

RIT | Rochester Institute of Technology

Dean, College of Liberal Arts

THE SEARCH

Rochester Institute of Technology (RIT), an institution defined by creativity and innovation, seeks a Dean of the College of Liberal Arts (COLA). Reporting to the Provost, the next Dean will lead a diverse college that is central to the university's educational mission and well-positioned to contribute to its goals of providing leading research that impacts society and an educational experience that provides students with sought-after skills such as critical thinking, ethical decision making, and well-reasoned communication. This is an exciting opportunity to shape the direction of the college, grow enrollment, create and develop distinctive and interdisciplinary programs, and forge deeper connections with other colleges on campus and the surrounding community.

RIT was founded in 1829 and, today, is a nationally-ranked doctoral university 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 nearly 19,000 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 demonstrate the university's exceptional ROI with a 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. [Transforming RIT: The Campaign for Greatness](#), a \$1 billion fundraising campaign which was publicly announced in July 2018, is focused on continuing to advance these hallmarks of the university.

Spanning disciplines in the arts, humanities, and social sciences, COLA plays a critical role in the general education core for students across RIT and new developments promise to make COLA integral to the university's future plans. These include the creation of majors in English and History, a new multi-college PhD program in Cognitive Science, and major initiatives to support the performing arts, including construction of a Performing Arts Center.

The Dean will be an entrepreneurial, team-building leader who will engage faculty, administration, and students to chart a course for the college through a clear articulation of its mission, a vision for its future, and the ability to build consensus and garner support from various constituencies. The ideal candidate will have demonstrated success improving the experience of students, developing innovative curricula, enabling faculty to succeed in scholarship and research, and convening diverse groups to solve problems. The Dean will have a record as a passionate supporter of faculty and students and a deep appreciation for the liberal arts, with experience engaging across a range of academic disciplines in the humanities, social sciences, and the arts.

RIT has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. All inquiries, nominations, and applications with cover letters should be submitted in confidence to the search firm as indicated at the end of this document.

Rochester Institute of Technology

[Rochester Institute of Technology](#) is a nationally-ranked university and home to leading creators, entrepreneurs, innovators, and researchers. The university enrolls 15,739 undergraduates and 2,929 graduate students in more than 200 programs, making it among the largest private universities in the U.S. RIT is internationally [recognized and ranked](#) for academic leadership in business, computing, engineering, imaging science, liberal arts, sustainability, and fine and applied arts. RIT also offers unparalleled support services for deaf and hard-of-hearing students. The [cooperative education program](#) is one of the oldest and largest in the nation. [Global partnerships](#) include several international campuses. The university revised its 2025 strategic plan, [Greatness Through Difference](#), in the fall of 2018. The plan leverages the university's unique history with a renewed focus to use the interdisciplinary power of technology, the arts, and design to shape the future and the world.

RIT moved into the high research activity institution or "R2" category under the updated Carnegie Classification of Institutions of Higher Learning, ranking it among the top 6 percent of colleges and universities in the nation for research activity. *U.S. News and World Report* now ranks RIT No. 112 in its "National Universities" category. The publication also ranks RIT No. 11 in the U.S. for coop or internship programs and No. 33 among best-value schools. Sponsored research awards totaled \$82 million in fiscal year 2020. Today, RIT counts more than 135,000 alumni around the world. Its endowment is currently valued at more than \$930 million, and the university benefits from sound financial management. For more information on RIT please see the appendix at the end of the document.

THE COLLEGE OF LIBERAL ARTS

The College of Liberal Arts engages in research and scholarship at the intersection of science, technology, the arts, humanities, and social sciences with the objective of having a positive and long-lasting impact on society and the world. COLA's talented humanists and social scientists do groundbreaking research and teach students how to be problem solvers through a career-focused, hands-on approach to learning. Established when RIT acquired Eisenhower College in 1979, the College of Liberal Arts is today central to the university's ability to provide an excellent and well-rounded undergraduate education. After 10 years of stable leadership that has included growth in research, development of creative new programs, and the recruitment of faculty who are excellent teachers and scholars, the college is poised to be a key player in the university's ambitious plans for new creative programs, research growth, and increased public engagement while continuing to provide students an invaluable grounding in the liberal arts.

