



UNIVERSITY
AT ALBANY

State University of New York

Moving Forward Together

THE 2019-20 ANNUAL REPORT

P R E S I D E N T ' S M E S S A G E

Dear Friends and Colleagues:

I am very proud to share the University at Albany's Annual Report for 2019-2020, a year that saw both historic celebrations and unprecedented challenges. Throughout 2019, UAlbany celebrated the 175th anniversary of its founding. By late January 2020,

however, our focus shifted to the novel coronavirus—and by late March we had launched a fully remote system of teaching and learning.



The impact of COVID-19, followed by the killing of George Floyd, turned our world upside down. But it is in

times of crisis that true leadership and true greatness shine through.

This report highlights some of our many achievements from this extraordinary year, and chronicles our commitment to fulfilling our mission, guided by our values and strategic priorities.

From initiating high-impact COVID-19 research, to manufacturing face shields, to delivering meals to seniors, to strongly speaking out for racial and social justice—our community reacted with compassion and creativity.

We also carried out major initiatives under difficult circumstances. Under the leadership of Provost Carol Kim, UAlbany Forward Together engaged nearly 200 faculty, staff and students to successfully

develop our plans for Fall 2020. We also completed our Middle States reaccreditation process, which made history as one of the first-ever virtual site visits—and generated a strong endorsement of our institutional integrity.

The COVID-19 pandemic and the national conversation on systemic racism have also allowed UAlbany to leverage our strengths in public health, emergency preparedness, criminal justice, public policy and social welfare, among others. At the same time, we have learned a great deal about how to build on our strengths and advance our success.

Although UAlbany has been recognized for our success in the areas of diversity, equity and inclusion, there is much more work to be done. We stand in solidarity with the Black Lives Matter movement, and will demonstrate our commitment through initiatives that address systemic racism and social injustice.

Clearly, while 2019-2020 presented tremendous challenges, it also provided UAlbany with unparalleled opportunities to serve. I could not be prouder of UAlbany's response to the challenges we faced this year. As this report documents, we found new ways to unleash greatness for the benefit of our students, and our communities—locally, nationally and globally.

Thanks to the UAlbany community's perseverance and resilience, we are truly moving forward—together as *One UAlbany*.

A stylized, handwritten signature in gold ink, reading "H. Rodríguez".

HAVIDÁN RODRÍGUEZ
PRESIDENT



OUR MISSION

The University at Albany is an engine of opportunity. Fueled by our unique mix of academic excellence, internationally recognized research and world-class faculty, we relentlessly pursue possibilities, create connections and open opportunities—locally and globally—with a single-minded purpose: **To empower our students, faculty and campus communities to be the authors of their success.** *This is the University at Albany.*

OUR VISION

To be the nation's leading diverse public research university—providing leaders, knowledge and innovations to create a better world.



OUR VALUES

Access: To enable individuals to pursue learning, research and service regardless of economic, societal or physical factors.

Integrity: To be committed to—and expect from all—honesty, transparency and accountability.

Inclusive Excellence: To value diversity of all forms, academic freedom, and the rights, dignity and perspectives of all individuals.

Common Good: To work collectively and collaboratively to benefit our communities—and create a sustainable way of life on earth.



OUR PRIORITIES

Student Success is at the center of all we do;

Research drives our **Excellence**;

Diversity and Inclusion are intrinsic to our success;

Internationalization increases our visibility and impact across the globe;

Engagement and Service foster partnerships with reciprocal benefits.

A new UAlbany eSports team launched in October.



STUDENT SUCCESS

A commitment to an excellent and affordable education is a critical element of the University at Albany's mission. Coupled with innovative support programs and services, our students have the tools they need to succeed in their academic journeys.

IN JANUARY, the University adopted *Accelerating Our Success*, a strategic enrollment plan designed to attract the brightest undergraduate, graduate and international students. UAlbany also added significant improvements in mentoring, advisement and financial support to keep students engaged and on track through graduation.

