

RIT

Associate Vice President
for Facilities Management Services

**Influence
change**

RIT

“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 goodness to the world.”

—President David C. Munson, Jr.

The Search

Rochester Institute of Technology (RIT) seeks an experienced facilities management executive to provide leadership, strategic direction, and management oversight as its next associate vice president for facilities management services, embracing RIT's creative and innovative ethos and accelerating the university's compelling trajectory.

Founded in 1829, RIT was an early pioneer in practice-based and cooperative education. Today, RIT is a premier career-oriented doctoral university with strong programs in engineering and technology, computing and information sciences, the fine arts and design, the liberal arts, health care and the sciences, and business that prepares students for success in a globally integrated society.

Over the past 10 years, RIT has seen advancement in every key institutional metric. Applications have increased 70 percent. Enrollment has grown 20 percent to more than 20,000 students, with both student caliber and the diversity of the student population on the rise. Cooperative education, a pillar in the RIT educational philosophy, has thrived, both domestically and internationally, helping fuel the university's exceptional 95 percent post-graduation employment rate. Faculty have grown in number, diversity, and scholarly stature as RIT has increased its research productivity while remaining deeply student-focused.

In collaboration with Dr. James Watters, Senior Vice President and Treasurer, and key academic and administrative leaders, the associate vice president will define and articulate a bold vision that will carry forward and build upon existing momentum and excitement about RIT and its accomplishments and contributions. This role will guide the future growth and development of the campus master plan. Overseeing a staff of around 225, the associate vice president will foster exceptional relationships with campus leaders to establish and advance university-wide objectives.

The successful candidate will possess strong leadership, unparalleled initiative, exceptional judgment, superb communication skills, and the ability to work collaboratively with many internal and external constituencies. A minimum of 7 years of leadership experience in the oversight of design services, construction activity, and facility maintenance services at a complex organization or corporation is required.

The associate vice president must be able to foster a results-oriented work environment that promotes campus-wide collaboration and achievement. Experience leading all aspects of a complex team—including managing, mentoring, motivating, retaining, and evaluating staff—is essential. Demonstrated experience enhancing professional

development and career planning opportunities for advancement of staff as a means of retention is highly desirable. In accordance with its core values and mission, RIT is especially interested in recruiting members of diverse and underrepresented communities and individuals with a commitment to diversity, equity, and inclusion.

RIT has assembled a Search Advisory Committee to conduct the search. All inquiries, nominations, and applications should be directed as indicated at the end of this document.



RIT Background

History

From its beginnings, RIT has been deeply connected to the educational and practical training needs of citizenry and industry. The university's roots go back to 1829 when the city's founder established the Rochester Athenaeum, a literary society that 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 local industry's growing demand for skilled workers.

The merged institution—the Rochester Athenaeum and Mechanics Institute—combined cultural education and practical technical training. In 1912, cooperative education was added to the programmatic mix and the core foundation was in place for Rochester Institute of Technology, as it has been named since 1944.

In 1968, RIT left downtown Rochester for a sprawling 1,300-acre new campus in the suburban town of Henrietta. The new landscape also led to RIT being chosen as the home campus for the federally sponsored National Technical Institute for the Deaf. Since the original campus opened, the university has added 50 more buildings, 11 Ph.D. programs, and international locations in China, Croatia, Dubai, and Kosovo.

RIT Today

Today, RIT is one of the world's leading innovative institutions—a vibrant, connected community that is home to diverse, ambitious, creative students, and faculty from around the world. RIT attracts top-flight research-active faculty who are passionate about their teaching mission. Over the past decade, the university has invested significant capital to improve its education, research, and technology infrastructure. RIT moved into the “National

Universities” category of U.S. News & World Report rankings in 2016 due to its growing research portfolio, and now ranks number 105. The publication also ranks the university as 11th among top schools for co-op or internship, 48th as “best value,” and 41st among “most innovative schools.”

RIT counts over 140,000 alumni around the world. Its endowment is currently valued at approximately \$1 billion, and the university benefits from sound financial management. To view more of RIT's rankings and recognition, visit www.rit.edu/rankings-and-recognitions.