The mission of the college is to encourage the creation, development, dissemination, and application of human knowledge in the arts, humanities, and social sciences by promoting innovative teaching, scholarship, and research, thus providing a comprehensive education for all RIT students. The college strives to prepare students for a lifetime of personal growth, critical thinking, and responsible citizenship in an increasingly technological and rapidly changing society by maintaining and promoting the intellectual climate on campus, contributing to students' awareness and understanding of diversity, and enhancing students' abilities to reason critically and communicate effectively.

The college values a rigorous liberal arts education that encourages innovative experiential learning and active scholarship, the highest ethical standards, the educational and social benefits of diversity and global awareness, an interdisciplinary and collaborative environment of openness and academic freedom, a

working environment in which all staff and faculty enjoy respect and recognition, and the active and meaningful participation of all members of the college community.

The College of Liberal Arts enrolled 682 undergraduate majors across 14 programs and 73 graduate students in the five masters program during the 2019-2020 as academic year. It also enrolled 863 students across 51 unique minors. COLA is responsible for 20 percent of total credit hours taught and a quarter of the core curriculum classes on campus. The college is comprised of 170 full-time faculty, 130 adjunct faculty, and 49 staff.

Departments and Schools

The ***School of Communication's*** degree programs, minors, and immersions emphasize applied theory and practical knowledge that build the communication skills necessary to succeed in a variety of industries. Coursework leverages strengths from across the university to develop proficiency in technical or professional areas such as design, photography, marketing, healthcare, or technology and creates interdisciplinary opportunities to practice these skillsets inside and out of the classroom. The faculty are dedicated to exceptional teaching and providing individual attention to students. The school maintains a small feel, with a strong sense of community and a commitment to student mentorship.

The ***Department of Criminal Justice*** degree programs, minors, and immersions emphasize the social scientific study of crime, criminal justice, and legal studies. RIT's approach combines theoretical perspectives with hands-on experience, emphasizing areas of crime, criminal behavior, social control mechanisms, administration, planning, and management, as well as problem-solving techniques based on current research in the field. Students are encouraged to be active participants in the process of creating this knowledge through undergraduate research projects. A variety of opportunities exist to engage in active research and to present the results of these projects at professional conferences.

The ***Department of Economics*** takes a mathematical approach to analyzing social issues and pressing problems. It emphasizes quantitative analysis, computing, and communication skills, as well as critical thinking and problem-solving. Whether pursuing the undergraduate major, minor, or immersion, students gain an understanding of the forces that shape financial and social policies in the modern world, as well as learn how to predict outcomes and develop solutions to economic challenges. The department offers small class sizes, a wide variety of unique courses, and the opportunity to work one-on-one with faculty members on publishable research projects.

The ***Department of English*** offers minors and immersions (and will soon offer majors) that embrace technology and promote lifelong learning. Students gain skills in writing, textual analysis, language analytics, creative production, and digital culture. The faculty work to inspire "thinkers" and "tinkerers" who develop into responsible communicators capable of adjusting to the rapidly transforming social environment and global society. The department offers a wide variety of courses, from creative writing workshops in world building and poetry, to analyzing literature by authors from around the world, to advancing language science and natural language processing that is used in top technologies such as voice-enabled smart speakers and phones.

