



**DEAN  
E. PHILIP SAUNDERS COLLEGE OF BUSINESS  
ROCHESTER INSTITUTE OF TECHNOLOGY  
ROCHESTER, NEW YORK**

## **THE SEARCH**

Rochester Institute of Technology seeks an entrepreneurial, energetic, and strategic leader to be the next Dean of the E. Philip Saunders College of Business. This is a time of great growth and innovation at RIT and a time of great opportunity for the Saunders College of Business. The Saunders College, a leader in research and innovative teaching, prepares its students to take advantage of future career opportunities by providing them with a global perspective, cutting edge technology capabilities, and an entrepreneurial mindset to create value in any circumstance. The Dean will lead the Saunders College of Business to strengthen its role as an innovative business school and foster collaborative efforts between the technical and design capabilities of RIT and emerging global market opportunities.

Rochester Institute of Technology, a private institution internationally recognized for academic excellence, offers programs in a rich array of fields that cover the spectrum of major challenges and opportunities facing the global society. RIT is student centered; it is home to a diverse population of 17,000 students from all 50 states and more than 100 countries. Always innovating in scholarship and programs, RIT offers some 90 undergraduate degrees, over 80 master's programs, and six PhD programs. Among the 15 largest private universities in the country, the university has an annual budget of approximately \$600 million, employs 3,600 faculty and staff, and possesses an endowment of nearly \$600 million. RIT has global branch campuses in Croatia, Kosovo, and Dubai with 1,200 students studying abroad and the aspiration and drive to extend its global reach to better serve its students. Throughout its history, RIT has been a close partner with industry, bringing innovations into the labs and exposing students to applied learning through cooperative education.

The Saunders College is a critical element in this innovative university. The dean will have the demonstrated ability to unite the Saunders College around a vision for its future. S/he will lead the College's strategic direction, academic affairs, research enterprise, financial and administrative operations, and external relations and outreach. The dean is the principal representative for the Saunders College working with academic and administrative leaders across the university on multidisciplinary opportunities. S/he will lead the College's faculty and staff to foster collaboration and excellence and be a visible and engaged presence to students. The dean will lead the College's advancement efforts, building strong relationships with other RIT colleges, alumni and business leaders.

RIT has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. All applications, inquiries, and nominations, which will remain confidential, should be directed to the search firm as indicated at the end of this document. For more information about RIT,

please visit [www.rit.edu](http://www.rit.edu). To learn more about the Saunders College of Business please visit <http://saunders.rit.edu>.

## ROCHESTER INSTITUTE OF TECHNOLOGY

From its beginnings, Rochester Institute of Technology (RIT) has been deeply connected to the educational and practical training needs of both citizenry and industry. The university's roots go back to 1829 when the city's founders established the Rochester Athenaeum, a library and cultural center that offered public lectures and debates and attracted such luminaries as Ralph Waldo Emerson and Oliver Wendell Holmes. In 1891, the Athenaeum merged with the Mechanics Institute, which had been created and funded by local business and community leaders to provide technical training to meet industry's growing demand for skilled workers. The merged institution, the Rochester Athenaeum and Mechanics Institute, combined cultural education and practical technical training. In 1912, cooperative education was added to the programmatic mix and the core foundation was in place for Rochester Institute of Technology, as it has been named since 1944.

Today, RIT is a distinctive university offering a unique program mix of traditional "institute of technology" programs in science, technology, engineering, and business combined with strong programs in the liberal, design, and creative arts. RIT is well known for both its commitment to undergraduate students and for its breadth of programs combining theoretical and practical applications with a proven need in the marketplace. Since its earliest days, the hallmark of an RIT education has been its cooperative education program. Today, experiential learning at RIT extends beyond co-op and encompasses internships, study abroad, and research. RIT ranked seventh overall in the "Best Universities—Master's (North Region)" category of the 2011 *U.S. News and World Report* and is also listed in *The Princeton Review* publication, *The Best 361 Colleges*.

