



Dean, College of Science
Rochester, New York

THE OPPORTUNITY

Rochester Institute of Technology (RIT), one of the world's largest private research universities renowned for creativity and technical innovation, seeks a dynamic, collaborative, and innovative leader to serve as the next Dean of the College of Science (COS). Reporting to the Provost and Senior Vice President for Academic Affairs, the Dean serves as the chief academic and administrative officer of the College and will support and develop world-class, cross-disciplinary research programs and centers of excellence and ensure all RIT students are afforded an innovative, interdisciplinary, and experiential science and mathematics foundation.

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 more than 19,000 students, with both student caliber and the diversity of the student population on the rise. Cooperative education, a pillar in the university's educational philosophy, has thrived, both domestically and internationally, helping to demonstrate the value of an RIT education 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 that was publicly announced in July 2018, is focused on continuing to advance these hallmarks of the university.

The College of Science has one of the most complete portfolios of any RIT college: a campus leader in research and PhD education, a growing number of undergraduate majors, and a provider of major components of the general education curriculum and foundational courses in science and mathematics for all RIT students. This unique combination gives the College a critical role in achieving the University's ambitious [strategic goals](#) as it continues to grow research, create new innovative programs, and provide students an educational experience that not only prepares them to succeed in their careers, but develops them into innovators who can effect powerfully positive change in the world.

The next Dean will amplify the College of Science's reputation for high-quality education, world-class research and expertise, and innovative person-centered approaches to teaching and learning. The Dean will promote, support, and enhance a vigorous, diverse, inclusive, and rewarding academic environment that fosters faculty and staff professional growth, job satisfaction, impartiality, social justice, diversity, equity, and inclusion for all members of the College. The successful candidate will seek to develop partnerships and outreach programs with business, industry, government, the K-12 community, alumni,

and other RIT academic units in support of the goals of the College and University and provide infrastructure that will enable excellence in science and mathematics education and research.

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 home to leading creators, entrepreneurs, innovators, and researchers. The university enrolls 16,668 undergraduates and 2,904 graduate students in more than 200 programs and across nine academic colleges, four international campuses, as well as other degree-granting units, 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 is also home to the [National Technical Institute for the Deaf](#) and 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 RIT'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.

In 2019, 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 six percent of colleges and universities in the nation for research activity. *U.S. News and World Report (USNWR)* now ranks RIT No. 105 in its "National Universities" category. The publication also ranks RIT No. 11 in the U.S. for co-op or internship programs and No. 48 among best-value schools. Sponsored research awards totaled \$92 million in fiscal year 2022. Today, RIT counts more than 135,000 alumni around the world. Its endowment is currently valued at approximately \$1 billion, 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 SCIENCE

The [College of Science](#) encourages students to discover their potential while expanding fundamental scientific knowledge and developing new technologies. The College prepares graduates by providing academic programs in STEM disciplines to meet the challenges of a complex world. From the start, students in the COS work in modern labs building skills in the field and through real-world experiences that set them apart from their peers. They engage in undergraduate research with faculty and hands-on learning through capstone, co-op, and internship experiences. Through a diverse curriculum spanning traditional and cutting-edge technologies in mathematics, biology, chemistry, physics, imaging, and color

science, students are prepared for the challenges of today's highly technical world. The COS also serves as the center of mathematics and science education for not only the students enrolled in the College's degrees programs, but for students in all majors at RIT.

The COS is home to substantial endowments, including several endowed professorships among other substantial endowments that allow the College to leverage its operational budget to align its program and curriculum development efforts with RIT's strategic plan, [Greatness Through Difference 2018-2025](#), to graduate students educated to mitigate the grave threats and complexities that surround us; students that are border-crossing, collaborative, and original thinkers and doers with a deep commitment to the welfare of humanity.

People

The COS currently enrolls 880 [undergraduate](#) and 325 [graduate](#) students and offers 11 Bachelor's Degrees, 12 Master's Degrees, and four (not including the impending onboarding of a Ph.D. in Physics) of RIT's 11 Doctorate Degrees. The College is also responsible for providing approximately half of RIT's general education credit hours. Since 2005, 30 COS student-researchers have been named [Goldwater Scholars](#), the nation's most prestigious award for undergraduate research. RIT students benefit directly from RIT's commitment to experiential learning with regular hands-on experiences in class and labs as well as school year and summer research opportunities – including the successful internship cooperative education program with employers, which has been an essential part of the RIT experience for more than 100 years. As a result, COS has a longstanding reputation for graduating students ready to succeed in their careers from day one.