The ***Department of History*** offers minors and immersions (and will soon offer majors) that promote broad perspectives on human experiences, teach critical appraisal of primary and secondary sources, develop communication, research, and writing skills, and enable students to make comparisons and draw contrasts

across global historical perspectives—all skills that are essential in a wide variety of professions, including business, education, journalism, law, politics, and public service. Faculty expertise spans the history of the United States, Europe, and Asia, as well as sub-fields including African-American history, the history of women and gender, information technology and computing history, disability history, Deaf history, and the history of global trade and imperialism. While the History Department is preparing to launch a major, its faculty also contribute to the interdisciplinary degrees in Museum Studies, International and Global Studies, and Digital Humanities and Social Sciences.

Language and cultural skills are crucial in today's globalized economy and society and are valued across nearly all industries. The **Department of Modern Languages and Cultures** is committed to preparing students for active participation in a global society by providing coursework that deepens understanding of different languages and cultures. Students are able to complete an immersion or minor in any of the 10 languages offered by the department, or complete a bachelor's degree in applied modern language and culture in Chinese, Japanese, or Spanish. The department also prepares students to participate in global experiences, such as study or work abroad.

The **Department of Performing Arts** is home to coursework, minors, and immersions in the areas of music, theater, and fine arts. The department offers the opportunity both in and out of the classroom to participate in musical ensembles, theater performances, and other experiential learning opportunities. RIT believes that the study of fine arts empowers students to use technology in creative and innovative ways. The faculty come from a diverse range of scholarly, performance, and creative backgrounds and are highly respected scholars in their respective fields.

The **Department of Philosophy** offers an undergraduate degree as well as several minors and immersions that can be paired with most other undergraduate degree programs at RIT. Through studying philosophy, students are taught to evaluate complex problems, identify and examine underlying principles, investigate issues from diverse perspectives, and communicate clearly in both written and oral forms. As a result, students have done extremely well getting into law, business, and graduate school. The department is motivated by a dedication to excellence in teaching and most of the faculty have received awards for their work in the classroom.

The **Department of Political Science** offers coursework and programs that are unique and innovative, integrating the traditional fields of American government, legal studies, and international relations in order to prepare students for a life and a career in an increasingly globalized world. Students in the department study the ways in which governments address fundamental issues of power, justice, liberty, and order, as well as examine the impact of advances in science and technology on these themes. The department teaches not only the mechanics and strategies of the political process, but also examines limitations on government authority, and responsibilities of citizens.

The **Department of Psychology** offers coursework and programs that help students develop skills for their future careers and lifelong learning, including critical thinking and professional communication. The department offers opportunities to join cutting-edge research and programs that are advancing study in a host of fields. It is an environment where faculty and student collaborative research thrive, expanding the knowledge of behavior, cognition, perception, human development, clinical psychology, and other key areas. Faculty in the Department of Psychology are teachers and scholars who work to advance the science of psychology and help students apply that science to their chosen career field.

The ***Department of Public Policy*** explores the intersection of policy, technology, society, and the natural world. Analysis of these intersections plays a critical role in being able to address the many environmental, social, economic, and technological challenges facing society today and in the future. The programs and coursework in the Department of Public Policy allow students to combine their interests in science, technology, government, economics, and other social science fields and obtain the skills and knowledge needed to analyze and, ultimately, advocate for policy change in government or private organizations.

The ***Department of Science, Technology, and Society*** offers coursework and programs that bridge the humanities, social sciences, natural sciences, and engineering to provide a better understanding of the ways in which these fields are mutually interacting forces in our world. The department teaches how to analyze the socio-cultural, historical, political, economic, environmental, ethical, scientific, and/or technological factors that impact the ways in which we live, as well as how these forces impact one other. The faculty and students are motivated by the belief that understanding science and technology, past and present, is both socially important and intellectually challenging.

The ***Department of Sociology and Anthropology*** supports an interdisciplinary approach to the study of global, urban, historical, and cultural experience, practices, and change. The faculty are scholarly experts in archaeology, cultural anthropology, economics, education, folklore, psychology, and sociology, all of which represent academic disciplines dedicated to the understanding of human social life, past and present. The department shares a commitment to global justice, human rights, and sustainable futures. As faculty in historically-related social science disciplines, the research and teaching crosscut important themes and social issues related to gender, class, race and ethnicity, exploitation, domination, and the multiple embodiments of power.

