



University
of Rochester

Executive Director of Prospect Development

Leadership Profile

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WittKieffer

Executive Summary

The University of Rochester seeks a strategic, innovative, and collaborative advancement professional to serve as its next Executive Director of Prospect Development. This is a pivotal leadership opportunity to shape and elevate the University's prospect research and prospect management functions amid extraordinary fundraising momentum and institutional ambition.

Reporting to the Associate Vice President of Administrative Services within University Advancement, the Executive Director will provide enterprise-wide leadership for Prospect Development, overseeing both prospect research and prospect management. The role is central to the success of the University's largest comprehensive campaign to date, and it enables frontline fundraisers, senior leaders, and volunteers to engage donors strategically and effectively.

As a senior leader within Advancement, the Executive Director will lead a dedicated team responsible for identifying, qualifying, and positioning major and principal gift prospects across the University and Medical Center. With broad autonomy and significant influence, the role will help advance Prospect Development from a transactional support function to a proactive, insight-driven partnership in fundraising strategy, portfolio optimization, and donor engagement.

The University of Rochester is currently in the public phase of For Ever Better: The Campaign for the University of Rochester—an ambitious, comprehensive campaign advancing priorities across education, research, health care, and community impact. In this environment, Prospect Development is mission-critical. The Executive Director will ensure that data, analyses, and research are translated into clarity, confidence, and action, supporting leadership-level giving, strengthening donor pipelines, and informing fundraising decisions throughout the enterprise.

The Executive Director will work closely with Advancement leadership, frontline fundraising teams, and data analytics colleagues to align prospect strategy with institutional goals. The role also provides meaningful exposure to executive-level planning, donor strategy discussions, and campaign leadership, positioning the Executive Director at the center of philanthropic strategy and execution. Success in this role will require a leader who is highly visible, politically astute, and capable of building productive, trust-based relationships across a complex organization, effectively navigating competing priorities while advancing shared goals.

The ideal candidate will bring deep experience in prospect research and prospect management within a complex advancement organization, along with the vision to modernize systems, integrate analytics and emerging technologies, and develop high-performing teams. The successful candidate will be tech savvy and forward-thinking, with the ability to leverage data and digital tools to drive strategy. They will be a trusted advisor, valued collaborator, and thoughtful leader who brings structure and rigor while fostering curiosity, innovation, and continuous improvement.

This position offers a compelling opportunity to make a lasting impact within a nationally recognized advancement program and a top-tier private research university, located in vibrant Rochester, New York—a community known for its strong academic presence, cultural vitality, and exceptional quality of life. It is well suited for a leader who is energized by complexity, motivated by mission, and eager to shape the future of Prospect Development at scale.

The position is a full-time leadership role based in Rochester, New York, with a competitive salary and a comprehensive benefits package.

Those interested in this role or wishing to nominate a candidate are encouraged to consult the "Procedure for Candidacy" section, which is detailed at the end of this profile.

Role of the Executive Director of Prospect Development

The Executive Director (ED) oversees prospect management and prospect research activities for Advancement. This role leads the Prospect Development team and coordinates efforts to identify new prospects and produce meaningful research profiles for Advancement staff, key volunteers, and University administrators.

With broad latitude for independent action, the ED plays a critical role in advancing institutional fundraising goals through data-informed strategy, leadership, and collaboration.

Strategic Leadership & Best Practices

- Develop and implement best practices for prospect research to foster an innovative, creative, cutting-edge, and results-oriented research enterprise.
- Maintain professional standards of research and conduct in an ethical and sensitive manner, responsive to donor and staff needs.
- Participate in ongoing professional development to stay current with prospect management trends, tools, and research techniques.

Prospect Identification & Research Strategy

- Oversee the identification of new high-capacity prospects and volunteer leaders through proactive research initiatives.
- Lead strategies for identifying and rating prospect capacity by analysing hard and soft financial data in the context of gift potential.
- Actively identify new major gift and planned-giving prospects through data mining, technology tools, demographic analysis, and other search methods.
- Monitor news and publicly available financial information on major gift prospects and suspects, including SEC filings, professional publications, and press coverage.

