



LEHMAN
COLLEGE



President

Leadership Profile

2020



WittKieffer

Executive Summary

Chancellor Félix V. Matos Rodríguez and the Board of Trustees of the City University of New York (CUNY) invite nominations and applications for the presidency of Lehman College, CUNY's only senior college in the Bronx. The successful candidate will serve as Lehman's fifth president and succeed José Luis Cruz, who was appointed CUNY's executive vice chancellor and university provost in 2019.

Lehman College is more than a school; it is a calling. With over 90% of its students Latinx or Black, many of them immigrant or first-generation, Lehman serves as an anchor institution in the Bronx and surrounding tri-state area providing its residents with the best in public urban higher education. Officially designated a Hispanic Serving Institution (HSI), Lehman provides undergraduate and graduate studies in the liberal arts and sciences and in professional fields to over 15,500 students in a dynamic research environment that empowers their academic, personal and professional development. Committed to social justice, community empowerment and global perspective, the college serves as an important engine for economic development, jobs creation, graduate study and professional leadership.



Lehman comprises five schools: School of Arts and Humanities; School of Natural and Social Sciences; School of Education; School of Health Sciences, Human Services and Nursing; and the School of Continuing and Professional Studies. Lehman offers 80 undergraduate majors and programs, three undergraduate certificates, 65 master's degrees, 33 graduate certificates and one doctoral program in conjunction with the CUNY Graduate Center. Two professional doctorates in Nursing Practice (Family Nurse Practitioner and Pediatric Nurse Practitioner) will begin at the college in fall 2020. Many faculty hold joint appointments in their academic disciplines at the Graduate Center.

As of spring 2020, Lehman’s talented and award-winning instructional staff included 361 full-time faculty and 890 part-time teaching faculty. Faculty are not only teachers and scholars but also activists who understand the important role they play in their academic and professional collaborations with students and community members and organizations. Lehman boasts a vibrant and dynamic alumni population of more than 85,000, approximately 84% of whom reside and/or work in the Bronx or tristate area.

The college is a cultural center with three major arts spaces: the Lehman Center for the Performing Arts, the Lehman College Art Gallery and Lehman Stages, which includes The Lovinger Theater, The Studio Theater, The Student Experimental Theater and the Dance Lab. Together, these venues provide performance, rehearsal and conference space for arts, civic and government programming from New York City, the U.S. and the world. More information about Lehman College can be found at <https://www.lehman.cuny.edu/>.

The next president will join a college eager for a new leader committed to securing the future of the institution. The president will be expected to advance a vision for the college that builds upon the strengths, plans and assets already in place, enhance the college's profile in CUNY and New York City, lead efforts to raise new resources and build partnerships with business, government and philanthropic organizations.

For more information on how to apply, see “Procedure for Candidacy” on page 17.

Role of the President

The president is the chief academic and administrative officer of the college under the general direction of the CUNY chancellor and according to the policies set by the board of trustees. The next president will be responsible for all operations of the college, including overall leadership and management of the institution, its academic enterprise, fund raising, development of budget requests and allocation of resources.

Leadership Team

- Provost and Senior Vice President of Academic Affairs and Student Success
- Vice President for Administration and Finance/Chief Financial Officer
- Vice President of Enrollment Management and Associate Provost
- Vice President for Student Affairs
- Vice President for Institutional Advancement and Executive Director of the Lehman College Foundation
- Vice President for Diversity and Human Resources
- Vice President for Information Technology/Chief Information Officer
- Counsel to the President – Labor Designee
- Chief of Staff

Lehman College Foundation

The Lehman College Foundation is a not-for-profit educational foundation chartered by the Department of Education of the State of New York and recognized as a federally tax-exempt organization. It is governed by a volunteer [Board of Trustees](#) that includes community, business and education leaders, as well as alumni of the College. It is managed by an executive director.