RIT offers undergraduate and graduate programs, including six doctoral degrees, in its nine colleges:

- College of Applied Science and Technology
- B. Thomas Golisano College of Computing and Information Sciences
- Kate Gleason College of Engineering
- College of Imaging Arts and Sciences
- College of Science
- E. Philip Saunders College of Business
- National Technical Institute for the Deaf
- College of Liberal Arts
- College of Health Sciences and Technology

At the undergraduate level, RIT offers programs and degrees (certificate, diploma, associate, bachelor of science, bachelor of fine arts) across an unusual breadth of educational offerings, including traditional science, engineering, and liberal arts disciplines and distinctive applied science and technology programs such as microelectronic and software engineering, imaging science, interactive games and media, film/animation, biotechnology, , international business, and telecommunications engineering technology. The university's undergraduate programs in business and engineering are among the top 70 in the nation, according to the most recent *U.S. News* rankings. A variety of design/artistic programs such as industrial design, interactive games and media, animation and photography are ranked nationally as top 20 undergraduate

programs. The College of Computing and Information Sciences is one of the largest and most comprehensive in the country. Specialized academic units such as the Center for Imaging Science, the National Technical Institute for the Deaf, the School for American Crafts, and the School of Print Media, serve unique educational needs. Recognizing the growing internationalization of industry and the changing training needs of those future employers, RIT also operates the American College of Management and Technology in Dubrovnik, Croatia; the American University in Kosovo; and RIT Dubai.

RIT undergraduates tend to be entrepreneurial and career focused. One out of 90 RIT freshmen have already started a business before they arrive on campus. The Saunders College offers a minor in Entrepreneurship and 70 percent of the students who take that minor are from other colleges in the university.

RIT offers more than 80 graduate programs, available on a full-time, part-time, on-line, and evening basis, leading to the master of science, master of engineering, master of fine arts, master of science for teachers, master of business administration, and doctoral degree. Many graduate programs are market-driven, created in response to industry and learner requests for education in particular functional areas. Instruction blends both theoretical and practical approaches and students often conduct research and special projects within an employer's facility. Current PhD programs include imaging science, microsystems engineering, computing and information sciences, color science, astrophysical sciences and technology, and sustainability.

Research and scholarship are important to and integrated with the RIT student educational experience and have taken on an increasingly important role in recent years. Over the last ten years, RIT's sponsored research programs have steadily expanded, increasing nearly 20 percent year-over-year during that period. Their ongoing growth is a strategic goal for the coming years. Approximately 60 percent of external research funding is provided by federal agencies, with the balance coming from corporate sponsors, state agencies, and private foundations. The university has recently established a corporate R&D program, which is designed to bring together business and academia to enhance company development goals while providing access to university expertise and student talent.

## **Leadership**

Dr. William W. Destler was named president of Rochester Institute of Technology on July 1, 2007. President Destler joined RIT from the University of Maryland, where he spent more than 30 years, rising from the ranks of research associate and assistant professor of electrical engineering to senior vice president and provost, a position he had held since 2001. He also served as dean of the graduate school and dean of the engineering school at Maryland. President Destler received his bachelor's degree from the Stevens Institute of Technology and his applied physics PhD from Cornell University. His research specialized in high-power microwave sources and advanced accelerator technologies.

In July 2008, RIT appointed Dr. Jeremy Haefner as senior vice president for academic affairs and provost. Provost Haefner came to RIT from the University of Colorado at Colorado Springs, where he served as associate vice chancellor for research and innovation, dean of the Graduate School, and dean of the College of Engineering and Applied Science. Previously, he served as chair of the mathematics department and director of the campus-wide teaching and learning center. Dr. Haefner earned both doctorate and master's degrees in mathematics from the University of Wisconsin and his bachelor's degree in mathematics from the University of Iowa.

His research interests include the mathematics of integral representation and module and matrix theory.

## **Location and Campus**

Located between Lake Ontario and the Finger Lakes wine region, Rochester is the third largest metropolitan area in New York State, with over one million people. The city boasts a highly diverse population, including important African-American, Hispanic/Latino, and foreign-born populations, as well as the largest deaf community per capita in the United States. Rochester was ranked 6th in “Best Places to Live in America” of 379 metropolitan areas by Places Rated Almanac in 2007; in 2010, Forbes rated Rochester as the 3rd best place to raise a family; and Essence magazine ranked it among the “Top 10 Cities for Black Families.” RIT is located in Henrietta, an attractive suburb close to Rochester.