Prospect Management & Portfolio Optimization

- Develop, implement, and maintain a comprehensive prospect management program that ensures high-quality prospects are placed in dynamic major gift officer portfolios.
- Ensure all research requests are completed accurately and in a timely manner to support fundraising priorities.

Collaboration Across Advancement

- Work closely with Fundraisers and the Development Events team to develop effective solicitation strategies.
- Partner with Data Analytics to identify new and emerging prospects aligned with current and future fundraising goals and institutional priorities.
- Collaborate with Advancement Operations to streamline database processes, procedures, and best practices.
- Ensure proper systems and data maintenance are in place to support Advancement's fundraising efforts.

Executive & Donor Engagement Support

- Assist with preparing briefing materials for the President, Vice President, senior leaders, and gift officers.
- Provide support for other Institutional Advancement functions and activities as needed.

Team Leadership & Supervision

- Provide effective leadership of the Prospect Management and Research team to support successful fundraising outcomes.
- Directly supervise and oversee all members of the Prospect Development department.

Opportunities and Expectations for Leadership

Reporting Relationships

The Executive Director reports to the Associate Vice President of Administrative Services within University Advancement.

This role is part of a nationally recognized advancement program supporting the largest campaign in the University's history, reflecting the university's standing as one of the nation's top private research universities.

Direct Reports

The Executive Director leads a team of nine people and directly supervises the following three leadership roles:

- Director, Prospect Research
- Associate Director, Prospect Development (2)

Responsibilities

LEADERSHIP (25%)

Implement and evaluate office-wide procedures and policies that assist in the efficient management and coordination of all development activities related to prospect research, including:

- **(10%) Supervision:** Supervise all Prospect Development staff. Working closely with the AVP and internal HR Advancement, oversee, monitor, and manage administrative duties, including recruiting, hiring, training, management, individual performance goals, performance reviews, personnel actions, and all HR matters related to the program; provide guidance on best practices for department and staff according to APRA industry standards.
- **(10%) Administration:** With the AVP, prepare current and long-range program plans and operational goals to support the fundraising efforts of the university. Meet regularly with Directors and Associate Directors of Prospect Development. Create, monitor, and administer all program budgets and expenditures for the development, implementation, and continuation of these core areas. Report on the progress of research projects and prospect management to the AVP through meetings and conversations.
- **(5%) Campaign:** Help support campaign needs and operations through strategic planning, goal setting, and prospect pool development with Advancement leadership, as well as ongoing participation in prospect review and campaign planning meetings.

SUPERVISE PROSPECT RESEARCH (25%)

Supervise the prospect research effort by establishing priorities, coordinating prospect identification research activities, facilitating the research process using industry best practices, and engaging key partners on strategic research projects for major gift prospects.

- **(15%) Prospect Identification:** Oversee prospect identification efforts to identify potential new major gift donors and leadership-level volunteers through proactive research methods and external wealth information resources.
 - Assist in the timely daily review of patients to provide accurate information for the University of Rochester Medical Center (URMC) fundraising team.

- **(10%) Research Analysis:** Oversee the production of research products for Advancement staff. Focus on standardizing and streamlining services and on producing consistent products.
 - Edit all research documents produced for the president and other documents as necessary.
 - Author and edit policy manuals, research reports, memoranda, and other documents pertaining to Advancement Prospect Research.
 - Regularly review and revise the internal philanthropic rating process, its documentation, and the associated training.

SUPERVISE PROSPECT MANAGEMENT (25%)

Coordinate with the Associate Directors of Prospect Development to ensure that portfolios align with strategic interests.

- **(10%) Portfolio Standards and Pipeline Oversight:**
 - Develop solicitation projections and processes to improve the proposal pipeline.
 - Standardize and maintain portfolio size and composition in accordance with APRA / AASP Best Practices.
- **(10%) Prospect Management Documentation and Training:**
 - Guide the Associate Directors of Prospect Development in quarterly gift officer training.
 - Collaborate with gift officers and their support staff to streamline processes and maintain a high level of data quality in the CRM.
- **(5%) Prospect Pool Monitoring and Analysis:**
 - With Advancement Analytics, monitor gift officer deployment and inform decision makers of effectiveness and new opportunities.

