

Director, ABSN Program
Leadership Profile

May 2026



Executive Summary

Rochester Institute of Technology, a powerhouse of innovation and creativity, invites applications and nominations for a visionary and strategic leader to serve as the inaugural Director of their new Accelerated Bachelor of Science in Nursing (ABSN) Program. Rochester Institute of Technology (RIT) is a nationally recognized teaching and research University where discoveries have real-world impact. Their faculty and students work together across disciplines to solve pressing problems in fields like artificial intelligence, cybersecurity, sustainability, imaging and clinical science, astronomy, and more.

The Program Director reports to the Head of the Department of Clinical Health Professions (DCHP) and will play a pivotal role in the creation, implementation, and ongoing development of the ABSN Program, ensuring it integrates best practices, and a commitment to excellence in nursing education and scholarship. Exhibiting a passion for the use of technology in the advancement of nursing practice and patient care, the Program Director will actively work with the College of Health Sciences and Technology (CHST) and University faculty in other disciplines, including Health Informatics, Design, and Engineering, to provide unique experiences for students and faculty alike. The Program Director will work closely with academic leaders, healthcare partners, and the broader nursing community to position RIT as a regional and national leader in nursing education.

The successful candidate will have an earned doctorate from a regionally accredited institution with at least one graduate degree in nursing with an academic rank commensurate with experience in teaching and/or scholarship. The Program Director is expected to advance nursing education and service and prepare future nurses to confront the healthcare demands of a complex and technologically advanced society. This role is a full-time, 12-month position, offered as either a tenure-track or non-tenure track position.

Founded in 1829 as the Rochester Athenaeum, RIT evolved from a literary society into a technical powerhouse, merging with the Mechanics Institute in 1891. It was renamed the Rochester Institute of Technology in 1944 and moved to its current Henrietta campus in 1968, becoming a premier University for career-focused education, co-ops, and the arts-technology intersection. RIT offers a dynamic and interdisciplinary education, empowering students to innovate and lead at the intersection of technology, the arts, and design across 11 diverse Colleges and degree-granting units. With flexible academic pathways including Combined Accelerated bachelor's/master's degree, double majors, and specialized minors and immersions, students can tailor their education to meet their unique interests and career goals. Graduates join a global alumni network of 155,000, including CEOs, innovators, and Academy Award winners.

The national executive search firm WittKieffer has been retained to assist Rochester Institute of Technology in this search. For information regarding candidacy, nominations, or other suggestions, please see the section entitled "Procedure for Candidacy" near the conclusion of this document.

Role of the Director, ABSN Program

The Director of the ABSN Program will report to the Head of the Department of Clinical Health Professions (DCHP) and is an integral and vital part of the Department and CHST leadership team. They will be responsible for building the ABSN Program and the recruitment of faculty and staff as the Program continues to grow.

Program Development & Leadership

- Lead the strategic development of the new ABSN Program, ensuring it aligns with RIT's mission, New York State Education Department, and accreditation standards.
- Develop a vision for the Program that incorporates emerging trends in healthcare, technology, and nursing practice.
- Oversee all aspects of the Program's design, including curriculum development, faculty and staff recruitment, program delivery, and continued improvement.

Curriculum Design & Innovation

- Collaborate with Department and College leadership and faculty to design a forward-thinking, evidence-based nursing curriculum that integrates both foundational nursing knowledge and cutting-edge healthcare innovations.
- Regularly review and update the curriculum to ensure it remains at the forefront of nursing education, incorporating research findings, technological advancements, and current healthcare practices.

Scholarship & Research Leadership

- Promote a culture of scholarship and research excellence within the Program by encouraging faculty to engage in scholarship and research activities that advance the nursing profession.
- Support faculty and students in conducting research and pursuing scholarship and professional development opportunities that enhance nursing practice, educational strategies, and understanding of healthcare systems.
- Encourage the integration of scholarship and research findings into the curriculum to improve teaching effectiveness and clinical outcomes.

Accreditation & Program Evaluation

- Ensure the Program complies with all accreditation requirements from national and regional accrediting bodies (e.g., Commission on Collegiate Nursing Education, New York State Education Department).
- Oversee the ongoing evaluation of the Program's effectiveness, including regular assessments of student outcomes, faculty performance, and the impact of the Program on the community and healthcare industry.

Faculty Recruitment & Development

- Recruit, hire, and mentor a diverse team of faculty who are expert practitioners and committed to high quality teaching, scholarship, and student success.
- Foster a collaborative academic environment that supports professional development, teaching excellence, and scholarly inquiry.
- Promote opportunities for faculty to engage in interdisciplinary research, scholarship, and professional growth.

Teaching

- Teach undergraduate ABSN courses at all levels through multiple methodologies, including simulation, creating teaching materials, mentoring faculty and students, and holding dedicated office hours.
- Contribute to interdisciplinary courses and interprofessional education.