In July 2018, RIT announced Transforming RIT: The Campaign for Greatness. The largest fundraising campaign in university history, the blended campaign set a goal of \$1 billion to be raised from a variety of investors, including alumni and friends, government and corporate partners, and research foundations and agencies. This blended campaign approach involves significant collaboration among the Division of Government and Community Relations, the Division of University Advancement, and Sponsored Research Services, as well as the president's office, colleges, and other units across campus. Stated goals include: “attracting exceptional talent,” “enhancing the student experience,” “improving the world through research and discovery,” and “leading future special initiatives.” In June 2023, the university successfully concluded the campaign, exceeding its \$1 Billion goal.

As of fall 2023, the university enrolled 20,570 full- and part-time students who represent all 50 states and more than 100 nations. Nearly 3,000 students from diverse racial and ethnic backgrounds are enrolled on the main campus along with approximately 2,000 international students. An additional 3,600 students are enrolled at RIT's international campuses in Croatia, Kosovo, Dubai, and China. Through the National Technical

Institute for the Deaf (NTID), one of nine colleges and two degree-granting units on campus, RIT has achieved international prominence as a leader in preparing deaf and hard-of-hearing students for successful careers in professional and technical fields. NTID was created by federal law in 1965 under President Johnson and RIT was selected as its sponsoring institution in 1966. The university provides unparalleled access and support services for the more than 900 deaf and hard-of-hearing students who live, study, and work with hearing students on the RIT campus.

RIT is well known for its commitment to undergraduate students and, increasingly, for offering a broad range of innovative graduate programs that combine the theoretical with practical applications and align with demonstrated needs in the marketplace. RIT has steadily grown its doctoral programs; in 2016, the Carnegie Classification of Institutions of Higher Education reclassified the university from “Masters – Comprehensive” to “Doctoral University – Moderate Research Activity.” As of December 2023, RIT has 13 Ph.D. programs and currently enrolls more than 450 Ph.D. students.

Today, RIT offers more than 200 academic programs in nine colleges and two 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
- College of Health Sciences and Technology
- College of Liberal Arts
- National Technical Institute for the Deaf
- College of Science
- School of Individualized Study
- Golisano Institute for Sustainability



Campus

RIT is located in Henrietta, a suburb of the City of Rochester. The RIT campus encompasses 240 academic, residential, and student life buildings on more than 1,300 acres and has seen a dramatic improvement in its physical facilities over the past decade. The enhanced physical beauty of the campus comes from the interplay of natural and park-like settings with modern buildings, architectural features, and artwork prominently on display. Comfortable spaces throughout campus offer places to relax or work on projects and team assignments. The Princeton Review consistently ranks RIT among the most connected campuses in the country.



The physical footprint of the university has grown considerably in recent years. RIT's MAGIC Center (Media, Arts, Games, Interaction, and Creativity), opened in 2018, connects the university's internationally ranked academic programs with state-of-the-art facilities needed to commercialize gaming, film and animation, graphic design, and imaging science projects. MAGIC works with companies, university partners, community colleges, and K-12 institutions to spur economic development. New York State, Cisco Systems Inc., Dell, and The Wegman Family Charitable Foundation contributed more than \$30 million in funding toward MAGIC.

A new home for the College of Engineering Technology opened in 2008 as RIT's first green building,

earning the U.S. Green Building Council's Gold Leadership in Energy and Environmental Design (LEED). This was quickly followed by the University Services Center, which includes the glass-enclosed, circular Simone Center for Student Innovation and Entrepreneurship. The 54,000-square-foot facility is the first building in Monroe County to be certified LEED Platinum. In 2013, the Golisano Institute for Sustainability (LEED Platinum) opened its doors to serve as a center for sustainability research, technology transfer, education, and outreach and provides a showcase for green construction and design. The College of Health Sciences and Technology, created in 2011 as RIT's ninth college, opened the Clinical Health Sciences Center in 2015.

The Center houses the Wegmans School of Health and Nutrition and Rochester Regional Health Family Medicine, a primary care office for RIT faculty, staff, dependents, and the community.



The Global Cybersecurity Institute, a new state-of-the-art facility that will help RIT become a nexus of cybersecurity education and research, opened in Fall 2020. The institute aims to tackle and solve cybersecurity problems around the world, while addressing the critical workforce needs in cybersecurity.



