

RIT

Rochester Institute of Technology

Dean, College of Health Sciences and Technology Position Profile

Rochester Institute of Technology (RIT) seeks applications and nominations for the position of Dean of the College of Health Sciences and Technology. RIT seeks a creative, entrepreneurial dean who will build a strategic vision, develop new and enhance existing programs, advance research and scholarship, and create partnerships to shape the future of healthcare education and delivery within one of the nation's leading technological universities. The next dean will have the unique opportunity of combining RIT's tradition of innovation to advancing and impacting the future of healthcare.

ROCHESTER INSTITUTE OF TECHNOLOGY: AN OVERVIEW

Founded in 1829, RIT was born of an institutional marriage of an influential cultural association, the Rochester Athenaeum, founded in 1829, and a technical training school, the Mechanics Institute, founded in 1885. The institute adopted the name Rochester Institute of Technology in 1944 and awarded its first bachelor of science degree in 1955. A 1961 decision to leave downtown Rochester for farmland in the suburban town of Henrietta put RIT on its path to pre-eminence as a global university.



Today, the university's reputation and reach go well beyond Rochester. Rochester Institute of Technology is a diverse and collaborative community of engaged, socially conscious, and intellectually curious minds. As one of the world's leading technological institutions, RIT is a vibrant, connected community that is home to 15,750 undergraduate and 3,150 graduate students who are diverse, ambitious, and creative. RIT is a Doctoral University: High Research Activity (R2). In Fiscal year 2018, total research revenues for RIT totaled \$74 million, including \$6.1 million in NIH grants. Students represent all 50 states and 100 countries. Nearly 3,600 students of color are enrolled on the main campus along with more than 2,600 international students. Adding a social and educational dynamic not found at any other university are nearly 1,000 deaf and hard-of-hearing students supported by RIT's National Technical Institute for the Deaf.



RIT has long recognized the importance of diversity to organizational growth and synergy. RIT received the 2019 Higher Education Excellence in Diversity (HEED) Award from *INSIGHT Into Diversity* magazine. This is the 6th year in a row that RIT has been named as a HEED Award recipient. [Minority Access](#), a nonprofit organization committed to increasing diversity, decreasing disparities and reducing incidences of environmental injustices honored RIT's commitment to diversity for three consecutive years.

RIT offers a wide array of academic programs; a diverse, committed, and accessible faculty; sophisticated facilities; and a strong emphasis on experiential learning. Faculty are passionate about their disciplines and their roles in the classroom and labs. The faculty includes 1,110 full-time and 440 part-time faculty who engage students in the process of discovery. RIT's 2,850 staff are critical to the institution's overall success, and to the success of individual students.

RIT offers 85 bachelor's, 77 master's, 8 Ph.D., and 28 accelerated dual-degree programs. Programs are offered on the main campus, at RIT's six global campuses in Dubrovnik and Zagreb (Croatia), Dubai (United Arab Emirates), Pristina (Kosovo), and Beijing and Weihai (China), and online. In 1991, RIT offered its first fully online program, years before the rest of higher education entered the online arena.

Experiential education has long been a part of RIT's tradition of a career-focused education. It gives students the opportunity to apply knowledge and skills learned in the classroom to real-world experiences apart from their academic environment. Cooperative education, typically full-time, paid employment, gives students experience in a corporate, government, or not-for-profit setting. RIT has the fourth oldest and one of the largest cooperative education programs in the world, annually placing more than 4,500 students in more than 6,200 co-op assignments with more than 2,200 employing organizations. Co-op students generate more than \$45 million in earnings throughout the U.S. and in 40 foreign countries. As an alternative to co-op, many students gain practical experience through internships. Students have the opportunity to further expand their world view and knowledge through international experiences, undergraduate research, entrepreneurship, and service learning.

