

A photograph of a modern building with a glass facade reflecting the sunset. The sky is a mix of orange, red, and blue. In the foreground, there are silhouettes of streetlights and a large, abstract sculpture. The building's reflection is visible in the water in the foreground.

RIT

President
Rochester Institute of
Technology

Rochester, New York



**RIT is one of the
top universities in
the nation working
at the intersection
of technology, the
arts, and design.
We are a university
that is shaping the
future and improving
the world through
creativity and
innovation...
We put a high value
on bringing good-
ness to the world.**

—President David C. Munson, Jr.



The Opportunity

Rochester Institute of Technology (RIT) seeks a visionary, strategic, and inspirational leader to serve as its next president. From its earliest days, RIT has galvanized creativity and innovation at the intersection of technology, the arts, and design, and as a comprehensive university with these foci, RIT is poised to be a leading institution in higher education for the 21st century. At a time of rapid change in higher education, RIT is on an ambitious upward trajectory. It is pioneering exciting new academic programs in emerging fields, cutting-edge research within and across disciplines, and a world-class experiential education program that centers on student success in the context of an inclusive and supportive community.

RIT is a global university with its main campus in Rochester, NY and five global campuses located in China, 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. Applications have increased 36 percent. Enrollment has grown more than 10 percent to over 20,000 students globally, with the diversity and caliber of the student body continually on the rise. Faculty have grown in number, diversity, and scholarly stature, and research productivity combined with a commitment to being a student-focused institution remain top priorities. Notably, in 2019, RIT achieved “R2” designation in the Carnegie Classification of Institutions of Higher Learning, placing it among the top six percent of colleges and universities in the nation, and the institution is on the verge of attaining R1 status. RIT’s student focus, rigorous curriculum, and vibrant learning environment, coupled with its continued commitment to and expanded experiential learning offerings, have helped students to thrive both domestically and globally. For the class of 2023, RIT boasts a 93.4 percent post-graduation employment rate. These successes have been fueled by a growing philanthropic enterprise. In 2023, RIT successfully concluded the [Transforming RIT: The Campaign for Greatness](#), a blended fundraising campaign, raising over \$1 billion to support the university’s ambitious goals.

RIT was founded in 1829 and was an early proponent of practice-based and cooperative education (co-op). Today, it is a nationally ranked doctoral university, currently at an all-time high of #98 on *U.S. News and World Report*’s listing of National Universities, distinguished by its commitment to preparing students for success in a globally connected society. With the Fall 2023 opening of RIT’s SHED (Student Hall for Exploration and Development), RIT is transforming the way students learn with spaces that better enable creativity, collaboration, and discovery. Building on RIT’s strength in offering programs at the intersection of technology, the arts and design, in 2019, RIT established the Performing Arts Scholars Program with the goal of becoming the nation’s premier performing arts program for non-majors. Currently, more than 2000 students have auditioned for and engaged in performing arts on campus. The recently created Art Experience Program also offers studio arts for non-majors. Both programs are serving to attract and retain additional multitalented students. The National Technical Institute for the Deaf (NTID) is one of the eleven colleges of RIT and is home to the world’s first and largest technological college for deaf and hard-of-hearing students. In addition to its physical campuses, RIT has partnerships with more than 100 institutions worldwide. RIT is consistently chosen as a partner for government and industry to tackle global challenges. Most recently, RIT became one of six U.S. universities selected to join an international USA-Japan partnership led by Micron Corp. which was announced at the G7 Summit in Japan. Micron Corp. has committed \$100 billion over the next 20 years to construct a new “megafab” facility outside Syracuse, NY.

The President will join RIT as the community launches its next strategic plan. As chief executive officer, they will be responsible for leading the finalization, together with the Board of Trustees, and implementation of a plan to extend and accelerate its upward momentum. The ideal candidate will lead through innovation that leverages the distinctive cultural and academic assets of the university, including the remarkable dedication and passion of its board, faculty, staff, students, and alumni. The president will champion its efforts to grow the research enterprise and interdisciplinary programs, the student-centered and inclusive climate, and the deep commitment to shared governance.



History and Institutional Trajectory



RIT's commitment to creativity, innovation, and ingenuity can be traced back to [its roots](#) when, in 1829, the city of Rochester's founder established the Rochester Athenaeum. This literary society offered public lectures and debates and attracted such luminaries as Ralph Waldo Emerson and Oliver Wendell Holmes. In 1891, the Athenaeum merged with the Mechanics Institute, which had been created and funded by local business and community leaders to provide technical training to meet the local industry's growing demand for skilled workers. The merged institution combined cultural education (the arts) with practical technical training (technology and design). In 1912, cooperative education was added to the mix, and the core foundation was in place for Rochester Institute of Technology, as it has been named since 1944.