The SHED, or Student Hall for Exploration and Development, opened in the fall of 2023, is a 100,000-plus-square-foot facility with a large makerspace, a glass-box theater, a dance studio, and music rehearsal spaces. Connected to RIT's Wallace Library, the project included significant library renovation and addition of classroom spaces, allowing for conversion of several campus classrooms into much-needed laboratories.



Saunders College of Business expansion and renovation is opening in 2024. Once finished, the new building will feature applied research and case analysis labs, an event space and reception hall, state-of-the-art auditorium, an executive MBA and executive education suite, and a wine room in support of hospitality and service innovation programs.

In its ongoing quest to enhance campus infrastructure to meet the needs of innovative programming and student desires, RIT is making plans for future expansions including a performing arts center, enhanced athletics facilities, and increased research facilities.

Academic Programs

RIT offers a broad set of academic programs, spanning engineering and technology, computing and information sciences, the fine arts and design, the liberal arts, health care and the sciences, and business, all distinguished by an applied, real-world orientation. RIT offers a rigorous education that emphasizes learning by doing. Faculty take every opportunity to make learning a hands-on experience and to stress the practical application of knowledge.

At the undergraduate level, RIT offers more than 200 programs and degrees—Certificate, Diploma, Associate (NTID), Bachelor of Science, and Bachelor of Fine Arts—across an unusual breadth of educational offerings, including such programs as microelectronic and software engineering, imaging science, film and animation, gaming and media-centric computing, biotechnology and molecular bioscience, physician assistant, international business, and psychology.



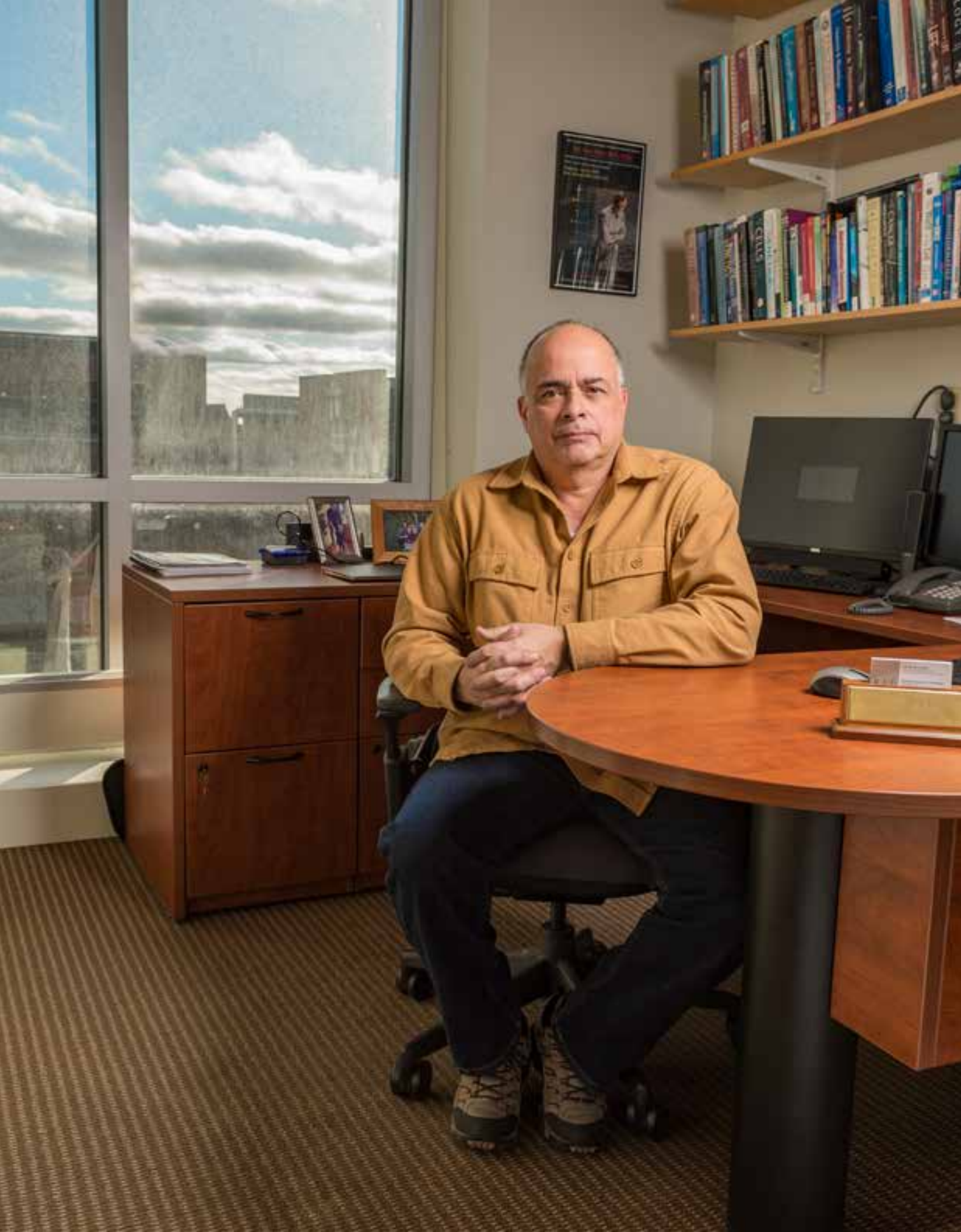
Instruction blends both theoretical and practical approaches, and students often conduct research and special projects within an employer's facility. More than 90 graduate programs are available on a full-time, part-time, online, and evening basis, leading to the Master of Science, Master of Engineering, Master of Fine Arts, Master of Science for Teachers, Master of Architecture, and