The ***Women's and Gender Studies Program*** offers an interdisciplinary and multicultural series of courses that explore and question the intersections of gender, sexuality, culture, ethnicity, and race. Courses are taught by faculty members from various departments and fields of study and provide a critical framework to explore the significance of gender (along with race, sexuality, and class) in the shaping of women's and men's lives. The department focuses on the recovery of women's contributions in a variety of fields, on women's and men's roles in society across cultures, and especially on critical questions about gender neutrality in the shaping of culture.

Research

COLA's faculty are actively engaged in research that reflects the virtues of the traditional arts, humanities, and social sciences in the midst of technological innovation such as work in the history of technology, crime analytics, computational linguistics, perception and cognition in animals to aid conservation efforts, or examining energy consumption of video game consoles. COLA also has initiatives in areas that integrate traditional research in the social sciences and humanities with new interdisciplinary fields in health, computing, science, and engineering. Interdisciplinary research and an emphasis on community engagement and global perspectives represent defining characteristics of the college's research portfolio. Sponsored research in the college totaled \$2.9 million in fiscal year 2020. COLA is home to the following research centers:

The ***Center for Statesmanship, Law, and Liberty*** works to enhance the understanding of statesmanship as the apex of political greatness and explore its role in a free, democratic republic under the rule of law.

The non-partisan center supports scholarship, teaching, research, and student-centered learning related to statesmanship, liberty, and constitutionalism as they pertain primarily to the American regime.

The ***Center for Public Safety Initiatives***, which is housed in the Department of Criminal Justice, is a unique collaboration between the City of Rochester; the criminal justice agencies of Greater Rochester, including the Rochester Police Department; and RIT. Its purpose is to contribute to criminal justice strategy through research, policy analysis, and evaluation. Its educational goals include training graduate and undergraduate students in strategic planning and policy analysis.

The ***Health and Addictions Research Center (HARC)*** consists of a group of RIT faculty whose research focuses on health and addictive behaviors. The faculty have expertise in behavioral research methodology, psychophysiological measurements, eye-tracking, advanced statistical techniques, and various empirically supported treatments related to health behavior, addiction, and other psychological disorders. Students looking to gain experience working on health- and addiction-related projects can talk to any of the affiliated faculty about helping with their HARC-related projects.

The ***Modern Languages Technology Center (MLTC)*** provides a broad variety of services for students and faculty related to language instruction and acquisition. The MLTC is home to a library of audio files and foreign-language films, many of which are available to stream remotely. Additionally, the MLTC has computers tailored for use in foreign languages.

ROLE OF THE DEAN

The Dean of the College of Liberal Arts reports to the provost and oversees a college operating budget of \$24 million and \$2.8 million in endowment, scholarship, and gift accounts. The Dean's team includes two associate deans, an assistant dean of student services, and a director of financial planning and college operations. The Dean is responsible for improving and promoting the quality and effectiveness of the college's programmatic, teaching, and research missions.

OPPORTUNITIES AND CHALLENGES FOR THE NEXT DEAN

The Dean has an opportunity to further distinguish COLA by leveraging its unique breadth and resonance with the university's strategic priorities. To ensure COLA's vitality and distinction, the next Dean will be expected to address several key opportunities and specific challenges:

Develop and encourage creative programs that support the university's goals and leverage COLA's unique position at RIT

The Dean will develop and lead a strategic path forward for COLA, with a particular focus on creating and developing innovative programs that leverage the breadth of the college and the strengths of one of the nation's leading universities working at the intersection of technology, the arts, and design. The importance of the college to the university's development cuts across multiple frameworks. The university strategic plan calls for significant growth in the number of students majoring in COLA programs over the

next decade. New majors in traditional areas such as English and History will drive some of that growth and signal the ability of RIT to deliver a truly comprehensive education.