Programs are offered in the following 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](#)
- [College of Health Sciences and Technology](#)
- [College of Liberal Arts](#)
- [National Technical Institute for the Deaf](#)
- [College of Science](#)
- [Golisano Institute for Sustainability](#)
- [School of Individualized Study](#)

Governance

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, the Women's Council of RIT, and the National Advisory Group of the National Technical Institute for the Deaf, plus 31 individuals holding emeritus or honorary status. Eric Bieber, the President and CEO of Rochester Regional Health System, is among the distinguished trustees who serve on the RIT Board.

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. The Academic Senate consists of 44 members, 36 of whom are elected to three-year terms by faculty in their colleges. The

Associate Provost for Faculty Affairs serves as a non-voting member of the Academic Senate and sits on the Senate's Faculty Affairs Committee as a designee of the Provost.

Serving as ex-officio members are the Provost (voting), one Vice-President (officio, voting), two Academic Deans (voting), VP and Associate Provost for Diversity and Inclusion (non-voting), the Director of RIT Libraries (non-voting), the Chair of Staff Council (voting), and the President of the Student Government (voting).

President Munson

Dr. David C. Munson, Jr., became the 10th president of Rochester Institute of Technology in 2017. Dr. Munson, a national leader in higher education, brings 38 years of experience to the role, which includes serving as the Robert J. Vlasic Dean of Engineering at Michigan from 2006 to 2016. During his tenure as dean, the College of Engineering grew in size and stature, becoming one of the most innovative and impactful engineering institutions in the country. Dr. Munson earned his BS degree in electrical engineering (with distinction) from the University of Delaware in 1975. He earned MS and MA degrees in electrical engineering from Princeton University in 1977, followed by a Ph.D. in electrical engineering in 1979, also from Princeton.



Provost Granberg

Dr. Ellen Granberg became the first woman to serve as provost and senior vice president for Academic Affairs at Rochester Institute of Technology in August 2018. Before coming to RIT, Dr. Granberg served as the senior associate provost and associate provost for Faculty Affairs at Clemson University. She chaired the development and implementation of the institution's strategic plan, which spurred growth in research, graduate studies, and inclusive excellence. In addition, Dr. Granberg developed a university-wide strategy for faculty recruitment, retention, compensation, and development. She is also a nationally recognized scholar in the sociology of self, identity, and mental health. Prior to pursuing graduate studies, Dr. Granberg spent eleven years in the telecommunications industry. She led large integrated software development teams that replaced aging billing and customer service systems. Dr. Granberg holds a BA in history from the University of California at Davis and an MA and Ph.D. in sociology from Vanderbilt University.



Vision and Mission

We shape the future and improve the world through creativity and innovation. As an engaged, intellectually curious, and socially conscious community, we leverage the power of technology, the arts, and design for the greater good.

RIT's Core Values

- Student Centeredness
- Professional Development and Scholarship
- Integrity and Ethics
- Respect, Diversity, and Pluralism
- Innovation and Flexibility
- Collaboration and Teamwork

Greatness Through Difference: The RIT Strategic Plan 2018-2025

Greatness Through Difference 2018-2025 is a purposeful plan with four dimensions:

- **People:** Where Creativity Begins
 - Our increasingly creative and diverse students will continue to define, animate, and reflect RIT's distinctive character. They will have the right stuff to become powerful agents of positive change.
 - We will develop new hiring incentives to attract and support world-class faculty eager to invent, innovate, teach, and learn among our extraordinary students.
 - We will hire, promote, and retain increasingly dedicated staff in numbers commensurate with RIT's growth.
 - RIT alumni will benefit from new opportunities encouraging their engagement with the RIT community. We call it "RIT for life."
- **Programs:** Innovating Across the University
 - Develop unique academic programs at all degree levels that capitalize upon our core strengths in this innovation matrix.
 - Extend experiential learning opportunities to allow students to pursue multiple interests.
 - Expand the number and range of doctoral programs while remaining unwaveringly student-centered.
 - Increase research, scholarship, and artistic activity across all disciplines.