The University invested nearly \$9 million in merit-based scholarships, including increased funding for international students and out-of-state students. In addition, the **Hometown Advantage Program** was launched to attract students from area high schools, including the **Capital District Leadership Program**, which recognizes students' leadership and service contributions.



\$250,000+
donated from nearly 900 gifts
to support students in need
via the Student Emergency
Fund, with \$5,000 coming
from UAlbany's eSports Team



NEW DEGREES: *The University added new academic offerings to its extensive portfolio, including a bachelor's degree in Environmental and Sustainable Engineering, and a new interdisciplinary master's degree in Digital Forensics and Cybersecurity.*

A plan to increase enrollment in the University's **Honors College**, through selective recruitment and continued outreach to high achieving high school students, was very successful. While enrollment at the College has remained around 120 students per year, the University invited 249 outstanding students for the 2020-21 school year. And this year's cohort is more representative of the incoming freshman class as a whole, with 45 percent non-white students compared to 28 percent the previous year.

In April, we formally launched **The Graduate School** to

bring enrollment, registration and financial services from the graduate programs in all nine schools and colleges under one roof. With significant investments in marketing to graduate-level prospective students, UAlbany is already seeing a bump in the number of students pursuing advanced degrees.

ENHANCED STUDENT SUPPORT

To greater support students, the University created the new position of Dean of Students. The office works directly with students and

connects them with appropriate resources on campus; helps them navigate complex situations; provides support for resolving concerns impeding their success; and empowers them to make informed, actionable decisions that support their academic success.

continuity through their academic careers, even if they switch majors. The system, which includes 10 new professional advisors, is designed to improve retention, completion and graduation rates, as well as the overall student experience.

Health Services, Counseling & Psychological Services, and The Center for Behavioral Health Promotion & Applied Research, houses 19 medical examination rooms around a nursing and lab station, a full pharmacy, 24 offices for mental health clinicians, a meditation room and other spaces for group activities and workshops.

GAMING FOR GOOD

A new UAlbany eSports team launched in October with a competitive video gaming arena in Draper Hall on the Downtown Campus, representing all class years, majors and diverse backgrounds. The team competed with the 57 colleges and universities from 18 states in the Eastern College Athletic Conference and took home two league titles in its first year. The team donated its \$5,000 in winnings to the Student Emergency Fund, which supports students facing financial hardships. ■



GOING VIRTUAL: *UAlbany held a virtual Open House and an online, interactive OneUAlbany Graduation Celebration.*

We also launched a new, holistic approach to advisement using Student Success Teams — advisement professionals, departmental advisors and faculty members — to give students

We opened our new state-of-the-art Health and Counseling Services space in January, bringing a full range of services to a single, on-campus location. The center, which serves as the umbrella for Student

Whether in the classroom, the lab or the field, UAlbany is at the forefront of innovation and exploration in a wide range of research areas, from the health sciences and engineering to the humanities and fine arts.



RESEARCH EXCELLENCE

As an R1 public institution, high-impact research is at the heart of UAlbany's mission. Whether we are fighting the COVID-19 pandemic, improving community safety or accurately forecasting deadly storms, UAlbany's research is focused on serving the greater good.

IN NOVEMBER, UAlbany hosted nearly 500 scholars and community and government leaders to discuss how research universities can focus their expertise to aid communities in disaster preparedness and recovery.

Drawing on lessons learned from Hurricane Maria's devastating impact on Puerto Rico, the three-day conference, *RISE 2019: Transforming University Engagement in Pre- and Post-Disaster Environments*, highlighted the importance of studying both what causes disasters and the ways communities can prepare for and recover from them, especially as climate change intensifies extreme weather. *RISE 2019* brought together more than 100 institutions, demonstrating how colleges and universities are using their expertise and research tools to aid their communities and the world.



FINDING ANSWERS IN A PANDEMIC

Whether it is a hurricane or a pandemic, disasters typically strike poor and minority populations most severely.