RIT encompasses 238 academic, residential, and student life buildings on over 1,300 acres and has seen a dramatic improvement in its physical facilities over the past decade. More than \$300 million has been invested to renovate or expand existing facilities and to construct new state-of-the-art buildings, including the College of Applied Science and Technology building, the Center for Bioscience Education and Technology (CBET), and the Golisano College of Computing and Information Sciences building. A beautiful new LEED platinum facility, the Student Innovation Center and University Services Building, came on stream in the 2009-2010 academic year. A building to house the Golisano Institute for Sustainability, funded through a \$13 million grant from the National Institute of Standards and Technology (NIST), broke ground in spring 2011. Institute Hall, a \$26 million facility to support research, biomedical engineering, and chemical engineering, is soon to begin construction with a late 2012 completion date. The 78,000-square-foot structure will house new programs in chemical engineering and biomedical engineering and expanded research labs for both RIT and Institute of Health Sciences and Technology.

The RIT campus has received national recognition as one of the most sophisticated high technology campuses in the country, earning awards from both *The Princeton Review* and *Yahoo! Internet Life* for its state-of-the-art technical environment. “Smart” classrooms, computer centers, microcomputer, computer graphics, and robotics labs, and a state-of-the-art microelectronics “clean room” facility enhance student education. RIT is also one of a select group of universities with access to the Internet2 research network.

## **E. PHILIP SAUNDERS COLLEGE OF BUSINESS**

### **History**

The Saunders College of Business traces its roots to RIT’s acquisition in 1952 of the McKechnie-Lunger School of Commerce in Rochester, which later became the College of Business. In 1960 RIT appointed Edwina Hogadone the first dean of the College of Business. Starting at RIT as a teacher of salesmanship, personnel, and merchandising in 1931, she was the first female dean at RIT and the first woman in the nation named to head a college of business.

The College of Business continued to grow its programs and offerings in the following years, adding undergraduate degrees and minors as well as building a set of focused graduate

programs as its markets changed and new opportunities arose. Its current set of degree offerings are described below.

In 1989, as the Cold War was ending, RIT sponsored the United States Business School in Prague, with a program leading to an MBA degree, for students in the Czech Republic and other Central and Eastern European countries. Thus was launched the College of Business' first international programming.

### **E. Philip Saunders**

E. Philip Saunders is an American businessman, serial entrepreneur and philanthropist who believes educational opportunities are key to advancing America's leadership in a global economy. In 2006 and 2010, his generous gifts to Rochester Institute of Technology boosted the visionary plans of the business college that now bears his name.

Mr. Saunders reshaped the truck stop industry in 1958 when he turned his father's gas station into a modernized complex. Truckstops of America was followed by Travel Ports of America, Inc., which became one of the nation's largest chain travel centers when it merged with TravelCenters of America Inc. in 1999.

In 1979, Mr. Saunders diversified his ventures into liquid fuels by purchasing W.W. Griffith Oil Corp. and later adding Sugar Creek Corp., a chain of retail gas and convenience stores. His business acumen has segued into auto rental, recreation and tourism, packaged foods, property management and banking.

Mr. Saunders is the owner of Saunders Management Co. and Sugar Creek Farms, and he has continued business interests in Western New York Energy, American Rock Salt, Youngblood, Swain Ski Center in Swain, N.Y., Bristol Harbour Resort in Canandaigua, as well as Genesee Regional Bank, where he serves as board chairman.

### **Faculty**

The Saunders College of Business is home to 46 faculty members, of whom 34 are tenured or tenure track. There are twelve non-tenure track full-time lecturers. The Saunders College faculty are drawn from all of the business related disciplines but are organized into "Areas" rather than departments. The Area structure was instituted in 2011 in order to link faculty to a broader set of strategic goals of the College. The areas are: Finance and Quantitative Analysis; Accounting; Management, Leadership and Ethics; International Business; MIS and Service Innovation; Entrepreneurship, Digital Business and Innovation; and, Marketing, Commercialization and Strategy.

