

A large, modern building with a glass facade reflecting the sunset, with a stylized sculpture in the foreground.

RIT

Vice President
for Government and
Community Relations



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

—President David C. Munson, Jr.



The Search

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

The vice president will join RIT at an exciting moment, early in the tenure of President David Munson and at a key moment in a \$1 billion blended campaign, the largest fundraising effort in the university's history.

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

Over the past 10 years, RIT has seen advancement in every key institutional metric. Applications have increased 70 percent. Enrollment has grown 20 percent to more than 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 fuel the university's exceptional 95 percent post-graduation employment rate. Faculty have grown in number, diversity, and scholarly stature as RIT has increased its research productivity while remaining deeply student-focused. Transforming RIT: The Campaign for Greatness, a \$1 billion fundraising campaign—publicly announced in July 2018—is focused on continuing to advance these hallmarks of the university.

In collaboration with President David Munson and key academic and administrative leaders, the vice president will define and articulate a bold vision that will carry forward and build upon existing momentum and excitement about RIT and its accomplish-

ments and contributions. The vice president will benefit from President Munson's vision to further the university's national and global reputation, climb in strategic national rankings, increase research and academic programs, and strengthen RIT's relationship with the greater Rochester community. Overseeing a staff of around 15, the vice president will foster exceptional relationships with community leaders and with state and federal elected officials in efforts to further RIT's mission.

A minimum of 10 years of leadership experience in government relations or community relations, and staff management, is required, as are strong persuasive proposal and speech writing skills. The successful candidate will possess a track record of significant personal success in relationship-building with various constituents, such as with elected officials, legislative aides, faculty, and agency personnel. Experience working with research and development professionals is highly desirable.

The vice president must be able to foster a results-oriented work environment that promotes campus-wide collaboration and achievement. Experience leading all aspects of a complex team—including managing, mentoring, motivating, retaining, and evaluating staff—is essential. Demonstrated experience enhancing professional development and career planning opportunities for advancement of staff as a means of retention is highly desirable. In accordance with its core values and mission, RIT is especially interested in recruiting members of diverse and underrepresented communities and individuals with a commitment to diversity, equity, and inclusion.

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



RIT Background

History

From its beginnings, RIT has been deeply connected to the educational and practical training needs of citizenry and industry. The university's roots go back to 1829 when the city's founder established the Rochester Athenaeum, a literary society that offered public lectures and debates and attracted such luminaries as Ralph Waldo Emerson and Oliver Wendell Holmes. In 1891, the Athenaeum merged with the Mechanics Institute, which had been created and funded by local business and community leaders to provide technical training to meet local industry's growing demand for skilled workers.

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

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

RIT Today

Today, RIT is one of the world's leading innovative institutions—a vibrant, connected community that is home to diverse, ambitious, creative students, and faculty from around the world. RIT attracts top-flight research-active faculty who are passionate about their teaching mission. Over the past decade, the university has invested significant capital to improve its education, research, and technology infrastructure. RIT moved into the "National Universities" category of U.S. News & World Report rankings in 2016

due to its growing research portfolio, and now ranks number 112. The publication also ranks the university as 11th among top schools for co-op or internship, 44th for undergraduate research, 33rd as "best value," and 50th among "most innovative schools."

RIT counts over 135,000 alumni around the world. Its endowment is currently valued at approximately \$950 million, and the university benefits from sound financial management. To view more of RIT's rankings and recognition, visit <https://www.rit.edu/rankings-and-recognitions>.

In July 2018, RIT announced Transforming RIT: The Campaign for Greatness. The largest fundraising campaign in university history, the blended campaign has set a goal of \$1 billion to be raised from a variety of investors, including alumni and friends, government and corporate partners, and research foundations and agencies. This blended campaign approach involves significant collaboration among the Division of Government and Community Relations, the Division of Development and Alumni Relations, and Sponsored Research Services, as well as the president's office, colleges, and other units across campus. Stated goals include: "attracting exceptional talent," "enhancing the student experience," "improving the world through research and discovery," and "leading future special initiatives." As of September 2020, the campaign stood at \$728 million.

As of fall 2020, the university enrolled 18,668 full- and part-time students (15,739 undergraduate and 2,929 graduate students) who represent all 50 states and more than 100 nations. Nearly 4,000 students from diverse racial and ethnic backgrounds are enrolled on the main campus along with approximately 2,000 international students. An additional 2,500 students are enrolled at RIT's international campuses in Croatia, Kosovo, Dubai, and China.

