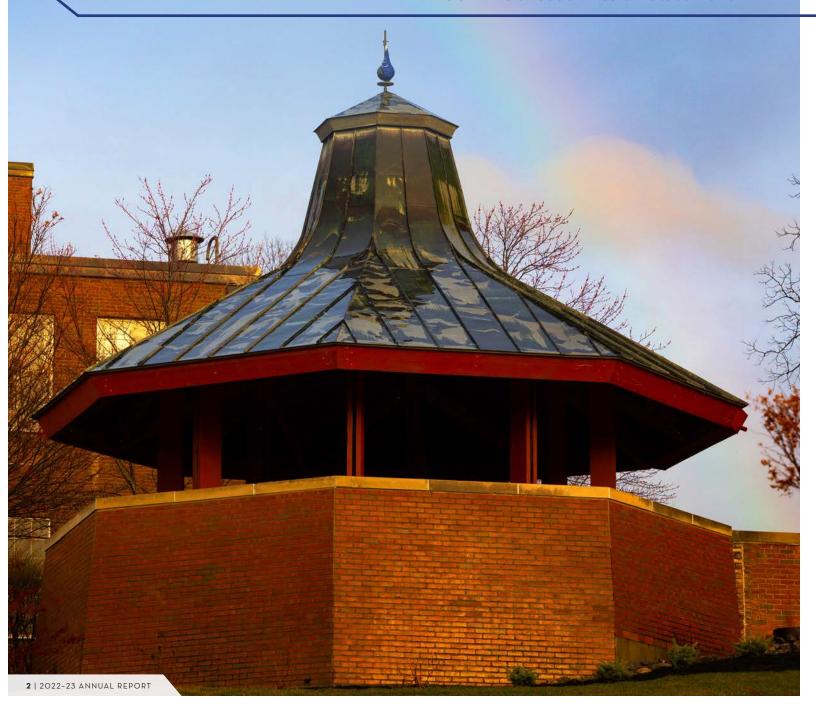


We are a distinctive public liberal arts college that welcomes and inspires students to develop their knowledge and skills to build a better world. Our supportive, inclusive community is exceptional in cultivating creativity, engagement, and discovery. We find strength in diversity, joy in growth, and fulfillment in lifelong learning.

-SUNY Geneseo Mission Statement



PRESIDENT'S MESSAGE

SUNY Geneseo has adopted a bold new vision that aligns fully with our mission and values and is responsive to the dynamic higher education landscape. Capitalizing on our existing qualities and outstanding outcomes, we seek to become the nation's first public equity-centered honors college.

Our vision is a natural extension of our strengths, values, and aspirations. The equity-centered approach builds on our work to enhance diversity, equity, inclusion, and belonging. It is mindful of higher education's demographic dynamism, differentiates the institution in a way that will support our enrollment efforts, and is consistent with being a pre-eminent public liberal arts college for the 21st century.

We seek to provide an honors experience to every student, eliminating the financial and socioeconomic barriers to joining our community to the extent possible. We will continue to offer appropriate support to help all students reach their potential and thrive, engaging students with critical issues of power, justice, and global connections through the new curriculum and setting them up for success after graduation.

To that end, we successfully completed the development of our next five-year strategic plan, focused on our equity-centered honors college aspiration and its implications for all we do. While we completed the plan's creation, a process which involved more than 600 members of the campus community, we were guided by a set of Critical Priorities, later incorporated into that plan. In this report, you can read more about these priorities, our accomplishments in support of them, and our strategic five-year plan.

Like all of higher education, we face daunting challenges in the years ahead. However, our bold vision will help us meet those challenges, profoundly advance our distinction, and extend our vision to the next generation of Geneseo students. Thank you for your interest and partnership in support of that aim!

Denise A. Battles, PhD
President

Demoi a Bato



President Denise A. Battles, PhD

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RANKINGS AND RECOGNITION

U.S. NEWS AND WORLD REPORT

SUNY Geneseo earned the #1 spot for Best Undergraduate Teaching in the North in *US News & World Report's Best Colleges* 2023 list. *US News* selects the Best Undergraduate Teaching colleges through data collected from college presidents, provosts, and admissions professionals at peer institutions within their region who identified schools where the faculty demonstrated an unusually strong commitment to undergraduate teaching. The College also ranked #4 in Top Public Schools in the North and #7 in Most Innovative Schools (North Region)—the only SUNY institution on the list and up from a #14 ranking in 2022.

WASHINGTON MONTHLY

SUNY Geneseo earned second place among more than 600 master's universities in the nation on its 2022 Top Master's University Rankings list. The magazine ranks universities and colleges for their contributions to the public good across three broad categories: social mobility, research, and promoting public service. SUNY Geneseo is ranked second overall for service and sixth for research. It's the 10th year in a row that Geneseo has been in the top five of the master's list. The magazine also named Geneseo 49th among nearly 400 schools on the Best Bang for Your Buck rankings for institutions in the Northeast.

THE PRINCETON REVIEW

The education services company featured the College in its 2023 edition of *The Best 388 Colleges*. Geneseo was also named one of the 209 Best Value Colleges for 2023 for undergraduate education for students seeking a superb education with great career preparation at an affordable price, and it appears on Princeton Review's regional Best Northeastern Colleges list. The Best Value Colleges list is based on a combination of institutional and student survey data, including academic rigor, affordability, and career outcomes for graduates, among others. Colleges that appear on these lists are not in ranked order.

FISKE GUIDE TO COLLEGES

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SUNY Geneseo again appeared in the *Fiske Guide* based on the quality of its academic offerings and includes students' social and quality-of-life ratings. Fiske's 2023 edition notes that Geneseo offers students a serious academic environment at an affordable price and attracts high achievers who are taught by attentive and responsive professors.

GENESEO NAMED TOP PRODUCER OF BOTH FULBRIGHT US STUDENTS AND SCHOLARS

SUNY Geneseo was named a Top Producer of both Fulbright US Student and Fulbright US Scholar awards, as announced by the State Department's Bureau of Educational and Cultural Affairs and reported in *The Chronicle of Higher Education* in its annual article. **Geneseo was the first dedicated SUNY institution to be named to both lists in the same year.** It was one of only 18 colleges or universities nationwide to be recognized as a Top Producer for students and scholars. For the 2022–23 national competition, Geneseo was named a Student Top Producer for the fifth time in school history and a Scholar Top Producer the second time.

GENESEO EARNED US GREEN COLLEGES RANKING

SUNY Geneseo is one of the nation's most environmentally responsible colleges, according to *The Princeton Review Guide to Green Colleges: 2023 Edition.* The Princeton Review chose the 455 schools included in the list based on its survey of administrators at 713 colleges in 2021–22 about their institutions' commitments to the environment and sustainability, including dining options, policies, and more. The company's editors analyzed more than 25 survey data points to select the schools.