Opportunities and Expectations for Leadership

As an anchor institution in the Bronx, Lehman is one of CUNY's most mission-critical institutions. Attuned to the deep and historic inequities of the borough and surrounding region, the college works hard to recognize, support, develop and expand the social, cultural, economic, wellness and civic resources and potential of its many intersecting communities.

Lehman's next president will have the opportunity to provide leadership in the following areas, among others:

Advance the vision and strategy for Lehman College

The next president will inherit an institution on solid footing with many assets and a history of long-term, stable leadership. Having completed its strategic plan, [Achieving the Vision](#), the college continues to be guided by the [90x30 Challenge](#), which seeks to increase the number of degrees and high-quality credentials to 90,000 by the year 2030. Underlying this challenge is a call to boost educational attainment rates in the Bronx by broadening access and enhancing the student experience, as well as a commitment to the use of data analytics and a culture of evidence. Recent actions taken by the college in such areas as academic planning, curriculum renewal, innovative pedagogies and course redesign, faculty and professional development and external partnerships have been designed to build on these guiding plans and aspirations by promoting an ongoing commitment to institutional effectiveness and continuous improvement and to further align the college's internal processes and structures.



A [Strategic Growth and Investment Plan](#) was adopted in spring 2019 to allow Lehman to take additional steps to strengthen its institutional effectiveness. With the conclusion of the 2010-2020 Strategic Plan, planning is underway for a new 2020-2025 Strategic Plan. The plan will include four themes—educating, engaging and empowering students; enhancing faculty and staff excellence; sustaining growth, vitality and institutional effectiveness; and embracing the spirit of community engagement. The

college's Institutional Effectiveness Plan allows it to assess and align current and future strategic plans, the 90x30 challenge and CUNY's strategic priorities, all in support of a strong culture of continuous improvement. Thus, the president will join at a time of robust action and momentum and will be responsible for ensuring the plan's execution.

Elevate Lehman's profile and stature

Lehman College is a well-known entity in the Bronx. Eighty percent of Lehman students are from the borough and surrounding area. However, as competition for students and resources increases, the college seeks a higher profile within CUNY and New York City so that more students see Lehman as a college of choice and so that those who are in a position to support the institution financially or otherwise are inspired to do so. The president will serve as the "face" of the college and be a compelling storyteller of the transformational work the institution is doing. A benefit of an increased level of recognition should be engagement with people and organizations who would be in a position to help support the work of the college.

Further enhance academic excellence

Like all of higher education, supporting the highest quality academic experience for students today means balancing investment in faculty and infrastructure with managing cost at a time of significant economic challenge. Budget constraints in New York and within CUNY will require a president who can galvanize Lehman's highly collaborative, talented community to solve complex problems. Lehman's superb, mission-driven faculty has many strengths that can be tapped to increase grant funding and develop research initiatives and centers, build on its historic strengths in social and environmental justice and leverage the possibilities of its world-class performing arts facilities. The college's student population is another major resource of talent, research capability, community action and professional engagement, all the more impressive given the daunting challenges of the cost of tuition, access to technology and access to adequate health care, education, housing, transportation and even nutrition. Lehman College is in a position to lead the CUNY system and the nation by modeling and deploying thoughtful, creative solutions to the challenges facing a public institution of urban higher education that reinforces its commitment to outstanding education, research and service while managing and allocating resources strategically.

Ensure student success

Lehman College is ranked No. 3 in the nation for the mobility rate of its graduates as reported in *The Chronicle of Higher Education* and the Equality of Opportunity Project. The next president of Lehman must be passionate about student success and enhance investment in their success, recognizing the diversity of student backgrounds, learning preferences and pre-professional preparation.