The COS is home to more than 200 faculty and 70 staff. Excelling in research and teaching, faculty are passionate about their disciplines and their role in both the lab and the classroom. They engage students in the process of discovery and the contribution of new knowledge to their fields. This innovative and diverse population expertly works to educate and inspire the next generation of scientists and mathematicians to solve current and emerging problems through rigorous curricula and experiential learning. The COS faculty and staff not only push forth the frontiers of knowledge in basic and applied sciences and mathematics, but they also take great pride in their contributions to the learning of RIT's entire student body through foundational science and mathematics instruction.

The COS provides students a solid grounding in fundamentals while providing customizable options like double majors, multiple minors, and advanced stackable certificates. Some of the degree programs such as imaging science, biotechnology, or computational mathematics intentionally ignore the line between disciplines, calling upon diverse skills, bodies of knowledge, and research experiences. The COS houses six academic units:

[**The School of Chemistry and Materials Science**](#) offers chemistry and biochemistry undergraduate degree

programs that prepare students for professional work in both research laboratories and industrial settings. Chemistry has revolutionized modern society through synthesizing new materials and probing the fundamental processes of life, and the School has grown in teaching and research with 10 new or renovated labs and 27,600 square feet of teaching space, research laboratories, and support facilities. The materials science graduate program seeks to provide solutions for several different fields including energy, medicine, clothing, and equipment production. The School most recently garnered funding in support of research toward cancer imaging contrast agents for MRI, light-triggered, self-healing polymers, sustainable energy alternatives to fossil fuels, and analysis of the environmental impacts of microplastics.

[The School of Mathematical Sciences](#) is recognized for its contributions to research and applications of mathematical and statistical sciences, including mathematical and computational modeling. The School offered the first mathematical modeling Ph.D. program in the nation and continues to expand on its nationally recognized programs in data science and scientific inference while providing research and experiential learning opportunities to nurture student curiosity and creativity. The School received approximately \$1.4 million of new funding this year in areas such as computational astrophysics, gender equity in faculty compensation systems, statistical methods in support of law enforcement, and mathematical modeling for estimating debris in the Great Lakes.

[The School of Physics and Astronomy's](#) core curriculum provides a solid foundation in experimental, computational, and theoretical physics, emphasizing laboratory training and developing analytical problem-solving skills. There has never been a more exciting time to study the discipline of physics, as evidenced by strong enrollment (approximately 180 students) in the BS Physics major. Areas of coursework and research span the workings of the sub-atomic world to the ever-expanding universe. New sponsored research awards in the School have recently totaled in the range of \$3-5 million annually across such areas as astronomy and astrophysics, quantum optics and photonics, biological and soft matter physics, gravitational wave physics, materials physics, neutron science, photovoltaics, and physics education. In addition to its current successful Ph.D. program in Astrophysical Sciences and Technology, a fully-approved new general Physics Ph.D. program is poised to launch in Fall 2014.

[The Thomas H. Gosnell School of Life Sciences](#) allows students to explore the organic universe from DNA strands to global systems in a supportive academic environment. From the beginning, students master biology through hands-on, in-depth laboratories, experiential learning, and by participating in research projects designed for real-life challenges in the life sciences. The School was the first in the nation to offer a Bachelor of Science in biotechnology and 70 percent of upper-level courses have a fully hands-on, in-depth laboratory component. The School has received funding to support genomics, virology, cancer biology, summer undergraduate research experiences, plastics, and climate change research.

[The Chester F. Carlson Center for Imaging Science](#) is dedicated to pushing the frontiers of imaging in all its forms and uses. It produces the next generation of engineers and researchers who develop and deploy imaging systems that answer fundamental scientific questions, monitor, and protect our environment,

help keep our nation secure, and aid medical researchers in their quest to conquer disease. The program is the first of its kind in the United States and currently the only formal imaging science program in the nation. The leading recipient of awards in the COS, the Center earns millions of dollars in research grants, and, in the 2021-2022 Academic Year, completed at least 50 publications and saw more than 25 active PIs conducting research with major work done in the areas of Human and Computer Vision, including work in AR/VR systems and applications of artificial intelligence. Novel detector systems for astronomical imaging and new imaging systems for the study of cultural heritage artifacts continue to be developed. Additionally, the use of UAV-based remote sensing systems, and other 3D imaging technologies, for precision agriculture studies continue to expand, as does work in the simulation of multiple remote sensing systems, including Synthetic Aperture Radar, with the DIRSIG software package.

[The Integrated Sciences Academy](#) was created in 2017 as the innovative home to multidisciplinary academic and research programs in the College of Science at RIT. Here, students may take part in science exploration; a first-year program that allows students to explore disciplines before selecting a major. The Academy is also home to the color science program which explores all aspects of color from lighting, through material properties, to human perception. The Academy offers the one and only color science Ph.D. program in North America with 35 years of history with one of RIT's oldest academic research laboratories, the Munsell Color Science Laboratory.