MONITOR UNIVERSITY PRIORITY PROSPECTS (10%)

Produce research profiles and reports.

- Monitor mission-critical prospects for changes in their financial status, noteworthy trends in their philanthropy, or updates in their lives that could influence their relationship with the University of Rochester.
- Compile biographic, business, philanthropic, and financial data on individuals into qualitative reports for the Principal Gifts Office and the Chief Academic Officer (CAO).

PROSPECT IDENTIFICATION AND SEGMENTATION (10%)

Work with the Senior Director of Analytics to uncover new prospects, deepen understanding of prospect pools, and increase research efficiency. Investigate industry trends in analysis and apply innovative techniques at University of Rochester.

- Utilize data visualization software, develop maps, reports, dashboards, and other tools to provide revealing views of potential prospect pools.
- Work with Advancement Analytics to specify and revise dashboards meant to monitor, explore, and alert Prospect Development of changes in prospects that may warrant action by Prospect Research.

Other duties as assigned

Organization Overview

The University of Rochester

Founded in 1850, the University of Rochester (URochester) is one of the nation's leading private research universities. Under the leadership of President Sarah Mangelsdorf, Ph.D., the University comprises seven schools—Arts and Sciences, Engineering, Eastman School of Music, Simon Business School, Warner School of Education, the School of Medicine and Dentistry, and the School of Nursing—as well as key interdisciplinary research units like the Laboratory for Laser Energetics.

With more than 3,900 full- and part-time faculty and instructional staff, URochester offers over 200 academic majors to more than 12,000 students. Known for its small-scale, highly collaborative academic environment, the University fosters discovery and creativity in a deeply personalized way. URochester is a Carnegie “very high research activity” institution, with more than \$438 million in annual sponsored research funding and several departments consistently ranked among the best in their fields.

Schools

URochester’s schools offer students a liberal arts education, research experience, and advanced degrees in music, medicine, business, education, and beyond.

- School of Arts & Sciences
- Hajim School of Engineering & Applied Sciences
- Eastman School of Music
- School of Medicine & Dentistry
- School of Nursing
- Simon Business School
- Warner School of Education & Human Development

To learn more, visit:

<https://www.rochester.edu/academics/>

Research

The University holds R1 research institution status and supports a vibrant ecosystem of inquiry that translates knowledge into real-world impact and economic growth.

- \$952 million in research-driven economic output across New York State in 2025
- \$488 million in annual research expenditures supporting innovation and discovery
- 3,000+ researchers advancing knowledge across disciplines
- 400+ active patents or inventions
- 130+ active research centers and institutes

University of Rochester Medical Center (URMC)

The University of Rochester Medical Center (URMC) is the largest unit within the University and serves as its academic health sciences center. A nationally recognized leader in research, education, and clinical care, URMC integrates the University’s missions across the biomedical and health sciences. It comprises the School of Medicine and Dentistry, the School of Nursing, the University of Rochester Medical Faculty Group, and UR Medicine.

URMC includes eight hospitals, more than 325 outpatient practice sites, and over 24,000 employees. With a total annual budget of approximately \$6 billion, URMC accounts for more than 85 percent of the University’s total revenue and continues to expand in both reach and impact. In FY 2024, URMC investigators secured over \$276 million in sponsored research support, and the Medical Center now ranks among the top quartile of U.S. academic medical centers in federal funding. Its mission is to be a home for healing, learning, discovery, and innovation—committed to improving health and quality of life for patients, families, and communities.

Mission

As a community, the University of Rochester is defined by a deep commitment to Meliora—ever better. Embedded in that ideal are the values we share: equity, leadership, integrity, openness, respect, and accountability. Together, the University of Rochester will set the highest standards for how people treat each other to ensure the community is welcoming to all and is a place where all can thrive.

Vision

The University of Rochester will continue to frame and solve the greatest challenges of the future.