GENESEO IS A VOTER FRIENDLY CAMPUS

SUNY Geneseo is designated a Voter Friendly Campus for 2023–24 through a program sponsored by NASPA—Student Affairs Administrators in Higher Education and Fair Election Center's Campus Vote Project. The College was evaluated based on a written plan for how it planned to register, educate, and turn out student voters in 2022, how it facilitated voter engagement efforts on campus, and a final analysis of the efforts. Geneseo is among 258 campuses in 38 states to receive the recognition.

SUNY Geneseo was also recognized by the ALL IN Campus Democracy Challenge as a 2022 ALL IN Most Engaged Campus for College Student Voting, which recognizes colleges and universities for efforts to increase nonpartisan democratic engagement and student voting.

CAMPUS NEWS

WELCOMING

NEW PERSONNEL TO SUNY GENESEO

CAREER EDUCATOR NAMED TO SUNY GENESEO'S COLLEGE COUNCIL



New York Governor Kathy Hochul named **Holly Brandow Salatel** '87, '88 **MSEd**, to SUNY Geneseo's College Council for a three-year term in March 2023. The College Council meets twice a semester and advocates for the College in various ways. The council advises the college's senior administration and provides valuable assistance for problem-solving and identifying sources of expertise beyond the campus community.

Salatel spent her entire professional career as an educator, first as an elementary school teacher and then as a library media specialist, in Honeoye and Avon, NY. She has served the Geneseo community as a board member for the Wadsworth Library and the Association for the Preservation of Geneseo and as co-chair of the former SUNY Geneseo Community Advocates.

NEW PROJECT DIRECTOR APPOINTED

In November 2022, SUNY Geneseo's divisions of Finance and Administration and Academic Affairs named **Joanna Santos-Smith** '14, '15 MS, project director for revenue generation, a position created to develop structures and processes to support new and expanded programming.

A graduate of Geneseo, Santos-Smith came to the College from SUNY Genesee Community College where she managed the GCC Wyoming County Campus Centers. Prior to that, she was a Transitional Opportunity Program counselor at Geneseo, a position she held after graduating from her undergraduate degree program. Santos-Smith holds a doctor of education degree in educational administration specializing in higher education from the University of Rochester.



GENESEO NAMED NEW DIRECTOR OF ATHLETICS



SUNY Geneseo named **Dani Drews** as its director of intercollegiate athletics and recreation. She began her role in July 2022, succeeding Mike Mooney, who retired after 37 years at Geneseo.

Drews spent the last five years as the assistant director of athletics at SUNY Brockport and was promoted to associate athletic director in 2021–22. While at Brockport, she was honored with the SUNY Chancellor's Award for Excellence in Professional Service. Her tenure at Geneseo marks her second stint as an athletic director, serving in the same role at The Sage Colleges from 2005 to 2017.

DIRECTOR OF MULTICULTURAL AFFAIRS NAMED

SUNY Geneseo named **Clifton Harcum** as its new director of multicultural affairs in the Office of Diversity and Equity, beginning in June 2023. The position provides vision and leadership to the range of programs and initiatives aimed to support the retention and success of BIPOC and other underrepresented students.

Prior to joining Geneseo, Harcum served for three years within SUNY Potsdam's Division of Diversity, Equity, and Inclusion, including two years as the director. In that role, his many contributions earned him the 2020 SUNY Potsdam PRIDE Award for Creativity. Harcum holds a BA in sociology from the University of Maryland Eastern Shore and an MS in nonprofit and association management from the University of Maryland Global Campus in Adelphi.





MAJORS + MINORS

BUSINESS

Major Marketing*

MUSIC + MUSICAL THEATRE

Majors

Music (Jazz and American Music Studies)*

Minors

Music Business, Recording, and Production

*Also offered as minors

COLLEGE LAUNCHED NEW MAJORS AND MINORS

The School of Business announced a new BS in marketing, available for undergraduate students beginning in Fall 2023. Emphasizing current marketing trends and practices, the major responds to employer demands for graduates who can successfully navigate the rapid growth in digital and social media, marketing automation, evolving customer journey, and data-driven marketing.

The Department of Music and Musical Theatre began offering a new major and two new minors in Fall 2022. Jazz and American music—a new track of the music major available to students as a BA and as a minor—explores various American music genres through the larger lenses of world history and culture. Also new was a minor in music business, recording, and production encompassing courses in music technology, film and game scoring, music recording and production, and music entrepreneurship.

MIDDLE STATES REAFFIRMED SUNY GENESEO'S ACCREDITATION

The Middle States Commission on Higher Education (MSCHE) reaffirmed the college's institutional accreditation in July 2022. Accreditation from Middle States signifies Geneseo's overall quality and efficacy in addressing its institutional mission. MSCHE is an institutional accreditor that examines institutions as a whole rather than specific programs, providing education, quality assurance, and other services to members.

The college's steering committee for the renewed accreditation process prepared a 100-page self-study documenting how Geneseo meets and exceeds the Middle States standards. The committee also provided the commission with more than 500 documents and other

evidence to substantiate the self-study's claims for Middle States' visiting team. The College will have a Middle States mid-point peer review in 2026 and its subsequent full self-study evaluation in 2029–30.

MOLLY SMITH METZLER 'OO RECEIVED HONORARY DEGREE

At the undergraduate Commencement ceremony in May 2023, SUNY Geneseo alum Molly Smith Metzler '00 received an honorary Doctor of Fine Arts degree for her significant contributions to theatrical arts. Metzler, an award-winning playwright and screenwriter, is the creator, writer, and executive producer of the limited series



Maid (Netflix), which earned her an Emmy nomination for Outstanding Writing of a Limited Series and numerous other awards. Currently, Metzler is creating a new show for Netflix, where she is under a multi-year overall deal.

Before *Maid*, Metzler spent four years working as a writer/producer on the show *Shameless* (Showtime) and wrote for *Casual* (Hulu) and *Orange Is the New Black* (Netflix). Her plays have been produced Off-Broadway and across the country. Metzler holds an MA from Boston University, an MFA from NYU's Tisch School for the Arts, and an Artist's Diploma from The Juilliard School.

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GENESEO SCHOLARS JOINED NEH-FUNDED EFFORT TO REVISE HISTORY CURRICULUM

Professor **Justin Behrend** and Associate Professor **Kathleen Mapes** of SUNY Geneseo's Department of History joined 13 historians from 10 SUNY campuses in August 2022 as part of a federally funded effort to reimagine the US history curriculum at Geneseo and across the SUNY system.