When the COVID-19 pandemic struck, New York Gov. Andrew Cuomo tapped President Rodríguez to lead an interdisciplinary effort to investigate the socioeconomic, occupational and environmental factors causing



A NATIONAL CONVERSATION: *Michelle Wyman, executive director of the National Council for Science and the Environment, speaks at the RISE 2019 Conference.*

Latinx and Black populations in the state to be disproportionately affected by the disease. The project is another demonstration of the University's longstanding commitment to address and eliminate racial and ethnic disparities.

Partnering with the NYS Department of Health (DOH), the Healthcare Association of New York State and Northwell Health, New York's largest healthcare provider, the University team is looking at factors such as housing and food security; employment

opportunities; how communities learned of, and responded to, the dangers of COVID-19; and the availability of and access to health insurance and healthcare. By analyzing and building upon existing research, the team will develop data-driven strategies to help inform New York's response to this and future public health threats.

Amplifying our national leadership on minority health disparities research, UAlbany received a \$1 million grant to expand graduate fellowships at our **Center for the Elimination of Minority Health Disparities**. In addition, Dean David Holtgrave and multiple faculty members from the School of Public Health collaborated with the DOH on a variety of projects, including an observational study of the efficacy of hydroxychloroquine and azithromycin, which was published in the *Journal of the American Medical Association*, as well as an analysis of testing data published in the *Annals of*

Epidemiology that showed the state's cumulative total rose to more than two million Latinx, Black and Asian residents infected with COVID-19 by late March. Also, faculty and students from the school's Maternal and Child Health Program collaborated on a focused literature review of the impact of COVID-19 on pregnancy.



In the College of Emergency Preparedness, Homeland Security and Cybersecurity, faculty were awarded a National Science Foundation Rapid Research grant to study how information on health risk and social cues impacts decision making around disease protection. The SUNY Research Foundation also awarded seed funding to 10 projects by 37 investigators from more than 20 departments and centers at UAlbany to study a variety of topics related to COVID-19, including social, psychological and economic impacts of the disease; the effect of weather on its spread; and food insecurity during the pandemic. ■



LEARNING FROM THE PAST: *UAlbany anthropology professor and archaeologist Robert Rosenswig (left) has received \$1.6 million in funding from the National Science Foundation to lead a project in Belize in an effort to better comprehend links between environmental and human aspects of ecosystems.*

In October 2019, over 400 faculty and staff members attended Authoring Women's Success—a one-day conference to build connections and discuss challenges and opportunities for women at UAlbany.



DIVERSITY AND INCLUSION

In response to the national reckoning on racial injustice, UAlbany reaffirms our commitment to diversity, equity and inclusion—while continuing to create a campus climate where everyone not only is welcome, but *feels* welcome.

THE CAMPUS COMMUNITY had myriad opportunities to participate in programs and discussions on race, social justice and the campus climate. A forum, hosted by President Rodríguez and led by Chief Diversity Officer Tamra Minor and deans, shared the specific actions and initiatives taking place in their schools and

Preparedness, Homeland Security and Cybersecurity said, diversity and inclusiveness is “not just a moral obligation, it is a national security imperative.”

COMMITTED TO A DIVERSE FUTURE

A new Education Trust report

“We’ve been systematically addressing the issues our student leaders have highlighted, in terms of the campus climate, diversity, equity and inclusion. With the protests that have emerged, students continue to increase pressure on the institution, as they should, to hold our feet to the fire...But once the protests subside, once the media diverts their attention to the next crisis, how will we measure the progress that we’ve made? What’s going to be the sustainable, long-lasting, impactful change? That is the challenge before us. That’s what we need to focus on.”

- AS TOLD TO THE EDUCATION TRUST BY PRESIDENT RODRÍGUEZ

colleges addressing race, diversity, equity and inclusion.

As Robert Griffin, dean of the College of Emergency

found that most selective colleges and universities do a poor job recruiting students from underserved populations.

With a student population that is nearly 42 percent non-white and 17 percent Black, UAlbany was one of only a few institutions graded an A in that category by the advocacy organization. The report cites that the University has increased the percentage of Black students on campus by 8.5 percentage points, even though the percentage of Black college-eligible residents in the state increased by less than a full percentage point.