Embrace fully its commitment to and role in the Bronx community

The next president will recognize that Lehman College is not only in the Bronx but of the Bronx. The global pandemic is shining a light on longstanding inequities facing members of the community, particularly in health and education. Leadership is required to inspire and catalyze new programs and efforts to serve the community in which Lehman is an anchor institution. The president is expected to be a visible leader in the Bronx and is responsible for representing the interests of the college to community, business, government and philanthropic organizations. Alumni engagement is a key priority. Organizations such as the Gates Foundation have recognized Lehman for the work it does. The next president must be able to recognize opportunity and capitalize on these relationships to the benefit of the college and create connections for students, alumni and faculty.

Steward and increase institutional resources

As the college seeks to increase philanthropic giving, the new president will actively identify and nurture the relationships that translate into success in fund raising and put these resources to use in advancing Lehman’s academic, professional and community-based mission. The president will also be charged with identifying other means to add flexibility to its financial model. Particular attention should be paid to increasing the college's ability to compete successfully for grants and to attract contributions to its endowment, which is currently valued at \$6 million.



Professional Qualifications and Personal Qualities

The next president of Lehman will be a person of the highest integrity who is committed to public higher education, social justice, student learning, growth and development and to Lehman's mission and role as an anchor institution in the Bronx.

Candidates should have academic credentials and record of scholarship or equivalent experience and accomplishments that command the respect of the college community; significant administrative experience; talent for active, enthusiastic communication and genuine connection with disparate groups of internal and external stakeholders; evidence of championing efforts to increase diversity, equity and inclusion in all aspects of college life; ability to recruit, retain and work in partnership with a strong team; and strong fund-raising skills.

The college is proud of its longstanding history of racial and ethnic diversity and inclusion among faculty, staff and students. The next president will be expected to enhance, model and ensure a commitment to diversity and inclusion across the college community.

In addition, the ideal candidate will demonstrate the following skills and competencies:

- Experience in and passion for the unique role of urban public universities
- Core values of community engagement, diversity, equity and inclusion
- Collaborative leadership style receptive to multiple viewpoints and exchanges of ideas
- Commitment to the principles and practice of shared governance (administration, faculty, students, staff)
- Inclination and ability to build mutually effective relationships with faculty leaders and staff
- Ability to make difficult decisions with transparency and integrity
- Ability to recruit, retain and collaborate effectively with a talented leadership team
- Strategic planning capability and analytical skills
- Demonstrated experience in leading strategic change
- Sophisticated financial and budgetary acumen
- Enthusiasm for and evidence of the ability to lead successful philanthropic fundraising efforts
- Outstanding external relationship-building and stewardship skills
- Experience building a network of supportive relationships with elected officials, municipal and regional leaders, governing boards and/or system leadership, the business community and alumni
- Vision and ability to execute a strong marketing and branding strategy in a competitive environment
- Zero tolerance for harassment, discrimination and inappropriate behaviors that undermine a healthy, productive and welcoming environment for all members of the college community.

Lehman College: An Overview

Mission

Lehman College serves the Bronx and its surrounding region as an intellectual, economic and cultural center. Lehman provides undergraduate and graduate studies in the liberal arts and sciences and professional fields within a dynamic research environment while embracing diversity and engaging students in their academic, personal and professional development. Lehman College is committed to providing the highest quality education in a caring and supportive environment where respect, integrity, inquiry, creativity and diversity contribute to individual achievement and the transformation of lives and communities.

Points of Pride

- Ranked No. 3 in highest mobility rate in the nation as reported in *The Chronicle of Higher Education* and the Equality of Opportunity Project
- Ranked No. 1 among Hispanic Serving Institutions in the U.S. for helping students climb the economic ladder by American Council on Education
- Ranked No. 1 in *U.S. News and World Report* 'Student Debt Load at Graduation-Least Debt' (Regional Universities North)
- Online RN-to-B.S. in Nursing ranked No. 1 in New York State by NursingExplorer.com
- Ranked in top 10% in *Washington Monthly's* "Best Bang for the Buck" (Northeast)
- Named top producer' of U.S. Fulbright Students by the U.S. Department of State's Bureau of Educational and Cultural Affairs in 2020

History

Lehman College was established as an independent unit of The City University of New York on July 1, 1968, following a decision by the University's Board of Trustees to create a comprehensive senior college in the Bronx with its own faculty, curriculum and administration.

