise awareness about Orange Shirt Day. Orange Shirt Day, also known as the National Day of Truth and Reconciliation, recognizes the history and impact of Indigenous boarding schools in U.S. and Canada on Native American traditions and identity. The first collaboration of its kind on campus, the events organized around Orange Shirt Day provided our university with an important opportunity to learn about and engage with the history of colonialism in North America.

And More...

- > The “Making It” series brought in eight visiting professionals to talk about their work, careers, and experiences “making it” in the arts. This Zoom series, hosted by Professor Benjamin Entner, was open to all students studying in Art and Design courses.
- > Chemistry hosted six external speakers as part of the Chemistry Seminar Program. A Shineman Foundation grant helped cover the travel costs of several of the speakers.
- > English and Creative Writing brought in alumni, professional writers, and visiting theorists to speak in courses about their work, careers, and experiences to help students learn about creative opportunities in the world outside of campus. The Living Writers Series once again brought in published authors in film, fiction, poetry, nonfiction, and graphic novels to share their work and experiences as well.
- > Penfield Library held multiple events, including Penfield Loves You Day, Research Parties, Faculty Research Sharing events, Banned Books event with Creative Writing, and Display to Archive.

RESEARCH AND THE PUBLIC GOOD

While our students are always our primary focus, the research, scholarship, and creative work that our faculty develop are extremely valuable to the general public as well. Several of our faculty members engaged in public discourse and services to bring their work in service of the public good.

Providing Reason and Research in the Wake of School Shootings

In the wake of the tragic deaths in Uvalde, Texas, and other recent mass shootings, Jaclyn Schildkraut of the criminal justice faculty provided her expertise to international, national,



and regional media outlets. Her goal was to bring reason and research to a topic that is emotional, and unfortunately, ever timely. Most notably, Schildkraut appeared on CNN to discuss school lockdown drills in a debate hosted by Pamela Brown. While some have raised concerns about these drills and their potential traumatizing effects, Schildkraut – who has conducted more than 300 of them successfully, researches their effectiveness, and has a book coming out on the subject – noted that they can be done responsibly and are intended to provide “muscle memory” for students to know what to do if the unthinkable happens.

Providing Clarity and Context to Coverage of Protests in Sri Lanka

English Professor Neelika Jayawardane brought attention to media misrepresentation of protests in Sri Lanka, which she said represents part of a pattern of how outside organizations cover global events. Jayawardane wrote “Sri Lanka’s ‘picturesque’ protests” for Al-Jazeera to deconstruct reports that took the movement that is “idealistic and focused on collective care” and presented it as being dominated by violent clashes in a misleading narrative.

Providing Needed Biotech Services with the Help of Students

Kestas Bendinskas, a Distinguished Service Professor of Chemistry, recently opened a startup to meet demand for a distinctive type of biotech testing and to provide students with paid internships to staff the startup. The laboratory, Stress Bionalytics LLC, is now open in the Oswego County Business Expansion Center on Seneca Street in Oswego.

Providing Data to Support Audubon Society's New Interactive Digital Platform

If you have ever been on the social media app X (formerly known as Twitter), you may be familiar with a video series called [#AwesomeBirds](#) hosted by a user named [@evornithology](#). That user is Assistant Professor of Biological Sciences Daniel Baldassarre. Baldassarre has made a name for himself on the popular social media platform – so much so that when the National Audubon Society was looking for data for its new digital platform on bird migration, they reached out to him. A first of its kind, with intent to be accessible for all, the National Audubon Society and nine partner organizations announced the Bird Migration Explorer ([birdmigrationexplorer.org](#)), a digital platform that hosts migration data for 458 bird species that breed in the United States and Canada. Per the Audubon Society, this free, interactive platform, available in English and Spanish, allows users to see the most complete data collected on migratory species in their neighborhoods and where those birds go throughout the year.

Roberta Hurtado Joins SUNY's 2023 Hispanic Leadership Institute

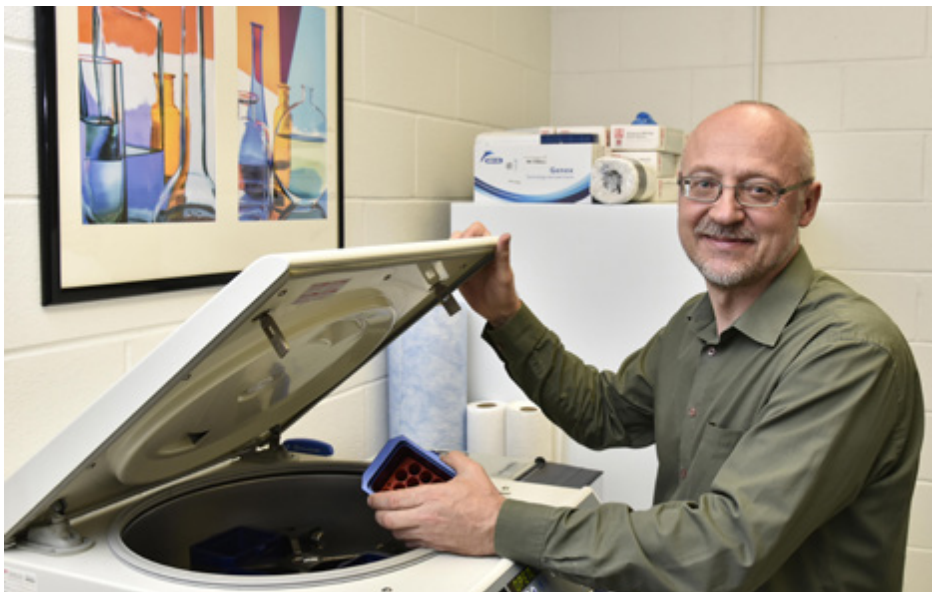
SUNY Oswego faculty member Roberta Hurtado is among nine emerging Hispanic/Latinx leaders who were selected for SUNY's 2023 Hispanic Leadership Institute (HLI). As a program within the SUNY Office of Diversity, Equity, and Inclusion, HLI is a rigorous six-

month experience for SUNY leaders of Hispanic descent that provides an opportunity to further develop higher education leadership skills and proficiencies. HLI fellows participate in training sessions and webinars, engage in conversations with national and statewide Hispanic leaders, and use personal assessment tools. Hurtado is an Associate Professor teaching Latina/e/o/x literature and culture in the Department of English and Creative Writing, as well as the Director of SUNY Oswego's new Latino and Latin American Studies minor.