### **Administration**

The dean is supported in academic administration by a leadership team that includes the Associate Dean for Faculty Development, who has oversight of the Area Heads and the Associate Dean for Academic Programs, who is responsible for undergraduate and graduate programs, Student Services, and Graduate Admissions.

The Saunders College has a staff totaling 31. The principal administrative functions are led by three direct reports to the dean, the Assistant Dean for Administration, the Director of Marketing,

and the Director of Development. The College's administrators in Development and Alumni Relations, work closely with the University's overall Advancement function.

The operating budget of the Saunders College is approximately \$12 million. The College's endowment is approximately \$20 million.

## **Enrollment**

Between 2007 and 2011 total enrollment by headcount in the Saunders College has been relatively stable, ranging from approximately 1,150 to 1,200, down slightly from a high of 1,267 in 2006. Enrollment in the fall quarter 2011 was 748 FTE undergraduates in seven degree programs and 275 FTE graduate students in seven masters programs in the Saunders College.

## **Academic Programs**

### Undergraduate

Students enter the Saunders College directly as freshmen, transfer into the college later if they begin at RIT as undeclared, or transfer from other colleges and universities. Programs at the undergraduate level provide students with a strong foundation in the liberal arts and sciences along with core business courses, the courses associated with their chosen major, and two cooperative education work experiences. Undergraduate Bachelor of Science degrees are offered in Accounting, Finance, International Business, Management, Management Information Systems, Marketing, and New Media Marketing.

The Saunders College of Business also offers minors which are open to all RIT undergraduates. Minors are offered in the following areas: Accounting, Business Administration, Digital Business, Entrepreneurship, Finance, International Business, Management, Management Information Systems, and Marketing. The Entrepreneurship minor is especially attractive to students from other colleges in RIT, who make up 70 percent of those in the Entrepreneurship minor.

The Saunders College has developed several educational innovations for their students:

- "Biz 1-2-3" was designed to be an integral part of the first-year experience for Saunders College students. Offered throughout the year, one segment each quarter, it begins with Business 1: Ideas and Creativity, in which students originate and test a business concept. Business 2: Business Plan Development, gives students the experience of doing a thorough financial analysis of their concept and developing it into a business plan. Business 3: Commercialization, shows students what is required to take a product to market.
- Shark Tank. Each spring the Saunders College sponsors an opportunity for RIT students to pitch their entrepreneurial ideas to real world investors. This event is held in RIT's Center for Student Innovation. Students have three minutes to give an "elevator pitch" to experienced start-up investors. Winners receive seed money to help get their businesses launched. Many also receive course or co-op credit to integrate their business development efforts into their field of study.
- RIT 48 is a student run initiative that brings together students from a variety of disciplines to pitch, plan, develop and launch a web start-up in one weekend (48 hours). This is a high energy, intense learning experience that teaches collaborative innovation.

- “Store World”. This is a business simulation/game development lab involving faculty from the Saunders College in collaboration with faculty from the College of Computing and Information Sciences and the College of Imaging Arts and Sciences. The business game being developed is highly interactive, employing emerging gaming technologies with business insights to give student entrepreneurs a way to test business ideas in a simulated environment.

### Masters Programs

Saunders offers a full-time and part-time MBA program. All students must choose one or two concentrations as a sequence of four courses in a number of areas which can be seen in Appendix A.

The part-time MBA degree can be completed entirely in the evening with classes offered Monday through Thursday starting at 6pm. A selection of online courses is also available, including many of the MBA core courses. With the option of taking one or two classes per quarter, part-time students can complete their degree in a relatively short amount of time.

#### *4+1 Accelerated Program*

The College has also established agreements with selected colleges and universities for a 4+1 program whereby qualified students who have earned a Bachelor degree can accelerate their MBA degree program. Students can waive certain MBA foundation courses, allowing them to complete their MBA in one year.