The new **Touhey Family Fellows** program established in the School of Education is designed to increase diversity in the teaching and mental health professions. The fellowship provides tuition and research grants to UAlbany undergraduates from underrepresented backgrounds to pursue graduate degrees in education and mental health, with the ultimate goal of bringing more diversity to the public education system. In addition, the RNA Institute developed a program to recruit underrepresented students to its undergraduate summer research program, which includes a mentoring aspect.

To improve diversity in graduate programs, the University created a visitation program for historically Black and Hispanic-serving colleges and universities, while the Department of Atmospheric and Environmental Sciences joined

the American Geophysical Union Bridge program, which works to bring students from underrepresented populations into graduate programs.

EXPANDING OUR DIVERSITY AND INCLUSION

UAlbany also continued its work to increase diversity among staff and faculty, through improving recruiting and retention, as well as uncovering and addressing barriers

to a more inclusive workforce. In Fall 2019, the University launched Climate Committees in each school and college and the libraries to examine current progress on diversity and inclusion, identify challenges and formulate corrective actions for each unit and the University as a whole.

As part of this critical work, a new President’s Diversity and Inclusive Excellence Task Force was created to examine UAlbany’s organizational structures, programs

and services, including an inventory of grant programs, faculty and student cultural training programs and programs to address micro-aggressions and implicit bias.

We also launched a mentoring program for junior faculty of color and women in STEM fields for guidance on the road to tenure and promotion, and to foster emotional well-being and create a sense of community. And through the SUNY-wide PRODiG (Promoting Recruitment, Opportunity, Diversity, Inclusion and Growth) program, designed to increase minority representation among tenure-track faculty as well as women faculty in STEM fields, the University is seeking to expand faculty diversity. ■



DIVERSIFYING CAREER FIELDS: *Tammy Ellis-Robinson, third from left, faculty director of the Toubey Family Fellowship Program, walks with the program’s graduate student mentors. The program, which provides \$1,000 per Fellow over two semesters to aid with tuition, will create a pipeline of UAlbany undergraduates from underrepresented backgrounds who pursue graduate degrees in the education and mental health fields.*



41.9%
UAlbany’s total representation of minority students, up 8% in the last six years

A new Global Distinction graduation track recognizes students who work to expand their international experiences.



I N T E R N A T I O N A L I Z A T I O N

UAlbany supports students to become globally engaged citizens, which not only helps them understand and respect cultural differences—it positions them to compete successfully in a demanding global economy.

UALBANY HAS FOCUSED on giving students opportunities to study, intern and conduct research abroad through 130 programs in 40 countries.

A new Global Distinction graduation track recognizes students who work to expand their international experiences. In 2020, 10 UAlbany students graduated with Global Distinction, meaning they had at least one semester of study abroad as well as an internship or research project abroad, took a minimum of four semesters of a foreign language, and completed other globally oriented coursework. These 10 students are pursuing a wide range of post-graduate options, including medical school, international MBA programs, the Peace Corps and teaching overseas.

SHOWCASING INTERNATIONAL EXCELLENCE

For sociology professor Karyn Loscocco, teaching a study-abroad course in Italy for several years led to research into the plight of working women in Italy. Her study, “Women on the Margins: Gender, Race and Class Dynamics in an Italian Low Income Labor Market,” earned a highly competitive research award from the U.S.-Italy Fulbright

Commission — one of only six given in the 2019-20 school year.

The award will allow Loscocco to continue the study for a year as part of a research group at the University of Padova that she

founded through UAlbany’s Center for International Education and Global Strategy, and to present her work to scholars at the University of Rome Tre and the University Paris-Est Créteil.



INTERNATIONAL CELEBRATION: *Marzieb Dehghan Chaleshtori, a student from Iran, performs a Baba Karam traditional dance during the 8th Annual International Celebration at the University at Albany Campus Center Ballroom in December 2019.*



UAlbany provides students opportunities to study, intern and conduct research abroad through

130
programs
in
40
countries



RESILIENCY IN THE FACE OF CHALLENGE: *School of Social Welfare graduate Sebastian Vidal last summer with children in the DREAM project in the Dominican Republic. The project provides education to more than 8,000 children across 27 communities.*

UAlbany also has a robust class of aspiring student Fulbright scholars. In the 2019-20 year, 30 students received hands-on advisement for the upcoming awards cycle, and all completed their applications. Two students won Fulbright awards — one for study in Belgium and one in Colombia — and a third was named an alternate.

