RIT | Rochester Institute of Technology

Chief Human Resources Officer

Leadership Profile

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Executive Summary

Rochester Institute of Technology (RIT) seeks an experienced, strategic, and people-centered human resources executive to serve as its next Chief Human Resources Officer (CHRO). This is a distinctive opportunity to join one of the nation's largest private universities at a moment of institutional momentum and thoughtful transformation.

Founded in 1829, RIT is nationally recognized for its powerful combination of technology, the arts, design, experiential learning, cooperative education, applied research, and career-focused academic programs. The University enrolls approximately 17,100 students on its Rochester campus, from all 50 states and more than 100 countries, employs approximately 4,300 faculty and staff, and has international locations in Croatia, Dubai, and Kosovo. RIT is also home to the National Technical Institute for the Deaf (NTID), the world's first and largest technological college for deaf and hard-of-hearing students. NTID and RIT's longstanding commitments to access, inclusion, and opportunity are central to the University's culture and to the way RIT thinks about communication, accessibility, belonging, employee experience, and institutional community.

RIT's mission and vision are clear and expansive: to leverage the power of technology, the arts, and design for the greater good, and to shape the future and improve the world through creativity and innovation. With President William H. Sanders in the early phase of his presidency, RIT is entering an important new chapter. The institution's Strategic Framework 2035 provides a clear path forward as the University elevates its academic and research profile, deepens the conditions that enable faculty and staff to thrive, and strengthens the systems, culture, and organizational capacity needed for its future.

The next CHRO will help translate this momentum into a forward-looking people strategy that enables RIT to meet its strategic objectives. This work will require disciplined execution, trusted and transparent partnership, modern HR systems and practices, strategic workforce planning, seasoned change management skills, and strong manager capability. It will also require a contemporary understanding of the evolving workforce, changing employee expectations, and the talent and organizational capacity needed for a more complex, interdisciplinary, externally engaged, and research-intensive university.

Reporting to the Senior Vice President and Chief Financial Officer, the CHRO will serve as RIT's senior-most human resources leader and an enterprise partner to executive, academic, administrative, governance, and people leaders across the University. The CHRO will steward the full scope of the HR enterprise, including talent strategy, workforce planning, employee relations, total rewards, organizational effectiveness, learning and leadership development, HR operations, technology, data, policy, compliance, and service delivery, while ensuring that HR is aligned with institutional priorities and responsive to the needs of staff, faculty, managers, and leaders.

The next CHRO will lead an HR organization that has made meaningful progress through significant change, including Workday implementation, development of a staff career architecture, benefits modernization, and evolution of the HR business partner model. RIT now seeks a highly seasoned people leader who can convert this foundational progress into sustained value by stabilizing and optimizing systems and core processes, strengthening HR service delivery, investing deeply in the HR team, advancing confidence and cohesion after a period of change, and empowering HR professionals to serve as strategic and trusted university partners.

The successful candidate will bring substantive senior-level HR leadership experience and breadth across the full HR enterprise, along with the judgment, credibility, courage, emotional intelligence, business acumen, and relational skills to align people strategy with institutional priorities and lead through complexity, ambiguity, and change. The next CHRO must balance optimism with realism, strategy with execution, and care for people with disciplined decision-making while modernizing systems and services, using data and market insight to inform decisions, evolving total rewards with credibility and sustainability, and strengthening trust, communication, organizational effectiveness, accessibility, well-being, belonging, and service excellence.

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A bachelor's degree is required; an advanced degree in human resources, organizational development, business administration, higher education, law, public administration, or a related field is preferred. Relevant professional certifications or demonstrated equivalent executive experience in complex, mission-driven organizations will also be valued. The successful candidate will bring senior-level HR leadership experience across the full HR enterprise in a large, complex, matrixed, or mission-driven environment. They will also demonstrate the ability to align people strategy with institutional priorities, guide change, strengthen systems and service delivery, use data to inform decisions, build and invest in HR teams, strengthen manager capability, and foster trust, transparency, collaboration, accessibility, and accountability.

To submit a nomination or express personal interest in this position, please see *Procedure for Candidacy* at the end of this document.

About RIT Human Resources

RIT Human Resources serves as the central human resources organization for RIT, supporting faculty, staff, and leaders across a large and multifaceted institution known for its distinctive blend of technology, creativity, and experiential learning. Faculty affairs are led by the Provost Office, with Human Resources supporting faculty through competitive benefits programs and related functions. Guided by the purpose of creating an employee experience where all can innovate and thrive, Human Resources partners with university leadership to foster an engaged and high-performing workforce that advances RIT's academic, research, and innovation mission.