In 1955, RIT awarded its first bachelor of science degrees, and five years later, the university awarded its first master's degrees. In 1966, RIT was chosen as the home for the federally sponsored [National Technical Institute of the Deaf](#), which began operations in 1968. Today, NTID provides programming at the associate, bachelor's, and master's degree levels and supports more than 930 deaf and hard-of-hearing students who live, work, and study with hearing students across all majors on the RIT campus, leading to a richly diverse and accessible campus community.

In 1990, RIT established its first PhD program. Today, the university's portfolio includes 13 doctoral degrees, and RIT is internationally [recognized and ranked](#) for academic leadership in business, computing, engineering, game design, imaging science, sustainability, film and animation, photography, and the fine and applied arts. RIT's stature and reputation have been on a dramatic rise. *U.S. News and World Report* ranks RIT as #5 in the U.S. for co-op or internship programs, #41 in its "Most Innovative Schools" list, and #42 among best-value schools.





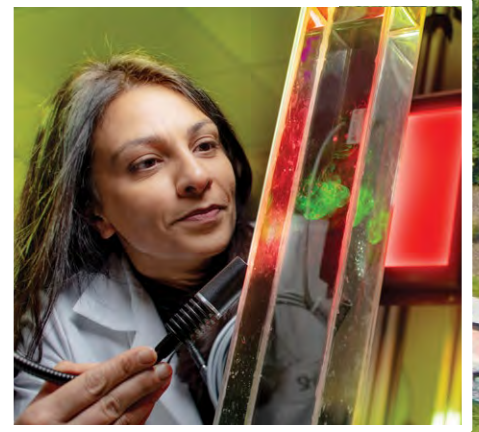
RIT Strategic Plan



The RIT Strategic Plan (2018-2025), [Greatness Through Difference](#), leverages RIT's signature strengths in technology, the arts, and design.

It reflects the institution's distinctive character and has guided initiatives that were critical to RIT's success and growth. RIT is enterprising, agile, and proudly unconventional; a university that relishes change and is collaborative, transformative, inspirational, and deeply student-centered. The RIT Board of Trustees has initiated development of the next iteration of the strategic plan, which is likely to follow closely on the themes of Greatness Through Difference and build on these institutional strengths. The next phase of the plan is to continue transforming RIT into a distinctive and impactful institution, producing breakthrough research that is relevant to pressing issues in society and providing cutting-edge, engaged education with an interdisciplinary approach that prepares students not just for careers but to become leaders in life and citizens of the world.

The recently completed \$1-billion Transforming RIT blended campaign will propel RIT forward and invest in the goals of the strategic plan. As such, campaign priorities included investing in student success, creating world-class facilities, advancing research and discovery, and innovating careers of the future.





Academics



RIT offers a broad portfolio of academic programs supported by a diverse, committed, and accessible faculty.



More than [79 bachelor's degree programs](#), [69 master's degree programs](#), [13 doctoral degrees](#), and [81 accelerated dual-degree programs](#) enroll students across 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 [National Technical Institute for the Deaf](#).

RIT has also been innovative in developing combined degrees and providing opportunities for lifelong learning. RIT offers 73 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 and Staff

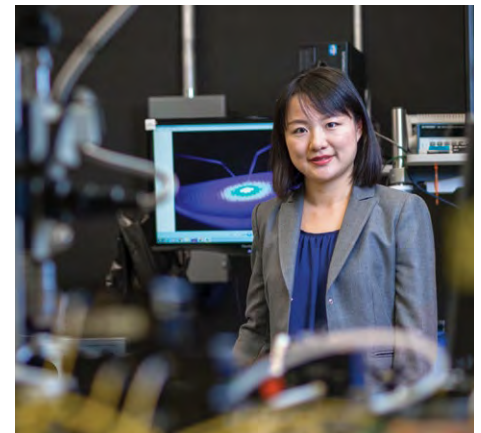


RIT faculty are deeply committed to the university's mission, fostering a close educational relationship between faculty and students and recognizing the critical impact mentorship can have on students' future professional and personal lives.

The faculty is composed of 1,120 full-time and 427 part-time members. Today, faculty of color comprise 31% of tenured and tenure-track faculty, and 36% of tenured and tenure-track faculty are women. These figures are up from 20% and 32%, respectively, a decade ago. RIT's strategic plan has made the hiring of talented faculty a top priority and has made significant strides in the areas of diversity and inclusion.

RIT's student-faculty ratio is 13:1, with an average class size of 23. Faculty include Pulitzer Prize recipients, leaders of national organizations, and trailblazers in gaming, access technology, sustainability, science and mathematics, engineering, and the humanities.

RIT is also home to 2,527 full-time and 115 part-time talented and passionate staff, who form the backbone of RIT's operations and are integral members of the tight-knit RIT community. Amongst the staff over 22% are people of color and over 58% are women. Staff support student life, health and wellness, the educational mission, and the critical academic, research, co-curricular, and business operations of the institution. Many are alumni, underscoring RIT's role as a major local employer and the dedication of its staff.