The college took over the campus that, since 1931, had served as the Bronx branch of Hunter College, known as Hunter-in-the-Bronx. Adjacent to the historic Jerome Park Reservoir, the first four buildings in the plan-Gillet and Davis halls, the Music Building and the Gymnasium-were completed in 1931 by the New York State WPA. The original campus plan called for nine buildings, but the Great Depression delayed construction, and the ambitious plan was later abandoned by Mayor Fiorello H. LaGuardia.

For a decade before the entry of the United States in the Second World War, only women students attended, taking their first two years of study at the Bronx campus and then transferring to Hunter's Manhattan campus to complete their undergraduate work.

Shortly after U.S. entry into the war, the students and faculty vacated the campus and turned over the facilities to the U.S. Navy, which used them as a training station for the newly organized WAVES (Women Accepted for Volunteer Emergency Service).

To commemorate this period, the Navy later installed a ship's bell from the U.S.S. Columbia on the campus. In 1946, the campus won a niche in world history when it was made available to the United Nations at the urging of New York City officials. From March to August 1946, the first American meetings of the Security Council were held in the Gymnasium Building where intercollegiate basketball, archery, swimming and other sports have been played. During festivities marking the 40th anniversary of the United Nations in 1986, the Southern New York State Division of the United Nations Association presented the college with a commemorative plaque, now displayed outside the Gymnasium Building. The college participated in the United Nations' 50th anniversary activities in 1995-96.

Normal collegiate activity resumed at the campus in 1947, but, in addition to women, the Bronx branch began accepting former servicemen, who studied in separate classes. In 1951, the campus became fully coeducational and a four-year curriculum was introduced. The process of separating the Bronx campus from Hunter College into a separate unit began in 1967. Dr. Leonard Lief, chairman of the English Department, was named provost and made responsible for overseeing the transition. On July 1, 1968, Lehman College began an independent existence, with Dr. Lief as president.



The Board of Higher Education named the new college after Herbert H. Lehman, in recognition of the commitment to public service exemplified by the four-time governor of New York State who later became a U.S. Senator and was the first director-general of UNRRA (the United Nations Relief and Rehabilitation Administration). The college was formally dedicated on March 28, 1969, the 91st anniversary of Governor Lehman's birth. Each year, on or about March 28, the college commemorates the double anniversary by inviting a distinguished speaker to deliver the Herbert H. Lehman Memorial Lecture.

The college has a history of long-term, stable leadership at the presidential level. Dr. Ricardo R. Fernández succeeded Dr. Leonard Lief, the founding president of Lehman College, on September 1, 1990 and led the college until 2016. Throughout his tenure as president, Dr. Fernández affirmed both the college's strong commitments to access to higher education for the economically disadvantaged and educational excellence.

On August 15, 2016, Dr. José Luis Cruz was appointed the third president of Lehman College. During his tenure, the college gained a national reputation as an engine of opportunity and the campus community mobilized around the Lehman 90x30 Challenge, a college-wide effort to become the top contributor to educational attainment in the Bronx. When Dr. Cruz was appointed executive vice chancellor and university provost for CUNY on May 1, 2019, Chancellor Félix V. Matos Rodríguez appointed Dr. Daniel

Lemons, who has served as a faculty member and administrator with CUNY for 30 years, as interim president, effective July 1, 2019.

Governance

Lehman College is a senior college of [The City University of New York](#), the nation's largest urban public university with 25 colleges that serve over 275,000 students. The university is governed by a 17-member Board of Trustees, which sets policy for the entire system. The college has its own governance plan approved by the Board of Trustees. Lehman is subject to the provisions of various collective bargaining agreements between the university and faculty and staff unions.