In recent years, RIT Human Resources has advanced important modernization efforts while supporting a university community navigating institutional growth, leadership transition, evolving workforce expectations, and the operational demands of a complex higher education environment. Stakeholders recognize the dedication and institutional knowledge of HR professionals who have helped move significant initiatives forward, even as the organization continues to build greater consistency, clarity, process efficiency, communication, and confidence in how HR services are delivered and experienced across the University.



In serving RIT, Human Resources has a meaningful opportunity to support a university community shaped by the presence of the National Technical Institute for the Deaf (NTID) and the institution's deep commitments to accessibility, inclusion, and belonging. This context invites HR to design programs, communication, technology, policies, and service delivery that reflect varied needs, lived experiences, and modes of participation across the institution.

Comprised of approximately 40 employees, RIT Human Resources provides institution-wide leadership in staff talent acquisition, employee relations, compensation, benefits, leave administration, employee wellness, organizational effectiveness, HR operations and technology, talent development, and workforce planning. Through close partnership with academic and administrative leaders, the HR team works to enhance employee engagement, support a welcoming workplace culture, and ensure the university attracts, develops, and retains exceptional talent.

Areas of Expertise

RIT Human Resources' areas of expertise include talent acquisition and onboarding, employee relations, compensation and benefits administration, talent development, leave management, employee wellness, HR

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information systems and operations, organizational effectiveness, workforce planning, employee engagement, policy administration, remote employee compliance, leadership support, and strategic human resources consulting. The division also provides guidance and resources to managers and employees across the institution to promote effective people leadership and a positive employee experience.

RIT HR Structure

RIT Human Resources is organized around several key functional areas that provide strategic and operational support to the University community. This structure enables RIT Human Resources to balance strategic partnership with responsive employee service, supporting the University's commitment to innovation, collaboration, belonging, and organizational excellence.

- **Benefits:** RIT Human Resources administers a comprehensive employee benefits portfolio designed to support the health, financial security, and overall well-being of faculty and staff throughout their careers. Programs include robust medical, retirement, leave, tuition, and retiree benefits.
- **Compensation:** RIT Human Resources oversees compensation programs and strategies that support the University's commitment to providing competitive and equitable pay across the University. The Compensation team partners with leaders across the institution on staff classification and compensation matters, staff market benchmarking, staff compensation structure design, regulatory compliance, and strategic initiatives that align workforce practices with industry standards and organizational goals.
- **Employee Wellness / Better Me:** RIT's Better Me Employee Wellness program promotes a culture in which holistic well-being is integrated into the employee experience, empowering faculty and staff to grow, thrive, and contribute at their highest potential. The program provides comprehensive wellness resources, programming, and support across multiple dimensions of well-being, including physical, mental, social, financial, environmental, and occupational wellness.
- **HR Business Partners:** RIT's HR Business Partner team serves as a strategic advisory resource for university leaders, providing frontline guidance and expertise on a broad range of human resources matters. Embedded across academic and administrative units, HR Business Partners help align workforce strategies with institutional priorities while supporting organizational effectiveness, talent management, employee relations, and day-to-day people leadership needs.
- **HR Operations and HRIS:** RIT's HR Operations and HRIS teams manage HR administration, HR information systems, reporting, process improvement, and operational support functions that enable efficient service delivery across the institution.
- **Leadership and Professional Development:** RIT's Talent Development function provides comprehensive learning, leadership, and employee development, and career growth opportunities designed to help employees succeed in their current roles and advance their careers across the University. Through leadership programs, employee development resources, career growth initiatives, performance support tools, and recognition programs, the team partners with faculty and staff to build individual capabilities, strengthen leadership effectiveness, and support a culture of continuous learning and professional growth.
- **Talent Acquisition:** RIT's Talent Acquisition team leads recruitment efforts for staff and onboarding efforts for both faculty and staff, partnering with hiring managers and search committees to attract, assess, and hire exceptional talent across the University. The function provides end-to-end support throughout the hiring lifecycle, including workforce planning, candidate sourcing, recruitment operations, onboarding, search process guidance, compliance oversight, and strategies designed to ensure a consistent, efficient, and positive candidate experience.

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Role of the Chief Human Resources Officer

The Chief Human Resources Officer will serve as Rochester Institute of Technology's senior-most human resources leader and a trusted advisor to the University's executive leadership team. Reporting to the Senior Vice President and Chief Financial Officer, the CHRO will provide vision and direction for the University's human resources organization and guide a forward-looking people strategy that enables RIT to meet its objectives as a large, complex, research-intensive, student-centered university.