- **Places: Facilitating Creativity**
 - An integrated student union/center for immersive learning and making/library.
 - A performing arts center.
 - Outdoor interactive art installations.
 - A new Global Cybersecurity Institute.
 - A new engineering and science research building.
 - Achievement of carbon neutrality by 2030.
- **Partnerships: Extending Our Research and Serving the World**
 - Partnering with regional economic development agencies to support the local startup community and bring businesses to Rochester.
 - Developing collaborative research and degree programs, especially in the health sciences.
 - Establishing multiple National Technical Institute for the Deaf Regional STEM Centers.
 - Building our global partnerships for study abroad, research, and student recruitment opportunities.



For additional information and the detailed plan visit <https://www.rit.edu/strategicplan/>

Location

RIT is located in Henrietta, a suburb adjacent to Rochester. The region has long been a center for creative industries and crafts, resulting in exciting partnerships between RIT, the University of Rochester, and high-tech, imaging, communications, optics, research, and manufacturing companies. The RIT campus encompasses 238 academic, residential, and student life buildings on over 1,300 acres.

The Rochester region is home to 19 colleges and universities, enrolling more than 83,000 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. *Business Insider* recently ranked [Rochester the 13th most innovative city](#) due to the high concentration of tech and science jobs as well as patents per capita. And *Forbes* ranked Rochester the 14th most innovative city and [5th in the nation for the number of patents issued per capita](#).

Rochester was America's first boomtown, giving birth to such industrial giants as Kodak, Xerox, and Bausch & Lomb. Today, Rochester thrives as a leader in optics, photonics, and imaging. Outstanding educational institutions such as Rochester Institute of Technology and University of Rochester prepare the skilled and well-rounded workforce of tomorrow. *Forbes* and *Kiplinger* have rated Rochester as a great place to raise a family.

Situated between Lake Ontario and the Finger Lakes region, Rochester is the third-largest metro area in New York with a metropolitan statistical area population of over 1 million. The [Rochester airport](#) offers non-stop flights to major cities throughout the eastern United States and Midwest. Buffalo is an hour and fifteen-minute drive, Toronto a three-hour drive, and New York City a six-hour drive from Rochester.

The region has an exceptional quality of life, with cultural amenities and recreational activities, affordable healthcare and cost of living, and excellent schools. The vibrant cultural scene includes the Rochester Philharmonic Orchestra; student and faculty concerts at the renowned Eastman School of Music; The Rochester Lilac Festival—the largest free festival of its kind in North America—and The Rochester International Jazz Festival—nine days of celebration at multiple downtown venues. For film and theater lovers, Rochester boasts The Little Theater historic arthouse and Geva, the most attended regional theater in New York State.



Outdoor lovers can enjoy hundreds of miles of hiking trails and the Lake Ontario shoreline. Spring brings a fragrant flowering of lilacs. Summer means community festivals, boating, winery tours and lively farmers' markets. Autumn features spectacular foliage. Winter brings downhill and cross-country skiing. Area attractions are easily accessible, with little of the traffic congestion found in bigger cities.

COLLEGE OF HEALTH SCIENCES AND TECHNOLOGY

Mission of the College of Health Sciences and Technology

RIT's College of Health Sciences and Technology is poised to transform the quality, safety, and affordability of health care. By combining technology and medicine, the college seeks to educate 21st-century healthcare professionals, develop new patient-focused programs and systems, effectively assess community needs, and develop and apply innovative healthcare delivery practice. The College of Health Sciences and Technology will build on a foundation of liberal arts and basic sciences. Students will gain advanced knowledge in theoretical science and practical applications in experiential learning environments. These experiences will prepare students to serve humanity as practitioners, scientists, and leaders through their contribution to, and the provision of, high-quality patient care, healthcare service, and/or applied translational biomedical research.



About the College

Envisioned as an opportunity to develop new approaches to better enable and prepare healthcare practitioners to take advantage of the future of technology embedded care and support, the College of Health Sciences and Technology opened in August 2011 bringing together programs from the College of Imaging Arts and Sciences, College of Applied Sciences and Technology, and College of Science.