There are also unlimited opportunities for faculty to develop creative nontraditional programs. COLA is leading the way in the development of several new innovative programs, including a new interdisciplinary and cross-college PhD program in Cognitive Science that will be housed in the college and a new cross-college MS in Artificial Intelligence. RIT's National Academy of Engineering Grand Challenges Scholars Program – a joint program between COLA and the Kate Gleason College of Engineering – is one of the few such programs in the nation that formally partners engineering with the liberal arts. Two RIT interdisciplinary degree programs – International and Global Studies and Museum Studies – are run entirely by COLA faculty. Management of another, Digital Humanities and Social Sciences, is shared by faculty outside of COLA. All of the programs have proven popular with students and led to sponsored research support and experiential learning opportunities across multiple disciplines.

The Dean will also encourage pedagogical innovation. The Covid-19 pandemic has driven higher education to be more creative, and RIT's ability to innovate has served it well. The Dean should work to continue this innovation, especially as it pertains to expanding its reach in the online and adult learning space. The Dean must be willing to take thoughtful risks that will allow the college to realize its potential as a leader in addressing challenges that do not fit neatly into the missions of traditional academic departments.

Promote diversity, equity, and inclusion across all facets of the college

COLA's range of academic programs positions it as a natural leader at the university around issues of diversity, equity, and inclusion. The college is home to a program in Women and Gender Studies and offers a minor in Black Studies and an immersion program in American Indian and Indigenous Studies. More broadly, faculty expertise across sociology, communications, history, and criminal justice – to name a just a few – provides it with a wealth of expertise in areas shaping the national dialogue around these important issues.

The college has recently developed a series of task forces to study issues such as faculty and student success and culture through the lens of diversity and inclusion. RIT has a long history of valuing diversity in all its forms, but more must be done around faculty and student recruitment and retention and in continuing to build an inclusive and positive environment on campus. The Dean's commitment will be explicitly evident in the hiring, retention, professional development, and support of faculty, students, and staff. Working conscientiously with others, the Dean will foster a respectful and inclusive climate through visible action, leading by precedent, and showcasing the strength that comes from diversity.

Generate resources for the college

The Dean will oversee a large budget and must make creative and prudent decisions around resource allocation while advocating for resources both internally and externally. The college raised \$1.89 million as part of the university's capital campaign last year, and the Dean will continue those efforts by communicating about the good work being done and the possibilities for the college going forward. RIT is well-positioned financially, and the college's fall 2020 entering class of students was its largest in seven years.

RIT operates on a historical incremental budget model, but there are opportunities for a creative Dean to secure additional funds by aligning college initiatives with the university's strategic priorities. The university plans to expand the number of faculty lines by 50 by the year 2025 and has made efforts to create more flexibility for students to take classes beyond their majors and to double major. Curricular efforts that transcend disciplines and create unique opportunities for faculty and students will be particularly valued.

Develop, recruit, and retain excellent faculty

The Dean will be attuned to academic trends and will work with department leaders and faculty to make competitive offers in areas of growth for the college. They will strategically manage resources for faculty hires and leverage university-wide initiatives in growth areas that support and encourage faculty. The Dean will listen closely to develop a nuanced understand of research, scholarship and teaching across a variety of disciplines, working with faculty to manage issues and develop policies around teaching loads and support for research and scholarship.

The Dean must also balance the needs of faculty who were hired across a range of expectations for research and scholarship, advocating for resources to help them achieve their goals and working strategically to help individuals maximize their contribution to the college. The dean will work with the chairs to incentivize and support faculty to ensure their success in teaching, research, publications, and the pursuit of national awards across a variety of disciplines.

