



Search for the Senior Vice President and Chief Financial Officer
Rochester Institute of Technology
Rochester, New York

THE SEARCH

Rochester Institute of Technology (RIT) seeks a strategic, collaborative, and forward-thinking leader to serve as its next Senior Vice President and Chief Financial Officer (SVP & CFO). Building on a strong upward institutional trajectory, the leadership of a recently appointed president, and a solid financial foundation established by the incumbent SVP who is retiring after 32 years of distinguished service, the new SVP & CFO will play a pivotal role in advancing RIT's strategic priorities during a period of continued development and progress. Reporting directly to the President and serving as a key partner to the Provost, President's Cabinet, Administrative Council, Board of Trustees, and campus community through collaborative shared governance, the SVP & CFO will serve as the principal architect of the university's long-term financial strategy and oversee administrative functions to sustain RIT's momentum and enable future success.

RIT is a global, private research university with its main campus in Rochester, NY and four global locations in Croatia (Dubrovnik and Zagreb), Dubai, and Kosovo. Over the past decade, RIT has pursued a bold strategy that has resulted in advancement in every key institutional metric across applications, enrollment, fundraising, faculty, and research. Notably, in 2019, RIT achieved "R2" designation in the Carnegie Classification of Institutions of Higher Education. Today, RIT is on the verge of achieving R1 status.

The SVP & CFO will step into a crucial role at a thriving institution. RIT is especially well positioned to meet the moment and navigate the dynamic and rapidly evolving higher education landscape. The ideal candidate will bring strong business acumen, creativity, flexibility, and adaptability, embracing both opportunity and challenges as the university advances strategic initiatives to propel academic excellence.

The SVP & CFO will lead a talented, high-achieving, dedicated group of staff committed to supporting the university's mission and successfully serving students, faculty, and staff. The SVP & CFO will develop and implement strategies for the effective oversight of the university's financial, human, information, technology, and physical resources. The SVP & CFO will provide leadership to over 800 divisional employees in Finance and Budget, Human Resources, Information Technology, Facilities, Auxiliary Services, and Public Safety. Responsibilities include financial planning, operations, and analysis including accounting, treasury, student accounts, operating and capital budgeting, procurement, contracting, payroll, accounts payable, and investments, as well as facilities management, risk management, public

safety, human resources, information technology, and auxiliary services. Administrative responsibilities will be tailored to the successful candidate's skills and experience as well as university needs.

As a senior officer at RIT, the SVP & CFO will work closely with the President, Provost, and other University leaders, collaborate broadly across the university, and interact with the chair and other members of the Board of Trustees, serving as administrative liaison to the Board's Finance and Infrastructure, and Investment Committees. The SVP & CFO is fully responsible for ensuring the highest standards of fiscal integrity and sound stewardship of university resources in alignment with institutional priorities and long-term goals.

ROCHESTER INSTITUTE OF TECHNOLOGY

RIT is a private, comprehensive, doctoral research university. A top-ranked university for innovation, RIT currently sits at an all-time high of #88 on *U.S. News and World Report's* listing of National Universities. It is distinguished by its commitment to preparing students for success in a globally connected society, a highly interdisciplinary culture for research and education, and a longstanding commitment to experiential education, including a century-old co-op program.

RIT's commitment to creativity, innovation, and ingenuity can be traced back to 1829, with the establishment of the Rochester Athenaeum, a literary society that offered public lectures and debates. In 1891, the Athenaeum merged with the Mechanics Institute, created by local leaders to provide technical training to meet the region's growing demand for skilled workers. The merged institution combined cultural education (the arts) with practical technical training (technology and design). In 1944, the institution became formally known as Rochester Institute of Technology. In 1966, RIT was selected as the home of the [National Technical Institute for the Deaf \(NTID\)](#). Today, NTID serves over 1,100 deaf and hard-of-hearing students, fostering an inclusive campus where students of all abilities learn and collaborate.

Today, the university's portfolio includes 13 doctoral degrees, and RIT is internationally recognized for excellence in fields at the intersection of technology, the arts, and design with significant enrollment in computing, engineering, and business. Its reputation continues to grow, with *U.S. News & World Report* ranking RIT #5 in the nation for co-op and internship programs, #42 among "Most Innovative Schools," and #43 for best value.