Research and Partnerships



In fiscal year 2024, RIT's sponsored research awards totaled \$102 million, an annual record high.

Critical areas of investigation include nanotechnology, optics and imaging science, cybersecurity and artificial intelligence, and sustainability. In addition, RIT is growing its research programs in the life sciences and health fields. Sponsored research awards span a number of national agencies – NSF (\$16.5 million), Department of Defense (\$14.5 million), NIH (\$8.1 million) – as well as awards from NASA and the Department of Energy. RIT also received \$14 million in research awards from the State of New York. Notably, RIT is an NSF ADVANCE university having received the highly competitive and sought after ADVANCE Institutional Transformation (IT) grant (2012 – 2018) and the ADVANCE IT-Catalyst grant (2008-2011), which support universities in creating more equitable and inclusive working environments for their faculty. RIT is supporting the growth of research through new infrastructure, including a [new research building](#) that is expected to be completed by fall 2024 and new lab spaces to support [the Future Photon Initiative](#).

RIT is consistently chosen as a partner for government and industry to tackle global challenges. As mentioned above, most recently, RIT became one of six U.S. universities selected to join an international USA-Japan partnership announced at the G7 Summit in Japan. This effort is being

led by Micron Corp., which has committed \$100 billion over the next 20 years to construct a new “megafab” facility outside Syracuse, NY. RIT is leveraging its expertise in technical education and research as a key partner in this initiative to improve competitiveness in computer chip design, development, and manufacturing in the United States. In another area, Google



turned to RIT's ESL [Global Cybersecurity Institute](#) to manage a Cybersecurity Clinic Fund and train new cybersecurity professionals. RIT is also part of “The New York Climate Exchange,” a first-of-its-kind consortium that brings public and private higher education institutions and global companies together. See the appendix for further information on RIT's research centers and institutes. RIT's partnership with Rochester Regional Health is at an important juncture as discussions are underway concerning potential health care academic programs that can add to RIT's distinction.

RIT also recently created an AI Hub as the strategic point responsible for developing AI solutions for teaching and learning and promoting AI-enabled innovations and services on campus. The AI Hub will support RIT in remaining at the forefront of AI. Advances and applications of artificial intelligence are playing critical roles in higher education, industry, and society broadly. From generative AI in creative disciplines, to legal and humanist dilemmas presented by AI, to the technological and computational research enabling AI computational power, the AI Hub will ensure that RIT is strategically positioned to bring these together as one university.



Student Body, Student Life, and Student Success



RIT enrolls more than 17,500 undergraduates, 2,513 master's students, and 461 doctoral students, including a record 112 new PhD students who started in the fall of 2024, all across more than 200 programs, making it among the largest private universities in the nation.

Eighteen percent of students identify as African American, Latine/Hispanic, and/or Native American (AALANA), and female students make up 36% of the overall student population. Building on its legacy of excellence across STEM and the arts and a commitment to developing creative thinkers, RIT has a growing reputation nationally and internationally and is increasingly seen as a distinctive environment for students to thrive in the classroom and beyond. RIT has more than [300 clubs and organizations](#) and is ranked #38 for student engagement, according to the *Wall Street Journal/Times Higher Education*. RIT offers Division I men's and women's hockey in addition to 22 Division III athletics teams and various intramural programs and club sports. Notably, in 2019, RIT launched the Performing Arts Scholars program tailored to students who would like to participate in any form of the performing arts, including acting, dance, music, musical theater, or technical production outside of their major. Since its inception, more than 2000 students have



accepted scholarships to join this program. Participation in performing arts-related clubs has also increased from 9% to 29%, as of the 2022-2023 academic year.

RIT is a global university with over 100 active international partnerships and five global campuses located in China, Croatia (Dubrovnik and Zagreb), Dubai, and Kosovo. In 2023, RIT enrolled a record high of just over 3,600 students across its global campuses, more than doubling its global enrollment over the last decade. This is in addition to nearly 2,000 international students from 103 countries studying on RIT's main campus. See the appendix for further information about RIT's global campuses.

Today, RIT counts nearly 150,000 alumni who live and work around the world. Prominent RIT alumni make their mark in a variety of fields including government, science, technology, arts, media, business, engineering, and more, including fifteen Pulitzer Prize-winning photographers, a MacDowell Medal recipient, two National Design Award winners, a world-renowned geneticist, the inventor of the Microsoft Kinect, the designer of the One World Trade Center Tower beacon, Academy Award-winning animators, filmmakers, and motion picture scientists on films such as *Frozen* and *Life of Pi*, and an Emmy Award-winning television and media personality.