With responsibility for RIT's human resources enterprise, the CHRO will lead institution-wide programs, systems, and services. While supporting the broader RIT community, the role is principally focused on the staff workforce and the effectiveness of HR operations and service delivery. Faculty hiring, appointments, promotion, and tenure, and related academic personnel processes are led through the Provost's Office and Academic Affairs. The CHRO will collaborate closely with the Associate Provost for Faculty Affairs, deans, and academic leaders on workforce planning, talent priorities, and matters affecting both faculty and staff, while responsibility for faculty affairs and academic personnel remains within Academic Affairs.

As a member of the Senior Vice President and Chief Financial Officer's leadership team, the CHRO will join a collaborative divisional environment that values problem-solving, operational excellence, and shared stewardship of the University's resources, systems, and people infrastructure. Working closely with finance and administration colleagues, the CHRO will help ensure that HR technology, data, services, and core business processes are aligned and mutually reinforcing.

The CHRO will lead, develop, and empower a capable Human Resources organization of approximately 40 staff and steward the resources, systems, and relationships necessary to support approximately 4,300 faculty and staff serving approximately 17,100 students. This leader will bring clarity, transparency, and focus to HR programs and practices while advancing a culture that reflects RIT's commitments to creativity, innovation, access, engagement, well-being, and excellence.

The role requires strategic judgment, operational discipline, and the ability to set direction, build trust, and provide consistent, responsive support. The CHRO will ensure that HR is engaged early, connected to institutional priorities, and positioned to advance RIT's people, culture, and organizational goals. Key relationships will include executive, academic, and NTID leaders; faculty affairs, managers, and supervisors; governance groups; HR leaders and business partners; and colleagues across core administrative functions.

Current direct reports to the CHRO include the following positions:

- Deputy CHRO
- Director, Learning and Organizational Development
- Director, Talent Acquisition
- Director, Compensation
- Sr. Associate Director of Benefits

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Opportunities and Expectations for Leadership

This is a compelling opportunity for an experienced, strategic, and future-focused human resources leader to join the Rochester Institute of Technology at a moment of institutional momentum, ambition, and thoughtful transformation. RIT now seeks a CHRO who can convert foundational progress into sustained value by integrating systems, strengthening services, developing the HR team, and aligning people strategy with the University's next phase of growth and continued excellence within the research enterprise.



RIT is operating in a rapidly changing higher education environment marked by shifting workforce expectations, increasing cost pressures, competition for talent, advances in technology, and heightened expectations for institutional agility, transparency, and accountability. The University's new Strategic Framework 2035 provides a clear and optimistic direction for the future, calling on RIT to advance transformative student experiences, grow world-changing research, deepen a culture of well-being and belonging, expand its global reach, and strengthen the organizational capacity needed to deliver on these aspirations. The next CHRO will play a central role in translating this framework into a forward-looking people strategy that supports faculty and staff, develops leaders, enables transformative student experiences, advances research growth, strengthens well-being and belonging, and builds the workforce strategies, leadership capacity, HR infrastructure, and culture required for RIT's next chapter.

In partnership with senior leadership, the next CHRO will play a meaningful role in advancing RIT's commitment to becoming a simpler, more effective, and agile organization. This leader will contribute not only to workforce strategy but also to organizational and work design efforts, helping align structures, processes, and talent in ways that enhance effectiveness, strengthen collaboration, and support long-term institutional priorities, including supporting advancements within the research enterprise.

This role calls for a leader who can balance optimism with realism, strategy with execution, and care for people with the need for disciplined decision-making. The successful candidate will bring the judgment, credibility, courage, emotional intelligence, and business acumen required to help RIT navigate complexity while strengthening trust, partnership, communication, and organizational effectiveness. In addition to leading day-to-day HR operations, the next CHRO will be expected to address the following strategic priorities:

- **Advance a People Strategy Aligned with RIT's Strategic Framework:** Building on RIT's strong foundation and clear institutional aspirations, the next CHRO will have the opportunity to develop and advance an integrated, multi-year people strategy that supports the University's next chapter. This strategy should align all HR functional areas, initiatives, programs, and service delivery with RIT's academic, research, operational, cultural, and financial priorities. RIT's Strategic Framework makes clear that attracting, developing, and retaining exceptional faculty and staff is essential to student success, research growth, innovation, and institutional impact. The CHRO will help define what that commitment means in practice, ensuring that RIT's people practices are clear, competitive, sustainable, mission-aligned, and responsive to the evolving needs of the University community. This will be especially important as RIT deepens its research ambitions and continues building the faculty, staff, administrative, technical, and leadership capacity needed to support a more expansive research enterprise while preserving its distinctive strengths in experiential education, creativity, innovation, and career preparation.