In January 2020, UAlbany hosted 125 students from South and Central America for the International Business School-Americas’ three-week intensive

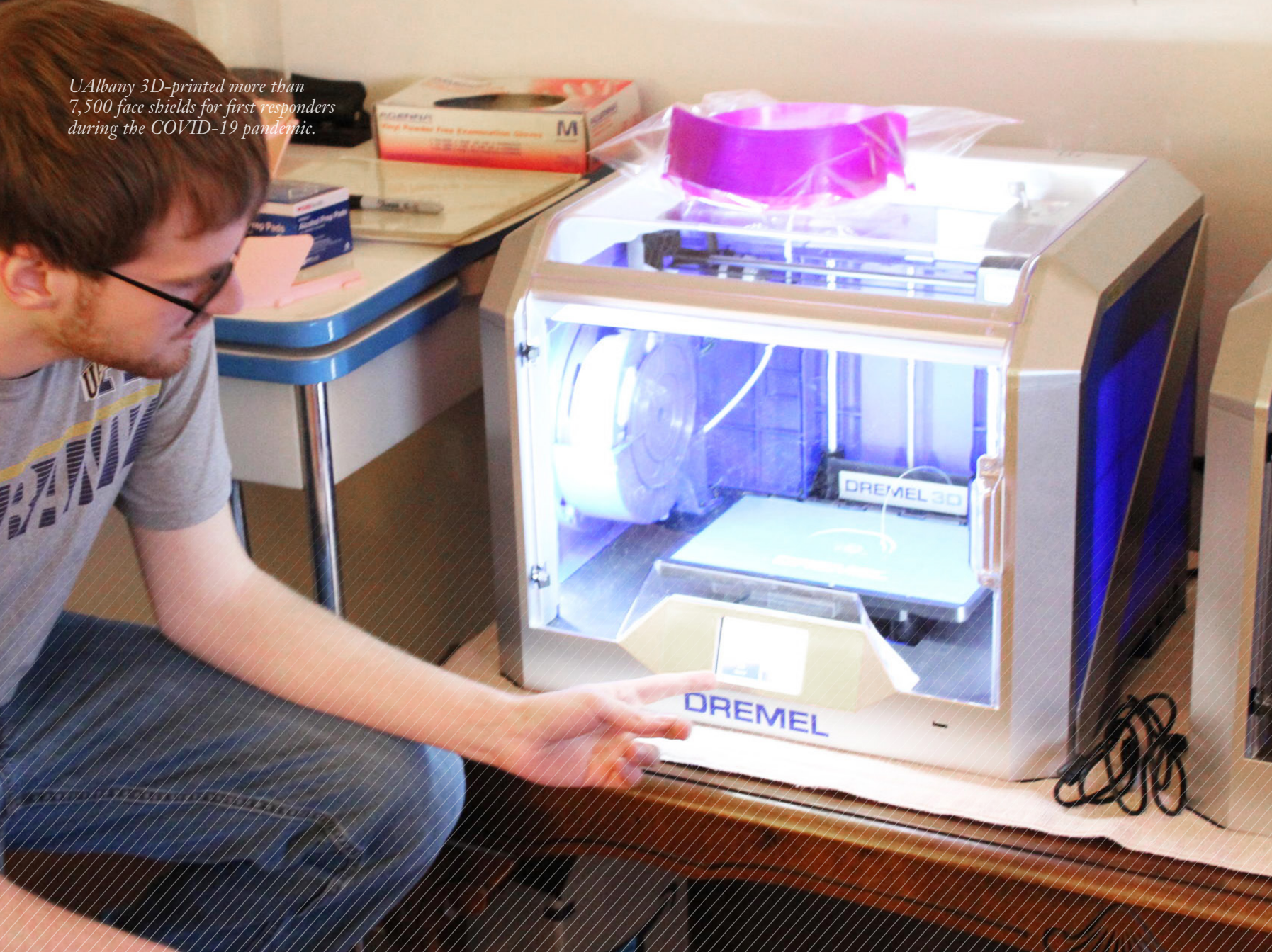
Business English program—where students took seminars with UAlbany faculty to deepen their understanding of the U.S. business culture while improving their English-language skills.