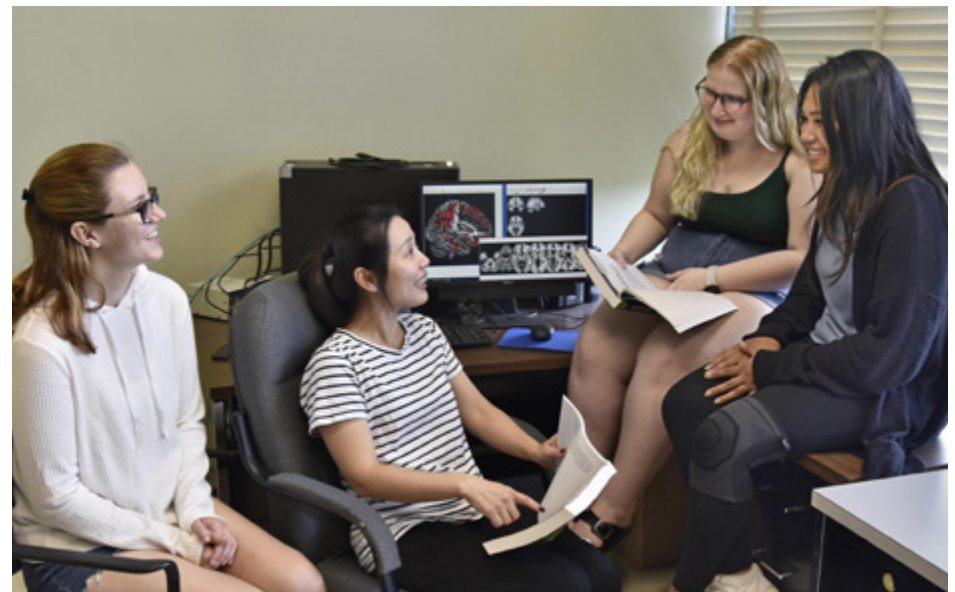
SPONSORED PROGRAMS

Over the past year, faculty submitted 107 grant applications and earned 80 grants/contracts for a total of \$7 million, which is 70% higher than the 2021-2022 school year. This level of sponsored award funding is at its highest level in over a decade. Some of the new grant highlights include:

- Michelle Storie (Counseling and Psychological Services) and Laura Spenceley (Dean of School of Education) received a \$3.5 million grant to support school psychological counselor recruitment and training efforts in collaboration with the Syracuse City School District.
- Sien Hu (Psychology) received a \$2 million grant from the National Institutes of Health to study aging brains.



Kestas Bendinskas in the laboratory at his startup business, Stress Bioanalytics LLC



Sien Hu (second from left) with students, from left, Mikaela Kempton, Hollace Stevens, Angela Gori

- > Tiffany Deater, Jarrod Hagadorn (both from Cinema and Screen Studies), and Kamal Mohamed (Biological Sciences) were awarded a \$35,000 Humanities Connections Grant from the National Endowment for the Humanities to plan and design a new minor in environmental humanities and visual media.
- > Francisco Suarez (Communication Studies) received a \$27,000 grant from the Central New York Community Foundation to start a video production and visual storytelling summer camp in collaboration with WCNY of Syracuse.
- > Matt Dykas (Psychology) was awarded a \$150,000 renewal of his Cabrini Health Foundation grant. This grant supports his Circle of Security program.
- > Scott Steiger and Yonggang Wang (Atmospheric and Geological Sciences) were awarded a \$1 million National Science Foundation grant to study the impact of wind turbines on lightning east of Lake Ontario. Yonggang Wang was also awarded \$100,000 from the National Science Foundation and \$129,000 from the Department of Energy to expand his climatology research efforts.
- > The Rice Creek Field Station received a three-year \$225,000 grant from the National Science Foundation to support the curation and digitization of the Field Station and the Shineman herbarium.
- > Marianne Hromalik (Computer Science) was awarded a two-and-a-half-year \$330,000 Office of Naval Research subaward with Cornell University entitled, "New strategies for large-data-volume, data-informed measurements of micromechanical phenomena in structural materials."



Students and faculty look forward to conducting research during two upcoming eclipses as part of the Nationwide Eclipse Ballooning Project, funded by NASA and the National Science Foundation.



Instructor Bootcamp Cohort 1 participants, instructors, and partners at SUNY Oswego's Syracuse Campus.

- > Atmospheric and Geological Sciences faculty members Katelyn Barber and Yonggang Wang collaborated with Physics faculty members Shashi Kanbur and Natalia Lewandowska to secure more than \$25,000 in funding from the National Science Foundation- sponsored National Eclipse Balloon Project.
- > Biological Sciences faculty members Eric Hellquist, Richard Back, and Karen Sime received a \$53,411 grant from the Oswego County Soil and Water Conservation District to study invasive species mitigation, water quality, and wasp population genetics associated with bog buckmoth habitat.
- > Kristi Eck (President's Office), Anneke McEvoy (Presidential Staff Fellow and James A. Triandiflou Institute), and Benjamin Ogwo (Career and Technical Educator Preparation), wrote and were awarded a \$340,963 grant from Empire State Development Office of Strategic Workforce Development Workforce Operating Grant to create an "Instructor Bootcamp" to train up to 120 professionals from high-demand career fields. The Bootcamp is taught by SUNY Oswego faculty from the School of Education.