#### *MBA Dubai*

In 2008, the Saunders College of Business began an MBA program at RIT’s Dubai campus. The graduate program consists of 18 classes (72 credit hours). RIT faculty offers the program entirely in Dubai. Class schedules cater to part-time students, and intensive seminar classes are offered in the evening. Two-week courses may be taken in Rochester during the summer quarter.

#### *MBA Accounting Program*

Within the educational preparation for a career leading to top management provided by an MBA, the MBA - Accounting program fulfills New York State Certified Public Accountancy (CPA) education requirements while stressing the skills necessary for the design, operation, and control of accounting information systems. The program can be completed on a full-time or part-time basis.

### Executive MBA

The Executive MBA program is designed for professionals who have a minimum of six years work experience. This allows for learning not only from the faculty but from each other within the classroom and team experiences. The foundation courses (finance, accounting, statistics, marketing, leadership, and economics) are covered in the first half of the program while the second half focused on building strategic skills through courses such as branding/new product commercialization, technology management, IT and supply chain management, international business, and negotiations.

The EMBA is offered in both traditional and online formats.

## MS Programs

### *Master of Science in Finance*

The Master of Science in Finance degree program is designed to prepare students for managerial careers in corporate finance, investment analysis and portfolio management, financial consulting and financial institutions. The analytical, deductive nature of the program creates financial professionals who can adapt to dynamic changes in the deregulated financial industry and its dramatic growth in investment options. The program covers topics important for Chartered Financial Analyst (CFA) certification.

### *Master of Science in Innovation Management*

The Master of Science degree in Innovation Management prepares students to lead the development and successful introduction of high-technology solutions. Students in the program gain expertise and experience in managing the innovation process: bringing new solutions from concept to widespread use, typically though not necessarily for profit.

The program is interdisciplinary, including courses from a number of academic departments and colleges within RIT. Utilizing the vast array of resources and capabilities from the Saunders College of Business, the B. Thomas Golisano College of Computer and Information Sciences, and the College of Science, the MS in Innovation Management's unique and highly multidisciplinary curriculum integrates practical, hands-on engineering, technology, and business management with course work in creativity, commercialization, and entrepreneurship.

### *MS in Management*

The Master of Science in Management program is designed to provide students with the knowledge and problem-solving skills needed to function effectively in a variety of management positions in complex organizations that are impacted by technological change and globalization. The graduate program of study consists of twelve courses including a thesis or practicum.

## **Cooperative Education**

Throughout most of its history, RIT has been a pioneer and national leader in experiential learning, led by its extensive program of cooperative education. RIT offers a wide range of experiential learning opportunities to help students get real world experience and underscore the relevance of what they learn in the classrooms and labs on campus in relation to the careers they are preparing to enter. These include working with faculty and other students on industry sponsored research projects and opportunities to study and work abroad to gain international experience.

Cooperative education (co-op) is the most extensive and intensive of RIT's experiential education opportunities. Co-op is full-time, paid work experience directly related to the student's course of study and career interests. Many academic programs – including those in the Saunders College -- require co-op while others make it an option. Other RIT academic programs feature internships and other work opportunities consistent with industry and business interests and needs.

Co-op is the best way for students to immerse themselves in the real world and apply what they are learning and experiencing while at RIT. Each year more than 3,600 students complete more than 5,300 work assignments with more than 1,900 companies and organizations from small

start-up firms to Fortune 500 corporations. Last year those students generated more than \$30 million in earnings through their employment with industry, business, government, and the not-for-profit sector throughout the U.S. and in 40 foreign countries.

The benefits to participating in co-op and other experiential education opportunities are many. Students can better clarify and focus their career interests, gain valuable workplace experience, improve skills for job success, begin building a professional network, experience settings that are new to them, and generate significant earnings to help offset college expenses.

### **Saunders College Institute for Business Ethics and Corporate Social Responsibility**

The mission of the Institute for Business Ethics and Corporate Social Responsibility is to support research and teaching at Saunders that focuses on the interdependent relationship between business and society. The Institute raises awareness of the role of business as a member of society and the importance of ethics as an essential component of decision making, by offering advice on ethical issues, assisting the integration of ethics into the business curriculum, supporting and conducting research in the area of business ethics and corporate social responsibility, providing a forum for debating issues regarding business and society and offering support and education to the broader community.