Enrollment includes 545 undergraduate and 70 graduate students. Of those students, 6% are deaf/hard of hearing. Over 25% of students are diverse with 10.5% identifying as Asian, 6% African American, 6% percent Hispanic, and 4% mixed race. The faculty includes 26 full-time, 2 research and visiting faculty, 2 postdoctoral fellows, and 5 clinical psychology interns. The college is supported by 16 staff.

Programs in the College of Health Sciences and Technology

The College of Health Sciences and Technology has a wide range of academic options for students who want to expand their educational experience. Programs are offered in Biomedical Sciences, Diagnostic Medical Sonography, Dietetics and Nutrition, Echocardiography Exercise Science, Health Systems Management, Medical Illustration, Nutritional Sciences, and Physician Assistant. A new MS in Health and Well-being Management will be offered in fall of 2020.

U.S. News & World Report's 2019 edition of “America’s Best Graduate Schools” ranked the College of Health Science and Technology No. 40 for the physician assistant program and *College Choice* ranked RIT’s BS in diagnostic medical sonography No. 10 on a list of the top 25 Best Ultrasound Technician Schools that offer four-year programs in ultrasound.

The [Wegmans School of Health and Nutrition](#) is housed within the college and is dedicated to researching and addressing obesity, sedentary lifestyles, smoking, and other risk behaviors. The School houses majors in exercise science, dietetics and nutrition, and nutritional sciences and the new master’s in health and well-being management. Community nutrition is an essential focus of the school as it seeks new ways to influence and advance the fields of health and nutrition through practical solutions that positively impact individual and community health.



Undergraduate students can engage in research as early as their freshman year, working alongside faculty to conduct original research, carry out experiments, and analyze and interpret results. Students regularly present their findings at national and international scientific meetings and conferences or publish their work in professional science journals.



Since 1912, the hallmark of a RIT education has been experiential learning. Within the College of Health Sciences and Technology, experiential learning opportunities include co-op as well as clinical internships, undergraduate research, and study abroad.

In addition to directly entering the workforce, RIT students who are interested in medicine, pharmacy, and dentistry are able to gain provisional early acceptance to Lake Erie College of Osteopathic Medicine (LECOM) or can take advantage of a bridge program that guarantees qualified students admission to the State University of New York Upstate Medical University Doctor of Allopathic Medicine program. Additionally, students enjoy a high rate of acceptance into top-tier graduate programs throughout the country.

The College of Health Sciences and Technology collaborates with a number of colleges throughout RIT to expand degree options for students. For example, bioinformatic students learn how to sequence DNA, analyze data, and predict targets for new drugs and determine routes to gene therapy; biomedical engineering students develop an intimate and precise understanding of the human body; and medical illustration students receive visual support for the health sciences and medical instruction field.

Facilities and Research Space

The College of Health Sciences and Technology facilities provide a comprehensive environment to support academic, research, community, and career-training programs in the emerging life and medical sciences. [Researchers](#) at the college are actively exploring new approaches to treating behavioral health issues and addressing the social ramifications of substance abuse, addiction and male aggression. Other research areas include community nutrition, global health issues, and autism and neurodiversity research. Research facilities consist of multipurpose, high-tech laboratories and classrooms for academic programs, research, K-12 student workshops, secondary school training programs, and workforce development.

The 45,000-square-foot Clinical Health Sciences Center provides clinical and research space for the physician assistant and diagnostic medical sonography programs, forensic clinical psychology research, the Center for Applied Psychophysiology and Self-regulation, and the Wegmans School of Health and Nutrition. Additional facilities include an ultrasound lab and a physician assistant lab. The Center for Bioscience Education and Technology includes a suite of laboratories equipped with state-of-the-art technology, including a bioscience classroom, bioscience teaching laboratory, anatomical studies laboratory, and a histopathology and forensic medicine laboratory.