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

RIT is well known for its commitment to undergraduate students and, increasingly, for offering a broad range of innovative graduate programs that combine the theoretical with practical applications and align with demonstrated needs in the marketplace. RIT has steadily grown its doctoral programs; in 2016, the Carnegie Classification of Institutions of Higher Education reclassified the university from "Masters – Comprehensive" to "Doctoral University – Moderate Research Activity." In May 2020, RIT awarded 49 doctoral degrees in eight Ph.D. programs and currently enrolls more than 300 Ph.D. students.

Today, RIT offers more than 200 academic programs in nine colleges and two degree-granting units:

- College of Art and Design
- Saunders College of Business
- Golisano College of Computing and Information Sciences
- Kate Gleason College of Engineering
- College of Engineering Technology
- College of Health Sciences and Technology
- College of Liberal Arts
- National Technical Institute for the Deaf
- College of Science
- School of Individualized Study
- Golisano Institute for Sustainability



Academic Programs

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

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



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



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

RIT's cooperative education program is the fourth-oldest and one of the largest in the world. More than 4,500 students are placed annually in more than 6,200 work assignments with some 2,200 employers across the United States and overseas.

An increasing emphasis on international study and experience is also part of the RIT education today. In addition to a Department of Modern Languages and Cultures that teaches 10 different languages, RIT offers a broad range of study abroad options, with over 400 programs in 50 countries, including global campuses in Beijing and Weihai (China), Dubrovnik and Zagreb (Croatia), Pristina (Kosovo), and Dubai (United Arab Emirates).

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



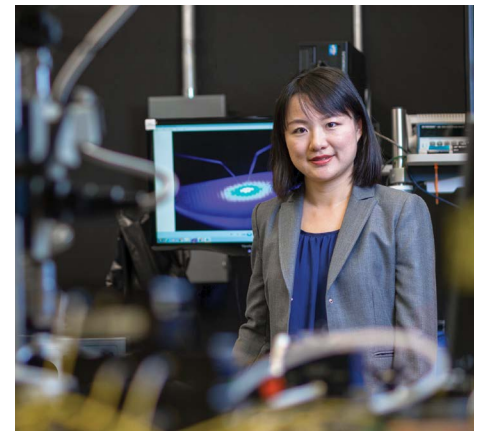
Faculty



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

For the 2019-2020 year, the faculty included 1,110 full-time and 439 part-time members, including adjunct faculty. Sixty-seven percent of the full-time faculty are tenured or are on tenure track. Underrepresented minorities account for approximately 11 percent of tenured and tenure-track faculty. Approximately 34 percent of tenured and tenure-track faculty are women.

RIT fosters a close educational relationship between faculty and students, recognizing the critical impact mentorship can have on the students' future professional and personal lives. As a result, RIT's student faculty ratio is 13:1, with an average class size of 22. RIT faculty are talented and diverse. They include Pulitzer Prize recipients, leaders of national organizations, and trail blazers in gaming, access technology, sustainability, science and mathematics, engineering, and the humanities. RIT faculty and students produce groundbreaking work that resonates beyond their fields of study. In 2016, they were key players in confirming the existence of gravitational waves predicted in Einstein's general theory of relativity.





Students and Alumni



RIT students are talented, ambitious, and hard-working. With enrollment at more than 19,000 students, RIT has been consistently selective and has sustained the academic quality of the student body while broadening its geographic diversity. First-year students for the fall 2020 had mean combined SAT scores exceeding 1290. The presence of 900 deaf and hard-of-hearing students enrolled in RIT's National Technical Institute for the Deaf (NTID) adds a social, cultural, and educational dynamic not found at any other university.

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

The RIT Alumni Association and the Office of Alumni Relations supports over 135,000 RIT alumni who live and work around the world. Its dedicated staff and alumni volunteers provide the alumni community with a variety of ways to connect and reconnect with each other, current students, faculty, and the university in general. These include a robust series of programs, events, benefits, educational opportunities, and volunteer roles.

Prominent RIT alumni make their mark in a variety of fields including government, science, technology, arts, media, business, engineering, and more, including 10 Pulitzer Prize-winning photographers, a world-renowned geneticist, the inventor of the Microsoft Kinect, the designer of the One World Trade Center Tower beacon, Academy Award-winning animators on films such as *Frozen* and *Life of Pi*, and an Emmy Award-winning television and media personality.