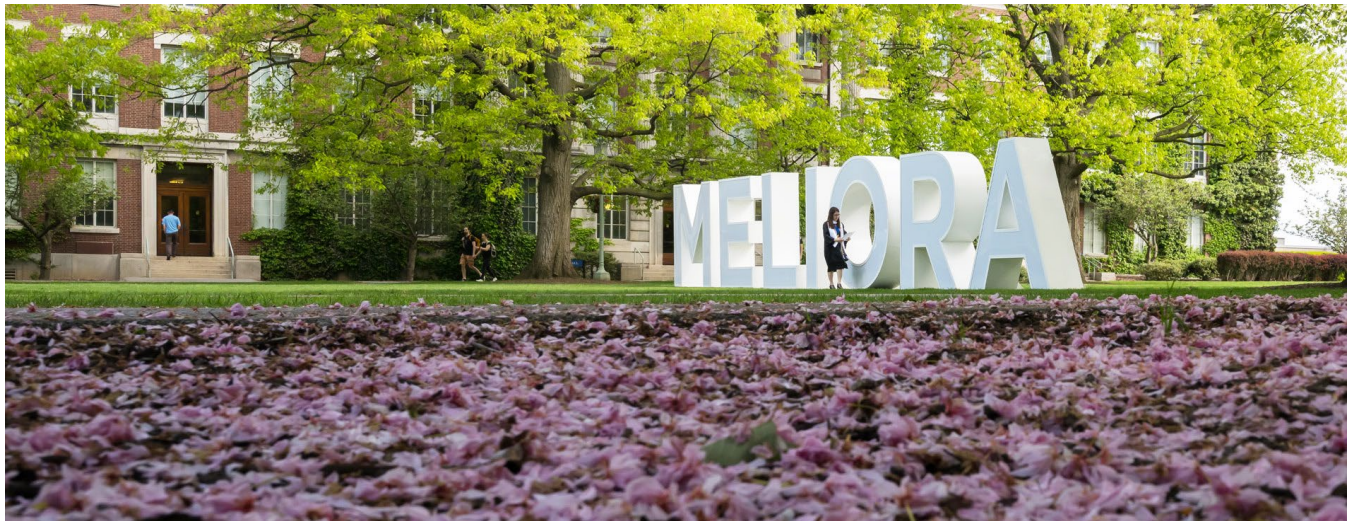
We are a community in which all who work, teach, create, and provide care are welcome and respected, and where all can pursue and achieve their highest objectives for themselves, their community, and the world.

Steeped in a history of social justice and entrepreneurial spirit, we will always be an inclusive, equitable, sustainable, and responsive organization at every level.

Values

We will hold ourselves accountable to these values in the design of our programs, the development and delivery of our services, the evaluation of performance, and the ways in which we interact as a community.

- **Meliora:** We strive to be ever better, for everyone.
- **Equity:** We commit to inclusion and access.
- **Leadership:** We take initiative and share responsibility for exemplifying excellence.
- **Integrity:** We conduct ourselves with honesty, dedication, and fairness.
- **Openness:** We embrace freedom of ideas, inquiry, and expression.
- **Respect:** We value our differences, our environment, and our individual and collective contributions.
- **Accountability:** We are responsible for making our community ever better, through our actions, our words, and our dealings with others.



For Ever Better: The Campaign for the University of Rochester

The University of Rochester is advancing ***For Ever Better***, its largest and most ambitious comprehensive campaign, shaped by the Boundless Possibility strategic plan. The campaign seeks to raise **\$1.75 billion** to propel discovery, expand access to education and care, strengthen community impact, and build the environment needed for long-term excellence across the University.

Campaign Priorities

For Brilliant Minds

Rochester's faculty, clinicians, and researchers drive innovation that improves lives worldwide. Campaign priorities include expanding endowed professorships, providing flexible faculty support, and accelerating high-impact research. A central goal is the establishment of 150 new endowed professorships, strengthening the University's ability to recruit and retain top talent. Investments in seed funding and new transdisciplinary centers of excellence are advancing collaborative solutions to complex global challenges.