CARING FOR OUR INTERNATIONAL FAMILY

The pandemic hit international students studying at UAlbany particularly hard, with flight restrictions, closed borders, loss of jobs and with no family nearby.

To support these students, the University moved those living in residence halls to on-campus apartments so they could better isolate and have access to a kitchen. The Office of International Student and Scholar Services (ISSS) personally reached out to the 80 international students remaining on campus for a well-being check and to offer support services. The office also scheduled Zoom meetings so students could meet with the ISSS director or an advisor. ■

UAlbany 3D-printed more than 7,500 face shields for first responders during the COVID-19 pandemic.



PUBLIC ENGAGEMENT

UAlbany's longstanding commitment to public engagement took center stage after the COVID-19 pandemic struck as UAlbany's vast family of faculty, staff, students and alumni found innovative ways to address the emerging needs of our neighbors, communities and institutions.

THE SCHOOL OF PUBLIC HEALTH and the New York State Department of Health received a \$1 million grant from the Centers for Disease Control and Prevention's Agency for Toxic Substance and Disease Registry to launch a five-year project to study the PFAS exposure in Hoosick Falls and Newburgh through contaminated drinking water. PFAS has potential health impacts on fetuses and children, including changes to growth, learning and behavior, as well as altering hormones, affecting cholesterol and increasing cancer risk.

Area nonprofit social service organizations turned to the University's Albany Visualization and Informatics Lab (AVAIL) to build a platform to help them retrieve the local statistical profiles needed to assess and address regional health, nutritional, housing and educational needs. This partnership also supports the University's efforts to secure grant applications for work in such areas as social work and public policy.

When the pandemic hit, UAlbany supported the community in a wide variety of ways. Students, faculty and staff from both the College of Engineering and Applied Sciences and the College of Emergency Preparedness, Homeland Security and Cybersecurity collaborated to design, 3D-print and assemble more than 7,500 protective face shields for frontline medical personnel facing shortages of personal protective equipment. Various University entities also supported the needs of healthcare workers with donations of gloves, masks and gowns.



UALBANY BECOMES COVID-19 TEST SITE: *In cooperation with New York State, the University at Albany converted a parking lot on its Uptown Campus into a COVID-19 drive-through testing site in April 2020.*



Researchers in the School of Public Health were involved in multiple studies, including the efficacy of drug treatments, the spread of the disease and the demographics of those most impacted, while the School of Education launched web resources to help K-12 teachers incorporate remote learning tools into their classes as

schools closed to try and flatten the virus's curve.

The University also hosts one of the first state-run COVID-19 drive-through testing sites, with tents erected in April on the Uptown Campus. By mid-July nearly 30,000 tests had been conducted, and the University also hosted an antibody testing site for essential workers in May and June.

Service and engagement is central to student life at UAlbany as well — from student groups hosting panel discussions on the impact of human trafficking in the

extensive commitment to public service in both her academic and extracurricular endeavors.

QUITE AN HONOR

After a lengthy process documenting our community engagement activities, UAlbany received the prestigious Carnegie Foundation Community Engagement classification. The selective designation indicates the University's continued efforts to encourage student, faculty and staff to engage in service, research and creative activities, and civic involvement, both locally and globally.