- **Develop, Advance, and Empower the HR Team:** The next CHRO will lead an HR organization with dedicated professionals, deep institutional knowledge, and a strong commitment to serving the RIT community. Building on a period of significant change and progress, the HR team will benefit from a leader

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who can further strengthen cohesion, capacity, prioritization, and strategic direction. The CHRO will assess structure, capacity, roles, and service delivery; focus and sequence the HR agenda; deepen collaboration across functions; continue to invest in professional growth and cross-training; reinforce shared priorities and measures of success; and empower HR leaders and staff to serve as trusted university partners.

- **Support a Culture of Well-Being, Belonging, and Manager Effectiveness:** RIT's Strategic Framework places well-being and belonging at the center of the University's future, and the next CHRO will be an important leader in translating that aspiration into the employee experience. This includes helping define what well-being means for faculty and staff, and equipping managers to lead with clarity, fairness, empathy, accountability, and consistency. At RIT, this work is also inseparable from the University's distinctive commitment to access, engagement, and success, including supporting an environment in which deaf and hard-of-hearing faculty, staff, students, and community members can participate fully and thrive. The CHRO will help strengthen the conditions that allow people to do their best work, feel valued, understand their role in the University's mission, and remain engaged. The successful CHRO will recognize that the employee experience is inextricably linked to the student experience as well. Employee engagement and a strong sense of belonging all influence the quality, continuity, and accessibility of the support students receive. Working with leaders across the institution, the CHRO will help foster workplace environments that enable faculty and staff to perform at their best in the service of student learning, development, retention, and success.

- **Guide RIT's Evolution with Strategic Direction, Empathy, and Organizational Discipline:** RIT has undertaken significant institutional change in recent years and will continue to evolve as it strengthens its operating model, stewards financial resources, grows in complexity as a national research university, and aligns structures, systems, and processes with future priorities. The CHRO is a critical partner in helping the University move through this next phase with transparency, confidence, and shared purpose, communicating clearly about what is changing and why; helping leaders and managers understand their roles in implementation; anticipating the human impact of decisions; and providing practical tools that help faculty and staff navigate transition. Success requires a leader who can balance local flexibility with enterprise coherence, clarify roles and decision-making, strengthen service expectations and accountability, simplify processes, and help RIT become more agile, coordinated, and effective in how work gets done. The CHRO must hold both realities at once: that RIT is a strong and ascending institution with much to be proud of, and that its continued evolution requires thoughtful choices, operational discipline, and a willingness to support the University's direction of working differently in service of long-term strength.

- **Optimize Workday, HR Systems, Data, and Core Processes:** The recent implementation of Workday represents a significant and necessary modernization effort for RIT, and the next CHRO will have the opportunity to help the University move from implementation and stabilization toward optimization, adoption, stronger reporting, and fuller realization of value. It will require continued close partnership with campus partners, including IT, finance, payroll, budget, other academic and administrative units, and HR functional leaders to refine workflows, clarify ownership, strengthen training, improve the user experience, expand reliable workforce data and analytics, and reduce unnecessary complexity. The CHRO will need to bring technical curiosity and an analytical mindset, while also ensuring that technology adoption remains human-centered and responsive to the practical needs of managers, employees, and HR professionals.

- **Embrace, Leverage, and Assess Advances in Technology:** As emerging technologies continue to reshape higher education and the workplace, the next CHRO will help RIT thoughtfully navigate the evolving relationship between emerging technologies, such as artificial intelligence, and workforce strategy and organizational effectiveness. In close partnership with Information and Technology Services and other university leaders, the CHRO will help assess how technology is changing the nature of work, identify opportunities to enhance employee effectiveness and collaboration, and develop workforce strategies that enable the university to adapt and thrive. An understanding of AI-driven innovations and opportunities for employee development and reskilling will be valued.

- **Evolve Compensation, Benefits, and Total Rewards with Transparency and Sustainability:** Compensation, benefits, and total rewards will remain highly visible and important areas of focus for the next CHRO. RIT has taken meaningful steps to modernize staff career architecture and benefits, and the next

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leader will help continue that work with clarity, credibility, and careful attention to market realities, internal equity, employee experience, and financial sustainability. The CHRO will need to bring strong business acumen and the ability to communicate complex information in ways that are understandable, transparent, and trusted. This leader will help RIT make thoughtful decisions about compensation structures, benefits design, self-funded health and welfare plan strategy and management, claims experience, cost containment, risk, employee value proposition, and financial sustainability in a resource-constrained environment, while keeping the University's commitment to attracting, developing, and retaining exceptional talent at the center of the conversation.