The two-year Humanities Initiative grant funded by the National Endowment for the Humanities enabled historians to participate in a week-long study group focused on the late 19th-century Gilded Age and Progressive Era. The project's goals include developing new courses within SUNY and revising existing courses to reflect the current state of the field.

In addition to the new curriculum, the historians will develop outreach efforts, a book, and a companion website.

GEOLOGY PROFESSOR EARNED DISTINGUISHED PROFESSOR AWARD



The SUNY Board of Trustees awarded Department of Geological Sciences faculty member **D. Jeffrey Over** the rank of Distinguished Professor in January 2023. Distinguished ranks are the highest faculty honors awarded by SUNY. Over was recognized for his outstanding research record, international reputation in

his field, passion for mentoring students, and ability to integrate his research into his teaching.

Over has taught at Geneseo since 1991 and served most recently as the interim chair of the geology department. He spent Fall 2022 as a member of a research group at Masaryk University in Brno, Czech Republic, as a 2022–23 US Fulbright Scholar. His work has appeared in respected journals, including the *Journal of Paleontology* and the *American Journal of Science*, and he has successfully acquired more than \$500,000 in support for research from external sources, including the National Science Foundation and the Petroleum Research Fund.

TWO SENIORS RECEIVED SUNY CHANCELLOR'S AWARD FOR STUDENT EXCELLENCE

Geneseo students Josephine Lewis '23 and Rocio Ruiz '23 received the 2023 Chancellor's Awards for Student Excellence, presented by SUNY Chancellor John B. King Jr. in April 2023. The award recognized their outstanding achievements demonstrating the

integration of SUNY excellence within their lives, including academics, leadership, campus involvement, community service, or the arts.

Josephine "Jo" Lewis was a communication major with minors in conflict studies and Africana studies. She was a student scholar-athlete, a student mentor, and a Presidential Scholar. Among other activities, Lewis helped develop and chair the Diversity, Equity, and Inclusion Committee training for student-athletes and staff. Lewis earned the Dr. Amy Tolbert '85 Annual Scholarship in Communication and the Jason and Diana Kyrwood '95 Student/Faculty Research Endowed Fellowship. She presented her research during the 2023 GREAT Day.

Rocio Ruiz was a communication major engaged in several initiatives, clubs, and offices on campus. She was a SUNY Educational Opportunity Program (EOP) student ambassador and a host and executive producer at WGSU, the campus radio station. She previously served as a public speaking teaching assistant, an EOP mentor for the Summer Scholars, a member of InterVarsity Christian Fellowship, a resident assistant in the hall dedicated to diversity and inclusion, and an intergroup dialogue facilitator for the Office of Diversity and Equity.



SUNYAC HONORED RETIRED ATHLETIC DIRECTOR

In March 2023, the State
University New York Athletic
Conference (SUNYAC) honored
Mike Mooney with the Patrick
R. Damore Distinguished Service
Award. Mooney retired the
previous summer as the director
of athletics and recreation at
Geneseo after 37 years of service,
including 12 as director.



The Patrick R. Damore
Distinguished Service Award is the highest award given
by the conference. It honors a retired institutional
or conference-affiliated individual who has made a
significant contribution to the conference and has served
the SUNYAC for at least 10 years.

SOCIOLOGY MAJOR EARNED SUNY AWARD



Michelly Meza-Benitez '23 was one of 46 SUNY Educational Opportunity Program (EOP) students to receive the 2023 Norman R. McConney Jr. Award for Student Excellence in April 2023. The award recognizes outstanding EOP students for their academic achievements and for overcoming personal obstacles throughout their lives.

Meza-Benitez was a sociology major from Brooklyn and a first-generation student, the first member of her family to attend college. She was co-president of the Latinx Student Association and a Jewish Foundation for the Education of Women scholar. She also served as an Academic Peer Mentor for the Dean of Academic Planning and Advising office.

GENESEO EARNED SEVENTH STRAIGHT SUNYAC COMMISSIONER'S CUP

The SUNY Geneseo Department of Intercollegiate Athletics and Recreation captured its seventh consecutive State University of New York Athletic Conference (SUNYAC) Dr. Patrick R. Damore Commissioner's Cup in May 2023.

In a measure of the top overall program in the SUNYAC, the Knights averaged 8.84 points per conference program to add its eighth cup championship in the 27-year history of the award. Geneseo won 12 of the 19 conference championships throughout the academic year, marking the second-highest total in conference history.

ALEXANDER RUIZ '24 ELECTED SUNY STUDENT ASSEMBLY PRESIDENT

Alexander Ruiz '24 was elected SUNY Student Assembly president for a one-year term that began in June 2023. As president, he leads Student Assembly members representing the 64 SUNY campuses, advocating for the needs and concerns of students. The assembly bridges students, the chancellor, and the Board of Trustees. Ruiz also serves as a



student member on the SUNY Board of Trustees.

Ruiz, a political science major minoring in ethics and values in society, served as Geneseo Student Association president for the 2022-23 academic year. The association oversees more than 54 clubs and organizations on campus. In this role, he also served as a member of the College Council.



GIKONYO WINS AMERICAN CHEMICAL SOCIETY AWARD FOR ADVANCING DIVERSITY



In April 2023, Barnabas
Gikonyo, director of introductory
chemistry labs and lecturer at
SUNY Geneseo, received the
prestigious 2023 Stanley C. Israel
Award for Advancing Diversity in
the Chemical Sciences from the
American Chemical Society (ACS)
Committee on Minority Affairs.
The award recognizes individuals
or institutions who have advanced

diversity in the chemical sciences and significantly stimulated or fostered activities promoting inclusiveness within the region. ACS, the largest international professional organization in its field, awards the honor to those who have created and fostered ongoing programs or activities that result in increased numbers of persons from diverse and underrepresented minority groups, persons with disabilities, or women who participate in the chemical enterprise.

ADABRA ELECTED TO COUNCIL ON UNDERGRADUATE RESEARCH

Kodjo Adabra, associate professor of Francophone studies in the Department of Global Languages and Cultures, was elected in May 2023 to a three-year term as a councilor in the Arts and Humanities Division of the Council on Undergraduate Research (CUR). CUR is a national organization representing more than 900 colleges and universities whose mission is to support and promote high-quality undergraduate student-faculty collaborative research and scholarship.

Adabra's responsibilities as CUR councilor include serving in leadership or programmatic capacities within the Arts and Humanities Division, representing the division in available task force or committee positions within the CUR organization, serving as institute facilitator and coordinator, and working with national agencies and foundations to enhance undergraduate research opportunities for students.