Within the Integrated Sciences Academy, the [Munsell Color Science Laboratory](#) conducts internationally recognized, externally funded, research in appearance, perception, image quality, display technology, AR/VR, emotive robots, and lighting.

Research

RIT's state-of-the-art equipment and cross-disciplinary research teams provide unique opportunities for undergraduate and graduate students and faculty. The College of Science leads RIT in both the number of proposals submitted and the value of awards, accounting for \$15 million in annual sponsored research funding, almost 20% of the institutional total in 2022. Within the COS, the Center for Imaging Science brings in the most awards, followed by the Schools of Physics and Astronomy, Mathematical Sciences, Life Sciences, and Chemistry and Materials Science, respectively. COS faculty actively seek funding for projects within strategic research areas. Faculty invite undergraduate students to be part of their research groups, providing unparalleled opportunities to gain hands-on experience solving exciting problems. Faculty also mentor students working on individual research projects in their areas of expertise. [Active research areas](#) in the COS include [Harnessing the Data Revolution](#); [The Quantum Revolution](#); [Complex Systems Science](#); [Living Systems, Macro and Micro](#); [Imaging Science](#); and [Windows on the Universe](#).

Undergraduate Students engage in research with faculty in many areas of science or in a teaching/learning assistantship with faculty supervisors. In the summer of 2021, 45 College of Science students received

funding through the Summer Undergraduate Research Fellowship (SURF), and 3 incoming first-year students participated in the COS Summer Undergraduate Research Experience (COS-SURE!) to conduct research with COS faculty in every academic unit. RIT has a proud history as a center for undergraduate research and hosts several REU's every year for undergraduates at RIT and beyond who want to work with top researchers in an immersive research experience.

The COS offers cross-disciplinary graduate student research programs with world-class scientists promoting new ways of thinking and doing in a rapidly changing world. The COS is home to four of eleven Ph.D. programs at RIT: Astrophysical Sciences and Technology; Color Science; Imaging Science; and Mathematical Modeling; and will soon be adding a Ph.D. in Physics. Research efforts are supported by RIT's 14 newly outfitted research centers and laboratories that enable excellence in science and mathematics education and research. The COS is home to the [following Key Research Centers and Facilities](#):

- [The Center for Advancing STEM Teaching, Learning & Evaluation](#) (CASTLE) is a network of faculty, projects and programs engaged in scholarship surrounding STEM education.
- [The Center for Detectors](#) designs, develops, and implements photon devices to enable scientific discoveries. The center educates and trains students through research and development in detectors, instrumentation, observational astrophysics, nanostructures, silicon photonics, quantum optics and information, and wide-bandgap materials. Staff and student researchers investigate high impact engineering and development problems through external financial support from federal agencies, private foundations, national laboratories, and industry.
- [Digital Imaging and Remote Sensing](#) (DIRS) focuses on the development of tools to extract information about the earth from satellite, manned and unmanned (drone) aircraft imaging systems. Students and staff researchers work together to utilize their expertise in physics, mathematics, computer science, and engineering to solve end-to-end applied remote sensing problems in agriculture, natural resource management, and matters of National intelligence and defense.
- [The Center for Computational Relativity and Gravitation](#) is home to a new interdisciplinary signature research program on the ["Frontiers in Gravitational Wave Astrophysics"](#). The program aims at pushing new frontiers in gravitational wave observations, bringing together leading experts in the new field of multi-messenger astrophysics.
- [The Laboratory for Multiwavelength Astrophysics](#) fosters the utilization and advancement of cutting-edge techniques in multiwavelength astrophysics by RIT faculty, research staff, and students, to improve human understanding of the origin and fate of the universe and its constituents.
- The Program of Color Science and [Munsell Color Science Laboratory](#) work closely with researchers in the fundamental scientific disciplines of biology (human and animal vision), chemistry (colorants and formulation), physics (optical spectroscopy and illumination sources), mathematics (modeling of systems and observers), and psychology (understanding color perception).

- [The Nanoimaging Laboratory](#) uses the tools of imaging science to characterize materials at the micro- and nanoscale, using electron microscopy. The tools include imaging, electron diffraction, and x-ray microanalysis to determine the elemental composition of materials.