GORDON FIELD HOUSE & ACTIVITIES CENTER
Student Union 110

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Energy. Healthcare. Transportation. **BRILLIANT ANSWERS TO URGENT QUESTIONS.**

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Make a Difference
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96-85

Career Fair
RIT

Cooperative and Experiential Education



At RIT, [experiential learning](#) enables students to apply what they've learned through lectures, labs, assignments, and projects to a variety of experiences outside the classroom.

These opportunities expand students' knowledge and broaden their perspectives by refining their professional and intellectual competencies and cultivating their leadership abilities. RIT is home to the fourth oldest and one of the largest co-op programs in the world, annually placing more than 4,200 students in more than 5,800 co-op assignments across 1,800 employing organizations. Students become career-ready by gaining experience with top-tier employers, including Apple, Bristol-Myers Squibb, EA Sports, Fidelity, Google, Honda, Johnson & Johnson, Microsoft, NASA, Ortho Clinical Diagnostics, SpaceX, The Walt Disney Company, and many more. RIT has been working to broaden experiences for students to ensure co-op opportunities in research and other settings. In addition, students have the opportunity to explore experiential education through international experiences, undergraduate research, clinical experiences, [the Simone Center for Innovation and Entrepreneurship](#), [the MAGIC Spell Studios](#) (best-in class facility devoted to digital media research and production), service learning, the vertically integrated projects (VIP) program, as well as competitions, simulations, and multidisciplinary projects.





Diversity and Inclusion

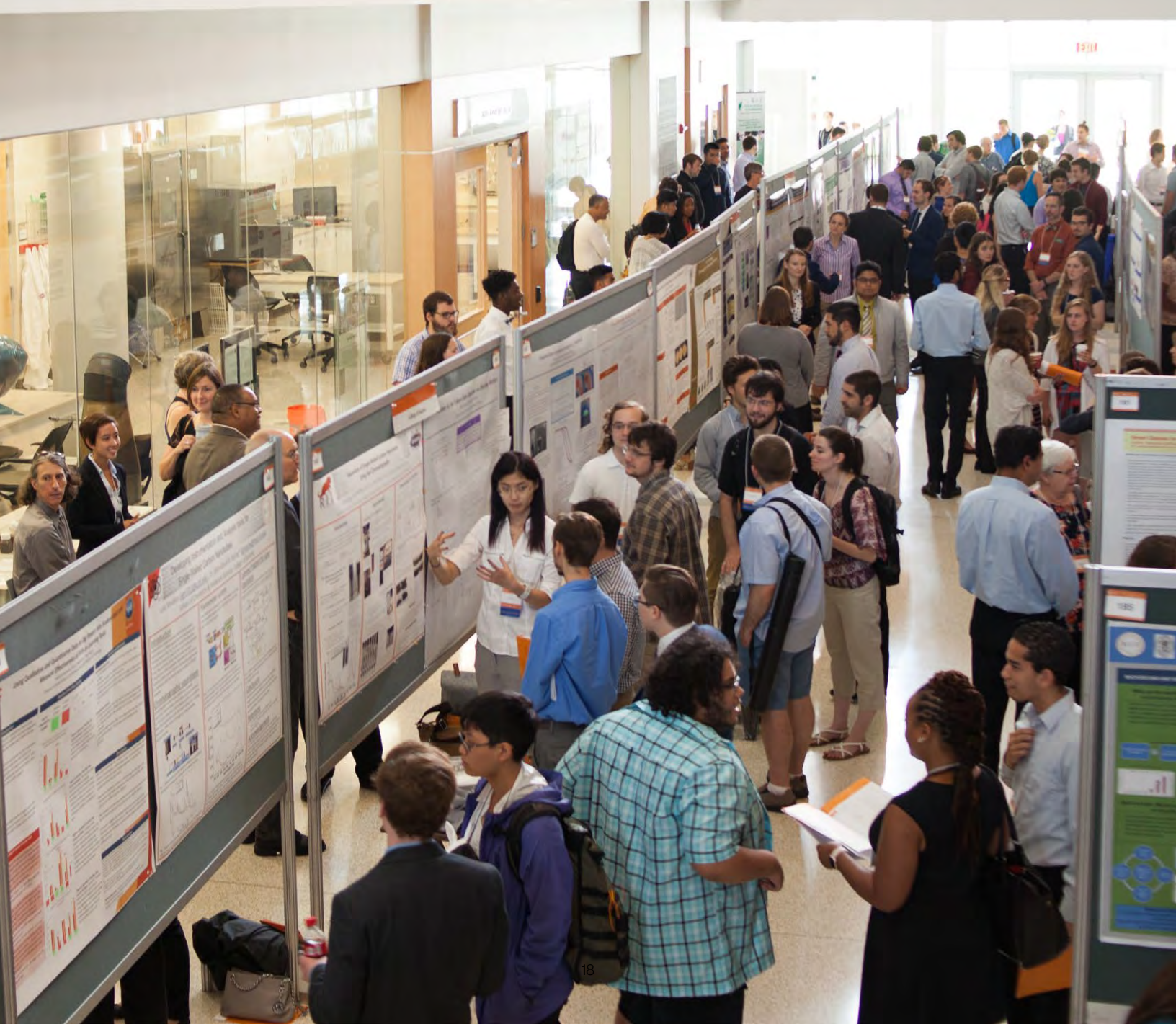


RIT prioritizes diversity and its role in enriching the educational experience for students, preparing them for productive lives as professionals and community members.