Professor's Projects Support Great Lakes Ecosystem

Biological Sciences faculty member and conservation geneticist Nicholas Sard uses genetic approaches to address conservation and management issues. He is currently involved in multiple grant-funded initiatives aimed at supporting the Great Lakes ecosystem. With over \$670,000 in grant funding, Sard plays a key role in two projects sponsored by the Nature Conservancy. These projects focus on gathering and analyzing water samples to retrieve free-floating DNA and cells, a process known as eDNA sampling.

NEW CURRICULUM AND PROGRAMS

SUNY Oswego continues to develop new curriculum and programs to meet the evolving needs of our students, industry, and communities. This year, SUNY Oswego developed a new Master's in Higher Education Leadership that builds upon the traditional strengths of preparing classroom teachers and leaders by providing opportunities for professionals entering or advancing in this important career field.

Launched in spring 2023, the new master's degree is designed for individuals who wish to engage in diversity, equity, and inclusion work in educational contexts, improve their ability to utilize a data-informed approach to leadership, and build collaborative skills to gain a strong and authentic framework for their future plans. Two courses were offered in spring 2023 with eight enrollments. During the spring 2023, the institution created eight fully funded Higher Education Fellows for the 2023-2024 academic year. Graduate Studies, in partnership with the School of Education, Provost, and Residential Life and Housing, created and funded eight fellowship experiences that include fellowships in Residential Life and Housing, International Education, the Office of Learning Services, EXCEL: Experiential Courses and Engaged Learning, and Graduate Studies.



Stephanie Hudson, one of the first students in the higher education leadership program

SUNY Oswego also started an Integrative Professional Studies (IPS) bachelor's degree completion program offered via a fully online or a hybrid option. IPS students work one-on-one with an Academic Planning Coordinator to select either the Bachelor of Arts or the Bachelor of Science pathway that is best for them. This degree maximizes transfer credit while also allowing flexibility in the pathway toward a degree. Integrative Professional Studies students gain skills and knowledge and learn to work in communication, business, education, or healthcare careers in the 21st-century. The IPS curriculum includes five areas of focus: communication skills, data analysis and project management, digital skills, self-management, and social structure and systems.

The Technology Education added an online option for its master's degree. The Economic Department and School of Business collaborated to add an actuarial minor. Behavioral Health and Wellness MS degree was approved through faculty governance and sent to SUNY for approval; a Risk Management and Insurance minor was approved; the Healthcare Administration MBA was updated with a new name; and a new Finance minor was developed.



Emily Spath, one of the first students in the Integrative Professional Studies (IPS) program



(L-R) Allif Karim, Morgan Rumpf, Ade Ellis, Donna Goldsmith, Yaw Ofori-Atta

INCLUSIVE EXCELLENCE

We celebrated the excellence of all members of our community through media, theatre, art, film, activism, and even an operetta this year. We expanded our curricular offerings to include more diverse voices and perspectives, and we provided our faculty with rich professional development opportunities to increase diversity, equity, inclusion, and accessibility in their classrooms.

The Dr. Lewis B. O'Donnell Media Summit Explored Underrepresentation in Sports Media

The 18th annual Dr. Lewis B. O'Donnell Media Summit at SUNY Oswego explored underrepresentation in sports media with a day full of activities culminating in an all-star panel discussion on the topic of "Reaching for the Summit: Underrepresentation in Sports Media." Allif Karim '18, a producer/editor for WJZ-13 in Baltimore, moderated the panel. Panelists included SUNY Oswego alumni Ade Ellis '04, an Emmy Award-winning associate director and associate producer for CBS Sports; Donna Goldsmith '82, a marketing and operational consultant with ample sports and entertainment marketing experience; Yaw Ofori-Atta '05, a producer for CBS Sports and freelance content contributor; and Morgan Rumpf '17, former marketing manager for the Hudson Valley Renegades, a Minor League Baseball affiliate of the Tampa Bay Rays and now chief marketing officer at C-Suite Executive Solutions LLC.



Kinetic Light performance

Kinetic Light Disability Arts Ensemble Brings Intersectional Disability Lens to Arts on Campus

Kinetic Light, an internationally known disability arts ensemble, brought their talents to SUNY Oswego for a series of lectures and workshops with a culminating performance in September 2022. Kinetic Light founder Alice Sheppard kicked off the residency with a workshop titled "Inside Disability: for Artists and Cultural Workers." Sheppard's workshop took audiences through the history of disability and culture and asked them to develop an intersectional disability lens.

Artist in Residence Invites Students to Speak Their Stories

Cris Eli Blak, SUNY Oswego's Spring 2023 Artist in Residence, helped bring students' voices to the stage with a contemporary, collaborative production that he described as "half straight-play and half docu-drama." The production integrated student testimonials in a new, original piece titled *If These Walls Could Talk, They'd Sing Hymns of Glory*. An award-winning playwright whose work has been performed and produced internationally, from universities and off-Broadway venues to stages in London, Australia, Ireland, and Canada, Blak is an inaugural-year

fellow with the Black Theatre Coalition as well as the recipient of the Emerging Playwrights Fellowship with the Scoundrel and Scamp Theatre Company. He has also collaborated with Company One, American Stage, Rattlestick Theatre, and The Road Theatre, and is currently developing work with The Negro Ensemble Company, Pipeline Theatre Company, Et Alia Theater, and the Napa Valley Shakespeare Festival.

Kendrick Sampson Delivers Keynote at Oswego's MLK Celebration

Actor and activist Kendrick Sampson delivered the keynote at SUNY Oswego's 34th annual Martin Luther King Jr. Celebration. Sampson starred in the 2020 Sundance and SXSW award-winning film *Miss Juneteenth*, directed by Channing Godfrey Peoples. He also starred in Freeform's movie *Ghosting* and is a regular on HBO's *Insecure*. He began his career on various television series including *CSI*, *The Vampire Diaries*, *Greek*, and the FOX miniseries *Gracepoint*. He had recurring roles as "Caleb Hapstall" on ABC's *How to Get Away with Murder*, as "Robbie MacDonald" in Showtime's *White Famous*, and as "Dominic Lanse" on The CW's *The Flash*.