Master of Business Administration degrees, as well as 11 Ph.D. programs: astrophysical sciences and technology, biomedical and chemical engineering, color science, computing and information sciences, electrical and computer engineering, engineering, imaging science, mathematical modeling, mechanical and industrial engineering, microsystems engineering, and sustainability. RIT created the world's first Ph.D. programs in imaging science, mathematical modeling, microsystems engineering, and sustainable production systems.

RIT's cooperative education program is the fourth-oldest and one of the largest in the world. More than 4,500 students are placed annually in more than 6,200 work assignments with some 2,200 employers across the United States and overseas. An increasing emphasis on international study and experience is also part of the RIT education today. In addition to a Department of Modern Languages and Cultures that teaches 10 different languages, RIT offers a broad range of study abroad options, with over 400 programs in 50 countries, including global campuses in Weihai (China), Dubrovnik and Zagreb (Croatia), Pristina (Kosovo), and Dubai (United Arab Emirates).

For more information about RIT's academic programs, visit www.rit.edu/academics.



Faculty

RIT is a student-centered university and RIT faculty are deeply committed to this mission. From graphic artists and engineers to scientists and management specialists, RIT faculty apply rich experience in their professional fields, as well as involvement in basic and applied research and consulting, to student education.

For the 2022-2023 year, the faculty include 1,099 full-time and 438 part-time members, including adjunct faculty. Sixty-seven percent of the full-time faculty are tenured or are on tenure track. Underrepresented minorities account for approximately 11 percent of tenured and tenure-track faculty. Approximately 34 percent of tenured and tenure-track faculty are women. RIT fosters a close educational relationship between faculty and students, recognizing the critical impact mentorship can have on the students' future professional and personal lives. As a result, RIT's student faculty ratio is 13:1, with an average class size of 22. RIT faculty are talented and diverse. They

include Pulitzer Prize recipients, leaders of national organizations, and trail blazers in gaming, access technology, sustainability, science and mathematics, engineering, and the humanities. RIT faculty and students produce groundbreaking work that resonates beyond their fields of study. In 2016, they were key players in confirming the existence of gravitational waves predicted in Einstein's general theory of relativity.