For Boundless Opportunities

The campaign deepens Rochester's commitment to access, affordability, and student success. Philanthropic support for undergraduate and graduate financial aid ensures students can pursue their goals without limits. Key objectives include supporting more than 400 scholarships and fellowships, as well as leadership development and experiential learning opportunities that prepare students to translate their learning into impact.

Progress to Date

During the leadership phase of the campaign, the University has achieved **three consecutive record fundraising years** and the highest levels of alumni and community engagement in its history. Leading up to the public launch in September 2025, more than **\$880 million** had been raised toward the campaign goal.

The Public Phase

With the public launch of *For Ever Better*, the University is expanding participation and accelerating impact. A core focus of this phase is broad engagement, with a commitment to connect with more than 250,000 alumni and friends, strengthening relationships and creating meaningful ways to participate throughout their lives. Building on early success, the campaign invites the entire Rochester community to invest in faculty excellence, student opportunity, research innovation, next-generation spaces, and vibrant communities that will define the University's future.

Additional information and opportunities to engage can be found at: everbetter.rochester.edu.

For Next Generation Spaces

Transformational investments are reshaping the physical spaces where learning, research, and care take place. The Strong Memorial Hospital Expansion Project is enhancing patient care and community health, while the University's recent momentum in healthcare includes the Wilmot Cancer Institute's designation as a National Cancer Institute Comprehensive Cancer Center. Major gifts are enabling new environments for discovery, collaboration, and student life across the River and Medical Center campuses.

For Thriving Communities

The campaign also strengthens Rochester's role as an anchor institution. Support for the arts, music, community health partnerships, and lifelong learning reinforces a commitment to wellness, belonging, and sustained connection across generations, both locally and globally.



Leadership

Dr. Sarah C. Mangelsdorf University President



Sarah Mangelsdorf is an experienced academic executive known for her leadership in improving academic quality, advancing research, and expanding educational access and opportunities at some of the nation's leading public and private institutions.

Since her appointment as president in 2019, she has increased the University's investment and growth in research and clinical enterprises, led efforts to overhaul the institution's human resources infrastructure and compensation programs, and created new leadership positions to better engage with the Greater Rochester community.

President Mangelsdorf has also overseen record annual fundraising, including the 2025 public launch of the institution's most ambitious fundraising and engagement initiative, the For Ever Better campaign. The campaign grows out of the University's 2030 Strategic Plan, Boundless Possibility, which President Mangelsdorf introduced.

Both are designed to further elevate the University's missions in research, care, education, creative arts, and student success, as well as to engage campus, alumni, and international communities to demonstrate their leadership in a global future. In recognition of her leadership of the institution, she was appointed to a second term in 2024.

President Mangelsdorf is a recognized leader among the Association of American Universities' peer institutions. A fellow of the American Academy of Arts and Sciences, President Mangelsdorf holds the title of G. Robert Witmer, Jr. University Professor with an appointment in the Department of Psychology.

Before joining URochester, she served as provost at the University of Wisconsin–Madison, part of a tenure of leadership that includes serving as dean of the Weinberg College of Arts and Sciences at Northwestern University and dean of the College of Liberal Arts and Sciences at the University of Illinois at Urbana-Champaign.

A Pennsylvania native, President Mangelsdorf graduated from Oberlin College and earned her doctorate in child psychology from the University of Minnesota.

She and her husband, Karl Rosengren, a tenured developmental psychologist in the Department of Brain and Cognitive Sciences and the Department of Psychology, have two adult daughters, a son-in-law, and a grandson.