Sampson hails from the suburbs of Houston, where he was surrounded by musicians and artists and naturally gravitated to the arts. Offscreen, Sampson's activism challenges by example to boldly use voices to uplift the most vulnerable. With a primary focus on intersectional racial justice and undoing systemic oppression in the criminal legal system, Sampson formed BLD PWR (Build Power) as a call to action and invitation to others to join him in taking a stand for social change. BLD PWR is committed to taking action and doing so in a healthy way. The ultimate goals are to build up the next wave of activists while providing resources and tools for equitable change on a grassroots level.

Bridging the Gap in Theatre

The Theatre Department brought in a guest costume designer for their production of *Romeo and Juliet*, Jerrilyn Lanier Duckworth. Duckworth is a prominent designer and founder of the Bridging the Gap Intensive. Her Bridging the Gap workshop covered hair and makeup basics for Black, Indigenous, People of Color performers.

Giving Voice to Jewish Refugees Nine Decades Later

Emerita Professor of Music Marilyn Smiley discovered a lost operetta of Charles Abeles, one of the 982 predominantly Jewish refugees who were housed in Oswego from 1944-46. Music faculty member Juan LaManna transcribed the manuscript, written for voice and piano, such that it could be performed by an orchestra. In November 2022, the production was staged in partnership with Oswego Opera and featured two members of the faculty on stage and two performing in the orchestra pit. *The Golden Cage* was featured in an article by the *Washington Post*.



SUNY Oswego Theatre's production of *Romeo and Juliet* featuring Jerrilyn Lanier Duckworth's costume design



Curriculum Development

To better engage our students, the faculty developed new curriculum. The General Education Council approved and moved forward the general education categories of Diversity, Identity, and Social Justice (DISJ) in the United States and World Awareness. FST 109 - Who Do You Think You Are? is now a DISJ general education course and is being offered during multiple semesters in multiple modalities. The College of Liberal Arts and Sciences made inclusive teaching and community a priority for all academic units. The Educational Leadership program now offers an entirely synchronous online course of study for students who otherwise could not pursue the program. With this delivery option, Oswego is able to reach students who encounter access issues due to living in remote areas or are at a geographical distance from our campus.

Instructional Support

The Center for Excellence in Learning and Teaching (CELT) offers a range of supports to help faculty adopt more inclusive teaching strategies. In spring, they offered a reading group on Hogan, Kelly, and Sathy's 2022 book *Inclusive Teaching: Strategies for Promoting Equity in the College Classroom*; 37 faculty members participated. CELT also offered a number of workshops related to reducing achievement gaps, including Evidence-based Inclusive Online Teaching Practices, Applying Inclusive Teaching Strategies, Supporting Neurodiverse Students, Personal Perspectives, Designing an Inclusive Course, Maintaining an Inclusive Class Environment, Closing Equity Gaps, Universal Design for Learning, The Power of Belonging: Strategies for Educators, and Inclusive Teaching: Alternative Grading Approaches.



Rendering of Micron's future facility

VITAL PARTNERSHIPS PROPEL LEARNING AND IMPACT

SUNY Oswego recognizes that no single institution can thrive independent of its peers. This is why we pursue and cultivate partnerships locally, regionally, and nationally. From working with local nonprofits to address community concerns to partnering with industry to foster a flourishing workforce, SUNY Oswego prides itself on being a good partner to all. The following are some highlights of our partnership work during 2022-2023:

- In late 2022, SUNY Oswego senior leadership and leaders from Oswego Health and the County and City of Oswego, created the Oswego County Micron Strategy Steering Committee with SUNY Oswego as the lead convenor. The Steering Committee unites public and private stakeholders and elected officials from across Oswego and Onondaga counties including the cities of Oswego and Fulton, CenterState CEO, and Empire State Development to think strategically and collaboratively about economic and regional growth. The Steering Committee has formed nine work groups which are chaired by Steering Committee members. The work groups are open to the public with sign-up interest forms available on the website oswego.edu/micron. Oswego County Micron Strategy Steering Committee members invite interested members of the public to contribute to shaping Oswego County's future through conversation with Steering Committee members, work group participation, and/or participating in public forums to imagine and take action together to illuminate, utilize, and strengthen Oswego County's assets and improve upon areas in need of attention and resources.
- Eric Hellquist, Nick Sard, and Rick Back (Biological Sciences) gained membership for SUNY Oswego in the Great Lakes Northern Forest – Cooperative Ecosystem Studies Unit. As a member, we now have a streamlined process to partner with a diversity of federal agencies and units to fund collaborative research throughout the Great Lakes watershed. Membership has the potential to enhance the reputation of SUNY Oswego as a leader in seeking solutions for the ecological and societal challenges facing Lake Ontario, our region, and the Great Lakes watershed.
- In Fall 2022, representatives from Academic Affairs and the President's Office began conversations with the leadership of Syracuse City School District's first STEAM High School. After several meetings and a visit to campus by STEAM representatives, multiple academic pathways were identified between the STEAM school and SUNY Oswego: business entrepreneurship, entertainment engineering, semiconductor technology and engineering, media technology and design, robotics/automation, manufacturing technology, and visual and performing arts.

> SUNY Oswego's Oswego Renaissance Association (ORA) had its 10th anniversary this year. The mission of ORA is to promote the restoration, beautification, and preservation of healthy, vibrant neighborhoods in Oswego. The ORA accomplishes this by partnering directly with critical masses of neighbors to leverage investment in targeted residential areas. ORA strategically grows housing and neighborhood value and has leveraged over \$5.1 million in investments in the targeted neighborhoods. More than 1,000 households have participated in ORA. This past year, ORA received a \$125,000 grant from the Shineman Foundation as well as raised over \$50,000 in additional support from multiple sponsors and partners. ORA funded 23 city blocks and is supporting revitalization efforts citywide.

> Technology Education continued to foster external partnerships by hosting events such as the annual technology conference and Tech Wars. Tech Wars brings middle and high school students to campus to work collaboratively on fun, hands-on, challenging activities in technology. This year, five districts and over 120 students participated in the on-campus programming.