- **Deepen Trust, Communication, and Partnership Across the University:** The RIT community seeks a CHRO who is visible, accessible, communicative, and deeply relationship-oriented. The next leader will advance a proactive, consultative, transparent, and solutions-focused partnership model that clarifies how work moves forward, where shared accountability resides, and how HR can best support institutional priorities. Success will require trusted relationships across the enterprise, from senior leadership and academic partners to HR-adjacent units, managers, faculty, and staff. Through active listening, clear communication, timely follow-through, and early engagement, the CHRO will help clarify HR's role, strengthen collaboration, and support better outcomes for people, culture, performance, and the university as a whole.

- **Serve as a Strategic Enterprise Partner with Courage, Humanity, and Pragmatism:** Ultimately, RIT seeks a CHRO who can help the University meet the current moment with confidence and care. The successful candidate will be a trusted advisor, strategic convener, strong communicator, disciplined executor, and a leader of change management. They will be comfortable advising senior leaders on complex organizational and workforce issues, supporting HR colleagues through implementation, listening carefully to the realities facing faculty and staff, and making difficult decisions when necessary. This leader will understand that human resources is both a strategic business function and a deeply human enterprise. They will bring the courage to challenge assumptions, the humility to learn RIT's culture, the warmth to build trust, and the pragmatism to move work forward in ways that strengthen the University for the future.

Professional Qualifications and Personal Qualities

Education and Certification

- A bachelor's degree is required; an advanced degree in human resources, organizational development, business administration, higher education, law, public administration, or a related field is preferred.

- Relevant professional certifications or demonstrated equivalent executive experience in complex, mission-driven organizations will also be valued.

Senior-Level Human Resources Expertise

- Substantive senior-level HR leadership experience across the full HR enterprise, including talent acquisition, strategic workforce planning, employee relations, total rewards, learning and development, organizational effectiveness, HR operations, workforce analytics, HR technology, policy, compliance, and service delivery.

- Experience overseeing complex benefits and total rewards portfolios, including self-funded health and welfare plans, while balancing employee experience, compliance, risk, market competitiveness, transparency, cost management, and financial sustainability.

- Experience leading HR in a large, complex, technology-rich, highly matrixed, or decentralized organization of comparable scale and mission, with knowledge of current HR best practices, emerging workforce trends, external networks, and benchmarking approaches; higher education experience is valued, and experience in another complex, research-intensive, creative, technical, or innovation-oriented environment will also be relevant.

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Strategy, Vision, and Influence

- Demonstrated ability to create and advance a shared, multi-year people strategy aligned with RIT's mission, strategic framework, research advancements, academic and administrative priorities, workforce needs, culture, employee experience, and financial sustainability, including strategic workforce planning that anticipates talent and capability needs and translates priorities into sequenced, disciplined action.
- Capacity to lead through influence, consultation, credibility, and trust in a distributed environment, with a visionary and pragmatic leadership style that sets direction, advances priorities proactively, and remains sufficiently hands-on to align, enable, and inspire execution.

Organizational Change and Transformation

- Demonstrated success guiding strategic and operational change in complex organizations, using data, stakeholder input, and emerging practice to strengthen HR functions, modernize systems and processes, improve service delivery, reduce ambiguity, and evolve structures, service models, and ways of working.
- Skill in bringing others along through change with diplomacy, transparency, influence, clear communication of the "why," appropriate pacing, and attention to adoption, confidence, continuous improvement, and sustained value after significant transition.

Enterprise Leadership

- A leadership approach that balances strategy with execution, stewardship with employee engagement, and enterprise perspective with attentiveness to faculty and staff experience.
- Ability to serve as a trusted, visible, engaged, proactive, and transparent partner across academic, administrative, technical, research, creative, student-facing, and operational units, strengthening manager capability and accountability through clear communication, practical tools, coaching, training, and shared expectations.
- Commitment to accessible communication and HR practices, policies, technologies, and services that support belonging and full participation for a diverse university community, including deaf and hard-of-hearing faculty, staff, and stakeholders.

