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# Position Prospectus

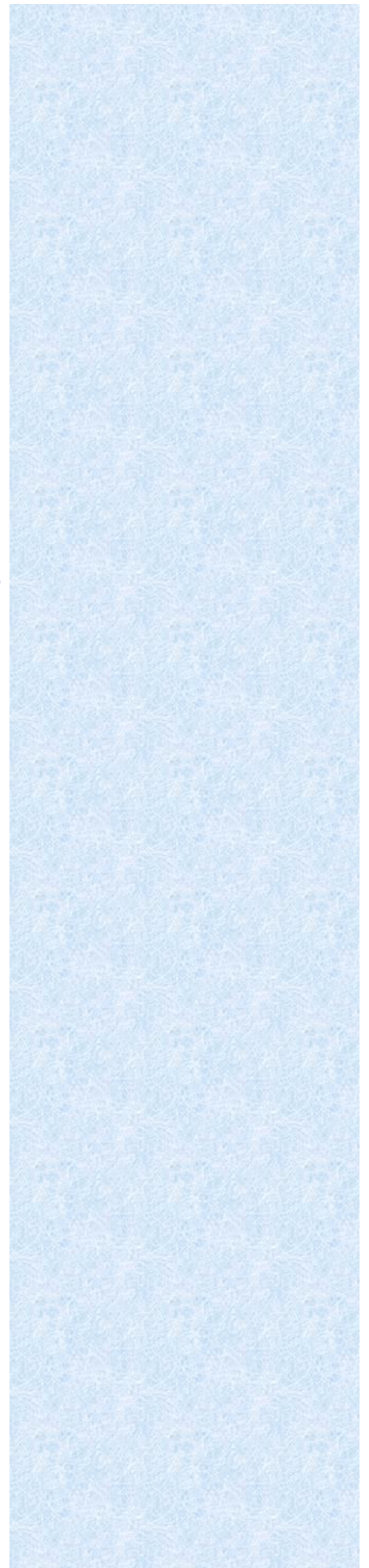
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Rochester Institute of Technology

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[The School of Design](#)  
[School Director](#)

Tenured



# School of Design Director Position

## Overview

The [School of Design](#) in the [College of Art and Design](#) at the [Rochester Institute of Technology](#) (RIT) is a vibrant ecosystem with faculty, staff, students, alumni, and the regional and professional communities coming together to make a difference in the world. We are now searching for a new Director who will have the opportunity to bring the School of Design to new levels of prominence, building on many years of recognized work and reputation. The new Director will lead a diverse and accomplished faculty in the operation of the School of Design and the [eight-degree programs](#) within. The School of Design is comprised of five undergraduate programs, three graduate programs, and the [Vignelli Center for Design Studies](#). The undergraduate programs include: 3D Digital Design, Graphic Design, Industrial Design, Interior Design, and New Media Design. The graduate programs are: Visual Communication Design, Industrial Design, and Integrative Design. Approximately 750 undergraduate and 90 graduate students are enrolled in the School of Design, making it the largest school in the College of Art and Design.

The ideal candidate will serve as a catalyst for change and continue to build on the School's outstanding legacy. This candidate will work on supporting and growing inventive curricula that expose students to new design modalities, field-defining research, and support faculty in developing innovative programs. We seek an individual with a clear strategy relative to the role of design within contemporary society, academia, and research communities. Capitalizing on emerging and existing relationships between design and health, sustainability, accessibility, diversity, technology, and entrepreneurship is a priority.

The College of Art and Design and the School of Design are at the nexus of RIT's focus on [Technology, the Arts, and Design \(T/A/D\)](#). RIT is in a distinctive position with demonstrated strengths in areas of technology, health sciences, entrepreneurship, sustainability, the humanities, and where arts, the crafts, and design collide with these dynamic capacities. The School Director will lead the school to capitalize on the unique resources internal to RIT, as well as external opportunities in the region and around the world.

Creating a stimulating and supportive environment for students and faculty that focuses on the blending of design processes, theory, industry application, and academic research is paramount. The director will lead the school in the evolution of inclusivity, diversity and sustainability in design practices in regards to curriculum development; faculty and staff hiring; programs; research and scholarship interests; and internal and external partnerships.

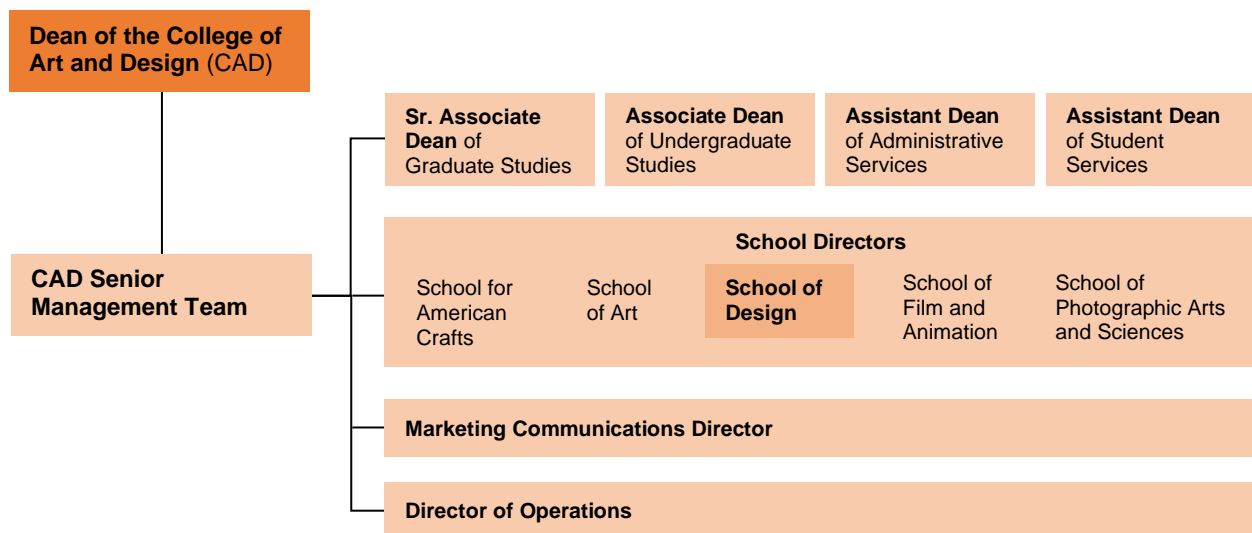
In addition to the important areas noted above, the School of Design is situated to increase its national prominence. In order to achieve this goal, the following areas will be essential for the next School of Design Director to address:

- Work to forge new partnerships and revenue streams. This will include program development, grant/foundation support, and alternative contemporary learning programs.
- Work with the Dean to align funding and human resources so as to match the size, aspirations, and needs of the school.
- Attract and hire the most talented and diverse faculty and staff.
- Work with administration in implementing physical and IT infrastructure to maximize the success and organization of the school.

Additionally, the candidate should understand the position within the context of RIT as a whole:

- To exercise leadership of an award winning, cutting-edge, collegial, and motivated professional community working with a global footprint, the School Director must be an equally accomplished and respected peer. We are seeking an individual who has the 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.
- For more information about RIT, visit: [core values](#), [honor code](#), and [diversity statement](#). Please also see [School of Design Director Roles and Responsibilities](#).

## Reporting Relationships



There are 50 direct reports to the School of Design Director including 48 faculty members, including Program Directors for each degree program, and 2 Senior Staff Assistants. Additionally, the School of Design School Director annually hires 3-5 visiting lecturers and approximately 40 adjunct faculty and works closely with the College's facilities, operations, IT, advancement, marketing and communications, and admissions teams.

## Specific Duties & Responsibilities

- Provide direct leadership to and management oversight of School of Design's programs, faculty and staff.
- Lead short- and long-term strategic planning for the school in conjunction with undergraduate and graduate program directors, staff, and College leadership.
- Spearhead School fundraising, development, outreach, recruitment, and marketing efforts.
- Ensure robust and collaborative relationships with the leadership of the College and its other schools; with faculty (former and current), staff, students and alumni of the School of Design; and with the Vignelli Center for Design Studies, [Cary Graphic Arts Collection](#), Graphic Design Archives, [RIT MAGIC Center](#), and other RIT entities.
- Identify and implement innovative collaborations and initiatives in support of RIT's Greatness Through Difference 2018-2025 \$1billion capital campaign.
- Act as an ambassador to RIT's broader campus community, industry, and the public.
- Provide strategic oversight of fiscal management to advance the school's academic mission and ensure ongoing operational health. This oversight will include, but not be limited to budgetary management of the school and working with faculty in a broad range of departments to understand and champion capital equipment and space improvement requests.
- Focus on achieving student success metrics and outcomes as well as creating a supportive and stimulating environment for all students.
- Enrich faculty scholarship, creative opportunities and productivity.
- Actively mentor and annually evaluate staff and faculty, including establishing clearly defined annual steps and guideposts for tenure-track and promotion-seeking faculty.
- Oversee and develop effective administrative support, processes and services to advance the academic mission of the School of Design, and maximize productivity and internal/external collaboration.
- Serve on committees and perform other job-related duties and special projects to support RIT's, the College's, and the school's mission, as assigned.

- Ensure a safe, efficient and environmentally responsible workplace that facilitates teaching and learning.
- Provide sound leadership in the development, coordination and maintenance of the school's administrative policies, procedures and priorities.
- Help coordinate, and as needed, lead searches for new faculty and staff.
- Help forge new partnerships and relationships internally and externally to increase revenue streams and expand research, scholarship, and educational opportunities for faculty and students. Examples include:  
RIT Certified and external partnerships with related organizations and corporations.

## Qualifications

The following minimum qualifications are required:

- MFA, PhD or in exceptional circumstances, demonstrated outstanding scholarly and professional experience (academic, industry, etc.) in design fields directly related to School programs and commensurate with leadership position may be considered;
- 3 years of administrative leadership experience (academic, industry, etc.) in related School fields;
- 3 years of college teaching experience at the graduate or undergraduate level in related School fields;
- Demonstrated record of promoting and developing opportunities for collaboration in related School fields;
- Demonstrated knowledge of technologies and emerging trends in related School fields;
- Demonstrated leadership skills in administrative areas such as planning; budgeting; student, faculty and staff recruiting; faculty and staff assessment; and the professional development of faculty and staff;
- Ability to contribute in meaningful ways to the college's continuing commitment to justice, equity, cultural diversity, pluralism, and individual differences.

### Additional Desired Qualifications

- Significant administrative experience in a complex organizational setting;
- The ability to communicate the values of design as relevant to social and global issues to a broad range of stakeholders;
- Experience as a leader with skills in collaborative practice and empathy as a core value;

- Creativity, flexibility, tenacity, emotional intelligence, and optimism;
- Experience in faculty and staff recruitment and development, including supporting a diverse and equitable community ethic;
- Membership and active participation in related professional associations.
- Visibility in a respective disciplinary field or the areas of design more broadly.

## To Apply and for Additional Information

- Please visit [rit.edu/careers](https://rit.edu/careers) and search for position number: **7055BR**, or [click here](#).