In order to achieve this recognition, the Office of Public Engagement led a comprehensive self-study including data collection and documentation related to the institution's mission, identity and commitment. The designation will enhance the

educational experience of UAlbany students with its emphasis on continuous improvement and embedding public engagement in the community. ■



RECOGNIZED FOR SERVICE: *UAlbany L-LC students fill a RED Bookshelf with books they refurbished for local children.*

Capital Region to the selection of psychology major and Honors College student Caitlyn Zon as a 2020 Truman Scholarship Foundation finalist for her



THE 2020 PRESIDENT'S AWARDS FOR EXEMPLARY PUBLIC ENGAGEMENT:

- Capital District Writing Project (CDWP) in the Department of Literacy Teaching and Learning within the School of Education
- Bryan Early, Rockefeller College of Public Affairs & Policy, and director, the Project on International Security, Commerce & Economic Statecraft (PISCES)
- The Electrical and Computer Engineering Capstone Experience at the College of Engineering and Applied Sciences
- Smart and Connected Communities Partnership between the School of Social Welfare, CEAS and community partners
- The Confucius Institute at the University at Albany
- UAlbany – RED Bookshelf Collaboration

The UAlbany Forward Together initiative was formed in April to develop institutional scenarios for Fall 2020 and beyond.



GROWTH AND OPPORTUNITY

Despite the uncertainty created
by the global pandemic,
UAlbany thrived in a number
of areas that helped lay a
strong foundation for success.

NAVIGATING A NEW NORMAL

In April, we convened the UAlbany Forward Together planning initiative to develop institutional scenarios for Fall 2020 and beyond. Working groups, made up of a broad range of University constituents, focused on academic continuity, administrative support, student life and budget impacts. The groups researched and prepared recommendations for the safe continuation of education, research and campus life, with the flexibility to respond to changes in infection rates.

The plan, which was approved by SUNY, features multimodal instruction and a layered approach to health and safety that includes strict requirements for face coverings, distancing and cleaning as well as testing and tracing programs.

ACHIEVING OUR CAMPAIGN GOALS

Despite the challenges created by the pandemic, UAlbany's comprehensive fundraising campaign, *This Is Our Time: The Campaign for UAlbany*, surpassed its \$150 million goal five months ahead of its December 31 conclusion.



MIDDLE STATES ACCREDITATION: *The Middle States external team conducted virtual tours to validate the self-study report that was developed over the last two years by more than 80 students, faculty and staff with significant input from the broader campus.*

Campaign gifts added more than 170 new endowed scholarships at a time when financial assistance for students is more essential than ever. The number of gifts over \$1 million in this campaign has doubled all such gifts in UAlbany history. Equally important, the campaign attracted more than 13,000 new donors, broadening the philanthropic support that will ensure UAlbany remains an engine of opportunity for talented and ambitious young people.



\$150M+
in gifts raised through *This Is Our Time: The Campaign for UAlbany*, which will fund over 170 new endowed scholarships.

OUR SUSTAINABLE FUTURE

With an eye toward the future, the University adopted its first Climate Action and Sustainability Plan in April. Among the goals are achieving carbon neutrality by reducing energy usage and sourcing electricity from on- and off-site renewable energy systems, and teaching ecological literacy to ensure that all UAlbany students graduate with the skills and knowledge necessary to address the 21st century sustainability challenges in their personal and professional lives.

We also announced our participation in a consortium of 15 SUNY campuses and four private institutions to collectively advance Gov. Cuomo's statewide goal of 100 percent carbon-free electricity by 2040. The plan, which originated at UAlbany, created one of the state's largest renewable power aggregates, and will reduce SUNY's carbon footprint by more than

half, from 770,000 metric tons to about 350,000.