Faculty and Staff

As of spring 2020, the Lehman College's talented and award-winning instructional staff included 361 full-time faculty and 890 part-time teaching faculty. The CUNY Board of Trustees has appointed four faculty at Lehman College as Distinguished Professors in recognition of their exceptional records of scholarly and creative accomplishments. Among the full-time faculty, 302 hold a doctorate or equivalent degree. Many hold appointments on the doctoral faculty of the CUNY Graduate School and University Center. In FY 19, Lehman faculty were successful in securing more than \$16.5 million from government grants and private sources to support research and scholarship.

The college employs 573 deeply committed full-time administrative and classified staff who contribute substantially to the life of the college. The staff members are employed in the divisions of Administration and Finance, Institutional Advancement, Academic Affairs and Student Success (which includes Student Affairs and Enrollment Management), Information Technology and the Office of the President.

Students

Lehman College, a Hispanic-Serving Institution with strong Latinx, Black, immigrant, and first-generation student populations, has experienced record enrollment growth of 25% in the past five years, with a fall 2019 enrollment of over 15,500 students (85% undergraduate and 15% graduate). In 2019, the college achieved the highest percentage graduation rate in the college's 50-year history. Transfer students represent 70% of the undergraduate student population. The average age of the Lehman College undergraduate student is 26 years; 57% are first generation college attendees; 69% of the student body is female, 31% males.

Lehman College is a dynamic community that engages students in dynamic ways from pre-admissions to graduation and across departments, programs and divisions. The model is comprised of six integrated components that shape the student experience before and while on campus: pre-admissions, admissions and recruitment, onboarding and advisement, student engagement, student support and celebrating success. The college has consistently rated among the highest on the CUNY surveys for student satisfaction with academic and support services.

In 2018–2019, Lehman students won over 70 awards worth more than \$2.3 million in funding. Among those awards are some of the most prestigious scholarships and fellowships in the nation:

- Paul and Daisy Soros Fellowship for New Americans

- Jonas E. Salk Award
- 4 Fulbright Student Awards
- Boren Scholarship
- 2 Jeanette K. Watson Fellowships
- 23 Benjamin A. Gilman scholarships (Recognized as Top Producing Institution in the following Medium Colleges and Universities categories: Top Producer Overall: 1st Overall; Top Producer: Race and Ethnicity; Top Producer: Diverse Destinations; Top Producer: Greatest Growth Overall)

Alumni

As an important engine for economic development, job creation and fostering healthy communities, Lehman College boasts a vibrant and dynamic alumni population of more than 85,000. Of this number, approximately 84% reside and/or work in the Bronx and tristate area. Lehman graduates are successful in every profession imaginable, including law, science, medicine, business, politics and the creative arts. Prominent alumni include Eliot Engel, member of the U.S. House of Representatives and Chair of the Foreign Affairs Committee, Bronx Borough President Rubén Díaz Jr., New York State Attorney General Letitia James and New York State Senator Andrea Stewart-Cousins; leaders of industry including Ivan Seidenberg, former chairman and CEO of Verizon Communications Inc. and Dr. David Spector, Head of the Gene Regulation and Cell Proliferation Program of the CSHL Cancer Center and cell and molecular biologist and professor at [Cold Spring Harbor Laboratory](#) (CSHL); and government officials such as Debo Adebile, Commissioner for the United States Civil Rights Commission.

Through the Office of Alumni Engagement and Annual Giving, Lehman graduates have the opportunity to network professionally, grow intellectually, engage socially, and give back to the college.

Resources

CUNY campuses submit annual financial plans to the system yet have flexibility in managing their own budgets. Principal sources of funding for the operating budget include CUNY system funds derived from state and municipal appropriations, tuition revenue, research overhead and philanthropy. The college is in a strong position financially due to a history of strong enrollments and careful management of resources.