Thomas J. Farrell '88, '90W**Senior Vice President for Advancement**

Before joining the University in 2014, Tom Farrell was Chief Development Officer for the University of Illinois and President/CEO of the University of Illinois Foundation. In these roles, he oversaw development programs across three campuses and was responsible for the university's core endowment of \$1.6 billion. Prior to his tenure with Illinois, he was the Chief Advancement Officer for the University of Chicago, overseeing a staff of 450 and launching Chicago's recently completed \$5 billion campaign. For 10 years, he served at the University of Pennsylvania, where he led individual and undergraduate advancement programs and was a key strategist for Penn's \$4.3 billion Making History campaign. In addition, he has held senior positions at Dartmouth College and the University of Buffalo. Tom's more than 30-year career in advancement began at the University of Rochester in the early 1990s. He returned to his alma mater to complete the \$1.4 billion Meliora Challenge campaign and to ensure the ongoing success of the University's advancement program. He holds undergraduate and master's degrees from the University and an Ed.D. in higher education management from the University of Pennsylvania.

**Eric Loomis****Associate Vice President of Administrative Services**

Eric Loomis serves as Associate Vice President of Administrative Services at the University of Rochester, a role he has held since 2007. In this capacity, he provides strategic and operational leadership across administrative functions, supporting institutional effectiveness through sound financial management, talent oversight, and long-term planning initiatives. He brings a collaborative leadership style and a strong focus on operational excellence, organizational efficiency, and service delivery. Prior to joining the University of Rochester, Eric held leadership roles in finance and operations within the corporate sector. He served as Trade Control Manager for BP Petrochemicals/Innovene, where he managed compliance and trade operations, and earlier worked at Xerox as Assistant Controller and Finance Manager, overseeing financial planning and operational performance. Eric holds a Master of Business Administration in International Management and a Bachelor of Arts in International Business and Economics.

Goals and Objectives

The following goals and objectives have been identified as priorities for the Executive Director of Prospect Development (listed in no particular order):

- **Provide strategic leadership and vision for Prospect Development.** Articulate and lead a clear, modern vision for Prospect Development as a strategic, insight-driven discipline. Elevate the function from a largely tactical service model to a proactive partnership that informs fundraising strategy, donor engagement, and portfolio development across the enterprise.
- **Build trusted partnerships across campus and advancement.** Serve as a visible, credible leader and representative of Prospect Development with central advancement, academic units, clinical programs, and administrative partners. Build strong, productive relationships across disciplines, bringing political savvy and influence to complex, matrixed environments.
- **Unify and strengthen prospect management and research.** Align prospect management and research under a cohesive strategic framework, assessing current structures, workflows, and roles, and making changes where needed. Ensure clear expectations, equitable assignments, and strong collaboration in support of institutional fundraising priorities.
- **Advance innovation, technology, and data-driven insight.** Lead the effective adoption and optimization of Salesforce, Workday, Marketing Cloud, Windfall, and emerging analytics and AI-enabled tools. Partner closely with Business Intelligence to translate complex data into clear, actionable insights that directly support fundraising decision-making.
- **Deepen strategic support for priority fundraising areas.** Provide focused Prospect Development leadership to high-priority areas, including the Medical School, Grateful Patient programs, Simon School, and Principal Gifts. Serve as the primary Prospect Development liaison to the Principal Gifts team, supporting integration, donor journeys, and coordinated strategies at the highest levels of giving.
- **Develop talent and foster a high-performing culture.** Invest in the Prospect Development team's growth and engagement by developing managers, supporting emerging leaders, and fostering a culture of curiosity, collaboration, and continuous improvement. Ensure staff are equipped, challenged, and empowered to evolve alongside the function.
- **Increase visibility, clarity, and institutional confidence in Prospect Development.** “Turn the lights on” for the program by clearly communicating services, capabilities, and impact. Build understanding and confidence among senior leadership and frontline fundraisers, positioning Prospect Development as an essential, trusted contributor to advancement success.



Candidate Qualifications

Education/Certification

- Bachelor's Degree, required
- Advanced Degree, preferred

Experience

- A minimum of eight years of related experience, particularly in advancement research, development, fundraising, or financial analysis, or equivalent combination of education and experience.

Knowledge, Skills, & Abilities

Leadership & Management Experience

- Previous management experience required.
- Strong staff management, team building, and training skills.
- Proven ability to interact professionally with varied internal and external constituencies.