Financial Position

RIT has benefitted from strong administrative leadership and years of careful fiscal stewardship. RIT's endowment is presently valued at over \$1.5 billion, a 54.6% gain over the last five years. The annual operating budget is \$1.2 billion, reflecting growth of more than 20% over the past five years. The predominant source of revenue is net tuition and fees, constituting over 80% of the core educational and general revenue budget of \$465 million.

As a tuition-driven institution, RIT is addressing many of the challenges common in the higher education market. RIT is navigating demographic trends through a number of strategic moves to leverage its growing reputation and distinctive student programs to reach an ever-larger base of potential applicants from across the country and globally. It is doing well in this regard, with its student applications for fall 2026 at an all-time high. The institution is very attentive to its long-term financial sustainability and carefully monitors its discount rate and aid policies.

Academics & Students

RIT's main campus enrolls more than 14,300 undergraduates and 2,800 graduate students with another 4,100 students studying at RIT's global campuses, making it among the largest private universities in the nation. RIT offers [79 bachelor's degree programs](#), [69 master's degree programs](#), [13 doctoral degrees](#), and [81 accelerated dual-degree programs](#), housed within 11 colleges and degree-granting units: [College of Art and Design](#), [Saunders College of Business](#), [Golisano College of Computing and Information Sciences](#), [Kate Gleason College of Engineering](#), [College of Engineering Technology](#), [School of Individualized Study](#), [Golisano Institute for Sustainability](#), [College of Health Sciences and Technology](#), [College of Liberal Arts](#), [College of Science](#), and the [National Technical Institute for the Deaf](#).

RIT has also been innovative in developing combined degrees and providing opportunities for lifelong learning. RIT offers 81 combined accelerated bachelor's/master's degrees, where students can earn a bachelor's and a master's degree in less time. In addition, RIT is developing a suite of online programs emphasizing upskilling for adult learners through its offerings at [RIT Certified](#) and has a dedicated office focused on Veterans' Success.

Faculty & Staff

RIT faculty are deeply committed to the university's mission, fostering close educational relationships with students and recognizing the transformative impact mentorship has on students' professional trajectories and personal growth. The faculty is composed of 1,120 full-time and over 400 part-time members, and includes Pulitzer Prize recipients, leaders of national organizations, and trailblazers in gaming, access technology, sustainability, science and mathematics, engineering, and the humanities. Through their teaching, research, and creative work, RIT faculty advance knowledge, drive innovation, and prepare students to lead and thrive in a rapidly evolving global society.

RIT's staff are equally central to advancing the university's mission and shaping the student experience. The University employs more than 2,650 full-time and part-time staff, whose expertise, professionalism, and dedication sustain the institution's excellence and momentum. Staff contribute leadership, specialized knowledge, and a deep commitment to student success and institutional progress, serving as trusted partners in fostering a vibrant, innovative, and supportive university community.

Research

RIT is a nationally recognized research university with sponsored research awards in FY2025 reaching a record high of \$105 million from sources including the National Science Foundation, Department of Defense, National Institutes of Health, NASA, and the Department of Energy. RIT also received research funding from the State of New York. Critical areas of investigation include nanotechnology, optics and imaging science, cybersecurity and artificial intelligence, and sustainability. RIT is also growing its research programs in the life sciences and health fields.

2035 Strategic Framework

In the spring of 2024, RIT launched a series of community-wide conversations designed to explore what lies ahead for the university. Dialogues engaged students, faculty, staff, alumni, parents, community partners, and the Board of Trustees, examining topics critical to RIT's growth and trajectory. From the conversations, four pillars emerged, reflecting the aspirations and priorities of the RIT community:

- **Transformative Student Experience and Success:** Empower students to lead and thrive in a rapidly evolving world by expanding RIT's experiential, interdisciplinary, and collective approach to education and fostering their development as well-rounded, future-ready individuals.
- **World-Changing Research:** Advance knowledge, pursue groundbreaking discoveries, and shape the future through research, scholarship, and creative endeavors, leveraging RIT's interdisciplinary strengths to address pressing global challenges and contribute to the betterment of society.
- **Culture of Well-Being and Belonging:** Cultivate a culture where individual growth, holistic well-being, and a deep sense of belonging – within RIT's community and in harmony with the natural world – are integral, making it a defining element of how the RIT community learns, teaches, works, and thrives together.
- **Global Reach and Mindset:** Leverage and enhance RIT's role as a globally engaged organization, creating a cohesive and interconnected university with a deep commitment to cross-cultural understanding, engagement, and community prosperity.