About the RIT & Rochester Regional Health Alliance

The college has its roots in the [RIT & Rochester Regional Health Alliance](#), formed in 2008 to broaden educational opportunities for RIT students and to encourage collaboration between the two organizations. Capitalizing on both organizations' unique and special strengths, the alliance is dedicated to innovation in medical care, education, and research. RIT is [Rochester Regional Health's](#) official academic affiliate, and Rochester Regional is the university's official affiliated clinical partner.

Rochester Regional Health (RRH), is the leading provider of comprehensive care for Western New York and the Finger Lakes region and is a robust and growing integrated health system with approximately \$2.5 billion in annual revenue, over 2,500 medical staff, and 17,000 total employees.

Rochester Regional Health's Rochester General Hospital is Upstate New York's only Top 50 Healthgrades-ranked American hospital and is among the best 1% of U.S. hospitals nationwide in quality. It is nationally recognized for nursing excellence.

RRH's value-based care model emphasizes continuously improving patient and community health outcomes. An industry leader in digital health, RRH hospitals rank among only 6% of U.S. hospitals recognized by Healthcare Information and Management Systems Society (HIMSS) as meeting the highest industry standards for electronic records implementation with the achievement of HIMSS 7 status. RRH also is a key collaborator in clinical and translational research, and a pioneer of new care delivery models including telemedicine.



OPPORTUNITIES AND CHALLENGES FOR THE NEXT DEAN

The College of Health Sciences and Technology is a young college within a well-established institution. The next dean will develop a bold new vision that builds on existing strengths, advances new programs, and propels the College to international prominence. As part of the nation's leading technological institute, the next dean will lead development of innovative new programs that integrate health science disciplines with fields such as computer science, engineering, artificial intelligence, interactive games, and new media.

Some of the opportunities and challenges of this role include:

Advancing the vision. RIT has a long history of creative and innovative programs with a strong emphasis on experiential learning. In collaboration with, and support of, a committed and passionate faculty and staff, the dean will oversee the essential process of further building programs relevant to changing times, refining existing programs, and expanding clinical opportunities, research and scholarship. Programmatic development and broadening the range of programs offered will be essential to the college's advancement.

Building financial resources. As the college develops new programs and expands existing offerings, the dean will need to be a strong advocate for the college both internally as well as externally. With the ongoing \$1 billion [Transforming RIT: Campaign for Greatness](#), RIT has seen great success in fund raising and philanthropic support. The next dean will play an important role in developing support for the college through that effort and others. The college will need to attract additional research and grant funding, seek philanthropic support, and continue to make an effective case for a new vision within RIT.

Expanding research initiatives. The college has made impressive progress in building its research capacity, with cutting-edge work being done by a number of faculty, who have recently been awarded several multiyear, multimillion-dollar grants. With the addition of new state-of-the-art laboratories, the college is poised for future growth. These efforts need to expand. There is great untapped potential for research collaborations within RIT and within the region's rich educational community.

Strengthening Partnerships. One of the great promises of the college has been to build upon the partnership with Rochester Regional Health to create an innovative approach to health professions education and healthcare delivery. This promise also extends to opportunities to develop and strengthen interdisciplinary education and research with other programs at RIT. The next dean will need to renew the commitment to those promises by strengthening the relationship with Rochester Regional Health and exploring the potential of becoming a clinical research site, while also working internally with other

deans to find new and better ways to develop, deliver, and enhance health professions education and delivery in the region and beyond.

Strengthening the College Community. With a diverse range of programs, many with separate accreditation, clinical, and programmatic requirements, the college has always been challenged in building a strong sense of identity. The opportunity exists to help define the future and sense of shared purpose for the college, and the dean will continue the efforts to work to create the shared identity and culture.

Strengthening Diversity. RIT takes great pride in its commitment to diversity and its success in supporting its diverse student population. In addition, the curriculum of the college provides an opportunity to address global health issues, and study abroad programs further enhance students' global perspective. The dean will be a forward thinker and support diversity efforts with enrollment, and in hiring and retaining diverse faculty.