AN ECONOMIC DRIVER

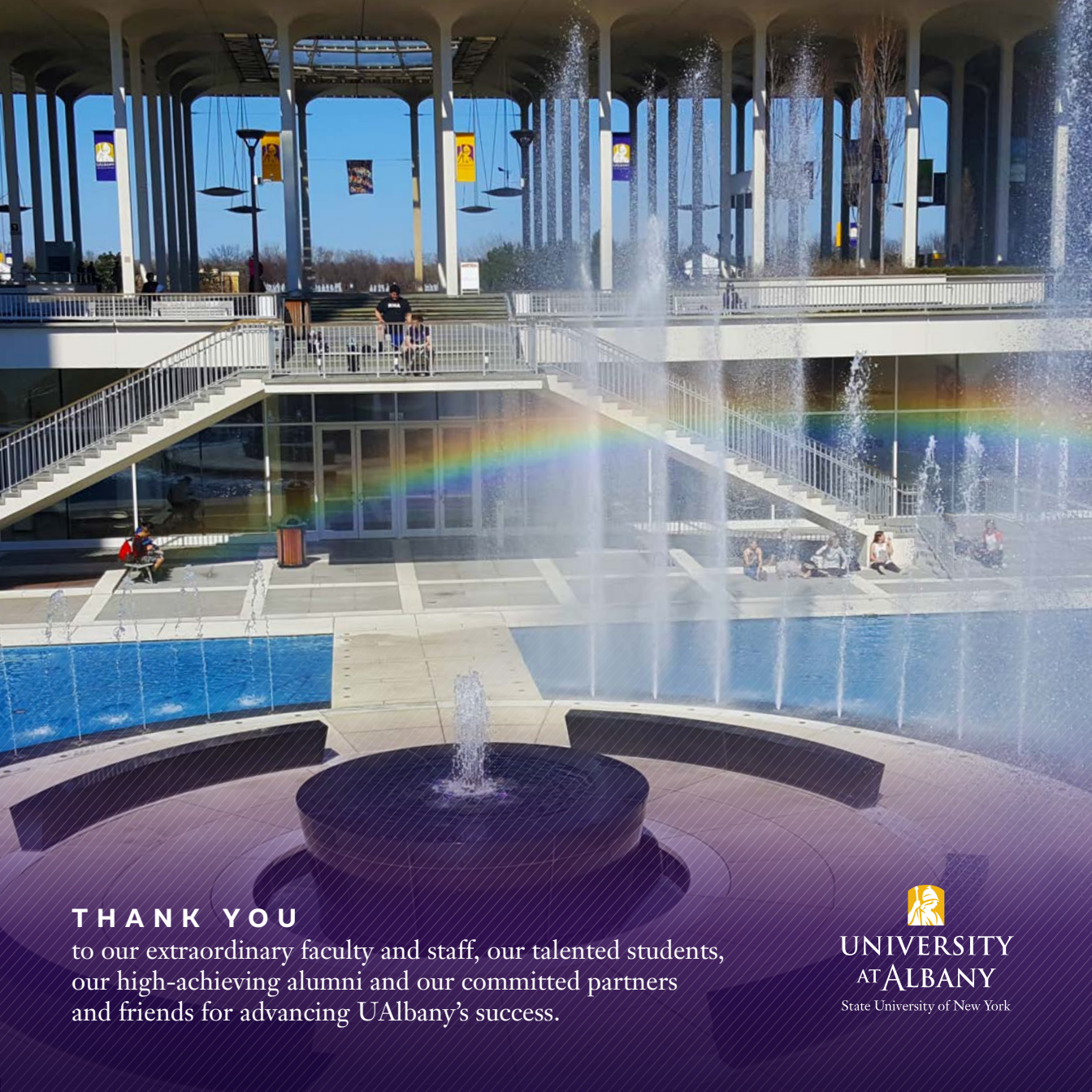
UAlbany also kicked off a self-study on economic engagement as part of an application for the Innovation & Economic Prosperity (IEP) Universities Program, established by the Association of Public Land-Grant Universities (APLU). The designation recognizes institutions

that have demonstrated a meaningful, ongoing and substantial commitment to economic and community development, growth and economic opportunity.

The University is partnering with Hudson Valley Community College to formally begin the process this year and has submitted a draft self-study timeline to APLU for feedback. UAlbany plans to submit its completed application to APLU by May 2021. ■



A WINNING SEASON: *The historic 2019 UAlbany football season culminated in the second round of the FCS Playoffs at Montana State. The Great Danes finished the season with a 9-5 record (6-2 CAA), captured their first FCS Playoff win, set numerous school records and won nine games for the first time since 2012.*



THANK YOU

to our extraordinary faculty and staff, our talented students,
our high-achieving alumni and our committed partners
and friends for advancing UAlbany's success.



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