Students and Alumni

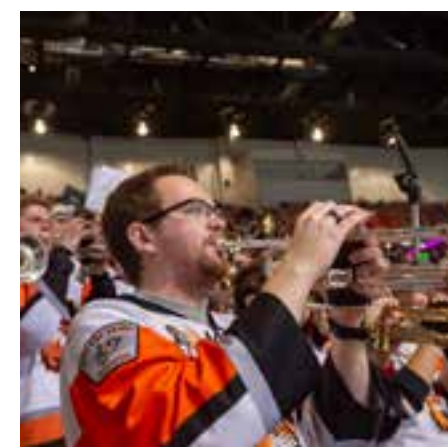
RIT students are talented, ambitious, and hard working. With enrollment at more than 20,000 students, RIT has been consistently selective and has sustained the academic quality of the student body while broadening its geographic diversity. First-year students for the fall 2022 had mean combined SAT scores exceeding 1353. The presence of 1,100 deaf and hard-of-hearing students enrolled in RIT's National Technical Institute for the Deaf (NTID) adds a social, cultural, and educational dynamic not found at any other university.



The RIT experience outside the classroom provides opportunity for student leadership, engagement, success, and personal growth. The main pedestrian thoroughfare, called the "Quarter Mile," stretches through the center of campus and provides the focus for a range of activities and services. Over 7,000 students reside in university housing, offering a variety of living accommodations and special interest living options. There are more than 300 student clubs and organizations on campus, providing opportunities for service, leadership development, and socializing, as well as 33 Greek letter organizations, 22 NCAA Division III teams, and two NCAA Division I teams.



The RIT Alumni Association and the Office of Alumni Relations supports over 145,000 RIT alumni who live and work around the world. Its dedicated staff and alumni volunteers provide the alumni community with a variety of ways to connect and reconnect with each other, current students, faculty, and the university in general. These include a robust series of programs, events, benefits, educational opportunities, and volunteer roles. Prominent RIT alumni make their mark in a variety of fields including government, science, technology, arts, media, business, engineering, and more, including 11 Pulitzer Prize-winning photographers, a world-renowned geneticist, the inventor of the Microsoft Kinect, the designer of the One World Trade Center Tower beacon, Academy Award-winning animators on films such as *Frozen* and *Life of Pi*, and an Emmy Award-winning television and media personality.





Signature Campus and Community Events

RIT plays host to hundreds of meetings and events annually hosted by departments, clubs and organizations, community members, or the university at large. Two such large scale signature campus events bring together thousands of participants annually to celebrate much of what makes RIT great.