RIT is a nine-time winner of *INSIGHT into Diversity* magazine's "Diversity Champion" designation. In addition, RIT was the recipient of the Higher Education Excellence in Diversity Award for successful efforts in the areas of campus diversity and inclusion from the years 2014 to 2023.

RIT's [Division of Diversity and Inclusion](#) and Student Affairs work collaboratively with academic and administrative units to provide holistic services and support for the entire campus community. Together they enhance access and success for historically underrepresented students – including women and LGBTQIA+ individuals, as well as African American, Latine/Hispanic, Asian American and Native American (ALANA) students – and for faculty and staff. They support education and scholarship and ensure a welcoming, inclusive, vibrant, and accessible environment for the entire community.



Sustainability and Wellbeing



RIT strives to create a campus community that effectively prioritizes the personal and professional health and well-being of all its members. This requires healthy work environments, inclusive programming, services, policies, and processes for faculty, staff, and students.

With academic program offerings that include product and packaging design, clean technology and policy, business, supply chain management and sustainable systems, RIT is uniquely positioned to be a transformative force in the creation of a sustainable economy. RIT's efforts extend far beyond the classroom, empowering student-led sustainability programs, community engaged scholarship, and regional and national collaborations such as the NY Climate Exchange. RIT's commitment to sustainability is based upon four pillars:

- Cultivate global citizens and leaders prepared to address the inter-connected ecological, economic, social, and ethical challenges of creating a sustainable future.
- Serve as a living laboratory for an international model of campus sustainability, with infrastructure and operations designed to reflect our leadership in sustainability, adaptation, and resiliency.

- Offer innovative curricula, programs, and research that foster a commitment to sustainability.
- Partner locally and internationally with the communities in which it is engaged to advance sustainability and build resiliency.



RIT is a signatory of Second Nature's Climate Leadership Commitment, has earned a STARS rating of Gold through the Association for Advancement of Sustainability in Higher Education (AASHE), has been designated as a leader in NY's Clean Green Campuses program, is an EPA Green Power Partner, and has been recognized on Princeton Review's Guide to Green Colleges for thirteen consecutive years.



Governance and Finances

RIT is governed by the [Board of Trustees](#), consisting of 42 active trustees, including the president of RIT and representatives of the Alumni Association President and the National Advisory Group of the National Technical Institute for the Deaf.

RIT's University Council is the major forum for shared governance, bringing together representatives from the university's three governance groups: Faculty Senate, Staff Council, and Student Government. The president, provost, vice presidents, and deans are also represented on the council, which addresses university-level policies and facilitates communication.

RIT has benefited from strong administrative leadership and careful fiscal stewardship. RIT's endowment is presently valued at over \$1.3 billion, a 44.6% gain over the last five years. The annual operating budget is \$1.1 billion, representing 6.5% growth over 2023. The predominant source of revenue is net tuition and fees, constituting 84% of the core educational and general revenue budget of \$437.9 million. In AY24, RIT started a 5-year phase-in of an activity-based budget model to better balance the allocation of resources to needs, encourage entrepreneurial program development, and provide increased transparency and predictability around the budgeting process.

As a tuition-driven institution, RIT faces many of the challenges that the higher education market is grappling with today. RIT is navigating demographic trends through a number of strategic moves to utilize its growing reputation and distinctive student programs to reach an ever-larger base of potential applicants from across the country and globally. The institution is very attentive to its long-term financial sustainability and carefully monitors its discount rate and aid policies.

Over recent years, RIT has embarked on a major transformation of its physical campus. In 2023, RIT opened the \$120 million RIT Student Hall for Exploration and Development (SHED). The SHED, named in a student competition, houses makerspaces, project



team spaces, dance studios, rehearsal rooms, and performing arts theaters, bringing together technology, the arts, and design with flexible spaces that foster and stimulate



creativity, collaboration, and discovery. The first phase of a [new performing arts complex](#), which will feature a 750-seat theater is expected to be completed in 2026. A future second phase is being proposed as an adjacent building with an envisioned 1500 seat orchestra hall for larger audiences and major events. RIT has also completed a campus master plan which will serve to guide the physical development of the campus over the next 10-25 years.



