

**MARY HOLOHAN BONDEROFF, Ed.D**  
**Acting President**  
**State University of New York Delhi**

**CAREER OVERVIEW**

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With a background in education and educational leadership, recognized for contributions to academics, student life, diversity and shared governance throughout a career in SUNY, Dr. Bonderoff was most recently appointed by the SUNY Board of Trustees and the SUNY Chancellor to serve as Acting President at SUNY Delhi.

**ADMINISTRATIVE EXPERIENCE**

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**Acting President (formerly Officer in Charge)** (May 2022-present)  
State University of New York (SUNY) Delhi, Delhi, NY

*Scope of job:* SUNY Delhi is a campus with 2800 students and 500 employees with three schools that offers more than 60 academic programs, from associate to master's degrees. The presidential role includes responsibility for the full range of academic, operational, outreach (including advocacy) activities of the campus. In coordination with the State University System, the Officer in Charge sets the strategic direction in academics, business operations including budget (Campus Annual Budget: \$37 million dollars), enrollment management, academic support, financial aid, human resources, athletics and student life. Other responsibilities include externally-oriented activities including philanthropic initiatives, and advocacy at the System level and with the local, regional communities, government and industry.

*Major accomplishments:*

- Spearheaded a strong culture of shared governance adding stakeholders to key committees such as finance, academic planning, Union Labor Management Meetings, College Senate, Student Senate, College Council, creating a culture shift on campus after vote of no confidence for previous president.
- Engaged entire campus in a Strategic Enrollment planning process that our first-year strategies are being implemented. This plan will inform our Strategic Planning Process that began Fall 2023.
- Launched Delaware County Regional Innovation Council Fall 2023.
- Enrolled largest incoming class in seven years with 1280 students attending classes in Fall 2023.
- Supported increased enrollments in our Educational Opportunity, CPASS and Applied Technology programs.
- Increased fundraising efforts by building relationships with Alumni through direct meetings and an increase in larger events with a significant increase in donations and grants-\$450,000 in a planned giving gift, \$216,000 gift to support our Veterinary Technology Program, a \$75,000. Donation for Construction Management Scholarships and significant grants to support our Mechatronics and Nursing programs.
- Quickly developed academic pathways to support Medaille University student's completion in SUNY Delhi's Veterinary Tech program. Worked with State Education and SUNY to add an associate's degree online for Fall 2023.
- Developed partnerships with industry partners such as Delaware County Electric Cooperative to support their work force, apply for grant opportunities and build enrollments.
- Strategically worked with faculty and deans to create a Strategic Enrollment Planning data driven process to increase enrollment and retention efforts (advocated for \$500,000 in support of this from SUNY) and increase enrollment capacities in high demand programs.
- Consulted with the SUNY Construction Fund to secure an increase in funding for facility upgrades.
- Built relationships with local political representatives, including the Mayor of Delhi, to obtain backing for the applied technology programs.
- Engaged campus community in a Mission, Vision refresh and then worked toward and gained approval by College Senate, Student Senate, College Council, Cabinet and Leadership Team.
- Navigated a Unionize Campus by regularly participating in Labor Management Meetings
- Incorporated in collaboration with the Provost an academic program assessment council. Group reviews trends and data to determine new offerings, consolidations and program changes.
- Gained institutional membership to the Racial Justice and Equity Institute sponsored by Lumina and Bridgewater University.

**SPECIAL ADVISOR TO THE SUNY CHANCELLOR** (Dec 2021-May 2022)  
SUNY Central Administration, Albany, NY

*Scope of Job:* While serving as VP at Morrisville, this was a special assignment to advise the SUNY Chancellor on the status of SUNY Delhi's relationships between campus and faculty-senate leadership, review human resource policies in the areas of diversity and inclusion, search and hiring, workplace violence, and reasonable accommodations.

*Major accomplishments:*

- Reviewed pertinent documentation and conferred with a cross-spectrum of stakeholders,
- Improved the effectiveness of shared governance by engaging with the appropriate leadership in open on-going dialogue for the betterment of the campus community
- Facilitated the improvement of human resource policies
- Fostered a cooperative and inclusive working and learning environment on campus and mediated any differences of opinion to create a balanced resolution, where possible.
- Observed and monitored the willingness of the campus stakeholders to engage in this deliberative process and comply with recommended strategies.