Communication. The college is young and with growth, communication will be important. The dean will need to play an active and transparent role in leading the faculty, staff, and students to achieve its goals. The dean will need to be an advocate for the college and will articulate a bold and compelling vision, while working cooperatively within the college as well as with other deans and with administrators.

Quality, Assessment, and Accreditation. With the expected growth trajectory of the college, it will be important to satisfy both internal and external expectations. Assessing programs and meeting accreditation standards will be important for both existing and developing programs. The dean will play a central role in these efforts.

RESPONSIBILITIES, REQUIREMENTS, AND QUALIFICATIONS

The dean is the chief academic officer for the College of Health Sciences and Technology and reports to the Provost. RIT seeks a leader who is dedicated to developing a bold vision, creating and fostering programmatic development, and providing top quality healthcare programming to meet the needs of a changing healthcare landscape. The dean will champion high standards in teaching, research, scholarship, and partnerships—internally and externally.

The dean will have the opportunity to shape the future of this young college by creating cutting-edge programs and building global recognition for the college. The dean is responsible for all program and unit activities within the college and will lead planning, administrative, personnel, fundraising, and program development efforts to build and sustain excellence in college operations. The dean will work collaboratively with other university leaders, including the Senior Vice Provost and Assistant Provost of

Undergraduate Education, who have overall responsibility for the integration of university-wide undergraduate curricular and co-curricular initiatives, as well as the Dean of Graduate Studies, to promote and sustain excellence in graduate education.

The Dean of the College of Health Sciences and Technology will have an exceptional opportunity to join a new generation of leadership at RIT; to lead, inspire and energize the college; and to have a major impact on the institution's development and evolution.

Qualifications

The next dean will have an earned doctorate, preferably in a health-related discipline. Demonstrated and successful leadership in higher education and a distinguished record of scholarly and professional accomplishments are essential.

In addition, the strongest candidates will have:

- Experience in creating and implementing strategy as well as program assessment;
- Experience in programmatic development and program enhancements;
- The ability to establish strong relationships within the Rochester community, including with health service providers and community-based organizations;
- The ability to articulate a vision and to work with faculty, administrative staff, students, and community support to implement that vision through commitment to shared governance;
- A global perspective and a commitment to promoting and celebrating inclusion and diversity in its many forms;
- Financial acumen including experience with managing budgets and advocating for resources on behalf of a division or unit;
- Experience with and a commitment to resource development, including major gifts, sponsored research, and government grants;
- An engaged management style which is goal-oriented, collaborative, relational, flexible, and innovative;
- Excellent oral and written communication skills and the ability to relate to diverse college constituencies, including being a visible spokesperson for the college;
- Experience in faculty and staff recruitment and development, and sensitivity to the unique needs of a diverse community of practicing professionals;
- Demonstrated support for traditional and emerging technologies and the development of leading-edge curricula;
- Creativity, resilience, flexibility, tenacity, optimism and a high energy level.

APPLICATION AND NOMINATION PROCESS

The review of applicant materials will begin immediately and will continue until the position is filled. Application materials should include a letter describing your interest in and qualifications for the position; a curriculum vitae; and the names, addresses (including email), and telephone numbers for at least five references which may include administrators, faculty, students, and community partners. Applications and letters of nomination should be sent electronically to:



Steve Leo, Partner
Vicki Henderson, Senior Associate
Storbeck/Pimentel & Associates, LP
RITDeanHST@StorbeckSearch.com
610-572-4296

RIT is committed to equal employment opportunity and affirmative action.

RIT does not discriminate. RIT promotes and values diversity, pluralism and inclusion in the work place. 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. For more information or inquiries, please visit RIT/TitleIX or the U.S. Department of Education at ED.Gov.

RIT provides reasonable accommodation 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 accommodations 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 Storbeck/Pimentel as indicated above.

The university does not condone retaliation or harassment against any employee or applicant on the basis of the individual's exercise of his or her rights (e.g., filing a charge) or because of an individual's race, color, creed, age, marital status, sex, gender, religion, sexual orientation, gender identity, gender expression, national origin, veteran status or disability.