



Candidate Summary: Seth Thompson

Seth A. Thompson has served in multiple senior leadership roles at Tompkins Cortland Community College, including Vice President of Student Affairs & Senior Diversity Officer (2022–2024), Associate Vice President of Student Affairs & Senior Diversity Officer (2019–2022), and Chief Diversity Officer (2015–2019). Mr. Thompson has overseen the development and implementation of strategic student affairs programming; coordinated diversity, equity, and inclusion initiatives; and provided administrative leadership in areas including assessment, crisis response, faculty and staff development, and budgetary management.

As Vice President of Student Affairs & Senior Diversity Officer, Mr. Thompson was responsible for a comprehensive portfolio supporting students' academic and personal development. He regularly evaluated campus responsiveness to student well-being and led efforts to enhance student support services. He oversaw assessment frameworks related to strategic planning and student learning outcomes, advised stakeholders on managing student crises, and collaborated with Human Resources to develop and deliver DEI training. Mr. Thompson's administrative acumen is reinforced by his success in securing significant external funding, managing complex budgets and grants, and aligning operational goals with institutional strategy.

During his time as Associate Vice President, Mr. Thompson led the Offices of Diversity Education and Support Services, Residence Life, and Student Activities. He coordinated campus-wide DEI efforts, secured \$1.2 million in federal and state funding for underserved and under-resourced students, and developed strategies to foster institutional community. He partnered with executive leadership on strategic planning and organized faculty and staff development opportunities.

As Chief Diversity Officer, Mr. Thompson served as a member of the President's Cabinet and Executive Council. He facilitated the implementation of the college's strategic diversity and inclusion plan and collaborated with academic departments and Human Resources on recruitment strategies aimed at increasing diversity among faculty and staff. He also served as a Title VI, VII, and IX hearing officer and oversaw investigations involving students, faculty, and staff. His work in this role included generating annual reports on DEI activities and outcomes.

Earlier roles at Tompkins Cortland included Director of Diversity Education & Support Services (2010–2015) and Director of Multicultural Services (2006–2010). Mr. Thompson secured

external funding to support first-year peer mentorship programming, developed and assessed campus climate surveys, and created an annual diversity conference. He also implemented institutional retention programs focused on students of color and created leadership development initiatives such as the Student Diversity Leadership Retreat.

From 2004 to 2006, Mr. Thompson served as Director of Diversity Affairs & New Student Programs at SUNY Canton, where he facilitated diversity education workshops, advised international students, developed new student orientation programming, and ensured compliance with immigration regulations. He also served as a Title IX hearing officer and coordinated student conduct investigations. His early tenure at SUNY Canton included positions in Residence Life, culminating in his role as Acting Director. In these positions, he managed residential communities of up to 900 students, supervised large staff teams, and developed living-learning programs, including one focused on first-year student transitions.

In addition to his administrative work, Mr. Thompson has taught in the Liberal Arts as an adjunct instructor at Tompkins Cortland Community College. His teaching experience includes courses such as *Sociology 203: Race and Ethnicity in the United States* and *History 225: African American History*.

Mr. Thompson's service contributions at Tompkins Cortland include chairing the Diversity Equity Action Council and the Faculty and Staff Development Committee. He has also served on the Strategic Enrollment Management Committee, the Committee on Academic Status, and the College Planning and Assessment Council. He advised multiple student groups, including the Afro-Latin Society and the Black Student Union. His professional development includes participation in the Leadership Development Institute of the National Council on Black American Affairs and the Donald D. Gehring Student Conduct Academy. He has delivered keynote presentations and participated as a panelist on topics such as student basic needs, diversity in the workplace, and ethical hiring practices. Mr. Thompson's community involvement includes service as a City of Cortland Alderperson and membership on the DEI Committee of the Cortland Chamber of Commerce. He also held a long-term trustee and coaching position with Crown City Little League.

Mr. Thompson is a candidate for Doctor of Education in Educational Leadership and holds a Master of Science in Education, Human Performance Technology; a Bachelor of Science in History; and an Associate of Science in Liberal Arts, Social Science.