Team Leadership

- A record of cultivating positive, collaborative, and respectful team environments grounded in shared goals, trust, open communication, collective purpose, inclusion of diverse perspectives, and accountability for excellent service.
- Demonstrated commitment to developing, mentoring, and empowering HR leaders and professionals, investing deeply in professional growth, expanding capability, and helping individuals contribute as strategic partners.
- A highly seasoned and skilled manager with a demonstrated ability to stabilize, build, develop, and invest in teams following periods of change or turnover, strengthening confidence, capability, cohesion, empowerment, and sustained performance.

Data, Technology, and Responsible Innovation

- Experience leveraging workforce data, analytics, benchmarking, HR technology, and emerging tools to diagnose issues, evaluate options, communicate insights, inform human capital decisions, improve service delivery, and strengthen outcomes.
- Understanding of both the opportunities and risks associated with artificial intelligence, automation, and other emerging technologies in HR, including the importance of appropriate governance, transparency, compliance, accessibility, and change management in a community that values responsible innovation.

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Employee Relations

- Experience developing constructive employee relations strategies that are timely, fair, consistent, well communicated, legally sound, operationally practical, fiscally responsible, and respectful of the workforce.
- Sound judgment, credibility, discretion, and the ability to navigate sensitive employment matters confidently and constructively while advancing institutional priorities and reflecting values rooted in empathy, fairness, consistency, confidentiality, and appropriate transparency.

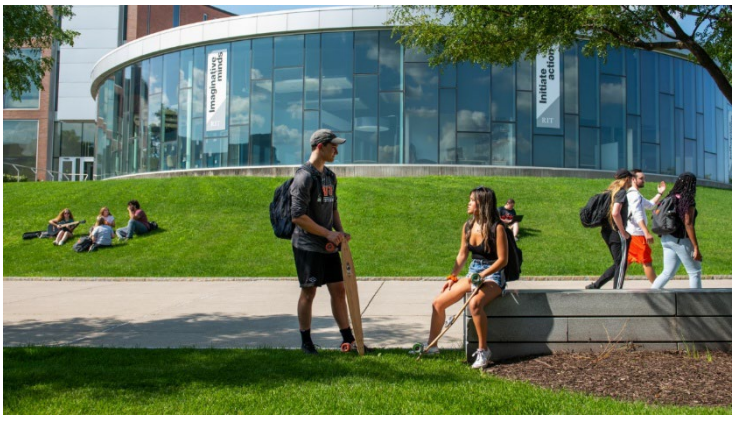
Personal Qualities

- Exceptional communication, listening, consultation, and relationship-building skills, with the ability to work effectively with executive and academic leaders, managers, faculty, staff, governance groups, students, industry partners, and external stakeholders.
- High emotional intelligence, humility, integrity, courage, resilience, and sound judgment, including the ability to make difficult decisions, hold self and others accountable, and remain steady, fair, and values-driven under pressure.
- A genuine commitment to RIT's mission and to creating the conditions in which faculty and staff can do their best work in service of students, research, discovery, creativity, experiential learning, career preparation, global engagement, and institutional excellence.

About Rochester Institute of Technology

Overview

Founded in 1829, Rochester Institute of Technology is home to approximately 17,100 students, including 14,267 undergraduates and 2,831 graduate students, and is one of the largest private universities in the nation. Students hail from all 50 states and more than 100 countries. A nationally ranked research university, RIT also has international locations in Croatia, Dubai, and Kosovo. In the most recent U.S. News and World Report rankings of national universities, RIT placed number 95, its highest ranking since being categorized as a National University. U.S. News also gave RIT high rankings for its cooperative education programs, innovation, and best value. More than 150,000 RIT Tiger alumni are shaping and improving the world. RIT employs approximately 4,300 faculty and staff.



RIT is the third largest producer of undergraduate degrees in science, technology, engineering, and math among all private universities in the U.S. RIT is also home to the National Technical Institute for the Deaf (NTID), the world's first and largest technological college for deaf and hard-of-hearing students. The University also has one of the oldest and largest cooperative education programs in the country. In 2024, sponsored research reached $105 million, while the University's endowment now stands at more than $1 billion.

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Mission

We leverage the power of technology, the arts, and design for the greater good.

Vision

We shape the future and improve the world through creativity and innovation.

Strategic Framework 2035

RIT's Strategic Framework 2035 builds on RIT's history while responding to a rapidly changing world. It articulates our commitment to educating the next generation, advancing research with impact, and harnessing creativity across technology, the arts, and design to improve lives.