STUDENT-FACULTY RESEARCH TEAMS SELECTED FOR NATIONAL PROGRAM

Two Geneseo student-faculty research mentor teams were chosen in October for the 2022 Council on Undergraduate Research (CUR) advocacy program Scholars Transforming Through Research (STR). **Gaetan Jean Louis '25** of Rexford, NY, a sociology and psychology double major with a minor in Spanish, and mentor **Kodjo Adabra**, associate professor of Francophone studies; and **Yarold (Yaro) Bautista Martinez '23** of Bay Shore, NY, a sustainability studies and women's and gender studies double major, and

mentor **Olaocha Nwabara**, assistant professor of English, were selected based on their excellence in undergraduate research and their understanding of the importance of advocating for this high-impact practice.

The STR program provides a six-month professional development opportunity for undergraduate students and faculty mentors to develop advocacy skills. It offers students opportunities to communicate the impact of their undergraduate research experience to various stakeholder groups, such as funding agencies, association partners, elected officials, and future employers.



SUNY GENESEO WON NATIONAL FDIC ACADEMIC CHALLENGE

In April 2023, a four-member team of students from Geneseo's School of Business won the Third Annual FDIC Academic Challenge, a national competition among university and college undergraduate students concerning the US banking sector. This marked the second challenge win for Geneseo, which also took first place in 2021.

Geneseo's team consisted of Chris Bridenbaugh '23 (economics major) from Livonia, NY; Jenna Huizinga '23 (economics major, with minors in history and philosophy) from Willseyville, NY; Ian Merrihew '22 (economics major, philosophy minor) from Averill Park, NY; and Jake Syzmanski '25 (finance major) from Depew, NY. Léonie Stone, assistant professor of economics, advised the team.

PHILANTHROPIC GIVING EXCEEDS \$4 MILLION IN FY23

Thanks to the generosity of alumni, faculty, staff, parents, emeriti, and friends, philanthropic giving to the College through the Geneseo Foundation, Inc. totaled \$4.2 million, including outright gifts, pledges, and bequests. Among 4,650 donors were 3,291 alumni, who came together to support the College and its students. In FY23, Geneseo provided 571 student scholarships and 387 student and faculty research awards, which include undergraduate travel, research, creativity (TRAC) grants, assistantships, fellowships, and ambassadorships. Donor support continues to make a crucial difference in providing access and opportunities for students and strengthening outcomes.



DESIRED OUTCOMES AND ACTIONS

Higher education is undergoing transformational change. SUNY Geneseo views change as an opportunity to grow and refine our identity as a public liberal arts institution. Thus, in August 2022, the College announced its new vision statement:

We will cultivate a distinctive, equity-centered, public honors college experience that propels learners to positively impact society.

With the announcement of the vision statement, the Strategic Planning Group spent Fall 2022 building on the core strategic priorities identified during the 2021–22 academic year to develop a new five-year strategic plan: *Redefining the Honors Experience: Centering Equity, Advancing Access, Embracing Innovation.* In dialogue and collaboration with campus stakeholders, the Strategic Planning Group developed overarching goals, desired outcomes, and measurable action items to realize this bold and forward-looking agenda. The plan was finalized and announced to the campus community in January 2023.

Our intention to become the nation's first equity-centered public honors college is a natural extension of Geneseo's strengths and values, and its foregrounding in the 2022–27 Strategic Plan provides a unifying vision for the College. The strategic plan elements of access, student experience, outcomes, and infrastructure and financial sustainability support that honors college vision. In addition, they align with New York State's focus on increased access to an affordable, high-quality education and promote the development of the long-term structures that ensure our financial and institutional stability. The new strategic plan presents an exciting opportunity for the College to build on its proud history of delivering innovative and transformative learning experiences. It offers all campus community members opportunities to collaborate in cultivating this vision.

The following updates note action items as completed (fully enacted), in progress (substantial movement toward completion), or in development (preliminary planning or assessment underway).

A. ACCESS

Goal: Increase enrollment of all students, particularly adult learners, pre-college students, first generation, BIPOC, and other underrepresented communities, with a specific emphasis on accessibility and affordability.

Desired Outcomes and Actions

- A1. Increase transfer enrollment by 25%.
- a. Develop new partnership agreements with community colleges (pathways, guaranteed admission, and articulation agreements).

Completed:

 The College finalized work with Corning Community College through the Aspen-AASCU Transfer Intensive College Excellence Program. This increases cooperation between the two institutions to facilitate transfer and provides a template for advancing agreements with other institutions.

In progress:

- The College is continuing work on efficiently generating additional partnership agreements with community colleges and ensuring seamless transfer for general education and program majors.
- b. Expand need-based financial aid for transfer students.

In development:

- Enrollment Management is reviewing the financial aid index model to determine the feasibility of implementing a need-based financial aid model for transfer students.
- A2. Expand graduate enrollment by 100 students through new program development.
- a. Identify and seek expertise to help determine where and how to grow graduate programs.

In development:

- The Office of Admissions is working with stakeholders, including the Project Director for Strategic Initiatives, to identify resources and expertise on enrollment growth tied to new graduate programs.
- b. Develop the infrastructure to support departments in program development.

In development:

 One new graduate program has been submitted for SUNY and NYSED approval; another was submitted in Summer 2023. This process helped identify strengths and areas in which additional infrastructure development is needed.

- A3. Increase out-of-state enrollment (domestic and international) to represent 10% of the overall student population.
- Expand out-of-state marketing efforts to increase the prospective student pool, name recognition, and yield.

In progress:

- The College increased its College Board name-buy by 20% in markets outside of New York State including New Jersey (15,376), Pennsylvania (8,622), California (7,631), Massachusetts (6,668), Virginia (5,720), Florida (3,413), Maryland (2,998), and DC (1,456).
- The College has been approved for DC TAG, allowing District of Columbia students to apply DC grant funding to out-of-state colleges.
- The Office of Admissions has placed a regional counselor in the District of Columbia metro area to enhance recruitment aligned with marketing efforts.
- b. Implement out-of-state tuition-match scholarships.

In development:

- Out-of-state tuition-match supported by SUNY was implemented for the 2022–23 cycle in the following states: Connecticut, Pennsylvania, New Jersey, Massachusetts, Vermont, New Hampshire, Illinois, and California. SUNY is currently evaluating whether to continue supporting this initiative.
- A4. Increase enrollment of historically underrepresented racial groups to represent 30% of the overall student population.
- a. Add two new CollegePrep partnerships focused on developing pathways for students from historically underrepresented racial groups.