Despite the financial challenges due to COVID-19, the college ended FY20 with a sizeable fund balance. The [Lehman College Foundation](#) board was recently restructured, and steps have been taken to increase giving from this group. Lehman's 2019-2020 annual operating budget is \$168 million, (which includes centrally administered funds of \$55 million) mostly funded through New York State tax-levy appropriations and student tuition (\$6,330 for full-time undergraduates). The current capital budget is \$152 million, which includes all projects in progress and those in the planning, review and staging phases.

Lehman College has received over \$129 million in new state capital funding since 2013, including \$51 million in critical maintenance funds to address a state-of-good-repair on campus, and city elected official funding in the amount of \$4.7 million this fiscal year. Since 2016, the college received approximately \$42 million in Reso-A funds from the City of New York.

Major ongoing initiatives include the \$75 million new Nursing Education and Research Center. The construction contract has been awarded, and a fall 2020 construction start is expected. Recently completed projects include the first phase of the Lehman Science Building (\$88.5 million) completed in April 2013; the Childcare Center (\$7 million) completed in August 2013; a comprehensive upgrade of the campus central heating, cooling and power plant (\$44.6 million); two anatomy and physiology teaching labs and one science education teaching lab renovations (\$8 million); Speech & Theatre Amphitheatre renovation (\$3.5 million); Library Phase I Renovation (\$17 million) and the concert hall addition and ADA-upgrade project completed September 2019 (\$15 million). Projects ready for bid include the Teaching and Learning Commons (\$2.3 million) and a renovated space for the Department of Social Work (\$4 million).

Campus



The college is located on a 37-acre campus of gothic towers and tree-lined walkways across from the historic Jerome Park Reservoir and centered along a major educational corridor with five neighboring public schools. Lehman also operates CUNY on the Concourse, an off-campus facility which houses the Bronx Business Bridge, a startup incubator, an iTech innovation lab and the borough's first Virtual Reality lab.

Lehman has experienced a remarkable growth in facilities the past two decades. These range from a \$15 million Information Technology Center (1999)

which has stimulated the effective application of technology at the college; a \$22 million campus-wide fire, security, and communication system and new main entrance (2003); a \$16 million Multimedia Center (2010) that supports programs in journalism and new media; and most recently Science Hall, a \$88.5 million teaching and research facility (2013). Science Hall is the first in a three-phase plan to create a "campus within a campus" devoted to study and research in the sciences and develop a science pipeline for students from high school through post-doctoral research. The opening of a new 12,000 square foot child care center in 2013 doubled the capacity of the previous child care center and the \$1.98 million renovation of the Student Life Building, also in 2013, created a modern, upgraded facility for the student clubs and programs. The college looks forward to breaking ground on a \$75 million nursing building later in 2020.

Lehman is a major cultural venue for the Bronx and surrounding area with three major arts spaces: the Lehman Center for the Performing Arts, the borough's premier concert hall and one of New York's finest and most exciting not-for-profit performing arts centers, which recently underwent a \$15 million renovation; the Lehman College Art Gallery, which has been bringing important contemporary art to Bronx and lower Westchester audiences since 1984; and Lehman Stages, comprised of four entities – The Lovinger Theater, The Studio Theater, The Student Experimental Theater and the Dance Lab – that provide performance, rehearsal, and conference spaces for arts, civic and government organizations from New York City, the U.S. and the world. The Department of Music at Lehman offers free concerts open to the community, and the college partners with community organizations to provide special events and performances.

The college serves as an engine of economic development and bridge to the surrounding Bronx community through the School of Continuing and Professional Studies (SCPS) where the Small Business Development Center assists startup Bronx-based and minority-owned businesses. SCPS offers training for high-quality certificates and licenses that lead to immediate employment. CUNY on the Concourse provides high-tech facilities (business incubator, virtual reality training center and labs), and the workforce development team provides customized training to unions and businesses.

Academics

Overview

Lehman College is accredited by the Middle States Commission on Higher Education (MSCHE) through academic year 2027-2028. Programs such as chemistry; speech-language pathology; teacher education; social work; nursing; and dietetics, foods & nutrition are accredited by their respective accrediting bodies. Program reviews for all academic programs occur on five-year cycles.