Role of the President

The next President of RIT will build on the upward trajectory of the university, ensuring that RIT continues to shape the future and improve the world through creativity and innovation.

The President will inspire the RIT community to be bold, leveraging the power of technology, the arts, and design for the greater good. They will lead a diverse and collaborative community of engaged, socially conscious, and intellectually curious minds to realize its ambitions.

As the Chief Executive Officer, the President holds responsibility for the overall management and direction of the University. As such, they work with the Board to set the vision and strategic direction. As an institution that centers on community, the President is a present and visible figure on campus, fostering strong relationships with internal and external constituents. At the same time, the President is the chief fundraiser, developing resources to support the University's continued growth. The President is supported in this work by the senior leadership team. See the appendix for more information about the president's team.

Opportunities for the Next President

Develop and implement a bold vision for the future

The next President will be joining RIT as it develops its next strategic plan. Given the institution's momentum, it is likely that the vision will involve going deeper and bolder in key areas that define RIT, such as its technical expertise, offering programs at the intersection of technology, the arts and design, innovative and creative problem-solving, to outstanding experiential education. The strategic priorities will determine the next phase of investments to continue RIT's remarkable success story. The President will inspire the community and set the tone for institutional culture as RIT continues



to evolve and strive for higher levels of distinction, impact and visibility.

Build on and expand RIT's tradition of student-centered experiential learning

RIT's co-op program is a pillar of the student experience and has demonstrated success in preparing students for life after RIT. As the future of work evolves, the next President will have the opportunity to shape co-op and experiential learning opportunities in ways that make RIT a leader in preparing students for success. The next President will pursue innovation in education, enhance student experience and success, and ensure that students are at the heart of all institutional initiatives and decisions. As enrollments across the nation decline, RIT has fared well due to the emphasis on applied learning and technological training, while also building on programs at the intersection of technology, the arts and design. The President must be attentive to the value proposition of its programs and continue a focus on attracting top students to RIT.

Grow resources through philanthropy and revenue generation

RIT is a tuition-dependent institution with ambitious goals. The next President will be charged with raising considerable funds to fuel its investments in research, faculty, academic programs, and student experience. The

President will cultivate and steward the RIT community of alumni and friends, identify new donors within the RIT network and beyond, and make a compelling case for supporting its future. In addition to philanthropy, RIT is poised to pursue additional partnerships with industry as well as state and federal investments that can generate significant financial support for major programs. Finally, the President must continue to encourage entrepreneurial activity among deans, faculty, and staff that can grow the resource base.

Drive a culture of research excellence and interdisciplinary collaboration

RIT has made targeted investments in emerging areas such as semiconductors, AI, quantum, and photonics, as well as interdisciplinary work at the intersection of technology and health, technology and the arts, and technology and the environment. It is positioned to expand research and graduate education and expects to attain "R1" status within a decade. The next President will work closely with the leadership team to support faculty efforts, identify the areas of most potential, and allocate resources to the areas of highest impact. The RIT community is highly collaborative, and the scale of the institution lends itself to team pursuits. The President will ensure that RIT leverages these advantages, lowers institutional barriers to collaboration, and promotes large initiatives at the intersections of fields.

Expand global footprint and community engagement

The next President will solidify RIT's global footprint and brand by utilizing existing campuses abroad to expand opportunities for global education and international partnerships. They will also work at the national level to identify strategic partnerships that will grow RIT's presence, participation and impact in areas of its core strengths. As the largest university in the region, RIT plays a critical role in the Rochester community as an anchor institution

Role of the President

(continued)

and a driver for economic, social, and cultural development. The next President will support local partnerships and engagement, both providing opportunities for RIT to develop in areas like health sciences while also serving as a steadfast contributor to the region's growth and well-being.

Champion and foster a diverse and inclusive campus community

RIT has a long tradition as an institution that is welcoming and inclusive. Students describe RIT as a place where they feel they can truly be themselves and be celebrated as members of the community. The next President will be expected to build on and expand RIT's commitment to diversity, equity, and inclusion. RIT has launched a number of efforts to diversify its population of faculty, students, and staff, and the next President will support and accelerate these endeavors. The President will serve as an institutional leader and champion in both word and action to promote the value of diversity and inclusion and cultivate an environment where all community members will thrive.

Lead a high-performing organization for excellence in execution

RIT is a large and complex organization, and the President will need to attract, retain, and develop top talent to guide its work across all mission areas. The President must prioritize investing in faculty and staff as they are critical to overall institutional success and implementation of RIT's strategic plan. To address the growing needs in higher education, the President will need to prioritize well-being into RIT's campus culture by weaving personal health, inclusivity, accessibility, and belonging into its policies and processes. The President will also play a key role in aligning institutional resources with priorities and making data-driven decisions in the face of competing interests. This will involve culture change, process and infrastructure modernization, and promoting efficient operations.