> Through a partnership between SUNY Oswego and the City of Oswego Mayor's Office, with support from the SUNY Oswego's President's Office and the City of Oswego's Mayor Billy Barlow, the Campus-City Relations Committee (CCRC) held *One City. One Campus. One Community* Photo-Essay Project. The project featured 10 current SUNY Oswego student interns or recent graduates who were all interning/working in the City of Oswego in spring 2023. The project also included 10 SUNY Oswego English honors society students (overseen by SUNY Oswego English faculty member Doug Guerra) who interviewed the featured students and employers and 10 SUNY Oswego photography students (overseen by SUNY Oswego faculty member Peter Cardone) who took the students' portraits at their internship/work site. All student writers, photographers, interns/recent alumni, and community partners featured gathered with SUNY Oswego Officer in Charge Dr. Toale, CCRC members, and other members of the SUNY Oswego and greater community to celebrate the project at Oswego City Hall in May 2023. A website was also created to showcase and document the work (oswego.edu/ccrc-project) and the project remains on display in City Hall at the time of this publication.

> Evelyn Clark Benavides (Sociology) conducted the Mapping Poverty in Oswego service-learning project to engage her globalization students in what poverty looks like on the SUNY Oswego campus and Oswego, the resources available to address poverty, and the challenges to solving poverty.



Student racing in cardboard boat that they built during Tech Wars



(L-R) Kristi Eck, Peter Cardone, Billy Barlow, Doug Guerra

- > SUNY Oswego's MBA 590 Consulting for Impact course, taught by Professor Irene Scruton, merged consulting industry expertise with rendering services to a real client – Food Bank of CNY, a \$35 million organization spanning 12 counties that is dedicated to community food distribution through a vast network of over 300 agencies. Students were organized into teams, engaging with the Food Bank to define project scopes, gather data, and formulate recommendations. Karen Belcher, Food Bank CNY Executive Director, praised the students' work, finding it invaluable for decision-making. MBA student Brian Fried attested that the hands-on project honed analytical skills and provided valuable insights into a critical community sector.
- > The Theatre Department hosted 200 high school students and chaperones as part of their annual Dramafest celebration. Three regional high schools presented scenes and received feedback. The students then watched the department's production of *Romeo and Juliet*.
- > SUNY Oswego recently earned the Operation Oswego County (OOC) 2023 Ally Award for the institution's long tradition of contributing to the region's economic development and especially for the work the university and the county have done together over the past year. The university was among the outstanding achievers recognized during OOC's 71st annual meeting on June 15, at the Lake Ontario Event and Conference Center in Oswego.



Dramafest workshop



Focus Forward student mentors work with local schools to help support youth in a variety of ways

Focus Forward

SUNY Oswego's mentorship program, Focus Forward, earned an honor via the Oswego City School District Board of Education earning the Champions of Change Award by the New York State School Boards Association. Focus Forward is a school-based mentoring program that strives to enrich the lives of students in our community. It matches middle-school and high-school students from participating school districts with trained and supported undergraduate mentors, under the supervision of SUNY Oswego professional staff, who help provide the academic and social support necessary for each student to achieve their full potential.

This award not only helps to signify the influence that Focus Forward has had on the Oswego community thus far but highlights its potential for further impact in the future as well. Run by coordinators Jennifer Joyce and Sean Milligan, Focus Forward aims to elevate youth through guided mentorship that will last a lifetime. In June 2023, this program was also awarded regionally by the Central New York Career Development Association and statewide by the SUNY Career Development Organization.

Nonprofit Boards and Community Activism Fair

The SUNY Oswego Office of Business and Community Relations and its Leadership Oswego County program hosted its second annual Nonprofit Boards and Community Activism Fair at the Roy C. McCrobie Building in Oswego. The fair allows local nonprofits and community members to meet one another and see if the organization's mission is a good fit for the individual to join and lend their service to support the organization. This year, the event was sponsored by the Richard S. Shineman Foundation.



SUSTAINABLE INSTITUTION

SUSTAINABLE INSTITUTION

SUNY Oswego is a forward-looking university. We plan for the future so that we maintain a vibrant community and environment. These efforts manifested in a year of healthy first-year and transfer student enrollment and an increasingly sustainable environment.

New student enrollment topped 2,000 students in fall 2022, representing the largest first-year class in more than a decade. Graduate Studies also saw increased enrollments, and we hired our inaugural Vice President for Enrollment Management, Cory Bezek, who began in May.

Financial sustainability is demonstrated through successful fundraising efforts, scholarships, and endowment growth, ensuring students' access and equity. This past year, SUNY Oswego connected with more than 4,800 donors and friends to raise more than \$5.1 million in gifts, pledges, and revocable estate planning gifts, and our endowment grew to over \$62 million.

Environmental sustainability also remains a high priority. Our sustainability practices are exemplified by achievements such as the composting program, Tree Seedling Giveaway, Maple Tapping event, and Paper Use Reduction, all of which contribute to the university's commitment to environmental stewardship and community building. SUNY Oswego also earned the coveted Gold STARS (Sustainability, Tracking, Assessment and Rating System) status from AASHE, the Association for the Advancement of Sustainability in Higher Education. This achievement establishes SUNY Oswego as a leader in higher education with sustainable practices.



Student interns with the Sustainability Office collecting sap from campus sugar maple trees to make maple syrup



Spring 2023 yield campaign billboard

FINANCES THAT SUSTAIN STUDENT ACCESS AND EQUITY

New One-Time Support from New York State Fiscal Year 2023 Budget Allocated to SUNY

SUNY Oswego was provided \$342,002 in one-time funding from SUNY System Administration to support investments in enrollment, academic program development, and student services.