Strategic Thinking & Project Management

- Ability to set priorities, manage multiple projects simultaneously, and exercise sound judgment.
- Demonstrated critical thinking skills to determine the best use of resources in support of the University's mission.

Analytical & Research Skills

- Strong skills in both qualitative and quantitative analysis.
- Expert knowledge in the use of online research and search tools.

Leadership Attributes

- **Integrity:** Demonstrates authenticity, transparency, and ethical judgment. Builds trust through accountability, consistency, and follow-through.
- **Emotional Intelligence:** Leads with self-awareness, empathy, and humility. Navigates complex relationships and change with tact, respect, and steady presence.
- **Collaboration and Influence:** Builds strong partnerships across advancement, academic, and clinical environments. Influences without authority and aligns diverse stakeholders toward shared goals.
- **Strategic Judgment and Critical Thinking:** Synthesizes data, context, and institutional priorities to make sound, timely decisions. Understands risk, consequence, and trade-offs in complex environments.
- **Champion of Change and Innovation:** Leads organizational and technological change with clarity and confidence. Embraces innovation, analytics, and emerging tools while balancing progress with fundamentals.
- **Planning, Execution, and Stewardship:** Translates strategy into action through disciplined planning, prioritization, and resource management. Demonstrates sound financial stewardship in support of fundraising outcomes.

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 Monroe County and extends beyond it to include Genesee, Livingston, Ontario, Orleans, and Wayne counties. 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 and Buffalo. 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 for higher education, medicine, and technology. The region is known for 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 strength 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 ranks highly nationally as a "most livable city" for overall quality of life and 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.

Read the recent New York Times article:

[**Rochester, N.Y.: A New Lens on the City of Kodak**](#)

[**The Finger Lakes region city is diversifying beyond its industrial roots.**](#)

Procedure for Candidacy



All applications, nominations, and inquiries are invited. Review of applications has begun and will continue until the position is filled.

Please direct all applications (resumes) and nominations to the WittKieffer consultants supporting this search through the WittKieffer Candidate Portal by [clicking here](#).

To express interest or inquire further, the WittKieffer search team can be reached via e-mail, at jcummings@wittkieffer.com.

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COMPENSATION RANGE

The anticipated salary range for this position is in the low- to mid- \$100,000s, with the midpoint of the range representing the expected hiring range. The full budgeted pay range for this position is \$96,860.00 – \$145,290.00. This broader range reflects the University of Rochester's good faith and reasonable estimate of compensation for the role.

The University of Rochester is committed to fostering, cultivating, and preserving an inclusive and welcoming culture to advance the University's Mission to Learn, Discover, Heal, Create – and Make the World Ever Better. In support of our values and those of our society, the University is committed to not discriminating on the basis of age, color, disability, ethnicity, gender identity or expression, genetic information, marital status, military/veteran status, national origin, race, religion, creed, sex, sexual orientation, citizenship status, or any other characteristic protected by federal, state, or local law (Protected Characteristics). This commitment extends to non-discrimination in the administration of our policies, admissions, employment, access, and recruitment of candidates, for all persons consistent with our values and based on applicable law.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from the University of Rochester documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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About University of Rochester

Academic Units

University of Rochester's undergraduate and graduate students pursue their academic goals in an environment designed to inspire, support, and empower them. Rochester's schools offer students a liberal arts education, research experience, and advanced degrees in music, medicine, business, education, and beyond. The University boasts a distinguished faculty known for expertise in their respective fields, research contributions to new knowledge, and dedication to teaching undergraduates. The faculty includes numerous award-winning scholars, researchers, and educators who are committed to providing high-quality education and advancing knowledge through innovative research. The university's faculty members are recognized for their collaborative spirit, interdisciplinary approach, and commitment to student success.

School of Arts & Sciences

Unique undergraduate and graduate research opportunities abound at the School of Arts & Sciences. Students have explored high-energy-density physics, art, cancer research, neutrino studies, public health, and literary history, and can undertake interdisciplinary work in the Humanities Center, the Goergen Institute for Data Science+AI, and the Center for Visual Sciences (the latter two are jointly administered with the Hajim School). These experiences facilitate invaluable hands-on learning and contribute to significant advancements in various disciplines.