Engage as an effective, passionate advocate for the college

The new Dean must be a tireless champion for the college in communicating its impact and its needs both externally and internally. The college has developed numerous external partnerships with a number of community organizations, including the Genesee Country Village and Museum, the City of Rochester, and the Monroe County Crime Lab. These relationships provide research and experiential learning opportunities and are avenues to broadcast the talents of COLA faculty and students. The dean will pursue opportunities to build additional mutually-beneficial relationships with the community that showcase the liberal arts as vital in areas that are thought of as the domain of STEM disciplines while also conveying the importance of the liberal arts on their own terms.

As an internal advocate, the Dean must develop a sense of shared identity for the college around a vision that cuts across the humanities, arts, and social sciences to re-invigorate the college with a unified purpose. The Dean must be a good listener with a keen understanding of the breadth of disciplines in the college so they can communicate research and scholarly success beyond simply reporting on grant dollars. By effectively advocating for support and communicating ambitious goals for faculty to achieve excellence, they will create a virtuous cycle of success.

Seize burgeoning opportunities

COLA and RIT are at an exciting stage of development. The university continues to attract talented faculty, grow research, and provide creative students with a unique educational experience that prepares them for lives as productive citizens and professionals. COLA finds itself at the center of many of these efforts and the Dean will have the opportunity to seize the momentum created by initiatives that will shape the university over the coming decade. Nascent university efforts in which the college is playing a leading role

include, but are not limited to, the development of new programs in the digital humanities, efforts around computational literacy for all, and the Public Interest Technology University Network (PIT-UN) – a national partnership to build the field of public interest technology and grow a new generation of civic minded technologists through the development of curricula, research, and experiential learning programs.

The university's strategic plan also includes a goal to develop the leading performing arts program for non-majors in the nation, with the college and its Department of Performing Arts central to this goal. RIT is supporting this initiative through new faculty lines and multiple capital projects including a performing arts center that will include an 800-seat musical theatre and 1,500-seat orchestra hall. The 100,000-square-foot Innovative Maker and Learning Complex, a new campus learning centerpiece, will include a black box theatre, dance studio, and music rehearsal spaces. These efforts will build upon the strong existing interest in performing arts at RIT, as evidenced by the performing arts scholarship program that provides support to 540 RIT students.

While these are exciting developments that are supported by the university, momentum is not accomplishment. The Dean must be an advocate for continued change and model a can-do spirit for college community, imbuing it with a sense of urgency and optimism that will see these efforts through to achievement and continued prosperity while identifying other exciting efforts that resonate with the college's and university's strengths and values.

THE SUCCESSFUL CANDIDATE

The ideal candidate will possess the following personal and professional qualifications:

- A doctorate and a record of teaching and scholarship that merits an appointment of full professor with tenure in the college;
- A thorough understanding of the goals and values of an arts, humanities, and social sciences education in the 21st century and how a liberal arts education supports and enhances professional preparation and global citizenship;
- A deep understanding and appreciation of shared governance; a commitment to a culture of transparency and collegiality;
- An understanding and respect for all disciplines and a desire to work collaboratively with faculty, staff, and administrators to promote the collective goals of an institution;
- Effective communication and interpersonal skills with the ability to make the case for the importance of liberal arts in society; an approachable leader, good listener and active learner who can understand issues from multiple viewpoints;
- An energetic, entrepreneurial, and collaborative leadership style that inspires faculty, students, and staff and builds pride in and commitment to the college and university;
- A track record of working across disciplines and managing and marketing interdisciplinary degrees;
- The confidence, wisdom, and courage to make difficult choices when needs are abundant and resources are not;

- A commitment to building a strong learning environment for students that stresses academic quality, student engagement, experiential learning, and global perspectives;
- A deep commitment to and appreciation for diversity in all forms; demonstrated success in enhancing an inclusive, equitable, and diverse culture at their institution;
- Culturally well-versed and considerate of the needs of students, faculty, and staff from a wide range of backgrounds;
- Successful experience or demonstrated potential in fundraising and advancement activities; evidence of success in developing relationships with external partners;
- A track record of effective planning, administration, and personnel and fiscal management;
- Energy, integrity, creativity, passion, openness, flexibility, and an abiding sense of humor.