The 2035 Strategic Framework will be officially released in March 2026.

University Leadership

President William H. Sanders

Dr. William “Bill” Sanders became RIT's 11th president on July 1, 2025. Sanders has nearly 40 years of experience in higher education. He most recently served as the Dr. William D. and Nancy W. Strecker Dean of the College of Engineering at Carnegie Mellon University. Prior to Carnegie Mellon, Sanders spent 25

years as a tenured professor and held the Herman M. Dieckamp Endowed Chair in Engineering at the University of Illinois.

Sanders began his career as an assistant professor in the Department of Electrical and Computer Engineering at the University of Arizona in 1988. He earned his bachelor's degree in computer engineering; master's degree in computer, information, and control engineering; and doctoral degree in computer science and engineering, all from the University of Michigan.

Sanders' research interests include secure, dependable, and resilient computing systems with a focus on critical infrastructures. He has directed work at the forefront of national efforts to make the U.S. power grid smart and resilient. His significant scholarly record includes publishing more than 300 technical papers in this field. He is also a co-developer of a tool for assessing the security of networked systems that is available commercially under the name NP-View from the startup company [Network Perception](#), which he co-founded, and had a successful exit in 2024.

A recognized leader in his field, Sanders was [elected to the National Academy of Engineering \(NAE\)](#) in 2023, one of the highest professional distinctions accorded to an engineer, for his contributions to cybersecurity and resiliency technologies. Sanders is also an elected fellow of the Institute of Electrical and Electronics Engineers, the Association for Computing Machinery (ACM), and the American Association for the Advancement of Science (AAAS). Among many honors, he was the 2016 recipient of the IEEE Technical Field Award, Innovation in Societal Infrastructure, for "assessment-driven design of trustworthy cyber infrastructures for societal-scale systems."

DIVISION OF FINANCE AND ADMINISTRATION

The [Division of Finance and Administration](#), led by the Senior Vice President and Chief Financial Officer, plays a central role in advancing the university's mission by providing strategic leadership and responsible stewardship of institutional resources. The Division supports the academic, research, and operational priorities of the university through financial management, administrative services, and enterprise-wide oversight, ensuring fiscal integrity, operational effectiveness, and regulatory compliance. Working in close partnership with academic and administrative leaders, Finance and Administration enables informed decision-making, manages risk, and helps position RIT for long-term sustainability and growth.

The Division encompasses a broad portfolio of financial and administrative functions and is staffed by a large, diverse group of professionals dedicated to supporting the university's mission. The Division includes responsibilities for financial planning and analysis, accounting, treasury and debt management, budgeting, procurement, payroll, accounts payable, investments, and student financial services, as well as enterprise oversight of human resources, information technology, facilities management, risk management, public safety, and auxiliary services. Through these functions, the Division provides essential operational infrastructure, fiscal stewardship, and strategic support for the academic, research, and administrative activities of the university.

ROLE OF THE SENIOR VICE PRESIDENT AND CHIEF FINANCIAL OFFICER

The Senior Vice President & Chief Financial Officer (SVP & CFO) is instrumental in advancing key strategic initiatives to sustain and amplify RIT's upward trajectory and transformation. To this end, the SVP & CFO will work closely with the President, President's Cabinet, Administrative Council, Board, and wider university community to build and strengthen financial and operational infrastructure in service to the university's academic and research mission. The SVP & CFO is responsible for the university's \$1.2 billion operating budget and provides strategic oversight of the \$1.5 billion endowment.

Reporting to the President and as a key member of the President's Cabinet and Administrative Council, the SVP & CFO will be a fully engaged and strategic partner to advance strategic priorities and long-term goals.