Signature Campus and Community Events



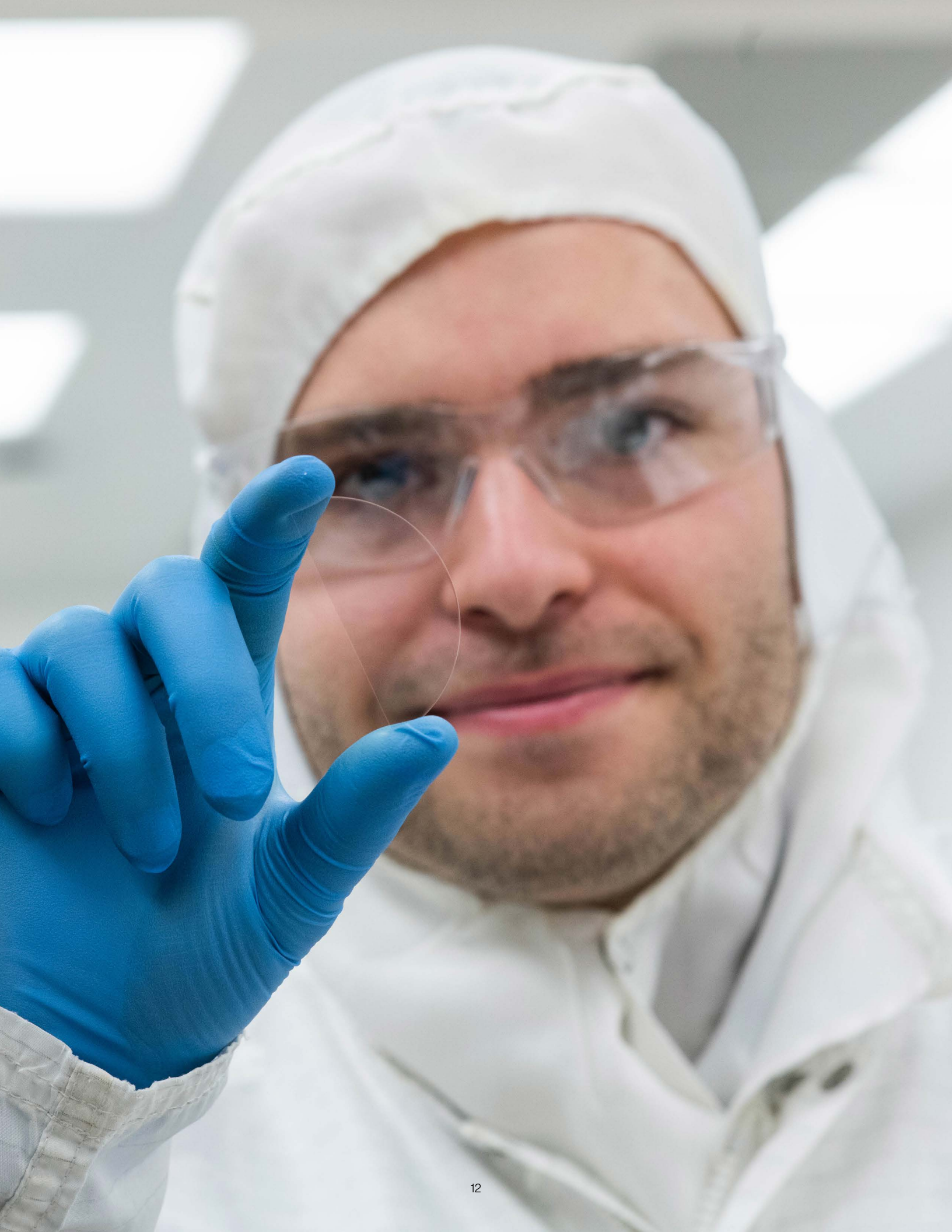
RIT plays host to hundreds of meetings and events annually hosted by departments, clubs and organizations, community members, or the university at large. Two such large-scale signature campus events bring together thousands of participants annually to celebrate much of what makes RIT great.