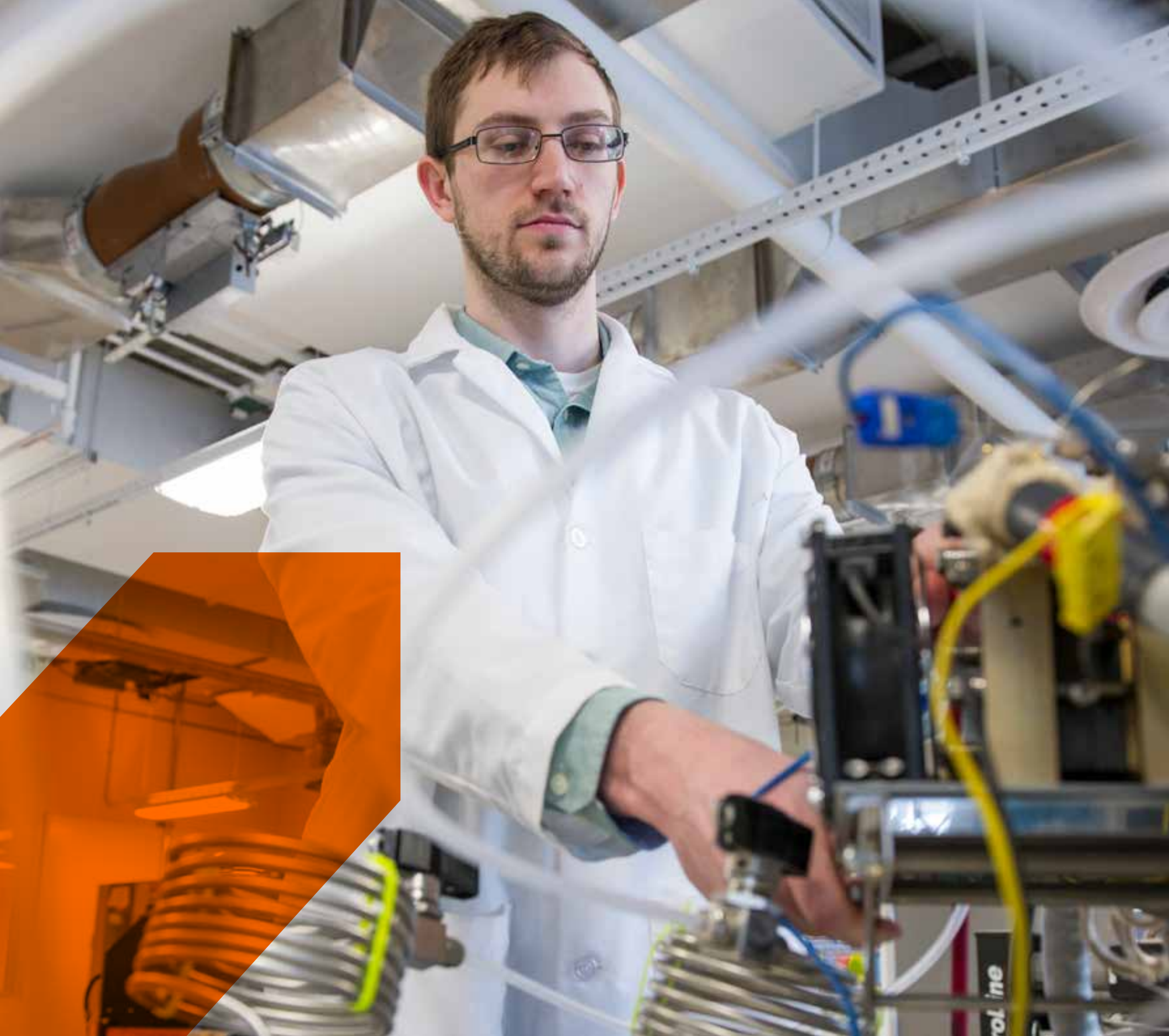
Brick City Homecoming and Family Weekend is RIT's tradition of celebrating alumni, students, parents, families, faculty, staff, and friends of the university with one large event. The event typically sees over 17,000 students, alumni, and parents gather on campus to participate in more than 100 events during three days in October. Favorite annual events include guest speakers, Pumpkin Chunkin' competition, Golden Circle Luncheon (for alumni who graduated 50 years ago or longer), and the Men's and Women's Division I hockey games.

In the spring semester, the entire RIT community comes together for Imagine RIT: Creativity and Innovation Festival. This campus-wide event showcases the creative

and innovative spirit of RIT students, faculty, and staff. Over 30,000 visitors of all ages experience the breadth and depth of RIT through more than 400 interactive presentations, hands-on demonstrations, exhibitions, performing arts, and research projects set up throughout campus. With the help of nearly 400 volunteers, this event is free and open to the public.

Given RIT's position as the largest college in the Rochester area, the university's facilities are often made available to host exciting community functions. Opened in 2004, the Gordon Field House and Activities Center at RIT is the area's second largest arena and annually hosts many area high school graduation ceremonies, sporting events, and the Finger Lakes Regional FIRST Robotics Competition. Hosted by Upstate, NY FIRST, this three-day event is the culmination of the regional program inspiring young people to be STEM leaders by engaging them in exciting mentor-based programs that build science, engineering, and technology skills.





Sponsored Research

Sponsored research and annual grants and contracts income have doubled over the past five years, reaching \$92 million in 2022-23. External research funding is provided by a variety of federal and state agencies, private foundations, and corporate sponsors including National Science Foundation, the National Institutes of Health, the Department of Education, the Department of Defense, and the National Aeronautics and Space Administration.

RIT is the lead member or partner on several of the federally sponsored National Network of Manufacturing Innovation institutes and hosts the New York State funded Center of Excellence in Sustainable Manufacturing, Center of Advanced Technology for Additive Manufacturing and Multi-functional Printing, and the New York State Pollution Prevention Institute.

NTID is known globally as the expert in educational delivery systems for deaf and hard-of-hearing students. Its research is supported by a wide variety of funding agencies, and its research findings appear regularly in prestigious peer-reviewed publications.

For more information about research initiatives at RIT, visit www.rit.edu/research.