In progress:

 Enrollment Management is working with the Red Hook Initiative in Brooklyn, NY, to implement a cohort model that allows Geneseo to enroll ten new students from the Red Hook community annually.

In development:

- The Office of Admissions is identifying new Rochester-area and Western New York communitybased organizations to partner with to support the enrollment of underrepresented students.
- A5. Increase first-generation enrollment by five percentage points over five years.
- a. Enhance the first-generation experience from enrollment through graduation by creating a sense of community.

In progress:

 The College hosted a series of events for firstgeneration students throughout the academic year designed to support their sense of community and belonging.

- The College developed a new first-generation website for students and the Geneseo first-generation community. It provides a resource page with helpful information for students and others seeking support and mentorship.
- b. Increase access and affordability by providing additional scholarships to first-generation students.

In development:

- The offices of Advancement and Financial Aid are identifying donor potential to create a first-generation scholarship for students.
- A6. Decrease post-graduation college-related debt by 10% over five years.
- Expand scholarship opportunities to increase affordability and decrease reliance on student loans.

In development:

- The Executive Director of Financial Aid is identifying resources to minimize the reliance on student loans and meet the greater need for students with gaps in their financial aid.
- b. Increase institutional match of federal work-study funds to provide students with job opportunities aligned with their educational goals and reduce reliance on student loans.

In development:

- The Executive Director of Financial Aid is identifying resources to minimize the reliance on student loans and meet the greater need for students with gaps in their financial aid.
- A7. Engage 250 pre-college high school students (in person and virtual) by 2027.
- a. Develop partnerships with community-based organizations and school districts to identify and support low-income, first-generation, and students of color interested in participating in summer pre-college programs.

In development:

- The College is in discussion with NYSACAC to host Camp College in Summer 2024, with a potential enrollment of 100–120 students.
- b. Develop a series of two- to four-week online and in-person (residential) summer courses/programs for high school sophomores and juniors.

In development:

 The College is in the early stages of planning potential pre-college summer programming and engaging faculty interested in hosting programs.

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B. STUDENT EXPERIENCE

Goal: Enhance and expand learning, creation, and inquiry by developing new academic and co-curricular programs and restructuring and expanding existing ones to provide an honors experience for all learners. All opportunities should: promote diversity, equity, inclusion, belonging, and well-being; highlight experiential and integrative learning; and build upon our academic and community strengths while caring for the environment.

Desired Outcomes and Actions

*B1. Reach a broader range of learners by offering 15–30 new learning opportunities including a mix of pilots, strategically selected for-credit academic experiences (e.g., degree or certificate programs, microcredentials, course offerings), and non-credit administrative programs (e.g., alumni programming, community outreach and engagement, professional development for community or corporate partners) by December 2027.

a. Develop policy guidelines for and pilot non-credit programs, such as professional microcredentials.

Completed:

 The new College Policy on Microcredentials and Badges passed through governance approval processes in Spring 2023.

In progress:

- A pilot non-credit microcredential in data analytics has been developed by the School of Business and is scheduled to begin in Spring 2024.
- b. Obtain approvals for and pilot programs in two program types we do not currently offer but for which we see growth potential (e.g., post-bacc certificates, microcredentials developed for post-bacc audiences, Rochester Education Justice Initiative collaboration, more graduate and online offerings, and offerings at a Rochester site).

In progress:

- The data analytics non-credit microcredential is preparing for a Spring 2024 launch (new type of program).
- Graduate- and undergraduate-level dyslexia studies credit-bearing microcredentials have been approved and will recruit students for Summer 2024.
- c. Develop and launch new graduate and undergraduate academic programs based on market growth potential.

Completed

- New undergraduate program fully approved to launch in Fall 2023 is a BS in marketing.
- New graduate programs in the approval process include an MA in history and an online MS in accounting; both have been approved at the local level and are pending full approval with anticipated launches in 2024.

In progress:

 New undergraduate programs planned to launch in Fall 2024 include a BS in physics; a BS in astrophysics; a BA in museum studies; a BM in music performance; a BS in geology with two additional tracks for environmental and planetary science; and a BA in philosophy, political science, and economics.

B2. Implement and assess all components of the new GLOBE curriculum.

 Design and implement an assessment for the new curriculum.

In progress:

- The newly formed GLOBE Committee carried out a pilot of general education assessment in Spring 2023.
 The committee's new analysis and loop-closing process was completed during Summer 2023.
- b. Implement all aspects of GLOBE through governance and ensure consistency with the new SUNY general education framework.

Completed:

 Learning outcomes for all GLOBE requirements were approved by the College Senate during the 2022–23 academic year.

In progress:

- Courses aligned with SUNY general education have been submitted for approval by the GLOBE Committee; a subcommittee worked during Summer 2023 to evaluate the courses for alignment with the approved learning outcomes.
- A course-based approval process for Integrative and Applied Learning (IAL) has been set up and awaits full implementation. An approval process for studentinitiated IAL is nearing completion.
- c. Develop a campus-wide solution (perhaps ePortfolios) for documenting Integrative and Applied Learning experiences.

In progress:

 The GLOBE Committee is reviewing options with an expected recommendation to the College Senate in Fall 2023

B3. Improve student success, retention, and persistence by increasing by 50% the number of students served by the academic and student support services and taking action to respond to the findings of the 2021–22 campus climate survey.

a. Strengthen the hand-off from admissions to the New Student Orientation program.

In progress

 In February 2023, key stakeholders from the Student and Campus Life and Enrollment Management divisions convened to discuss communicating to new students and creating a cohesive plan.

- College stakeholders are working collaboratively with admissions to offer webinars for parents and families of new students in preparation for the new year and transition and are contributing to the anti-melt campaign through marketing.
- Enrollment Management staff attended the New York State Transfer and Articulation Association Conference to explore pathways to recruiting and retaining transfer students.
- The Campus Climate Support Team has consulted with multiple departments and divisions to identify actionable ways to respond to the 2022 campus climate survey findings. This includes designing and administering a follow-up climate survey to studentathletes to gather additional data.
- Rework the New Student Orientation to emphasize equity and advance students' sense of belonging.

In progress:

- New Student Orientation has introduced a new tiered model that includes parent and family orientation, a new student orientation Brightspace online course, personal outreach to new students by orientation leaders, on-campus orientation activities before the start of the academic year, and ongoing mentorship during the fall semester.
- Orientation programming has been reorganized to focus on specific areas of the student lifecycle. Programs and activities are developed with the intention of connecting peers, acclimating to campus, and identifying academic support and strategies. All new students are placed in orientation groups that engage in critical discussions about belonging, social identities, and community standards and expectations. Groups engage in activities such as Design Your Geneseo Experience and affinity group meetups.
- c. Offer a first-year seminar to every new student by Fall 2027.