**VICE PRESIDENT FOR STUDENT AFFAIRS AND CHIEF DIVERSITY OFFICER (July 2020-May 2022)**  
SUNY Morrisville, Morrisville, NY

*Scope of job:* Senior leadership position with oversight for the main campus and two satellite campuses together serving 3000 students. The VP reports to the President and is a member of the President's Cabinet and leads a new division that includes Athletics and Intramurals, Health and Counseling Center, Equity, Inclusion and Title IX, Residence Life and Housing, Student Activities, Students Rights and Responsibilities, Veteran Advocate and University Police. Oversee budgets totaling 7 million dollars.

*Major accomplishments:*

- Oversee all areas related to pandemic response. Critical member of the COVID Crisis Team involved in all decision making. Developed protocols, procedures and campus policies relating to COVID. Overseeing all surveillance testing for students throughout semester with Director of Health Services.
- Lead discussions on difficult budget decisions with all reporting areas and member of University committee to Cabinet to make decisions on what moves forward as a priority.
- Evaluated disciplinary processes with new coordinator of Students Rights and Responsibilities, implemented a Restorative Justice approach for judicial process Fall 21.
- Worked with University Police to continue efforts to build a Community Policing Model. Officers involved in social activities with students to develop relationships outside of police interactions.
- Collaborated with Chief Enrollment Officer and Provost to integrate our areas to build strong alliances and initiatives to create an environment for student success.
- Lead athletics in rethinking our offerings and engaging students; developed DEI role for Athletics.
- Developed outreach for our counseling center during a crisis and connected campus community to resources outside of the campus.
- Fundraising: leading campaigns including outreach for the campus' Capital Campaign

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**OTHER TITLES DEMONSTRATING SUCCESSIVELY GREATER AREAS OF RESPONSIBILITY**

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**Chief Diversity Officer and Title IX Coordinator, SUNY Morrisville 2017-2020**

**Director, Diversity Education and Campus Outreach, SUNY Oneonta 2016-2017**

**Director, Student Diversity and Advocacy, SUNY Oneonta 2014-2016**

**Director, Center for Multicultural Experiences, SUNY Oneonta 2011-2014**

**Program Coordinator, Center for Multicultural Experiences, SUNY Oneonta 1996-2011**

**Counselor for the Educational Opportunity Program, College at Oneonta, Oneonta NY 1996-1998**

*Select accomplishments:*

- Stewarded strong collaborative efforts across divisions to support academic course work through co- curriculum programming.
- Implemented and provided oversight for the Intergroup Dialogue and Common Ground programs.
- Developed and lead monthly dialogues with Residence Life professionals on creating an inclusive workplace and created strategic plan for Campus-Wide Diversity Education with action items and outcomes for assessment.
- Created a Freshman Orientation course for EOP students.
- Built a National Coalition Building and Anti-Defamation Campus of Difference Diversity Workshops and Campus of Difference Diversity workshops campus wide.

- Provided oversight for a SUNY-Wide Student Diversity and Leadership Conference and a student-initiated LGBT\*-themed leadership conference both serving the SUNY system.
- Wrote and awarded \$105,000.00 STAR grant to support changes to the peer mentor program.
- Served on Campus Climate Study Working group, worked with consultant to establish questions, reviewed report and campus presentation prior to campus release.
- Developed tools for faculty to handle difficult conversations and provide resources for web page. Worked with Human Resources to expand bias education provided to search committees.