Governance and Administration



Rochester Institute of Technology is governed by the Board of Trustees. The RIT Board consists of 46 active trustees—including the president of the university and representatives of the Alumni Association Board of Directors, the Women's Council of RIT, and the National Advisory Group of the National Technical Institute for the Deaf, plus 32 individuals holding emeritus status.

University Council is an integral part of shared governance at RIT. It brings together representatives from the three governance groups of the university: Academic Senate, Staff Council, and Student Government. The president, the provost, vice presidents, and deans are also represented on the Council, which addresses university-level policies and facilitates communication among the constituents of the university.



Rochester, New York

Situated between Lake Ontario and the scenic Finger Lakes region, Rochester is the fourth-largest metro area in New York. As of the 2020 census, the metropolitan statistical area has a population of 1.09 million. The region is rich in cultural and ethnic diversity (16 percent African and Latin American and 7 percent of international origin) and is known for its intellectual capital, innovation, and entrepreneurial spirit. Scientific Reports named Rochester 18th among “the world’s leading science cities,” and MIT professor Jon Gruber, co-author of Jump-Starting America, identifies Rochester as the top metro in the U.S. for future growth and strategic investment in tech innovation. Significant investments are underway to revitalize and enhance the downtown core.



Atlantic Magazine listed Rochester as one of 35 innovation hubs in the country, based on startup companies, patents, and entrepreneurs per capita. Rochester is a six-hour drive to New York City and a three-hour drive to Toronto, and its airport includes nonstop flights to 18 cities in the U.S. and Canada.

According to U.S. News & World Report, Rochester is the 13th “Best Place to Live in the U.S. for Quality of Life.” The region has much to offer, 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. Rochester is one of the least-congested cities in the U.S., with an average commute of approximately 20 minutes. The region has been rated the “7th Best Place to Live in the U.S. after the Coronavirus Pandemic” by Business Insider.



Rochester is located on the historic Erie Canal, which is populated by idyllic villages and is edged by a 363-mile towpath now enjoyed by runners and cyclists. The Finger Lakes region is home to glacial lakes, a Great Lake, and waterfalls; wineries, craft breweries, and wide-ranging cuisines; and many locales for skiing, hiking, fishing, and other outdoor adventures.

The Rochester region is home to 19 colleges and universities, enrolling nearly 80,000 students. Rochester is one of the most academically productive regions in the country, ranking third in college degrees per capita and first for degrees in STEM fields, according to the latest U.S. Department of Education reports.



President Munson

Dr. David C. Munson, Jr. became president of Rochester Institute of Technology in 2017. Dr. Munson, the former dean of the University of Michigan's College of Engineering, is the tenth president of the university. He is responsible for one of the nation's leading creative and innovative universities that leverages the power of technology, the arts, and design for the greater good.

Dr. Munson has over 40 years of experience in higher education, which includes serving as the Robert J. Vlasic Dean of Engineering at Michigan from 2006 to 2016. Dr. Munson earned his BS degree in electrical engineering (with distinction) from the University of Delaware in 1975. He earned an MS and MA in electrical engineering from Princeton University in 1977, followed by a Ph.D. in electrical engineering in 1979, also from Princeton.

From 1979 to 2003, Dr. Munson was with the University of Illinois, where he was the Robert C. MacClinchie Distinguished Professor of Electrical and Computer Engineering, Research Professor in the Coordinated Science Laboratory, and a faculty member in the Beckman Institute for Advanced Science and Technology. In 2003, he became chair of the Department of Electrical Engineering and Computer Science at the University of Michigan prior to becoming dean.

Dr. Munson is married to Nancy Munson, who is a nurse, avid runner, and community volunteer. The couple has four sons and four grandchildren.

Associate Vice President for Facilities Management Services



The next associate vice president of facilities management will guide the future growth and development of the campus master plan. Our 1,300-acre campus is ready for someone to lead the development of a vibrant physical campus and the team that manages and supports its infrastructure. This individual will serve as a vital Finance & Administration leadership team member and work closely with campus leadership to establish and advance university-wide objectives.

The associate vice president will provide strategic leadership for the development, advancement, and operations of the campus facilities. In this capacity, the individual will interact with various divisions and colleges, vice presidents, deans, senior administration, trustees, contractors, and other internal and external stakeholders. Success will be defined by the impact of our campus infrastructure and facilities management services on the success of our students, faculty and staff.