In progress:

- Currently, the College can serve approximately half
 of all new students by offering 11 first-year seminars
 within academic majors (total seat count 310) and
 11 first-year seminar sections to students exploring
 majors (total seat count 165).
- Efforts are underway to build additional student success content into the INTD 105 first-year writing seminar to ensure that all students have exposure to key resources and success strategies embedded in course design.
- Academic Affairs is regularly convening all coordinators and instructors of first-year seminar programs to discuss expanding access to every new student.

d. Expand learning centers, supplemental instruction, tutoring services, and the Accessibility Office, and investigate new forms of academic support.

In development:

- Currently, Academic Affairs supports college-wide tutoring centers for writing, math, and supplemental instruction. A new director of the Math Learning Center was appointed in May 2023.
- Academic Affairs is regularly convening the directors
 of the Writing Learning Center, Math Learning Center,
 Supplemental Instruction, and Access Opportunity
 Program to discuss how to expand programs;
 these discussions will continue into the 2023–24
 academic year and will expand to engage the Office of
 Accessibility Services.
- e. Encourage the use of academic support services by modifying the campus culture and providing faculty support.

In development:

- The 2022–23 Presidential Scholars completed initial work on creating a campaign normalizing the use of academic support services. Academic Affairs will continue this work in the 2023–24 academic year to improve the campus culture.
- B4. Assess the holistic well-being of students to improve their mental, physical, spiritual, financial, and academic health.
- Identify, review, evaluate, and implement existing best practices that have proven outcomes for improving student well-being.

In progress:

- The College has contracted with the National Institute for Student Success to conduct a 360 assessment of the student support infrastructure, including advising. This assessment will conclude in Fall 2023 with the generation of recommendations to address this action item.
- We are in the process of hiring a clinical case manager who will assist in leading these efforts. This action item will move to a higher priority level as all leadership positions in Health and Counseling are filled during Summer 2023.
- b. Assess the general well-being of students to determine the effectiveness of campus services and resources and create a well-being needs projection through 2029 based on current and peer-reviewed research to drive actions to address said needs.

In progress:

We are in the process of hiring a clinical case manager who will assist in leading these efforts. This action item will move to a higher priority level as all leadership positions in Health and Counseling are filled during Summer 2023.

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B5. Ensure that students' experiences are aligned with the college's vision to cultivate a distinctive, equity-centered public honors college experience.

 Strengthen the relationship between the residential experience and integrative learning through further development of Living-Learning Communities.

In progress:

- One new Living-Learning Community will be added in Fall 2023 focusing on neurodivergence, and others are being explored for development.
- b. Develop equity-centered student leaders by revamping the GOLD Leadership program; highlight diversity, equity, inclusion, and belonging (DEIB) as the program's foundation and strengthen collaboration in all programming.

In development:

- College stakeholders have begun to examine strategies for addressing this action item.
- Increase equitable access to undergraduate research, scholarship, and creative activity by improving support for faculty and students.

In development:

- College stakeholders are identifying obstacles to student access to research, scholarship, and creative activity as a first step in this action item.
- d. Expand equitable access to all Integrative and Applied Learning experiences by addressing financial and logistical challenges.

In development:

 College stakeholders are identifying obstacles to student access to Integrative and Applied Learning opportunities as a first step in this action item.

C. OUTCOMES

Goal: Promote student success and community well-being by further developing equitable support systems, increasing persistence and graduation rates, and improving student placement in a broad spectrum of career pathways and career mobility over time.

Desired Outcomes and Actions

*C1. Increase the overall first-year retention rate to 90% for the general student population.

a. Establish a first-year seminar for 100% of new students, introducing Integrative and Applied Learning, career design, internationalization, metacognition, and wellbeing while concurrently identifying students needing academic support.

In progress:

- Currently, 11 academic majors offer first-year seminars (total seat count 310) and 11 first-year seminar sections are offered to students exploring majors (total seat count 165).
- b. Implement a holistic student advising program.

In progress:

 The College has contracted with the National Institute for Student Success to conduct a 360 assessment of the student support infrastructure, including advising. This assessment will conclude in Fall 2023 with the generation of recommendations to address this action item.

C2. Increase the overall graduation rate for all students by five percentage points.

a. Develop a student mentor program connecting 100% of new students with an upper-class mentor in their first year.

In development:

- Conversations have begun on how to address this action item best.
- Thread well-being into the fabric of the culture of SUNY Geneseo (woven with diversity, equity, inclusivity, belonging, and sustainability).

In development:

- The College formed a Well-being Collective in Fall 2022, and threading well-being into the fabric of SUNY Geneseo's culture was added as part of the collective's shared aspirations.
- *C3. Narrow the graduation rate equity gap by 10% for historically underrepresented racial groups.
 - a. Continue to invest in intentionally hiring diverse tenuretrack faculty to increase campus diversity and role models for students of color (SUNY PRODIG program or similar model).

In progress:

- The College continues implementing strategies to diversify the pool of applicants and hires for tenure-track faculty positions. As of May 2023, seven individuals of racially or ethnically diverse identities were hired out of 17 full-time faculty searches during the 2022–23 academic year.
- The College continues to participate in the PRODIG Fellows program, with an ongoing appointment in philosophy and a pending appointment in sociology. Two previous PRODIG fellows have been hired into tenure-track positions.
- Initiate more focused, intentional retention programming for marginalized student populations (BIPOC, transfers, etc.). This includes first-generation students, who currently comprise more than 25% of Geneseo's student population.

In development:

- The College has piloted various engagement events targeting first-generation students.
- The college's recently launched 360 assessment with the National Institute for Student Success will identify focused strategies to support retention programming, particularly for marginalized student populations.
- The College opened the Multicultural Center and LGBTQ+ Lounge, two physical spaces that provide community and programming opportunities that support minoritized students.
- The Office of Diversity and Equity successfully hired a director of multicultural affairs (this position had been vacant or held by interim appointments for more than two years). The new director will steward increased programming for marginalized student populations.
- C4. Integrate career education into the academic experience for 100% of first-year students, and ensure all students will experience at least one high-impact career mobility practice before graduation.
- a. Include career design elements in first-year seminars.

In progress:

- Career education modules have been created and shared with first-year seminar instructors in a Brightspace course for implementation in their courses.
- Develop an annual on-campus event to connect alumni with students.

In development:

- Initial conversations have begun between the Career Design Center and the Office of Alumni Relations regarding the annual event timeline and expectations.
- C5. Expand alumni, emeriti faculty, and community friends involvement with students as a part of curricular and co-curricular programming.
- Establish an infrastructure to partner alumni and emeriti faculty and staff with students to support academic and personal development.