The Successful Candidate

RIT seeks a new President who is a leader with intellectual vision, a firm understanding of developments in higher education, great energy and integrity, and the capacity to inspire the university community. The next President will combine an appreciation for RIT's distinctive culture and community with the imagination and courage to navigate a shifting higher education landscape. The Search Committee understands that candidates may not have all the ideal qualifications, but it seeks candidates with the following experience and abilities:

A critical thinker who is not afraid to challenge the status quo to advance the educational experiences of RIT's students, develop financial models that fund these experiences, and continue to propel RIT on the path toward being THE innovation university.

Experience as a strategic leader with a demonstrated record of successful institutional leadership;

- a student-centered leader with a record of supporting students, developing novel programs and experiences for students, and promoting their success and well-being;
- a demonstrated record of developing strategies to expand sponsored research;
- expertise in and a commitment to investing in, recruiting and retaining faculty and staff;
- an effective leader who takes on complex challenges and collaborates, while building consensus to reach the best solutions;

Proven success in fundraising, including the capacity to develop a compelling narrative for RIT;

- ability to successfully fundraise through alumni and the broader public and private interests in technology,

the arts, design, and innovation.

- demonstrated experience with leveraging industry partnerships and other external partnerships to attain the goals of expanding research, and student learning experiences.

Exceptional communication and interpersonal skills, including a strong inclination to listen and empathize;

- an approachable style and willingness to engage with the entire RIT internal and external community;
- A sense of humor
- ability to energize and inspire students, faculty, staff, parents, alumni, trustees, and other external constituencies;
- knowledge of and/or a willingness to learn American Sign Language and develop an understanding of Deaf culture and include the needs of deaf and hard-of-hearing students as part of RIT/NTID's policies.

A sophisticated understanding of the finances of higher education, including enrollment trends, financial aid, and research funding and a record of effective fiscal management;

- ability to balance potential conflicting priorities while maintaining a fiscally sound position;

A demonstrated record of impact with regard to diversity, equity, and inclusion as reflected by individual action and institutional leadership;

- support for and appreciation of RIT's commitment to academic freedom, including a commitment to institutional neutrality.
- a fair, collaborative, and transparent leadership style that will succeed in an environment of shared governance;

Sufficient experience with the higher education sector to possess an understanding of and appetite for the academic culture;

Role of the President

(continued)

- experience working with boards and assisting them in utilizing their full potential to advance institutional goals; and

A clear understanding and the ability to lead a higher education institution in the age of AI



Compensation

Based on competitive market information, we anticipate an initial base salary for this position in the range of \$850,000 to \$1,050,000, supplemented by a comprehensive and competitive benefits package including housing. Compensation for the successful candidate will be commensurate with experience, education, market, and organizational considerations.

To Apply

RIT has engaged Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications should be directed in confidence to the firm as directed below.

John Muckle, Partner
Karen McPhedran, Managing Associate
Liz Braun, Senior Associate
Isaacson, Miller

<https://www.imsearch.com/open-searches/rochester-institute-technology/president>

RIT does not discriminate. RIT promotes and values diversity, pluralism, and inclusion in the workplace. 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 orientations, gender identity, gender expression, national origin, veteran status, or disability in its hiring, admissions, educational programs, and activities. For more information or inquiries, please visit [RIT/TitleIX](#) or the U.S. Department of Education at <https://www.ed.gov/>

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 RIT's Human Resources. RIT uses E-Verify to confirm employment eligibility for new and existing employees working on federally funded contracts that contain that requirement. Before considering employment with RIT, please read the language from the U.S. Department of Homeland Security, the Social Security Administration and the Department of Justice by clicking on the associated links below:

[English E-Verify Participation Poster](#)

[Spanish E-Verify Participation Poster](#)

[English Right to Work Poster](#)

[Spanish Right to Work Poster](#)

You must have Adobe reader to view these posters.

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. If you need reasonable accommodation for any part of the application and hiring process, and you wish to discuss potential accommodations related to your application for employment at RIT, please contact Isaacson, Miller as indicated above.

Clery Act Safety Information:

Rochester Institute of Technology (RIT) is committed to the safety and security of all members of its community. The Clery Act information is provided in compliance with federal law to inform current and potential RIT students and employees of crime reporting procedures; Campus Safety law enforcement authority; crime statistics for three previous calendar years; and other matters of importance related to safety and security on campus. You can obtain a copy of the annual Safety and Security report online at: <http://www.rit.edu/fa/publicsafety/federalcompliance.html> and selecting the link for the Annual Fire and Safety Report or by contacting the Office of Public Safety at (585)475-2853 or by sending a request to RIT Public Safety 61 Lomb Memorial Drive Rochester, NY 14623-5603.