ROLE OF THE DEAN

The Dean reports to the Provost and Senior Vice President for Academic Affairs and serves as the chief academic and administrative officer of the College of Science. The Dean holds ultimate responsibility for COS faculty, staff, and students, as well as its long-term planning and material resources, both physical and fiscal. The Dean plays a critical role in promoting the COS externally, with public and private-sector partners at the local, state, and national levels. The Dean is the primary advocate and champion for the College internally, garnering support from RIT leadership for large-scale initiatives and to seek cross-college collaborations that break through academic siloes.

The administrative leadership team reporting directly to the Dean currently includes: the Senior Associate Dean, the Associate Dean for Research and Faculty Affairs, the Assistant Dean, the School Head of Mathematical Sciences, the School Head of Chemistry and Material Sciences, School Head of Physics and Astronomy, the School Head of the Gosnell School of Life Sciences, and the Director of the Carlson Center for Imaging Science.

OPPORTUNITIES AND CHALLENGES FOR THE NEXT DEAN

The opportunities identified for the Dean of the College of Science include, but are not limited to, the following areas:

Generate resources for the College

The Dean will advocate for the college internally, develop programs to attract students, and cultivate relationships with alumni, business, industry, and government to support the College. COS plays a critical role in the research and education mission of a university that is on a tremendous run of success and the Dean will build on that reputation to engage donors. Strong corporate connections through programs like Imaging Science and Color Science also provide opportunities to engage supporters and build the College's brand. RIT is examining a transition from a historical incremental budget model to an activity-based model that, if implemented, will reward Schools that increase enrollment and develop innovative programs, including certification programs to attract adult learners. A final decision is expected by the end of this academic year. The College's diverse array of disciplines positions it well to continue to build on relationships with other schools on campus as RIT expands double majors and BS/MS opportunities, and develops new cross-disciplinary programs, such as the new B.S. degree in Neuroscience – an interdisciplinary collaboration between COS and the College of Liberal Arts.

Recruit and retain first-rate faculty and staff

The Dean will foster an environment of support, mentorship, and collegiality to encourage faculty and staff professional growth while recruiting and retaining talented faculty and staff. They will strategically manage resources for hires and look for opportunities to collaborate with other colleges and align efforts with university-wide initiatives to be opportunistic and strategic in attracting talent. The Dean will recognize and celebrate faculty and staff achievement and dedicate resources and attention to training needs and professional development. The Dean must also balance the needs of faculty who have been hired across a range of expectations for teaching, research and scholarship—along with staff needs—advocating for resources to help them achieve their goals and working strategically to enable them to maximize their contributions to the College.

Grow research

As the home to RIT's first PhD program, COS has always been the driving force in the university's research profile and will remain a critical component of the university's ambitions to achieve R1 status. The Dean will work with faculty and school leaders to build on existing areas and develop new areas of research strength, through the growth of PhD programs and attracting and retaining top faculty and providing them with the support to win grants from federal agencies, foundations, and industry. They will identify and advocate for new resources for future infrastructure needs and evaluate, plan, and expand the necessary equipment, organizational structures, and staff to enable excellence in science and mathematics education and research.

Bolster the College's institutional commitment to diversity, equity, inclusion, and accessibility

The Dean will commit to setting the expectation that the COS is an inclusive community that does not just promote diversity, equity, inclusion, and accessibility but also expects every person within the College community to actively work in support of those values. The Dean will stimulate research and awareness of research on social justice issues related to science, mathematics, and education and incorporate results into College activities. The COS has formed a DEI Committee and, this fall, hired the [inaugural Director of Diversity, Equity, and Inclusion](#) for the College. Working with this director and the DEI Committee, the Dean will support DEI efforts and implement the College's [DEI Plan](#).

Improve student success and retention

The Dean will lead the College in supporting RIT's efforts to improve student success, functioning as a true partner and expert to enhance current practices and enable the development of new initiatives that can be tracked and assessed. The Dean will encourage strategies critical to improvement, including but not limited to, evaluating program curricula to identify bottleneck courses, engaging faculty and staff at the program level in improving student success, and encouraging partnership with administration to better

understand student readiness. The Dean will work closely with faculty, staff, fellow deans, and RIT's Dean of Undergraduate Studies and Associate Provost for Student Success—a newly created role—to improve student success and the overall student experience through support systems, creative new programs and pedagogical development. While student success is a holistic set of quantitative and qualitative measures across the student experience, some specific metrics to address include first and second year retention, on-time and six-year graduation rates, DFW rates, and student satisfaction with the RIT experience. Because of the College's position as a critical provider of service courses for all students at RIT, the Dean will play a significant role in improving student success not just in COS, but throughout the university.