### **Simone Center for Innovation and Entrepreneurship**

The Albert J. Simone Center for Innovation and Entrepreneurship was established in 2007 to enhance and support the broad range of entrepreneurship activities across RIT's campus, including the RIT Venture Creations Incubator. The Center especially emphasizes the interdisciplinary nature of entrepreneurship. The Center was named for Al Simone, President Emeritus of RIT, in recognition of his contributions to academics and strong support of local business.

The Student Business Development Lab Initiative, one of many initiatives under the Simone Center, promotes and enables the establishment of student-led new venture projects as an integral component of the RIT learning experience. Toward this end, the Initiative may enable select students to gain course or co-op credit for working on teams advancing a business concept toward commercialization.

The Student Business Development Lab Initiative integrates both on- and off-campus resources. It also, in partnership with the appropriate academic unit, facilitates the granting of student course and/or co-op credit. Students entering the Initiative gain access to the resources of the Center for Innovation and Entrepreneurship's Student Business Development Lab (SBDL). The Lab serves as a meeting venue for students, faculty, alumni, and mentors to become engaged in applied commercial innovation and new business creation with insight from outside entrepreneurs, coaches, and mentors. The SBDL serves as an integral environment to link students with internal and external resource networks. In addition, it provides a dedicated home to a limited number of selected new student companies for a renewable one year period.

### **Entrepreneurial Funding**

The Board of Trustees administers a \$3.5 million fund established to support entrepreneurial efforts of RIT faculty, staff, alumni, and students. Additionally, RIT's deep links with the

Rochester-based angel community and New York venture capital community provide opportunities for high potential ventures to compete for funding.

### **Accreditation**

The College of Business has been accredited by the AACSB since 1988. The next self-study year is 2013-14 with the site visit scheduled for 2014-15.

### **THE ROLE OF THE DEAN**

RIT seeks a dynamic enterprise builder and strategic leader to serve as the dean of the E. Philip Saunders College of Business. S/He will provide the executive, administrative, and academic leadership for the College and will report to the provost.

The dean is responsible for the College's strategic planning, academic affairs, research enterprise, financial and administrative operations, and external relations and outreach. S/he is the principal representative for Saunders College and its constituent programs and units and works in collaboration with RIT faculty, staff, deans, and university leaders as well as business leaders.

Specifically, s/he will be expected to address the following:

### **CHALLENGES AND OPPORTUNITIES**

#### **Lead the Saunders College in articulating a competitive strategy that sets it apart from its competitors as part of the "innovation university"**

The dean will lead in the development of an aspirational strategy that defines a clear identity for the Saunders College as a global leader in its chosen niche with a focus that takes full advantage of being part of a great technical and design university.

Such an identity will embrace integration with the great strengths in the university which include an array of internationally recognized technology and design/artistic oriented programs, and a profound emphasis on experiential learning. By purposefully partnering within the university, the Saunders College will be a leader in business education that is tied closely to creating societal value through innovation and commercialization—including technology management, entrepreneurship, new product development, etc.

#### **Assess the portfolio of degree program offerings to ensure close alignment with the College's strategy and resources**

The dean will put in place processes to evaluate the quality and impact of the College's degree programs, especially at the graduate level. Such an assessment will take into account and measure the quality of the student experience on identified dimensions including student satisfaction, retention, graduation and placement. The assessment will evaluate the number and quality of students attracted to the programs in relation to competitors and focus on ways to broaden the appeal of the Saunders College's offerings.

### **Provide strong leadership for exemplary research and excellence in teaching**

The dean will strongly support innovative discipline-based and interdisciplinary research that raises the College's profile in the academic world and demonstrates relevance to advance practice. S/he will encourage and facilitate collaborative research both within the Saunders College and across the university. As interdisciplinary research is a priority of RIT as a whole, the dean will work to support the Saunders College's full participation in such research efforts, including work that seeks to understand the links between technical and service innovation and the process of commercialization. Side by side with a strong commitment to research, the dean will be a champion for the quality of instruction and the resources necessary to support it, ensuring especially that there is strong mentoring for junior faculty.