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.

Greg Esposito, Partner
Karen McPhedran, Senior Associate
Isaacson, Miller

<https://www.imsearch.com/search-detail/S7-728>

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 [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

ROCHESTER INSTITUTE OF TECHNOLOGY

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 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, eight PhD programs, and several international locations.

Diversity and Inclusion

RIT has long recognized the importance of diversity for enriching the educational experience and preparing students for productive lives as professionals and community members. The university has been recognized as a prestigious "Diversity Champion" by *INSIGHT into Diversity* magazine for four consecutive years (2016, 2017, 2018, 2019). In addition, RIT is a five-time recipient of the Higher Education Excellence in Diversity Award, recognizing colleges and universities that demonstrate outstanding commitment to diversity and inclusion. 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](#). The Division of Diversity & Inclusion works collaboratively with academic and administrative units to provide a holistic range of services and support. Collaboratively, the division enhances access and success for historically underrepresented students, faculty and staff, along with supporting education and scholarship, in addition to ensuring a welcoming, inclusive, vibrant, and accessible environment for everyone.

Governance and Administration

Rochester Institute of Technology is governed by the Board of Trustees, consisting of 49 active trustees, including the president of RIT 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 31 individuals holding emeritus or honorary 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, 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 College of Liberal Arts has a collegial culture and a history of faculty involvement in governance and planning. Faculty meet monthly as a group, and there are several faculty committees to ensure transparency and give clear vehicles for feedback to leadership on a number of issues. The college completed its strategic plan – affirmed by the faculty and endorsed by the staff – last year.

Leadership

President Munson

RIT is led by Dr. David C. Munson, Jr., who became the 10th President of Rochester Institute of Technology in 2017. Dr. Munson has 40 years of experience in higher education, which includes serving as the Robert J. Vlasic Dean of Engineering at Michigan from 2006 to 2016. He earned his BS degree in electrical engineering (with distinction) from the University of Delaware in 1975. He earned an MS, MA, and PhD in electrical engineering from Princeton University.

Provost Granberg

Ellen Granberg, PhD, became the first woman to serve as Provost and Senior Vice President for Academic Affairs at RIT in August 2018. As the university's chief academic officer, Dr. Granberg oversees nine colleges, two degree-granting units, and the international campuses. Key initiatives under Dr. Granberg's leadership include increasing undergraduate student success, expanding doctoral education, improving facilities for instruction and research, and leveraging RIT's strengths in innovation, creativity, and cross-disciplinary collaboration to advance the academic mission of the university. Before coming to RIT, Dr. Granberg served as the Senior Associate Provost and Associate Provost for Faculty Affairs at Clemson University. Dr. Granberg holds a BA in history from the University of California at Davis and an MA and PhD in sociology from Vanderbilt University.

Rochester, New York

Situated between Lake Ontario and the scenic Finger Lakes region, Rochester is the third largest metro area in New York. As of the 2010 census, the metropolitan statistical area had a population of 1.08 million. The region is rich in cultural and ethnic diversity and is known for its intellectual capital, innovation, and entrepreneurial spirit. *Scientific Reports* named Rochester 18th among "the world's leading science cities," and *The New Republic* reports Rochester as one of the most innovation-intensive metro areas in the country. 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 start-up 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 non-stop flights to 18 cities in the U.S. and Canada.

The region has an exceptional quality of life, with cultural amenities and recreational activities; affordable healthcare 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. It is one of the least-congested cities in the U.S., with an average commute of under 20 minutes. The region has been ranked 6th among 379 metro areas as one of the "Best Places to Live in America" by *Places Rated Almanac* and first by *Expansion Management Magazine's* ranking of metropolitan areas having the best quality of life in the nation. 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, golf, fishing, and other outdoor adventures.

The Rochester region is home to 19 colleges and universities, enrolling more than 83,000 students. It 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.