In development:

- The Business Advisory Council, the Geneseo
 Foundation Board of Directors, and the SUNY Geneseo
 Alumni Association have formed a working group to
 advise College Advancement and the Career Design
 Center on opportunities around this initiative.
- b. Find opportunities to maximize the Rochester presence to engage alumni and community friends.

In development:

- Through the Strategic Initiatives Challenge
 Grants issuance, two learning opportunities are in
 development for Fall 2023 and Spring 2024 at the
 Finger Lakes Workforce Development Center, located
 in downtown Rochester.
- C6. Expand and sustain employee development programs that support career growth and personal well-being in all units across campus.
- a. Develop a comprehensive employee retention program to foster a positive campus culture, including but not limited to a comprehensive employee onboarding program that supports new employees through the first year of employment.

In progress:

- The College administered the Employee Opinion Survey using the ModernThink platform and model, with an overall response rate of 55%. The survey data, in combination with other relevant employee data, will be used by divisions and departments to develop and enhance programs to sustain organizational strengths and areas identified for improvement.
- A project was assigned to a current cohort group in the Leadership Journey Program to develop and implement a new employee department-specific onboarding pilot program that builds on the collegewide program. The output from this work may provide further resources and expectations for departments in the onboarding and engagement of new employees.
- b. Expand professional development training opportunities and awareness of existing offerings to ensure staff access and to develop critical skills like project management and conflict resolution.



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In progress:

- To date, 30 managers and supervisors have participated in one of three cohorts of the Geneseo Leadership Journey Program, which spans three years. The program includes classroom workshops, small group coaching sessions, day-in-the-life activities, campus connections with mentors, 360-degree feedback process, and capstone projects. Cohort four launches in Fall 2023 with a new group of 16 participants.
- The College continues to use the Biz Library online learning platform to deliver training and development content for compliance topics, supplemental material for management and leadership development courses tied to Geneseo values, and skills and competencies associated with the criteria outlined in unclassified service performance evaluation.
- The College is promoting three-tiered LinkedIn Learning Courses certificate supervisor development programs for current and new supervisors. To date, 16 supervisors have completed a level of the certificates.

D. INFRASTRUCTURE AND FINANCIAL SUSTAINABILITY

Goal: Continue to cultivate a sustainable planning and decision-making system, in alignment with our mission and values, that fully addresses the structural budget gap, increases revenue, enhances institutional financial health, improves campus infrastructure, and further prioritizes the campus value of sustainability, including environmental, social, and economic stewardship.

Note: As of Fall 2022, the structural budget gap was in the order of magnitude of \$10M and currently growing due to inflation.

Desired Outcomes and Actions

*D1. Diversify funding sources and address the college's structural budget gap by generating income from the 15–30 new learning opportunities outlined in Student Experience B1 by December 2027.

 a. Identify resources needed to launch new learning opportunities; establish criteria for resource approval before developing and launching pilot learning opportunities.

Completed:

- A New Learning Opportunity Implementation flow chart has been created with gates to vet new learning opportunities. Standard time, scope, and budget forms have also been developed to track project progress.
- Develop an assessment plan to evaluate progress toward the new learning opportunities' financial

goals. Use assessment to continue the course of action if targeted financial goals are met and to make adjustments if not.

In progress:

 Assessment tools are being developed as we pilot the implementation of new learning opportunities.

*D2. Generate new revenue from a Rochester satellite location by December 31, 2024, and serve at least 100 new students annually at that location by December 31, 2027. Direct a portion of the new revenue toward the structural budget gap.

 Develop criteria for evaluating Rochester satellite new programs to include resource prioritization.

Complete

- The New Learning Opportunity Implementation flow chart and the Strategic Initiatives Challenge Grant standards are used to evaluate programming for the Finger Lakes Workforce Development Center.
- b. Select, resource, and launch new or existing programs to pilot at the Rochester satellite location.

In progress:

 Two programs have been selected via the Strategic Initiatives Challenge Grant to launch programming at the Finger Lakes Workforce Development Center in Rochester. AOP will be hosting a Senior Retreat and Mentoring Program. History will be hosting a cross-discipline continuing education workshop series for teachers.

D3. Increase restricted and unrestricted current gifts and pledges by 10% each by June 30, 2027.

 a. Complete the Opportunities Rising Campaign by securing \$45M in new gifts and pledges by June 30, 2025.

In progress

 As of June 13, 2023, the Geneseo Foundation had secured \$32,053,460 in commitments, or 71.2% of the Opportunities Rising Campaign goal. The campaign will move into its public phase in Fall 2023.

D4. Increase annual program funding contributions to the College from Campus Auxiliary Services revenues by 10% by December 31, 2027.

 Adjust commission revenues to provide a greater percentage to program funding; implement new vending options.

In progress:

 Campus Auxiliary Services committed to meet the target of a 10% increase in program funding by December 2027, with a schedule of contributions provided to the Vice President for Finance and Administration in Spring 2023. Revenue is also being pursued via additional vending offerings, such as new coffee vending options in high-traffic areas on campus and a new café on the upper campus scheduled to open in Fall 2023.

b. Increase meal plan revenue through increased enrollment; assign a portion to program funding.

In progress:

CAS developed new meal plan options for Fall 2023 to increase plan participation by upper-division students and off-campus students. CAS also developed new specials throughout the year to increase faculty, staff, and campus guest engagement (including new coffee vending options in high-traffic areas, summer cookouts, and pizza pop-ups). This action item heavily depends on student enrollment and the on-campus residency requirement for the first two years.

D5. Finish major building renovations on time, budget, and scope, in accordance with the campus master plan. Complete other campus renovations per the State University Construction Fund campus multi-year plan that includes priorities, values such as sustainability, funding options, and design and construction deadlines.



a. Finish Milne Library project by June 30, 2025, to advance priorities in the campus master plan and help support the strategies identified above in the Access, Student Experience, and Outcomes sections.

In progress:

- The Milne Library project is currently on time, budget, and scope
- b. Finish Sturges Hall project by June 30, 2027, to advance priorities in the campus master plan and help support the strategies identified above in the Access, Student Experience, and Outcomes sections.

In progress:

- Sturges Hall Phase I (demolition and windows) is in progress; Phase II (construction and renovation) is scheduled to begin during the 2024–25 academic year.
- Design development for Fraser Hall will begin in the 2024–25 academic year.
- c. Develop a multi-year residence hall renovation plan by June 30, 2026.

In development:

- This is a future-year priority.
- d. Update priorities for non-residence hall renovation master plan based on priorities and resource availability.