Research Integration into Practice & Curriculum

- Ensure that nursing scholarship and research are core components of the Program's curriculum, promoting evidence-based practice and critical thinking.
- Facilitate opportunities for students to engage in research projects and scholarly work that address real-world healthcare challenges, with a focus on improving patient outcomes and advancing nursing practice.

External Collaboration & Community Engagement

- Establish partnerships with healthcare institutions, professional organizations, and research centers to secure clinical placements, collaborative research, and community service.
- Actively seek funding opportunities, including grants, to support both the Program's development and faculty research initiatives.

Budget & Resource Management

- Oversee the Program's budget, in collaboration with the Department Head, ensuring resources are allocated effectively to support both teaching and research activities.
- Advocate for the Program's growth and development through external funding and internal resource optimization.

Service

- Lead and participate in Departmental committees as well as those at the Collegiate and University levels.

Opportunities and Expectations for Leadership

The Director of the ABSN Program will:

- Ensure the mission is clearly articulated, consistently communicated, and demonstrably integrated into curriculum design, faculty practice, student experience, and community partnerships. The Director will need to develop a vision for the Program that ensures continued success and viability for the future.
- Provide innovative and effective leadership and management for the new ABSN Program, ensuring a successful launch, academic excellence, operational effectiveness, and student success while advancing the institution's mission and responsiveness to workforce needs.
- Facilitate the development and execution of the ABSN strategic plan, guiding progress toward strategic priorities including enhanced interprofessional education (IPE), accelerated and online program expansion, graduate programming, and research advancement.
- Successfully represent the ABSN Program with distinction in the community and through active engagement in regional and national professional associations.
- Develop a pipeline of faculty for the Nursing Education Department that ensures continued success and viability for the future.
- Develop and implement a robust student success framework to positively impact student persistence and completion in the Program.
- Develop partnerships with local hospitals and health systems for clinical sites and in the recruitment of faculty.



Professional Qualifications and Personal Qualities

Rochester Institute of Technology seeks a leader with a distinguished record of academic accomplishment and leadership for the Director of the ABSN Program. A terminal degree (Ph.D., D.N.P., or equivalent) and current, active, unencumbered RN licensure in New York State or eligibility for licensure are required.

Experience

- At least 5 years of clinical experience.
- At least 5 years of experience in nursing education, with a strong background in curriculum development, faculty leadership, and scholarship.
- Proven experience in leading academic programs and integrating research and simulation into both educational practice and student learning.
- Familiarity with accreditation processes and standards within nursing education. Extensive experience in program development

Skills

- Strong background in nursing scholarship and research, with a demonstrated ability to integrate research findings into curriculum design and teaching strategies.
- Excellent leadership, organizational, and communication skills, with the ability to work effectively with faculty, students, and external stakeholders.
- Ability to foster a research-driven environment that encourages innovation and continuous improvement.
- Strong strategic planning skills with the ability to develop and implement long-term goals for a program's growth and success.

Personal Attributes

- Ability and interest in contributing to a community committed to student-centeredness; professional development and scholarship; integrity and ethics; respect, diversity, and pluralism; innovation and flexibility; and teamwork and collaboration.
- Ability and interest in contributing to RIT's [core values](#) and [honor code](#).

About Rochester Institute of Technology

Overview

RIT offers a dynamic, interdisciplinary education that empowers students to innovate and lead at the intersection of technology, the arts, and design across 11 diverse Colleges and degree-granting units. With flexible academic pathways including Combined Accelerated bachelor's/master's degree, double majors, and specialized minors and immersions, students can tailor their education to meet their unique interests and career goals. Graduates join a global alumni network of 155,000, including CEOs, innovators, and Academy Award winners.

At RIT, experiential education is core to preparing students for success. From co-ops and internships to undergraduate research, clinical rotations, study abroad, and entrepreneurial opportunities, students gain valuable hands-on experience across industries and disciplines. These experiences integrate with academic programs to develop skills that set students apart in the job market and prepare graduates to tackle real-world challenges.

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.

College of Health Sciences and Technology

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

RIT's College of Health Sciences and Technology combines the compassion of healthcare with the precision of cutting-edge technology in a portfolio of health science degrees that prepare students for careers in modern patient care, healthcare delivery, and healthcare leadership.

The Community

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.





Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV/resume and a letter of interest. Review of applications has begun and will continue until the position is filled. Please submit all applications, nominations, and inquiries to the WittKieffer consultants, Diane Smith, Claudia Teschky, and Toni Davis, through the WittKieffer Candidate Portal by [clicking here](#).

Applications, nominations, and inquiries can also be directed to the WittKieffer consultants assisting the Rochester Institute of Technology with this recruitment via e-mail to RITDirectorABSN@wittkieffer.com.

Expected Salary Range: \$140,000 - \$160,000

Additional Details:

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 the Human Resources office at 585-475-2424 or email your request to hr@rit.edu. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

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.

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.

Diane Smith, MPH, BSN
Principal
dsmith@wittkiewer.com

Claudia Teschky
Consultant
claudiat@wittkiewer.com

Toni Davis
Senior Associate
tdavis@wittkiewer.com

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