Lehman offers 80 undergraduate majors and programs, 3 undergraduate certificates, 65 master's degrees, 33 graduate certificates and one doctoral program in conjunction with the CUNY Graduate Center. Lehman also houses sub-programs in the plant sciences of the CUNY doctoral program and has a long-standing collaboration with the New York Botanical Garden. Two professional doctorates in Nursing Practice (Family Nurse Practitioner and Pediatric Nurse Practitioner) will begin at the college in fall 2020. The college houses a number of CUNY Flagship Initiatives in teacher education, new media and structural and molecular biosciences.

Lehman is nationally recognized for research programs in anthropology, biological sciences, psychology, mathematics and computer science and physics and receives support from the National Institutes of Health and the National Science Foundation for faculty research and the preparation of minority students to become future scientists.

Faculty in the college's school of arts and humanities – including Africana studies, art, English, history, journalism and media studies, languages and literatures, Latin American and Latino studies, music multimedia theatre and dance and philosophy – have been the recipients of national awards by the National Endowment for the Humanities and the National Endowment of the Arts, as well as Fulbright and other major awards.

A strong liberal arts curriculum – the General Education curriculum - forms the backbone of all degree programs.

Educate, Empower, and Engage: Lehman's Integrated Curriculum

At the undergraduate level, Lehman College participates in CUNY's General Education Program (Pathways), which provides undergraduates with training in a range of basic skills and general subjects on beginning, intermediate and advanced levels. In this way, a bachelor's degree represents both training in a special field and the skills and knowledge to meet life's varied challenges responsibly, intelligently and creatively. Foundation courses in General Education include English Composition, Mathematical and Quantitative Reasoning, Life and Physical Science and Foreign Language. Distribution courses are chosen

from five areas of academic inquiry: World Cultures & Global Issues; U.S. Experience in Its Diversity; Creative Expression; Individual & Society; and Scientific World. Taken as a whole, Lehman's General Education Program teaches critical thinking; skills in quantitative reasoning, information literacy and research; communication skills in diverse media; multicultural, global and ethical awareness of diverse peoples and communities; and the ability to work collaboratively as part of a team. Designed to educate, empower and engage, the General Education curriculum supports the integration, synthesis and application of knowledge and professional skills, as well as the multiple views and general intellectual abilities developed by the study of liberal arts and sciences that provide a foundation for independent and responsible citizenship in a free and democratic society.

At the graduate level, the college has developed professional programs in nursing, teacher and counselor preparation, accounting, business, computer science, health services, social work and speech-language pathology. The college also offers strong traditional liberal arts graduate programs in art, biology, English, history, Spanish and mathematics, among others.

Schools and Programs

Lehman's academic programs are organized into five schools:

- [School of Arts and Humanities](#)
- [School of Natural and Social Sciences](#)
- [School of Education](#)
- [School of Health Sciences, Human Services and Nursing](#)
- [School of Continuing and Professional Studies](#)

Lehman Online

Since spring 1997 when it offered one online course, the Lehman has continually made investments in online education, which are important for advancing the college's goal of increasing educational attainment in the Bronx and beyond. Today, the college offers three master's degrees, one advanced certificate and one undergraduate degree program fully online, as well as more than 500 online courses. It has increased enrollment in online and hybrid offerings by 21% for FY 2019, representing the highest percent of any college in the university and nearly double the senior college average. In 2019-2020, 11,300 unique (GR and UG) students enrolled in one or more online and hybrid courses, and 59% of traditional students enrolled in online and hybrid courses. Lehman seeks to expand its regional presence and increase educational attainment in the Bronx and beyond by providing flexible and accessible learning opportunities, especially in strategic growth areas.