### **Support and reinforce a spirit of collaboration, open communication, transparency, and faculty/staff development in leading the College**

In working with faculty and staff the dean will strive to advance open communication and support providing the responsibility and authority to ensure broad engagement in carrying out the work of the College. Such organizational clarity will play an important role in supporting both the ongoing work of teaching, scholarship and service and the challenges that come with growth and change. Similarly, the critical administrative work that supports faculty and students will be advanced by such measures. Toward this end, the dean will provide opportunities to faculty and staff to grow professionally and advance their careers.

### **Be a visible and energetic fund raiser and spokesperson for the College in the business community, with alumni, and in the Rochester community**

The dean will be an enthusiastic external representative of the College. S/he will actively seek out and engage the College's nearly 18,000 alumni, seeking their involvement with the College and asking for their support. As the university launches a major capital campaign, the dean will play a central role in raising money for expansion of the College's building (leveraging a matching gift of \$5 million from Mr. Saunders), for endowed professorships to support work on innovation, and for scholarships to attract the very best graduate students.

The new dean will place a strong emphasis on building and fostering relationships with industry leaders to advance the College's general profile and applied focus. Industry support will enhance research opportunities for faculty and students and student job placement opportunities.

### **Expand the global reach of the Saunders College**

The new dean will be an essential contributor at the university level in expanding international programs and increasing enrollment of international students in keeping with the University's global mission. The dean will increase the role of the Saunders College in RIT's international strategy and partnerships abroad. S/he will also leverage the university's international connections to diversify the student body and increase international student enrollment as part of the broader goal to increase the overall enrollment at the Saunders College.

## THE SUCCESSFUL CANDIDATE

Rochester Institute of Technology seeks a leader with strategic capacity; outstanding interpersonal, negotiation, management, and communication skills; entrepreneurial spirit and high energy. The successful candidate will possess many of the following skills and qualities:

- Experience in strategic planning, program assessment and development, and policy formulation to enhance the academic quality of the College.
- Demonstrated ability and enthusiasm for engaging business executives in the work of the College, connecting faculty and students with opportunities and problems facing the business community.
- Ability to bring together diverse disciplines in creating innovative partnerships and programs.
- Insight into the global opportunities and challenges facing business school education.
- Experience in and an appetite for fundraising; the ability to contribute to and lead development efforts and other extramural funding activities.
- Excellent interpersonal, written, and oral communication skills.
- Demonstrated ability to provide decisive leadership, integrity, and vision, and to foster a collaborative, productive work environment.
- A commitment to educating a racially, culturally, generationally, and economically diverse student body and to recruiting and supporting a diverse faculty, staff, and administration.

## TO APPLY

Review of candidates will begin immediately and continue until an appointment is made. All inquiries, nominations, and applications should be directed in confidence to:

Gale Merseth, Vice President  
Kate Barry, Senior Associate  
Isaacson, Miller  
E-mail: [4401@imsearch.com](mailto:4401@imsearch.com)

Electronic applications are strongly encouraged.

**RIT is an Affirmative Action/Equal Opportunity Employer and welcomes individuals with diverse backgrounds, experiences, and ideas who embrace and value diversity and inclusivity.**

For more information about RIT please visit: [www.rit.edu](http://www.rit.edu).

## Appendix A

### MBA Concentrations

- Accounting
- Digital Marketing
- Entrepreneurship
- Environmentally Sustainable Management
- Finance
- Global Information Technology Management
- International Business
- Management and Leadership
- Managing Service Systems
- Marketing
- Marketing Research
- Operations Management
- Product Commercialization
- Quality and Applied Statistics
- Quality and Organizational Improvement
- Supply Chain Management
- Technology Management

The following concentrations are also offered outside of the College.

- Industrial & Systems Engineering Management
- Health Systems Administration
- Software Project Management
- Telecommunications
- Web Programming/Multimedia
- Public Policy
- Communication & Media Technologies
- Human Resources Development