In development:

• This is a future-year priority as resources allow.

D6. Complete major upgrades to campus infrastructure (utilities and technology) on time, budget, and scope and in accordance with a multi-year plan that includes priorities, funding options, design and construction deadlines, and infrastructure projects.

a. Complete IT network switches, IT network core, and WiFi upgrades (date TBD).

In progress:

- The College is beginning preliminary work on completing IT network switches (date TBD), IT network core (Fall 2023), and WiFi upgrades (Fall 2023).
- North Campus electrical infrastructure design is underway.
- Plan, bid, and complete College Circle infrastructure project in collaboration with the State University Construction Fund (SUCF) by June 30, 2025.

In progress:

- In collaboration with the SUCF, the College Circle infrastructure project launched in May 2023 with an expected completion date of June 30, 2025.
- c. Complete Fraser Hall roof upgrade by August 30, 2023.

In progress

- The Fraser Hall roof upgrade is underway with an expected completion date of August 30, 2023.
- D7. Assess campus spaces and develop a plan to create more and better student communal areas by December 31, 2025.
 - a. Identify optimal areas to develop as communal spaces in our current inventory of buildings.

In development:

- A draft Master Plan has been completed and includes utilization information that will help inform opportunities and communal space planning.
- b. Prioritize the identified areas and commence developing the highest priorities as resources allow.

In progress:

 Renovations to the Kinetic Gallery in the MacVittie College Union and an upper campus café in Brodie Hall will proceed in Summer 2023 and Fall 2023 to provide better campus community collaborative spaces.

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FISCAL YEAR 2022-23 BUDGET (IN 000'S)

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SUNY Geneseo financial portfolio is approximately \$136 million, with base operating funding of \$74 million. Presented here is a condensed, multi-year, cash-based view of operations by fund. The number of our full-time employees represents actual filled positions, not budgeted positions.

FUND TYPE	

REVENUE	FY2O21-22 Actual Totals	State- Core Administrative and Academic Accounts	DIFR- Residence Hall Operations	IFR- Fees and Fines Accounts	SUTRA- Summer Session, Winter Session, and Overseas Academic Programs	FY2O22-23 Actual Totals (Note 1)
Campus-Generated Revenue (tuition, room, fees, scholarships)	\$67,960.2	\$26,641.1	\$19,765.2	\$12,708.6	\$2,638.8	\$61,753.7
State Support	12,441.2	12,133.3	_	-	_	\$12,133.3
Subtotal Revenue (before pandemic/prior-year adjustments listed below)	\$80,401.4	\$38,774.4	\$19,765.2	\$12,708.6	\$2,638.8	\$73,887.O
EXPENSES (with significant campus expense reductions implemented for pandemic response)						
Personal Service Regular	\$47,228.6 (Note 2)	\$39,871.5	\$6,749.0	\$1,713.2	\$257.3	\$48,591.0 (Note 2)
Temporary Service	4,513.3	3,486.6	265.8	908.9	611.6	5,272.9
Other Than Personal Service	10,269.3	3,571.3	3,054.5	7,182.6	839.5	14,647.9
Utilities	3,534.5	2,161.0	1,129.5	-	-	3,290.5
Interfund Transfers	292.7	(12,800.0)	-	12,800.0	-	_
Subtotal Expenses (allocated)	\$65,838.4	\$36,290.4	\$11,198.8	\$22,604.7	\$1,708.4	\$71,802.3
Indirect Costs (fringe benefits and admin. overhead)	\$5,597.9	-	\$4,341.8	\$1,060.6	\$960.6	\$6,363.0
Debt Service/DASNY/Rehab. and Repair	2,959.2 (Note 3)	–	5,944.2	-	-	5,944.2 (Note 3)
Unallocated Expenses	\$8,557.1	_	\$10,286.0	\$1,060.6	\$960.6	\$12,307.2
Total Expenses	\$74,395.5	\$36,290.4	\$21,484.8	\$23,665.3	\$2,669.0	\$84,109.5
Net Funding (before one-time funding)	\$6,005.9	\$2,484.0	(\$1,719.6)	(\$10,956.7)	(\$30.2)	(\$10,222.5)
Other: Pandemic Funding Partial Reimbursement for Prior Years						
HEERF I, II and III	\$2,174.2 (Note 4)	\$57.2	\$72.0	\$952.6	_	\$1,081.8 (Note 4)
Prior-Year Adjustment	\$2,174.2	\$57.2	\$72.0	\$952.6	_	\$1,081.8

FULL-TIME EMPLOYEES*	Instructional FTE	Non-Instructional FTE	TOTAL	
Academic Affairs	208	132	340	
Finance and Administration*	0	207	207	
College Advancement	0	21	21	
Enrollment Management	0	25	25	
Offices of President, College Communications and Marketing, and Diversity and Equity	0	19	19	
Student and Campus Life	0	83	83	
Totals* (based on actual filled, not budgeted, positions)	208	487	695	

Notes

- 1. Per preliminary close due to print deadline.
- $2. \ Cash \ basis-for \ example, does \ not \ include \ contract-earned \ raises \ that \ were \ not \ paid \ at \ fiscal \ year \ end.$
- 3. Payments were temporarily lowered during the pandemic response period due to refinancing in an effort to offer two-year cash flow relief.
- 4. Higher Education Emergency Response Funds (HEERF) were received to partially reimburse for pandemic-related costs.

*Does not include Campus Auxiliary Services team members

PORTFOLIO SUMMARY— **UNAUDITED (IN 000'S)**



2022-23 COLLEGE **LEADERSHIP**

FUNDING \$12,133.3 **State Support** Campus-Generated Revenue (tuition, room, fees, scholarships) 61,753.7 \$73,887.0 Subtotal Revenue (before adjustment)

ADJUSTMENT	
Higher Education Emergency Relief Fund I, II and III	\$1,081.8
Subtotal Pandemic/Prior Year Adjustment Funding	\$1.081.8

OTHER RELATED FUNDS (NOT INCLUDED ABO	OVE)
Debt Service—Educational Facilities	\$14,347.5
Fringe Benefits (State Purpose Fund)	27,463.7
Campus Auxiliary Services	12,847.4
Geneseo Foundation*	4,369.7
Sponsored Research	2,494.2
Subtotal Other Funds	\$61,522.5
TOTAL CAMPUS PORTFOLIO	\$136,491.3

CAMPUS PORTFOLIO FUNDING SOURCES (IN 000'S)	
Campus-Generated	\$81,465.0
State	53,944.5
Pandemic Funding/Higher Education Emergency Relief Funding	1,081.8
	\$136,491.3



