KEY OPPORTUNITIES AND CHALLENGES FOR THE SENIOR VICE PRESIDENT AND CHIEF FINANCIAL OFFICER

Provide strategic financial leadership and thought partnership

The SVP & CFO will join a highly collaborative and cohesive cabinet of executive leaders who are united in their dedication to continuing RIT's ascent. The SVP & CFO will lead the annual budgeting process in partnership with the Provost, vice presidents, and deans to resource ongoing academic and research activities, align new investments with strategic priorities, and provide financial oversight and rigor to ensure long-term sustainability. Leveraging a data-driven approach, the SVP & CFO will provide strategic financial leadership and thought partnership through multi-year financial modeling, scenario analysis, and clear articulation of institutional trade-offs and risks. In particular, the SVP & CFO will be a close collaborator with the Provost, maintaining a sharp focus on academic and research priorities, incentivizing program and revenue generation, and ensuring quality of programs.

Ensure infrastructure and financial decision-making support the academic mission and student success

RIT is a dynamic institution, experiencing significant growth in enrollment, endowment, research, and global presence. As university activities have grown in scale and complexity, there is a corresponding need for increased financial and administrative sophistication to ensure resources are aligned with institutional priorities. Building on the implementation of new enterprise systems, such as Workday, the SVP & CFO will facilitate timely, transparent, and informed decision-making through the use of data-enabled financial strategies, advanced analytics, and predictive modeling. Impeccable change management and communication skills will be essential to guide the institution, ensuring stakeholders are engaged, informed, and supported. Collaboration, creativity, and transparency will be critical in building trust and advancing shared goals. The SVP & CFO will need to apply a system-wide perspective to position RIT for continued growth.

Support an actively growing research portfolio

RIT research is thriving with recent investments in emerging areas such as semiconductors, AI, quantum, and photonics, as well as interdisciplinary work at the intersection of technology, health, the arts, and the environment. The SVP & CFO will provide financial leadership for a growing research enterprise, including an understanding of sponsored research infrastructure, compliance, indirect cost recovery strategies, and financial models needed to build a robust research engine.

Collaboratively pursue new revenue streams and opportunities

The SVP & CFO will play a key role in supporting the development of new streams of revenue for RIT. They will bring a grasp of domestic and international enrollment trends as well as the potential for new online and certificate programs. The SVP & CFO will support the academic mission with strong financial planning and creative partnership. In addition, the SVP & CFO will be able to clearly to articulate the financial and broader impact of major programmatic decisions in a way that is accessible to the broader RIT community.

Provide strategic leadership for RIT's Global Campuses and NTID

RIT operates four international campuses, and its main Rochester campus is home to the National Technical Institute for the Deaf (NTID), a federally funded college for deaf and hard-of-hearing students. While the global campuses are separate organizations with their own financial leadership structures, the SVP & CFO provides strategic leadership for business development, risk mitigation, and negotiations with local partners. NTID receives considerable federal funding (in FY24 NTID received approximately \$92 million from the Department of Education), and the SVP & CFO will support its continued financial strength and strategies for navigating uncertainties in the federal funding landscape.

Operational and facilities leadership

RIT's campus was designed in 1968, with much of its physical plant dating back to that era. In recent years, RIT has embarked on a major facilities transformation, undertaking several impressive capital projects including the \$120 million SHED (Student Hall for Exploration and Development), Thomas Fearey Judson, Jr. Stadium, a new 39,000 square-foot research facility, and a new Performing Arts Center (among others). Looking forward, and in keeping with a recently completed [campus plan](#), the focus will shift to renovating existing spaces and addressing deferred maintenance. The SVP & CFO will ensure real estate and space are optimized and that renovations and facilities investments support top academic priorities.

Lead and manage a strong team

The SVP & CFO will provide leadership to the Division of Finance and Administration, inheriting a talented, dedicated team of high-performing professionals with expertise across a wide array of functions. They will support this team, utilizing the institutional knowledge and expertise of seasoned members while providing mentorship and encouraging professional development for all. The SVP & CFO will cultivate a

culture of flexibility, creativity, mutual respect, integrity, and share accountability, motivating teams to provide a high level of service across the university.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will bring a demonstrated track record of leading across various financial and administrative functions. The committee seeks candidates with a well-rounded combination of the following abilities:

- A master's degree in finance, accounting, or business administration or equivalent combination of education and experience.
- At least ten years of progressively responsible strategic leadership overseeing financial and operational functions, preferably within an academic or similarly complex organization.
- Ensure sound fiscal stewardship through effective oversight of university resources and compliance with applicable laws and regulations.
- Provide expert fiduciary oversight for the institution's diverse asset base, actively managing complex investment strategies, working capital liquidity, and debt issuance to maximize risk-adjusted returns while fortifying the balance sheet against market volatility.
- Ability to oversee a diverse range of functional areas, including facilities, information technology, human resources, and others.
- Superior financial planning and analytical skills, and an in-depth knowledge of strategic financial analysis, budgeting, and modeling, and demonstrated ability to analyze complex financial and accounting data.
- Strong business acumen in operations, project management, administration, and/or business services with experience facilitating process efficiencies, change management, and improvement initiatives.
- Knowledge of current and emerging issues, trends, and strategies in higher ed finance and a proven track record of success with revenue enhancement.
- A strong record of inspiring, leading, and developing large and diverse teams of highly skilled professionals.
- Collaborative leadership within a large and complex organization with multiple stakeholder groups.
- An entrepreneurial orientation and a willingness to take considered risks and seize opportunities.
- Sound judgement and the political savvy to thoughtfully champion the right initiatives while appropriately relinquishing others.
- Exceptional verbal and written communication skills; adept at briefing senior leaders, boards, and committees; ability to communicate complex information in accessible terms to numerous constituencies.
- An understanding and dedication to supporting RIT's values and mission.

ABOUT ROCHESTER, NEW YORK

- Situated in Henrietta, a suburb just south of Rochester, New York, RIT's expansive 1,300-acre campus blends modern architecture with green spaces, creating a dynamic environment for innovation, learning, and creativity. The campus features cutting-edge facilities, including specialized labs and studios, reflecting RIT's strengths in technology, design, and experiential education. RIT is nestled within the Finger Lakes region known for its natural and outdoor resources, affordability, and high quality of life. The area has urban, suburban, and rural areas all within a short drive of campus.
- Home to nearly 1.1 million people, Greater Rochester is the third-largest metro area in New York. Rochester is a multifaceted, vibrant city, and one of the best to visit, live in, and enjoy. Located on the southern shore of Lake Ontario and intersected by the Genesee River, the city of Rochester offers a rich cultural and historical backdrop. It is a thriving culinary destination, playground for music enthusiasts, and an area known for imaginative arts and theater scene.
- Rochester has a legacy of innovation, once home to major companies like Kodak and Xerox. Today, the city of Rochester is a dynamic hub for business and technology and is home to leading companies, high-tech industries, and start-up enterprises in optics, imaging, manufacturing, engineering, software, and health care.

COMPENSATION

The SVP & CFO is a full-time, permanent position based on-site in Rochester, NY. The University offers a competitive and comprehensive benefits package. The anticipated base salary range for this role is \$475,000 – \$675,000. The starting base salary will be commensurate with qualifications, experience, market, and organizational considerations.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/rochester-institute-technology/senior-vice-president-and-chief-financial-officer>.

John Muckle, Partner

Dan Rodas, Partner

Amble Ryan, Managing Associate

Ethan Thomas, Managing Search Coordinator

Isaacson, Miller

In compliance with NYS's Pay Transparency Act, the anticipated starting salary for this position is listed above. Rochester Institute of Technology considers factors such as (but not limited to) scope and responsibilities of the position, candidate's work experience, education/training, key skills, internal equity, as well as, market and organizational considerations when extending an offer. The hiring process for this position may require a criminal background check and/or motor vehicle records check. Any verbal or written offer made is contingent on satisfactory results, as determined by Human Resources.

RIT does not discriminate. RIT provides equal opportunity to all qualified individuals and does not discriminate on the basis of race, color, creed, age, marital status, sex, gender, religion, sexual orientation, gender identity, gender expression, national origin, veteran status or disability in its hiring, admissions, educational programs and activities. RIT provides reasonable accommodations to applicants with disabilities under the Rehabilitation Act, the Americans with Disabilities Act, the New York Human Rights Law, or similar applicable law.

This document has been prepared based on the information provided by the Rochester Institute of Technology (RIT). The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by RIT would supersede any conflicting information in this document.