PROFESSIONAL QUALIFICATIONS AND PERSONAL CHARACTERISTICS

While no single candidate will have all the ideal qualifications, the successful candidate will have many of the following professional qualifications and personal characteristics:

- An earned doctorate and a distinguished record of academic excellence; credentials that qualify for appointment at the full professor level;
- A personal and professional history of impactful research and scholarship, with a record of success in grant writing and the ability to encourage and support others in their own scholarly achievement;
- A demonstrated track record of enhancing diversity, equity, inclusion, and accessibility and improving the culture and climate for students, staff, and faculty; respect for individuality and a commitment to promoting diversity as a critical component of academic excellence;
- Leadership experience as a successful academic administrator, such as service as a department chair or center director level or associate dean;
- Experience with faculty recruitment and retention; facilitating promotion and tenure processes; proven ability to cultivate and develop staff and an aptitude to form an effective leadership team;
- An astute understanding of academic finances and experience establishing budget priorities and serving as a responsible steward of resources; ability to make difficult decisions and prioritize;
- A demonstrated passion for students, research, and service; a commitment to building a strong learning environment for students that stresses academic quality, student engagement, experiential learning, and global perspectives;
- An excellent collaborator who can partner with other deans and administrators, department chairs, faculty, staff, and students;

- An appreciation for a broad range of disciplines and a demonstrated track record of working with people outside of their own academic area;
- Demonstrated willingness and ability to fundraise, generating and achieving philanthropic goals and securing major gifts from individuals, corporations, and/or foundations;
- An exceptional communicator and good listener who can inspire internal and external constituencies and attract partners to support new initiatives;
- A record that demonstrates the highest degree of integrity, transparency, honesty, and fairness.

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
Amy Gillespie, Associate
Isaacson, Miller

<https://www.imsearch.com/search-detail/8782>

RIT does not discriminate. RIT promotes and values diversity, pluralism, and inclusion in the workplace. RIT provides equal opportunity to all qualified individuals and does not discriminate on the basis of race, color, creed, age, marital status, sex, gender, religion, sexual orientations, gender identity, gender expression, national origin, veteran status, or disability in its hiring, admissions, educational programs, and activities. For more information or inquiries, please visit [RIT/TitleIX](#) or the U.S. Department of Education at <https://www.ed.gov/>.

The hiring process for this position may require a criminal background check and/or motor vehicle records check. Any verbal or written offer made is contingent on satisfactory results, as determined by RIT's Human Resources. RIT uses E-Verify to confirm employment eligibility for new and existing employees working on federally funded contracts that contain that requirement. Before considering employment with RIT, please read the language from the U.S. Department of Homeland Security, the Social Security Administration and the Department of Justice by clicking on the associated links below:

- [English E-Verify Participation Poster](#)
- [Spanish E-Verify Participation Poster](#)
- [English Right to Work Poster](#)
- [Spanish Right to Work Poster](#)

You must have Adobe reader to view these posters.

RIT provides reasonable accommodations to applicants with disabilities under the Rehabilitation Act, the Americans with Disabilities Act, the New York Human Rights Law, or similar applicable law. If you need reasonable accommodation for any part of the application and hiring process, and you wish to discuss potential accommodations related to your application for employment at RIT, please contact Isaacson, Miller as indicated above.

Clery Act Safety Information:

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

APPENDIX

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, eleven PhD programs, and several international locations. RIT enrolls more than 4,300 students from diverse racial and ethnic backgrounds, along with nearly 2,000 international students on its main campus in Rochester, NY. An additional 2,800 students are enrolled at RIT's international campuses in China, Croatia, Dubai, and Kosovo. RIT is an internationally recognized leader in preparing deaf and hard-of-hearing students for successful careers in professional and technical fields. The university provides unparalleled access and support services for more than 900 deaf and hard-of-hearing students who live, study, and work with hearing students on the RIT campus.

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. For the eighth consecutive year, *INSIGHT Into Diversity* magazine recognized RIT as a "Diversity Champion," one of the first colleges and universities in the nation to receive the designation. Diversity Champions exemplify an unyielding commitment to diversity and inclusion throughout their campus communities, across academic programs, and at the highest administrative levels. In addition, RIT has also been a recipient of the Higher Education Excellence in Diversity Award for successful efforts in the areas of campus diversity and inclusion in years 2014 to 2022). 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.

RIT received national recognition for its work to help diversify the science, technology, engineering, and mathematics (STEM) workforce. *STEM Workforce Diversity Magazine* ranked RIT among its top 20 universities for 2021. *STEM Workforce Diversity Magazine*, established in 1994, is the first magazine published for the professional, diversified high-tech workforce, which encompasses everyone, including women, members of underrepresented groups, people with disabilities, and non-disabled white males to advance in the diversified working community.

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, 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.

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.