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

In the spring semester, the entire RIT community comes together for Imagine RIT: Creativity and Innovation Festival. This campus-wide event showcases the creative and innovative spirit of RIT students, faculty, and staff. Over 30,000 visitors of all ages experience the breadth and depth of RIT through more than 400 interactive presentations, hands-on demonstrations, exhibitions, performing arts, and research projects set up throughout campus. With the help of nearly 400 volunteers, this event is free and open to the public.

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



Sponsored Research



Sponsored research and annual grants and contracts income have doubled over the past five years, reaching \$80 million in 2019-20. External research funding is provided by a variety of federal and state agencies, private foundations, and corporate sponsors including National Science Foundation, the National Institutes of Health, the Department of Education, the Department of Defense, and the National Aeronautics and Space Administration.

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

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

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





Campus

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



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

A new home for the College of Engineering Technology opened in 2008 as RIT's first green building, earning the U.S. Green Building Council's Gold Leadership in Energy and Environmental Design (LEED). This was quickly followed by the University Services Center, which includes the glass-enclosed, circular Simone Center for Student Innovation and Entrepreneurship. The 54,000-square-foot facility is the first building in Monroe County to be certified LEED Platinum. In 2013, the Golisano Institute for Sustainability (LEED Platinum) opened its doors to serve as a center for sustainability research, technology transfer, education, and outreach and provides a showcase for green construction and design. The College of Health Sciences and Technology, created in 2011 as RIT's ninth college, opened the Clinical Health Sciences Center in 2015.

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



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



Next on the construction horizon is the Innovative Maker and Learning Complex. This 100,000-plus-square-foot facility will become the epicenter of what RIT represents with a huge makerspace, a black-box theater, a dance studio, and music rehearsal spaces. Connected to RIT's Wallace Library, the project will also entail significant library renovations and addition of classroom spaces, allowing for conversion of several campus classrooms into much-needed laboratories. Site work for this project has already begun and will continue over the next two years.

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



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 (16 percent African and Latin American and 7 percent of international origin) and is known for its intellectual capital, innovation, and entrepreneurial spirit. Scientific Reports named Rochester 18th among “the world’s leading science cities,” and MIT professor Jon Gruber, co-author of Jump-Starting America, identifies Rochester as the top metro in the U.S. for future growth and strategic investment in tech innovation. Significant investments are underway to revitalize and enhance the downtown core.

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

According to U.S. News & World Report, Rochester is the 13th “Best Place to Live in the U.S. for Quality of Life.” The region has much to

offer, with cultural amenities and recreational activities; affordable health care and cost of living; excellent schools; and the arts, culture, sports, and nightlife of a big city with the ease and comfort of a small town. Rochester is one of the least-congested cities in the U.S., with an average commute of approximately 20 minutes. The region has been rated the “7th Best Place to Live in the U.S. after the Coronavirus Pandemic” by Business Insider.

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

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



Governance and Administration



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

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



President Munson

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

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

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

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

Vice President for Government and Community Relations



The next vice president will have the opportunity to shape Government and Community Relations (GCR) early in the tenure of an enthusiastic, strategic, and invested president. Reporting directly to President Munson, this individual will serve as a key member of his senior leadership team and will work in close partnership with this group to establish and advance university-wide objectives.

The vice president will provide strategic vision and operational leadership for all aspects of the university's government relations activities in alignment with the university's priorities. Success for the next vice president will, in part, be defined by an ability to marry government opportunities with university priorities. The vice president will personally and successfully engage with elected officials, members of their staff, and community leaders to identify and implement mutually beneficial public-university partnerships.

In addition to the position's formal duties, the vice president will be a contributing member to a cohesive and mutually supportive senior management team, exhibiting integrity, warmth, self-awareness, responsiveness, and humor.