The Rochester Curriculum allows undergraduates to build their own program of study. With only one required course, to further develop fundamental and essential writing skills, students have plenty of room to double major in varied disciplines—from the arts and humanities to the social sciences, to the natural sciences and engineering—and to be educated both deeply and broadly.

Hajim School of Engineering & Applied Sciences

The Hajim School of Engineering & Applied Sciences is renowned for its commitment to innovative research and comprehensive education, with extensive experiential learning opportunities and outstanding student outcomes. It offers a wide range of undergraduate and graduate programs, including biomedical engineering, optics, and data science. Students at the Hajim School benefit from state-of-the-art facilities and the opportunity to work alongside award-winning faculty on cutting-edge research projects. The school's strong ties with the URMC and the Laboratory for Laser Energetics provide unique interdisciplinary research opportunities, fostering an environment where students can tackle complex, real-world problems.

Eastman School of Music

For a hundred years, the Eastman School of Music has been a beacon of musical excellence, dedicated to nurturing artistry at the highest level. Celebrating a prestigious legacy, Eastman is built on four foundational pillars—artistry, scholarship, leadership, and community. With over 800 performances a year and a strong global presence, the school attracts students and faculty from around the world, fostering a diverse and inclusive environment that enriches both the local and international music scene. QS World University Rankings 2024 have ranked the school #11.

The Eastman School of Music's faculty and alumni are consistently recognized with Emmy and Grammy nominations and awards for their achievements in musical performance and composition. The school's Sibley Music Library is the largest and most comprehensive academic music library in North America and the third-largest among US music collections overall.

School of Medicine & Dentistry

The University of Rochester's School of Medicine and Dentistry (SMD) has a rich history of groundbreaking research and medical advancements that have significantly improved global health. Part of one of the nation's top medical centers, the School of Medicine and Dentistry offers a wide range of programs and specialties in medical and graduate education, as well as opportunities for residents, fellows, and postdoctoral researchers.

SMD's Eastman Institute for Oral Health (EIOH) is internationally recognized for its postdoctoral residency programs, master's in dental science program, vibrant research in oral and craniofacial fields, and comprehensive clinical services spanning all dental specialties with a strong community focus. EIOH's high-quality, multi-disciplinary research consistently ranks among the most highly funded by the National Institutes of Health/National Institute of Dental and Craniofacial Research. The institute has international agreements in 13 countries and a diverse global student and resident population. There are many faculty across SMD who are engaged in global health, including infectious diseases, impact of climate and pollution, HIV, neurology, and care delivery in rural areas.

School of Nursing

Forging a critical link between scientific discovery and improved health care outcomes, the School of Nursing offers nursing and health care professionals a wide range of degree options as the national leader in the discipline of nursing. The School of Nursing seeks to build on its pioneering tradition of unifying nursing education, research, and practice in the pursuit of excellence in clinical and scientific learning, discovery, and nursing care within an environment of diversity and inclusion. The School of Nursing is recognized as an Apple Distinguished School for its innovations in teaching, learning, and creating a digital learning environment.

Simon Business School

Simon Business School is renowned for revolutionizing the study of economics and business. It hosts the world's leading pricing center and three of the top academic business journals. Simon has been recognized for having the most diverse MBA program among the country's top 50 business schools. As the first to offer a STEM-designated MBA program, Simon provides a unique blend of analytics-based academics and hands-on opportunities. The school's emphasis on quantitative, economics-based education equips graduates to understand, explain, and predict business behaviors in the global marketplace. With a commitment to innovative research, teaching, and a focus on diversity, Simon Business School stands as a leader in business education, making it an ideal choice for students seeking a comprehensive and globally oriented business education.

Warner School of Education

Founded in 1958, the Warner School of Education prepares practitioners and researchers to become leaders and agents of change in schools, universities, and community organizations, dedicated to transforming education and fostering human development. Known for its commitment to innovation, collaboration, and research, Warner prepares graduates to address today's educational challenges and lead change globally.