Funds were spent on the following initiatives:

- > \$200,000 was used to support a robust yield campaign in spring 2023, which included digital, print, and other media communications to attract the fall 2023 incoming class. SUNY Oswego worked closely with Wahl Media to deliver a comprehensive yield marketing campaign comprised of print, digital, and billboard advertisements across the state.
- > \$47,022 was used to expand programming to support in-person and online yield activities, including receptions, promotional items, and meet/greet events in Oswego and across New York State. Funds were also used to support additional programming for admitted student days and bus trips from NYC and Long Island to ensure our prospective students and families had a chance to visit during our various spring on-campus events and even housed events in the downstate area for those unable to make the trip north.

- > \$32,500 was deployed to assist with the development and design of online graduate and First-Year Signature Courses. Stipends were also invested in faculty and staff to support and expand the GST (general studies) 104 program, a one-credit student transition course aimed at enabling the success of first-year students and to redesign programs to offer them in an online modality and provide program accessibility to those seeking an online option.
- > In total, \$62,480 was invested in student services to implement Laker Transition Coaches, re-establish a New York City orientation program, deploy a study of sense of belonging across all student populations, and address discrepancies that may exist. Below are additional details for each program and the specific amount spent in support of student success:
 - \$23,000 was used to hire and pay undergraduate upper-division students to provide one-on-one mentorship to admitted students as they navigated and completed the onboarding steps required prior to matriculation. They offered synchronous and asynchronous workshops for students and families to answer questions and offer information about the Oswego student experience.
 - \$3,000 was used to incentivize student responses to a SUNY Oswego created and deployed belongingness survey. Responses were rich and provided the university with excellent data to review, reflect on, and respond to.
 - \$36,480 was used to bring a full orientation program to the NYC region. Students and families received a full orientation program similar to the orientation programs held on the main campus. Approximately 250 students and 150 family support members attended.



Laker Leaders at NYC orientation

SUNY Oswego also received \$125,000 to support underrepresented minority (URM) students. These funds were spent on the following:

- > \$69,000 of funding was used to develop a peer-mentor program for URM students, which launched in spring 2023. These trained peer mentors will support first-year students as they transition into their second year. Funding is used to incentivize program participants to actively engage with mentors. Mentees were provided with water bottles, T-shirts and other SUNY Oswego branded items. Mentors and mentees also participated in StrengthsQuest application to develop tools and build on existing strengths naturally. This creates a bond between the mentors and mentees.
- > \$56,000 is used to renovate an underutilized space and transform that area into an intercultural space for students to connect with peers, meet with faculty and staff, and participate in programming that supports their academic and social success while engendering a sense of belonging. New modular furniture and paint will enhance the space and increase usage for our entire campus community.

Budget Toolkits Created for All Divisions

Over the course of the past two years, SUNY Oswego's division of Administration and Finance has created significant enhancements to our budgeting process to allow us to work towards a goal of multi-year budgeting. This process included developing an efficient mechanism for department and division leaders to convey their budget needs to be considered in the process. These changes have allowed for more transparency for all divisions and a process in which all areas' needs are heard and discussed in the budgeting process.

Changes included the development of budget toolkits for all division leaders to provide them with full details of their All Funds Operating Budget. This also gives them the opportunity to work with their deans and department heads to state desired funding model distributions and requests for additional need. These toolkits allow for the divisions to go through their entire operating budget and plan out the next year while informing the budget office of changes and their varying needs for the next fiscal year. The budget office also developed a projected cost database that now runs in conjunction with the university budget database to project costs for the following fiscal year to build base allocation models. This has provided us with the ability to easily look at multiple budget years at a time and anticipate changes in the upcoming year so we can reach our goal of multi-year budgeting. This goal is crucial in managing our budget and giving institutional leaders the information they need to make strategic decisions on the limited resources available.

Fundraising

This past year, SUNY Oswego connected with more than 4,800 donors and friends to raise more than \$5.1 million in gifts, pledges, and revocable estate planning gifts. This figure includes 29 major gifts totaling \$1.7 million – with three new endowed scholarships for the School of Education, four new endowed scholarships for the College of Liberal Arts and Sciences, one new endowed scholarship for the School of Communication, Media and the Arts, and one new endowed scholarship for the School of Business. These scholarships, plus those with need-based or more general criteria, resulted in 18 new scholarships being created this year.

Thanks to the generosity of our donors, Oswego was able to award the most scholarships and awards yet – 851 – of which 540 were need-based and 311 were merit. This is an increase of 13% from 754 in 2021-2022 and a 34% increase from 636 in 2020-2021. 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, and who are lifelong learners committed to improving our world.

1861 Giving Challenge

The Challenge:
861 donors
in 1,861 min.

The Results:
931 donors
in 1,861 min.

Together, the
Oswego community
raised more than
\$212,000

SUNY OSWEGO
1861 GIVING CHALLENGE
861 DONORS IN 1861 MINUTES

The Fund for Oswego, responsible for gifts under \$25,000, raised more than \$1.4 million, thanks to more than 4,800 donors. This past year, we saw our average alumni donor gift size increase, which serves as a critical measure within the annual fund as it enables us to grow our donor base as we nurture donors along their philanthropic journeys. Some notable giving challenges and corporate-funded scholarships in 2022-2023 included:

- Jeff '92 and Ginger Bray Sorensen '93 served as challengers for the successful 1861 Giving Challenge during the second annual Founder's Weekend celebration. They inspired 931 people to make a gift during 1,861 minutes on September 28-29, exceeding the goal of 861 donors. Because the Laker community surpassed the goal, the Sorensens donated \$100,000 to the university. Together, the Oswego community raised more than \$212,000 to support our students.
- The month-long Make Your Mark GOLD Giving Challenge was held in March. Rob Utter '93 served as the challenger and pledged \$20,000 to The Fund for Oswego if 200 GOLD alumni (alumni who graduated in the last decade) made a gift. More than 230 GOLD alumni made a gift and raised more than \$25,000.
- In collaboration with Laker Athletics, we initiated a new week-long micro-giving challenge to support individual teams. The Laker Athletics Giving Week, which ran from April 1 to 7, supported a total of 18 men's and women's Laker athletic teams. A total of 355 alumni-athletes, parents, grandparents, coaches, and friends raised \$47,826 for student-athletes by providing direct support to help our athletics programs with travel, equipment, and training.