Responsibilities

- Provide overall leadership of the Division of Government & Community Relations, serving as supervisor and mentor to multiple teams of staff. This also includes oversight and management of the Osher Lifelong Learning Institute.
- Serve as the university's liaison with all levels of government (federal, state, local). Develop and execute a comprehensive strategy for legislative advocacy on state and federal policy issues as well as funding for university priorities, including management of contracts with lobbying firms in Albany and Washington, D.C., liaison with advocacy organizations including the NYS Commission on Independent Colleges and Universities (CICU), the National Association of Independent Colleges and Universities (NAICU) and others as needed.
- Serve as key university liaison with regional economic development organizations (Greater Rochester Enterprise, ROC2025, Regional Economic Development Council, Chamber of Commerce, Rochester Downtown Development Corporation) in the development and execution of strategies and opportunities for talent development and retention, business attraction and economic growth and development.
- Serve as liaison with local government (Town of Henrietta, City of Rochester, and Monroe County) to ensure necessary and important communication and coordination on issues impacting the local community.
- Member of the leadership team for the university's \$1 billion "blended campaign" **Transforming RIT: The Campaign for Greatness**. Work closely with the Vice President for Research and the Vice President for Development and Alumni Relations to identify and pursue funding opportunities for facilities, programs, and other university priorities.
- Lead the planning and execution of multiple university events and functions including groundbreakings, dedications, United Way Campaign, and signature events such as Imagine RIT: Creativity and Innovation Festival, and Brick City Homecoming and Family Weekend. Also ensure the continued enhancements and budgetary oversight of RIT's enterprise event management and room reservation system.
- Provide leadership, coordination, and guidance for RIT's participation in community events and programs, in consultation with other university partners, e.g., events such as the Rochester Top 100 celebration, other major community award events, and programs focused on community issues such as economic development forums.
- Administer and manage the university's Political and Legislative Activities Policy in consultation and coordination with the Department of Human Resources and the Office of Legal Affairs.
- Serve as a member of the RIT President's Cabinet and Administrative Council.

- Maintain a leadership style that is open and fluid and that empowers staff through active communication and delegation.
- Participate in university-wide strategic planning; identify and assess funding priorities; and effectively execute relevant programs, projects, and initiatives.
- Perform other duties and special projects as assigned or directed by the president.

Qualifications and Experience

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

- A deep appreciation for the mission, culture, achievements, and aspirations of Rochester Institute of Technology, and the ability to articulate its uniqueness and relevance. A passion for bringing about good in the world through research, discovery, and education.
- At least 10 years of experience in government relations or a related field; direct experience in higher education or a strong familiarity with higher education a plus.
- Experience leading all aspects of a complex team—including managing, mentoring, motivating, retaining, and evaluating staff.
- Personal experience working with elected officials and their staff; more specifically, familiarity with politics and/or public policy at the local, New York State, and/or Federal level is ideal.
- The political savvy to navigate a complex academic community; the ability to build bridges and strong collaborative relationships with all members of an operation across the university.
- Personal interest in gaining new knowledge, a thirst to understand a wide variety of faculty-led research, and enthusiastically translate that knowledge to potential funders.
- Demonstrated ability to be part of a collaborative leadership team committed to advancing the institutional mission and strategic plan.
- Demonstrated success in personally securing public or private support.
- Demonstrated commitment to diversity, equity, and inclusion, as well as the ability to build relationships and interact positively with a culturally diverse population of students, faculty, staff, and community members.
- Exemplary interpersonal and listening skills, as well as the intellectual depth, maturity, and confidence to garner the trust of the president, senior academic and administrative leaders, trustees, and elected officials.
- Superior written and oral communication skills; the ability to understand and translate information for all audiences.
- A sharp eye for operational efficiency and the best use of resources, including a demonstrated understanding of budgets and the ability to manage them.
- Strong personal integrity, good strategic judgment, goal orientation, and work ethic coupled with a high degree of initiative and creativity.
- Ability to work well under pressure.
- A sense of humor and perspective.

To Apply

The Search Advisory Committee, chaired by Dr. Lisa Cauda, Vice President and Secretary of the Institute, will consider all applicants with complete confidentiality until the finalist stage. Review of candidate materials will continue until the position is filled, with priority given to applications received by October 16, 2020.

Confidential nominations and inquiries may be directed to Kelly Ditzel, Talent Acquisition, at kjdpsn@rit.edu.

For formal consideration, applicants should submit, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile through RIT's confidential candidate portal (<https://www.rit.edu/careers>).

RIT does not discriminate. RIT promotes and values diversity, pluralism, and inclusion in the workplace. RIT provides equal opportunity to all qualified individuals and does not discriminate on the basis of race, color, creed, age, marital status, sex, gender, religion, sexual orientation, gender identity, gender expression, national origin, veteran status, or disability in its hiring, admissions, educational programs, and activities.

The hiring process for this position may require a criminal background check and/or motor vehicle records check. Any verbal or written offer made is contingent on satisfactory results, as determined by RIT's Human Resources.

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