RIT's Strategic Framework highlights four pillars to spotlight bold actions with the greatest potential to create transformative impacts for the University community and the world:

- Transformative Student Experiences and Success: Empower students to lead and thrive in a rapidly evolving world by expanding our experiential, interdisciplinary, and collective approach to education and fostering their development as well-rounded, future-ready individuals.
- World-Changing Research: Advance knowledge, pursue groundbreaking discoveries, and shape the future through research, scholarship, and creative endeavors that amplify RIT's interdisciplinary strengths and address pressing global challenges.
- Culture of Well-Being and Belonging: Cultivate a culture where individual growth, holistic well-being, and a deep sense of belonging—within the RIT community and in harmony with the natural world—are integral, making it a defining element of how the community learns, teaches, works, and thrives together.
- Global Reach and Mindset: Leverage and enhance RIT's role as a globally engaged organization, creating a cohesive and interconnected university with a deep commitment to cross-cultural understanding, engagement, and community prosperity.

Academics

As one of the world's leading technological institutions, RIT is a vibrant, connected community that is home to diverse, ambitious, and creative students from more than 100 countries. It offers an incredible array of academic programs spread across 11 diverse colleges; a diverse, committed, and accessible faculty; sophisticated facilities; and an unusual emphasis on experiential learning. In total, RIT offers 78 bachelor's degrees, 60 master's degrees, and 14 doctoral degrees, along with 82 accelerated dual-degree programs. Areas of study include Art, Design, and Architecture; Business and Management; Communications and Digital Media; Computing, Information Technology, and AI; Engineering and Engineering Technology; Environmental Studies and Sustainability; Health Professions and Medical Sciences; Liberal Arts and Social Sciences; Photography, Film, and Animation; Science and Mathematics; and Individualized Study.



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Working at RIT

Rochester Institute of Technology is a diverse and collaborative community of engaged, socially conscious, and intellectually curious minds. Through creativity and innovation, and an intentional blending of technology, the arts, and design, we provide exceptional individuals with a wide range of academic opportunities, including a leading research program and an internationally recognized education for deaf and hard-of-hearing students. We are dedicated to building a welcoming community, one where employees feel a sense of belonging and are valued for their contributions and the perspectives they bring. As a member of the RIT community, you'll receive a comprehensive employee benefits package that offers multiple options and access to additional employment advantages. You can tailor your benefit elections to meet your needs (affordable medical/dental/vision benefits; paid vacation/sick time/retirement saving plan with exceptional employer match; and tuition assistance for you and your family, to name a few).

Board of Trustees

The Board of Trustees is the governing body of Rochester Institute of Technology and is responsible for the oversight, stewardship, and long-term success of the University. Working in partnership with the President and University leadership, the Board approves strategic priorities, oversees financial and fiduciary matters, and helps ensure that RIT remains true to its mission and values. The RIT Board of Trustees comprises 40-45 active trustees, including the President of the University and representatives from the RIT Alumni Association and the National Advisory Group of the National Technical Institute for the Deaf, in addition to a group of engaged emeritus trustees.

Shared Governance

RIT's commitment to shared governance is vital to decisions made at the University, and its practice is integral to RIT's success. Members of the governance groups represent the University's major constituencies across faculty, staff, students, and administrators. Each governance group is empowered to bring forth issues of importance to the university for deliberation, such as policy proposals, plans for new initiatives, and operational concerns. The diverse perspectives provided in these deliberations are the foundation of RIT's inclusive decision-making model.

Leadership

William H. Sanders, President



Appointed as RIT's 11th President on July 1, 2025, President Sanders has nearly 40 years of experience in higher education. He most recently served as the Dr. William D. and Nancy W. Strecker Dean of the College of Engineering at Carnegie Mellon University in Pittsburgh from 2020 to 2025. Prior to Carnegie Mellon, he spent 25 years as a tenured professor and held the Herman M. Dieckamp Endowed Chair in Engineering at the University of Illinois.

President Sanders began his career as an assistant professor in the Department of Electrical and Computer Engineering at the University of Arizona in 1988. He earned his bachelor's degree in computer engineering, master's degree in computer, information, and control engineering, and doctoral degree in computer science and engineering, all from the University of Michigan.

President Sanders' research interests include secure, dependable, and resilient computing systems with a focus on critical infrastructures. He has directed work at the forefront of national efforts to make the U.S. power grid smart and resilient. His significant scholarly record includes publishing more than 300 technical papers in this

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field. He is also a co-developer of a tool for assessing the security of networked systems that is available commercially under the name NP-View from the startup company Network Perception, which he co-founded.