Jeff '92 and Ginger Bray Sorensen '93



Rob Utter '93

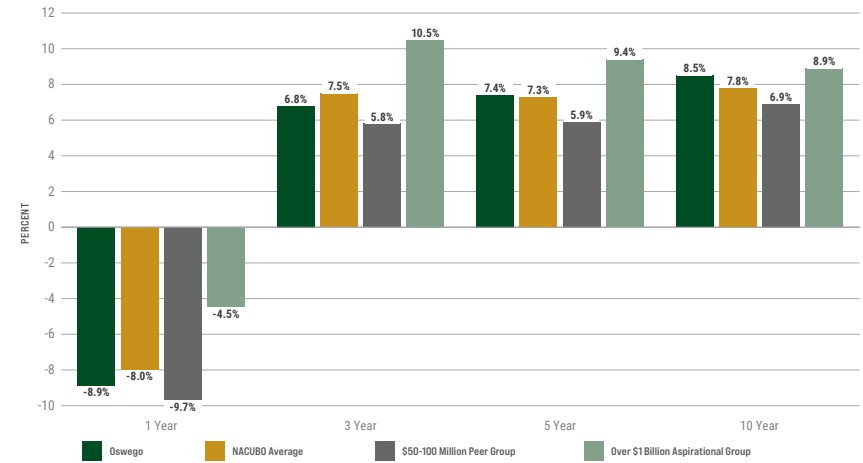
Our corporate and foundation partners helped advance student learning through their scholarship, programmatic support, and career opportunities. Six corporate donors contributed \$10,000 that supported Launch It and Sales Triathlon. National Grid provided \$21,300 to support KidsTech, a hands-on-learning STEM program designed and delivered by SUNY Oswego faculty and students to area children in grades K-10. Through outreach from various campus boards, nine new partners were connected with EXCEL and Career Services, resulting in 201 positions in Handshake and 34 hires.

Endowment

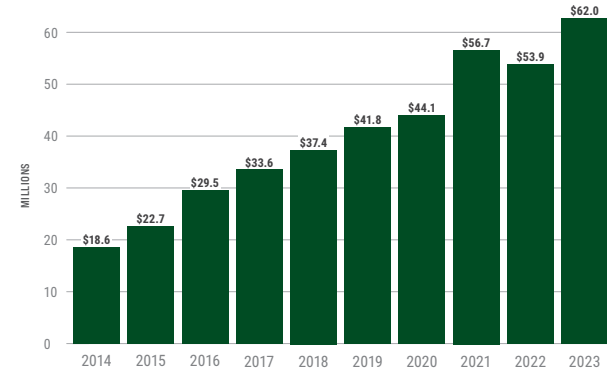
The Oswego College Foundation endowment continued to outperform our peer institutions as well as the higher education industry overall, according to the survey results of the National Association of College and University Business Officers (NACUBO) Commonfund Study of Endowments published in February 2023 using our June 30, 2022, results. Oswego's 10-year rate of return of 8.5 percent yielded 0.7 percent more than the NACUBO average, 1.4 percent more than our peer group of universities with endowments of \$50 million to \$100 million, and only 0.4 percent less than our aspirational peers with endowments valued over \$1 billion. This rate of return figure is significant because it is a key factor in determining how much money the Oswego College Foundation will pay out for our privately endowed scholarships and our dozens of endowed funds. These returns, combined with our fundraising successes, caused the overall endowment to grow to \$62 million as of June 30, 2023.

The Oswego College Foundation Investment Committee continued its outstanding work of balancing our desire to perform well annually with our desire to maintain consistent long-term success. In addition, the volunteer committee continues to evaluate investment alternatives, including best-in-class advisors, to ensure that we always remain flexible and adaptable to shifting market conditions for consistent payouts for scholarships, excellence funds, and support for campus.

OSWEGO COLLEGE FOUNDATION, INC.
One, Three, Five and Ten Year Endowment Net Rates of Return vs. NACUBO Data
 Effective June 30, 2022



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





ENVIRONMENT

SUNY Oswego Earns STARS Gold Rating from AASHE

Campuswide efforts and continuous improvement earned SUNY Oswego the coveted Gold STARS (Sustainability, Tracking, Assessment and Rating System) status from AASHE, the Association for the Advancement of Sustainability in Higher Education. This achievement establishes SUNY Oswego as a leader in higher education with sustainable practices.

Composting Program Wins State Award

SUNY Oswego's Office of Sustainability and its manager, Kate Spector, earned the 2022 College Recycling Leadership Award from the New York State Association of Reduction, Reuse, and Recycling for its composting project. In its first year, the composting pilot project diverted more than 80,000 pounds of food waste from landfills and incinerators, attracting many supporters and becoming implemented at all dining facilities. Spector and the Office of Sustainability partnered with Auxiliary Services, the university's dining services provider, and the Oswego County Division of Solid Waste to start up the program. Before the project, all food waste generated on campus was sent to a landfill or incinerator. With this program, both pre-consumer food waste and non-donatable leftover food scraps were composted. Additionally, this program allowed for Bristol Hill Transfer Station to work towards becoming a designated organics recycling location.

Sustainability Week

Sustainability Week at SUNY Oswego highlights campus programming and activities that inspire people to advocate for sustainability and stewardship in their daily lives. This year, the Office of Sustainability hosted events that encouraged community building and connection to the natural landscape of the SUNY Oswego campus. Along with the United Nations' Sustainable Development Goal #11: Sustainable Cities and Communities, the office hopes this programming will inspire students to create sustainable communities in Oswego and wherever life takes them.

Tree Seedling Giveaway

In an effort to encourage restoration of native tree species to New York's canal regions, Rice Creek Field Station held a fall bare-root tree seedling giveaway. The bare-root tree seedlings – trees with the soil around their roots removed – that Rice Creek gave away accommodate most growing conditions, including species that are suitable for urban street tree planting, species that tolerate wet conditions, and species that enjoy large open areas.