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## FACULTY EXPERIENCE

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2020-present Visiting Faculty, Bridgewater University, Educational Leadership Program, Bridgewater, MA  
 Northeastern University, CPS Mentor, Mentor to three Doctoral Students 2018-present  
 1996, 1997, 2014, 2017, Adjunct Faculty, Education Department, SUNY Oneonta, Oneonta, NY  
 1993-2011 Read4Fun, Private Reading Tutor  
 1991-1993, Assistant Reading Teacher, Morris Central School

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## EDUCATION

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Doctorate in Education, Curriculum, Teaching, Leadership, Learning Northeastern University  
 MS in Education, Reading, State University of New York (SUNY) at Oneonta,  
 MS in Education, Elementary Education, SUNY Oneonta,  
 BS in Education, SUNY Oneonta,  
 Spanish Language Immersion, Ixchel Spanish School, Antigua, Guatemala,

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## SELECTED PROFESSIONAL EDUCATION

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SUNY Accessibility Week Training, 2020  
 SUNY Student Conduct Institute, Student Code of Conduct and Procedures, 2019, 2020, 2021 SUNY  
 Student Conduct Institute, Title IX Investigations, 2019, 2020, 2021  
 New York State Police Sexual Assault Seminar, 2019 Chief Diversity Officer to Presidency- CoopLew, 2018 Sail Executive  
 Leadership Training Institute NYC, 2018 Intergroup Dialogue Trainer, 2016-present  
 Anti-Defamation League Trainer, Campus of Difference Diversity Trainer 2012-present National Coalition  
 Building Institute Diversity Trainer 1998-2012  
 Racial Equity Institute (REI), Participant, Part 1, 2015 REI White Caucus Dialogues, 2015-present  
 Racial Equity Institute (REI), Participant, Part 2, 2016  
 How Learning Works: Creating Inclusive Learning Communities, Dr. Michele DiPietro, 2016 Using a New  
 Recognition of Whiteness as a Teachable Moment, Dr. Frances Kendall, National Conference on  
 Race and Ethnicity (NCORE), 2015  
 A Courageous Conversation About White Supremacy, White Privilege and Oppression, Dr. Eddie Moore &  
 Debbie Irving, NCORE, 2015  
 Intergroup Dialogues in Higher Education: Essential Principles and Methods for Preparing and Supporting  
 Facilitators of Intergroup Dialogues, NCORE, 2014  
 One More River to Cross: Engaging the Intersections of Race, Sexual Orientation and Religion, Dr. Jamie  
 Washington, NCORE, 2014  
 Making Whiteness Visible, Dr. Francine Kendall, NCORE, (2002)

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## SELECTED PRESENTATIONS

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Kick off for SUNY Delhi Campus Read “Becoming a Student-Ready College”  
 Opportunities to Connect with SUNY Delhi, Delaware County Chamber of Commerce  
 Intergroup Dialogue Facilitator Training, 2021 Diversity Council Training Sage College  
 2021 Building an Equity Mindedness Practice Webinar, 2020  
 ACE Women in Leadership Central NY Region Panel Discussion, 2020  
 Title IX Training for Responsible Employees, 2019, 2020

Title IX Training for Students, 2019, 2020  
Accessibility as a Model for Equity and Inclusion, New York State Disability Council  
2019 Best Practices in Hiring, Professional Development, SUNY Morrisville, 2018  
Intergroup Dialogue Train the Trainer, Colgate University, 2018  
Intergroup Dialogue Training, SUNY Morrisville, 2018  
Historically Underrepresented Students Speak to their Experience in the Classroom, SUNY Diversity Conference, 2017  
SUNY Conversations in the Disciplines at SUNY Morrisville, 2018  
SUNY Diversity Conference, 2017  
Disability as Diversity, AHEAD National Conference, 2017  
Diversity, Equity and Inclusion for Education Faculty Members, 2015-2017  
Classroom Strategies for Inclusion, SUNY Oneonta New Faculty Workshop, 2013-2017  
The Politics of the Classroom-Moving Forward 2017  
Infusing Diversity into Curriculum, 2016