A recognized leader in his field, President Sanders was elected to the National Academy of Engineering (NAE) in 2023, one of the highest professional distinctions accorded to an engineer, for his contributions to cybersecurity and resiliency technologies for critical infrastructures. He is also an elected fellow of the Institute of Electrical and Electronics Engineers, the Association for Computing Machinery (ACM), and the American Association for the Advancement of Science (AAAS). Among many honors, he was the 2016 recipient of the IEEE Technical Field Award, Innovation in Societal Infrastructure, for “assessment-driven design of trustworthy cyber infrastructures for societal-scale systems.”

Chris Regis, Senior Vice President and Chief Financial Officer



Appointed as RIT’s Senior Vice President and Chief Financial Officer on July 1, 2026, Chris Regis is a nationally recognized higher education finance leader with more than 30 years of experience overseeing complex financial and administrative operations at private and public universities.

Prior to joining RIT, she served for nearly two decades as senior vice president for business and finance and chief financial officer at Southern Methodist University, where she led institution-wide financial, facilities, and administrative functions, managed a $900 million annual operating budget, supported a $2.2 billion endowment, and directed more than $1 billion in capital projects. At SMU, Chris Regis was especially known for driving operational excellence and long-term financial sustainability, including leading a comprehensive administrative efficiency initiative that generated $20 million in recurring savings reinvested in academic and research priorities.

Her work also included modernizing financial and administrative systems, strengthening enterprise risk management and cybersecurity, improving campus energy efficiency, delivering clean external audits, and maintaining stable credit ratings. She has worked closely with presidents, provosts, deans, and boards to align financial planning with academic goals, support new revenue streams, and navigate periods of change.

Chris Regis earned a Master of Business Administration degree from Western New Mexico University and a Bachelor of Science degree in accounting from New Mexico State University. A certified public accountant, she has received national recognition for her leadership in higher education finance.

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Rochester, New York

Rochester is the seat of Monroe County, New York. Situated east of Buffalo, west of Syracuse, and northwest of New York City, it is at the center of a large metropolitan area that encompasses and extends beyond Monroe County to include the counties of Genesee, Livingston, Ontario, Orleans, and Wayne. This area, which is part of the Western New York region, has a population of approximately 1,700,000. The City of Rochester has a population of approximately 210,000, making it New York's fourth most populous city after New York City, Buffalo, and Yonkers. Located on the southern shore of Lake Ontario, where the Great Lakes meet the vineyard-dotted Finger Lakes, Rochester provides easy access to a wealth of four-season outdoor recreation.

Rochester became America's first 19th-century "boomtown" and rose to prominence initially as the site of many flour mills located on the Genesee River, then a major manufacturing hub.

Today, it is an international center of higher education as well as medical and technological development. The region is known for many acclaimed universities, and several of them (notably the University of Rochester and the Rochester Institute of Technology) are nationally renowned for their research programs. In addition, Rochester continues to be the site of many important inventions and innovations in consumer products. The Rochester metropolitan area is the second-largest regional economy in New York State, after the New York City metropolitan area.

Its lively "knowledge economy" draws its strengths from established companies (e.g., Xerox, Bausch and Lomb, Eastman Kodak) and their many small business spin-offs, including growing telecommunications, biotechnology, and information technology enterprises. In recent years, the University of Rochester has become the largest employer in the Rochester area and the seventh-largest employer in New York State.

Rochester consistently receives high rankings nationally as a "most livable city" for overall quality of life and as among the very best places to raise a family. The region has outstanding, highly ranked public and private schools, with a relatively modest cost of living and a stable, affordable housing market. Home to the renowned Eastman School of Music, the Rochester Philharmonic Orchestra, and the Xerox Rochester International Jazz Festival (among the nation's most popular and respected), Rochester enjoys economic stability and a level of arts, culture, sports, and dining comparable to that of many larger cities.

For more information about living in Rochester, see www.visitrochester.com.

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Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as two separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting the Rochester Institute of Technology in this search. For fullest consideration, candidate materials should be received by October 30, 2026.

Application materials should be submitted using WittKieffer's **candidate portal**.

Nominations and inquiries can be directed to:

Sarah Palmer and Tyler Workman

RIT-CHRO@wittkieffer.com

Salary Range: The anticipated salary range for this role is $275,000-$375,000, commensurate with experience. Highly qualified candidates who require compensation above the advertised range will be considered on a case-by-case basis.

In compliance with NYS's Pay Transparency Act, the salary range for this position is listed above. Rochester Institute of Technology considers factors such as (but not limited to) scope and responsibilities of the position, candidate's work experience, education/training, key skills, internal peer equity, as well as market and organizational considerations when extending an offer. 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 Human Resources. 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. 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, please contact RIT-CHRO@wittkieffer.com. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

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