Research Institutes and Centers

Lehman is home to several CUNY-wide [institutes and centers](#), including the Institute for Health Equity, Institute for Irish American Studies, the Mexican Studies Institute, the Bronx Institute, the Institute for Literacy Studies, the Center for Human Rights and Peace Studies, the Center for School/College Collaboratives and the Center for Theoretical and Computational Sciences.

International Programs

The college fosters global engagement through curricular and co-curricular offerings, interaction with students and faculty from a broad range of cultures and languages and opportunities to study, teach, serve and conduct research at home and abroad. Efforts are coordinated by the Office of International Programs and Community Engagement, and activities are organized along the three pillars of internationalization: international programs and initiatives (including student mobility, faculty engagement, and curriculum development), international student and scholar services and the strategic development of global partnerships.

Lehman has developed partnerships in several countries, and students have traveled to over 25 countries, including Argentina, Bali, Brazil, China, Costa Rica, Cuba, Czech Republic, Denmark, England, France, Ghana, Greece, India, Ireland, Italy, Japan, Jordan, Netherlands, Russia, Singapore, South Africa, South Korea, Spain and Thailand. International students come from more than 50 countries.

The commitment to service around the globe was cemented with the establishment of the first Peace Corps Preparation Program in New York, housed at Lehman College and managed by IPCE staff in 2018. Two cohorts of students have participated in and completed the program. A third cohort is now enrolled.

Community Engagement

The college enjoys close ties with the Bronx and surrounding region through service, partnerships, recreational programs, research, collaborations with employers in growing and emerging sectors of the economy and entrepreneurship. This mutual commitment is demonstrated through initiatives such as the Lehman Community Connect: Bronx Information Portal, a map-based website for all things Bronx-related and the first where a college or university has mapped public “open data” to facilitate community interaction. The work of the institutes and centers to improve the educational outcomes of K-12 students and the health and well-being of the community through applied research is also evidence of the college’s focus on the community. BronxNet, the local cable station, provides career building experience to hundreds of students and media production access for Bronx residents.

Lehman also participates with the New York City Department of Education in developing small high schools in the Bronx. The schools—housed within larger, traditional high schools—are formed around the themes of the visual arts, teaching and the professions, music, health sciences, nursing, musical theatre, community research and learning and international studies.

In 2003, the High School of American Studies at Lehman College opened on the Lehman campus. One of New York City’s specialized high schools and the only one to focus on American history, the school represents a collaboration among Lehman College, the New York City Department of Education and the Gilder-Lehrman Foundation. It has been listed for several years by U.S. News and World Report as one of the nation’s top 100 public high schools, most recently as No. 9 in New York State and No. 58 in the nation.

Procedure for Candidacy

WittKieffer is assisting The City University of New York in this recruitment. The presidential selection process is governed by CUNY and overseen by the Office of the Chancellor. The 12-member presidential search committee is appointed by the board chairman and includes a diverse mix of trustees and Lehman College stakeholders. The search committee is accountable for overseeing the recruitment of candidates, performing initial candidate screening and assessment, conducting interviews and ultimately recommending a short list of unranked finalists to the chancellor and board of trustees, who will ultimately make an appointment. All of the deliberations of the committee and the board are conducted with full confidentiality.

Review of candidates will begin in fall 2020 with first-round candidate interviews targeted for late fall 2020. For fullest consideration, applicant materials should be received by **September 30, 2020**. Application materials should include a letter of interest addressing how the candidate's experiences match the position requirements and a current CV.

Application materials can be submitted using WittKieffer's [candidate portal](#). Confidential nominations and inquiries can be directed to:

Lucy Leske, Philip Tang and Christine J. Pendleton
LehmanCollegePresident@wittkieffer.com

CUNY encourages people with disabilities, minorities, veterans and women to apply. At CUNY, Italian Americans are also included among our protected groups. Applicants and employees will not be discriminated against on the basis of any legally protected category including sexual orientation or gender identity.

EEO/AA/Vet/Disability Employer.