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## COMMUNITY INVOLVEMENT

### LEADERSHIP POSITIONS

Otsego County Regional Innovation Council Steering Committee Member  
Delaware County Chamber of Commerce member  
NAACP member  
Regional Economic Development Council-Higher Education Committee  
New York State ACE Women's Network Board Chair New York State ACE Women's Network Board Vice Chair  
New York State ACE Women's Network, Regional Representative Board Member,  
National Abolition Hall of Fame and Museum  
Elected Board of Education Member, Cooperstown Central School  
SUNY Oneonta Children's Center Board of Directors  
SUNY Oneonta Alumni Association Board of Directors  
Cooperstown Board of Education Search Committee for Superintendent Cooperstown Board of Education  
Curriculum and Policy Committee Cooperstown Board of Education  
Cooperstown Parent Teacher Organization, President, Volunteer Coordinator  
Bassett Health Center, Gala Committee  
Cooperstown Little League Board of Directors  
Chamber of Commerce, Presentation for Membership  
Kiwanis Club member  
Cooperstown Central School Presentations Oneonta City Schools Presentations

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## SELECTED COMMITTEE INVOLVEMENT

### LEADERSHIP POSITIONS

Regional Economic Development Strategic Plan Task Force, Higher Education Committee, 2023  
EmpowHER Program, Delaware Chamber of Commerce, Keynote Speaker, 2023  
Continuing Education Association of New York, Presidential Panel, 2023  
Taking Root, An Agriculture Technology Workforce Readiness Summit, Participant, 2023  
SUNY Transfer Task Force President's Advisory, 2023  
SUNY Disability Task Force, 2021  
Board Chair, New York State ACE Women's Network 2021; Vice Chair, 2020  
2019 SUNY Diversity Conference, Planning Committee, 2019  
SUNY Prodi-g Advisory Committee, 2019  
Search Committee Member, SUNY System Associate for Diversity, Equity and Inclusion, 2019  
Strategic Enrollment Management Council, SUNY Morrisville Member, 2018-2022  
Strategic Enrollment Management, Retention Council, SUNY Morrisville, 2018-2022  
National Association of Diversity Officers in Higher Education, Professional Development Committee 2019  
Chair, Salary Task Force for Equity, 2017  
Intergroup Dialogue, Trainer, 2014- present  
Chair, Search Committee, Director of Admissions, 2018 Chair, International Recruiter, Search Committee, 2016 Chair,  
Campus Diversity Education Model, 2016  
Chair, Peer Mentor Network, 2015-2017  
Chair, President's Council on Diversity, 2016-2017 Member, President's Council on Diversity, 2011-2017  
Co-Chair for the Campus of Difference, Anti-Defamation League workshops, 2012-2015

Co-Chair for the SEFA Campaign, 1998 -1999, 2013-2014  
Chair, National Coalition Building Institute, 2011-2012 Action Hero Committee, 2011-2015  
Chair, Student Development Professional Development Committee, 2011-2014  
New York State ACE Women's Network, Regional Representative,  
Member, Orientation Implementation Group, 2015-2017  
Member, Campus Climate Study Working Group, 2014-2016  
Member, Access Program Counselor, Search Committee, 2016  
Member, College Assistance Migrant Program, Search Committee, 2016  
Educational Opportunity Counselor, Search Committee, 2011  
Member, Center for Multicultural Experiences, Manager, Search Committee, 2014  
20 Year Commemoration of the Black List Committee, 2011  
Common Read Committee, 2011-present  
50th Anniversary of Martin Luther King, Jr's March on Washington Committee  
2012 National Coalition Building Institute, Trainer, 1996-2012  
Anti-Defamation League, Trainer, 2012 -2015  
Advisor, Hillel 1999-2013  
Advisor, Students of Color Coalition, 1998- 2001

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## SELECTED RELEVANT PUBLICATIONS

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### PAPERS

Instructor Bias and Students of Color on Predominantly White Institutions, 2014 Creating Inclusive Classrooms, 2015  
Leadership for Change: Students of Color on Historically White Institutions, 2015  
Critical Race Theory as a Theoretical Framework, 2015  
The Role of Peer Mentoring: Challenging the Experiences of Students of Color on Predominantly White Institutions, 2015  
Student Engagement: The Role of Peer Mentoring for Students of Color on Predominantly White Institutions, 2015

### RESEARCH

Bonderoff, Mary, "Pressure to Assimilate: Students of Color Make Sense of Their Experiences at a Historically White College" (2017). Northeastern University, ProQuest Dissertations Publishing, 2017. 10259710.  
Bonderoff, Mary, Leadership for Change: Teaching the Students You Have (in progress)