Appendix



Research Centers, Institutes, and Collections

In addition to the ESL Global Cybersecurity Institute, RIT has a broad range of research centers and institutes that serve as hubs for cutting-edge research, innovative practices, and interdisciplinary partnerships: [AMPrint Center](#), [Battery Development Center](#), [Center for Advancing Scholarship to Transform Learning \(CASTLE\)](#), [Center for Computational Relativity and Gravitation](#), [Center for Detectors](#), [Center for Human-aware AI](#), [the Future Photon Initiative](#), [Chester F. Carlson Center for Imaging Science](#), [Laboratory for Multiwavelength Astrophysics](#), [MAGIC Center](#), [Personalized Healthcare Technology](#), [Center for Public Safety Initiatives](#), [Image Permanence Institute](#), [Golisano Institute for Sustainability](#), [New York State Pollution Prevention Institute](#), [the Vignelli Center for Design Studies](#), and the [Cary Graphic Arts Collection](#).

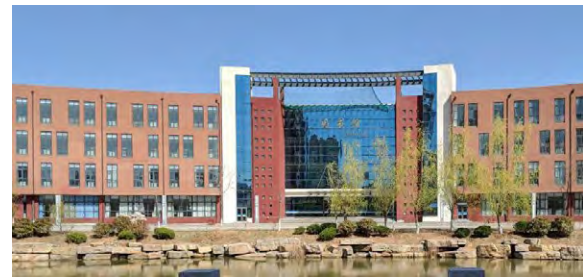
Global University

[RIT Dubai](#) was established in 2008 to provide world-class university programs in the United Arab Emirates for students and professionals from the Middle East, North America, Africa, and Southeast Asia. Offering ten undergraduate and six graduate degree programs, RIT Dubai provides a rich learning environment for 1,650 students from around the world.



With campuses in the small coastal city of [Dubrovnik](#), as well as the capital city of [Zagreb](#), RIT Croatia enrolls over 600 students not only from within Croatia but throughout Europe, Australia, South America, and the United States. RIT Croatia offers undergraduate programs

[RIT Kosovo](#) was founded in 2003 through a partnership between RIT and the American University in Kosovo Foundation. The campus in Pristina—Kosovo's capital city—has grown to over 600 students. The RIT Kosovo campus offers a dynamic educational environment with a diverse range of course offerings: liberal arts, information sciences, media, entrepreneurship, and management. RIT Kosovo attracts students from more than 20 different countries.



In 2015, the Beijing Jiaotong University (BJTU) School of Economics and Management opened a new campus in Weihai, China. As the inaugural international partner for BJTU at the Weihai campus, RIT offers a joint BS degree in Management Information Systems to over 300 students.

Office of the President

The Office of the President includes the following direct reports to the president: Provost and Senior Vice President for Academic Affairs, President NTID/Vice President and Dean RIT, Vice President for University Advancement, Vice President and General Counsel, Vice President Enrollment Management and Associate Provost, Vice President and Associate Provost for Diversity and Inclusion, Senior Vice President Student Affairs, Senior Vice President and Treasurer, Vice President for Government and Community Relations, Vice President for Research, Vice President, Marketing and Communications, Ombuds, Vice President and Secretary of the University, Senior Advisor to the President for Strategic Planning and Sustainability, and Chief of Staff.



Rochester, NY



Located just six miles from the RIT campus, [Rochester, New York](#), is the third largest metro area in New York State. The region between Lake Ontario and the scenic Finger Lakes is rich in cultural and ethnic diversity and is known for its intellectual capital, innovation, and entrepreneurial spirit. Greater Rochester is home to leading companies, high-tech industries, and start-up enterprises in optics, photonics, imaging, advanced manufacturing, engineering, software and IT, food and beverage manufacturing, agriculture, and health care. As of the 2020 census, the metropolitan statistical area had a population of nearly 1.1 million.

Rochester is a multifaceted, vibrant city, and the region boasts an exceptional quality of life, with cultural amenities and recreational activities; affordable health care and cost of living; excellent schools; and the arts, culture, sports, and nightlife of a big city with the ease and comfort of a small town. The region has been ranked 6th among 379 metro areas as one of the “Best Places to Live in America” by Places Rated Almanac. At the same time, Rochester has been ranked in the Top 50 for New Tech Hubs by Bloomberg, in the Top 25 for America’s Most Innovative Cities by Forbes, and in the Top 10 for Smartest Cities in



America by The Daily Beast. Rochester is a thriving culinary destination, a playground for music enthusiasts, a nature lovers’ paradise, a locale for charming festivals, and an imaginative arts and theater community.

Home to 19 colleges and universities, enrolling more than 83,000 students, Rochester is one of the most academically rich regions in the country, ranking third in college degrees per capita and first for degrees in STEM fields, according to U.S. Department of Education reports. Rochester is a six-hour drive to New York City and a three-hour drive to Toronto, and its airport includes non-stop flights to 20 cities in the U.S.