In addition to the position's formal duties, the associate vice president will contribute to a cohesive and mutually supportive senior management team, exhibiting truthfulness, fairness, accountability, inclusion, and respect.

Responsibilities:

Oversee the full range of departmental activities and services and lead the facilities senior management team in fulfillment of the department's objectives. Functions include: facilities planning, management of architectural and design services, operations and mechanical maintenance, construction management, custodial services, grounds maintenance, parking and transportation services, shipping and receiving, print and postal services, and facilities maintenance.

- Partner with the Senior Vice President for Finance and Administration to align business, administrative and financial management strategies across operational units.

- Participate and assist in the oversight of the RIT Campus Plan 2022, the long- term campus facility plan for a physical campus that supports and furthers the strategic plans of RIT.
- Facilitate continuous long-term strategic planning to ensure that campus meets the evolving needs of the institution and remains fully aligned with the strategic direction of the University. Demonstrate commitment to resource stewardship from both an economic and sustainability perspective.
- Foster effective communication and collaboration within the facilities organization and support high quality, innovative programs to attract, develop, motivate, engage, and retain a diverse workforce.
- Develop and maintain a positive relationship with the University community, trustees, senior leadership, state and local government agencies, and other internal/external stakeholders.
- Oversee the analysis, development, implementation, and monitoring of all facilities budgets and financial resources, including operations, maintenance, and capital project budgets, ensuring that the department is delivering services in the most cost-effective way.
- Lead and manage organizational change in order to accomplish ambitious objectives while enhancing departmental performance, and building productive relationships and credibility across campus.
- Leverage technology, knowledge, and process management to continually increase the efficiency and effectiveness of the facilities organization.
- Promote a safe and healthy work environment by enforcing and implementing safety regulations and applicable standards, processes, and programs. Identify and mitigate potential risks to the organization's facilities and infrastructure.

- Participate on numerous University committees and actively communicate facility initiatives to campus.
- Provide feedback to the Department of Procurement Services on potential bidders for university facility-related services and post-work performance assessments.

Qualifications and Experience

This position requires strong leadership, unparalleled initiative, exceptional judgment, superb communication skills, and the ability to work collaboratively with many internal and external constituencies. The associate vice president will bring many of the following professional qualities and experiences:

- A demonstrated history of progressively responsible experience (7+ years) in overseeing design services, construction activity, and facility maintenance services at a complex organization or corporation.
- Ability to think strategically with a broad institutional perspective.
- Creative team builder who will work effectively and collaboratively with a diverse group of faculty, staff, students, and external stakeholders and possess the ability to engage with the local community and foster positive relationships.
- In-depth knowledge of facilities management principles, construction and renovation processes, best practices, regulations, and industry standards.
- Demonstrated success leading a large team with diverse job responsibilities and backgrounds.
- Ability to respond effectively to emergencies and crisis situations affecting campus facilities and understanding of risk assessment and management to ensure the safety and security of the campus.
- Awareness of applicable facilities-related laws and regulations.
- Ability to develop and implement strategic and tactical plans, objectives, and complex budgets.
- Effective and transparent communicator with excellent written and oral communication skills.
- Demonstrated commitment to diversity, equity, and inclusion and the ability to build relationships and interact positively with a culturally diverse population of students, faculty, staff, and community members.

To Apply

The Search Advisory Committee, chaired by Melinda Ward, associate vice president of global risk management, and Patrick Didas, associate vice president of institute audit compliance and advisement, will consider all applicants with complete confidentiality until the finalist stage. Review of candidate materials will continue until Friday, March 29, 2024.

Confidential nominations and inquiries may be directed to John Frazier, Talent Acquisition, at jhfpsn@rit.edu.

For formal consideration, applicants should submit, as separate documents, a CV or resume and a cover letter through RIT's confidential candidate portal (www.rit.edu/careers).

In compliance with NYS's Pay Transparency Act, the salary range for this position is \$180,000 to \$220,000. 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 peer equity, as well as, market and organizational considerations when extending an offer.

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 orientation, gender identity, gender expression, national origin, veteran status, or disability in its hiring, admissions, educational programs, and activities.

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 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 John Frazier at jhfpsn@rit.edu.