SeedShare

In the spring, Penfield Library in collaboration with the Office of Sustainability ran SeedShare to give students the opportunity to grow their own plants and learn to save seeds. SeedShare is a physical collection of seeds located in Penfield Library that students can request for use. A variety of vegetable, fruit, and flower seeds are available through the SeedShare Library Guide. Those interested browse the inventory to see what's available and then fill out a Seed Request Form that staff fill within three days. After that, participants head to the Checkout and Reserves Desk in Penfield to pick up seeds.

SeedShare runs on generous donations from fellow gardening and seed-saving campus faculty, staff, and students, as well as seed companies who support seed exchange programs. While seed donations are not required, those harvesting their own crops and seeds for future use can consider making a seed contribution that will inspire others to grow their own plants and food.

Maple Tapping

SUNY Oswego's Sustainability Office and Auxiliary Services partnered with a Native American studies class taught by Michael Channess in this year's maple tapping event that resulted in maple syrup for the campus and community. This year was the third year that SUNY Oswego hosted maple tapping, where students and staff collected sap from local trees. The Sustainability Office has worked to grow this project over the past few years, resulting in this year's tapping being the largest yet with 54 taps at Fallbrook.

Faculty Member Looks Beyond Sustainability to a Thriving Environment

Tim Delaney of the Sociology Department earned the Choice Award for his co-authored book, *Beyond Sustainability: A Thriving Environment*. The Choice Award is a prestigious honor given to a select number of "outstanding academic titles." Delaney's publisher, McFarland and Company, explained that the Choice Award selects outstanding academic titles based on "their excellence in scholarship and presentation, the significance of their contribution to the field, and their value as an important – often the first – treatment of their subject."

Sustainability by the Numbers

Last year, SUNY Oswego:

- Diverted nearly 30,000 pounds of usable goods through the OzThrift program.
- Picked up 492 pounds of litter through the Shining Waters Program.
- Planted 11 trees.
- Stenciled 35 storm drains to raise awareness of water stewardship.
- Served nearly 200 students through a BikeShare program.
- Engaged 452 campus members through annual sustainability programming.



Kate Spector and graduate assistant Deiarra Canty show off Comp(Oz)t buckets.



Sustainability students with Kate Spector during their event to spray paint stencils around campus storm drains



FINANCIAL REPORTS

2022 - 2023 Financial Recap:
Total Campus Operating Budget by Division – All Funds

Expenses	Academic Affairs	President/ Administration	Administration/ Finance	Student Affairs	University Advancement	Campus-wide Utilities	Total	% of Total
Instructional FTE	322.00	–	–	10.87	–	–	332.87	–
Non-Instructional FTE	251.55	64.00	360.75	101.55	25.25	–	803.10	–
Total FTE	573.55	64.00	360.75	112.42	25.25	–	1,135.97	–
PSR Instructional	22,929,893	–	–	2,179	–	–	22,932,073	–
PSR Non-Instructional	14,592,154	4,010,071	11,073,116	6,415,815	2,056,101	–	38,147,256	–
OT/Holiday/Other	17,818	13,910	782,448	5,311	1,008	–	820,494	–
Subtotal Personal Service (PSR)	37,539,865	4,023,981	11,855,564	6,423,305	2,057,108	–	61,899,822	49%
TS Instructional	6,151,427	–	–	5,790	–	–	6,157,217	–
TS Non-Instructional	1,493,635	475,395	540,472	366,427	2,000	–	2,877,930	–
TS Students/Grad Students	1,034,630	190,915	348,763	1,529,196	26,596	–	3,130,099	–
Subtotal Temporary Service (PST)	8,679,692	666,310	889,236	1,901,413	28,596	–	12,165,246	10%
Supplies	908,626	209,825	2,105,112	1,261,362	12,104	–	4,497,028	–
Travel	580,798	186,241	468,921	924,855	7,592	–	2,168,406	–
Contractual Services	5,291,858	1,185,608	7,056,236	914,869	63,042	–	14,511,612	–
Equipment	740,019	27,822	656,552	272,325	–	–	1,696,718	–
Library Acquisitions	295,809	–	–	–	–	–	295,809	–
Utilities	–	–	–	–	–	4,116,179	4,116,179	–
Other	–	–	–	8,216,173	–	–	8,216,173	–
Subtotal Other Than Personal Service (OTPS)	7,817,109	1,609,495	10,286,820	11,589,585	82,738	4,116,179	35,501,926	28%
Total Expenditures (PSR, PST, OTPS)	54,036,665	6,299,786	23,031,620	19,914,302	2,168,442	4,116,179	109,566,994	
Fringe Benefits	2,782,393	–	2,869,343	3,043,243	–	–	8,694,979	–
Assessments	–	–	312,377	–	–	–	312,377	–
DASNY Overhead/Insurance	–	–	487,493	–	–	–	487,493	–
DASNY Debt Service	–	–	8,049,700	–	–	–	8,049,700	–
Other	–	–	–	–	–	–	–	–
Subtotal Fringe, OH, etc.	2,782,393	–	11,718,913	3,043,243	–	–	17,544,549	14%
Grand Total	56,819,059	6,299,786	34,750,533	22,957,545	2,168,442	4,116,179	127,111,544	100%
%	45%	5%	27%	18%	2%	3%	100%	–

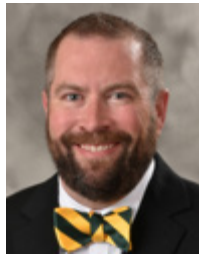
UNIVERSITY LEADERSHIP



Mary C. Toale
Officer in Charge



Scott R. Furlong
*Provost and Vice President for
Academic Affairs*



Cory Bezek
*Vice President for
Enrollment Management*



Kathleen G. Kerr
*Vice President for
Student Affairs*



Victoria L. Furlong '08 M'10
*Vice President for
Administration and Finance*



Mary Canale '81
*Vice President for
University Advancement*



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









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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.