

RIT | Rochester Institute of Technology

Associate Vice President for Student Development, Access, and Support



The Opportunity

Rochester Institute of Technology (RIT), a world-class, private research university renowned for creativity and technical innovation, seeks a collaborative, innovative, and student-centered leader to serve as the next Associate Vice President for Student Development, Access, and Support (AVP-SDAS). Reporting to the Senior Vice President for Student Affairs, the AVP-SDAS provides oversight of [International Student Services](#), the [Disability Services Office](#), [Year One Programs](#), [Spectrum Support Programs](#), the [English Language Center](#), and the [College Restoration Program](#).

The AVP-SDAS will lead the transformation of Student Development, Access, and Support by creating strategic alignment between areas, fostering collaboration, and expanding services that enhance the student experience at RIT. This role provides an exciting opportunity to drive a cultural shift in student support, emphasizing holistic student development, inclusive excellence, and innovative programming to ensure that all students thrive. As a key member of the Student Affairs senior leadership team, the AVP-SDAS participates in setting strategic direction for the division; anticipating and responding to opportunities and challenges; managing resources; formulating policy; and developing key relationships with academic and administrative colleagues.

Competitive candidates will have demonstrated higher education leadership and administrative experience in areas that promote student development, access, belonging, well-being, and success; they will be adept communicators with well-developed operational, organizational, supervisory, and fiscal management skills. In addition, the ability to strategically navigate complex organizational environments and build partnerships with stakeholders across the institution—including faculty, staff, students, and other entities—is essential.



About Student Development, Access, and Support



Student Development, Access, and Support—part of the division of [Student Affairs](#) at RIT—represents an integrated student development model that fosters an inclusive and supportive environment prioritizing holistic student development and learning. Through innovative programs, personalized services, and collaborative partnerships, this area promotes access and ensures that every student is empowered, supported, and valued. This integrated approach

leverages the expertise of each department to create a seamless support system that meets students' diverse and evolving needs, fosters growth, and helps them to thrive.

The units under the AVP-SDAS are grounded in four core guiding principles:

- **Holistic Approach:** Interconnected student needs—academic, social, emotional, financial, and professional.
- **Student-Centered:** Empower students with tailored support to navigate academic and personal growth with confidence.
- **Inclusive Excellence:** Leverage the strengths of a diverse community, ensuring equitable access to resources and fostering a strong sense of belonging.
- **Collaborative Partnerships:** Development of cross-campus collaboration to provide a unified, integrated approach to student support.



Strategic Initiatives & Key Priorities for the AVP



- **Provide Strategic Vision:** The AVP will be relied on as a senior leader on campus. Both in moments of crisis and in day-to-day activities, they will serve as an authority on a broad range of student development, access, and support initiatives. The AVP will articulate a compelling and coherent vision for student support and embrace a student-centered approach in decision-making, practices, programs, and service operations.



- **Foster Sense of Belonging:** The AVP will foster a diverse, inclusive, and respectful community, both in vision and practice. This commitment is rooted in the belief that multiple points of view, life experiences, ethnicities, cultures, and belief systems are essential to personal, professional, and organizational growth. The AVP will partner with colleagues across the division and university in developing programs and services that support student development, access, and support.



- **Enhance Operational Effectiveness:** The AVP will outline a vision and plan to ensure organizational effectiveness for the areas they oversee. This includes updating existing structures, programs, services, and priorities as needed; ensuring that the investment of resources is being well utilized; and stewarding the human and fiscal resources devoted to the student experience with creativity and fiscal prudence.

Primary Responsibilities

The AVP-SDAS serves as a critical leader in RIT's efforts to support the student experience by fostering an environment that supports the holistic development of all students. The AVP-SDAS will:

- Develop and execute a vision for Student Development, Access, and Support aligned with the strategic pillars of both the division and university.
- Lead 42 professional staff, 100 adjunct staff, and over 300 student employees with a \$5.5M budget.
- Serve as the Senior Vice President's representative in university leadership and strategic planning initiatives and participate on committees as needed to advance divisional and institutional goals.
- Advance a sense of belonging across student support services, programs, and practices.
- Serve as a responsible steward of resources, and ensure operational effectiveness by reviewing and refining structures, services, and programs.
- Foster an environment of mentorship and professional growth for staff.
- Build strategic cross-campus and external partnerships to enhance student services.
- Support crisis response as part of the senior leadership team on call.



Qualifications

Required

- A terminal degree in a related field.
- 8-10 years of substantial, relevant, and progressively responsible experience in a complex higher education organizational setting.
- Leadership experience as a successful administrator with direct oversight of areas that support student development, access, support, sense of belonging, and well-being.
- Astute understanding of university budgetary operations and finances; experience in establishing budget priorities and identifying new revenue sources.
- Proven ability to make difficult decisions and prioritize.
- Demonstrated passion for students, staff, and service, with a commitment to building a learning environment for students and staff that focuses on inclusion, community, sense of belonging, and well-being.
- Proven ability to cultivate collaboration and develop interdisciplinary student support programs while promoting a unified organizational culture and effectiveness.
- Experience in a leadership role coordinating with appropriate units at times of student concern and crises.
- Familiarity with process of student conduct Title IX appeals.
- Expert analytical and problem-solving skills, including experience in data analytics and reporting.
- Extensive knowledge of and/or experience with the departments in the AVP-SDAS portfolio.
- Ability to establish, build, and maintain effective working relationships based on respect, empathy, and honesty with a wide range of groups and individuals.
- Effective interpersonal, written, and electronic communications skills, including the ability to convey complex information in accessible terms.

Preferred

- Familiarity with crisis response, student conduct, and Title IX processes.
- Willingness to engage in learning opportunities related to Deaf culture and ASL.

About Rochester Institute of Technology



Founded in 1829, [RIT](#) is a nationally ranked doctoral university home to creators, entrepreneurs, innovators, and researchers. The university enrolls over 16,500 undergraduates and 2,900 graduate students in more than [200 programs](#) across nine academic colleges and four international campuses. RIT is internationally recognized and ranked for academic leadership in business, computing, engineering, imaging science, liberal arts, sustainability, and fine and applied arts. RIT is also home to the

[National Technical Institute for the Deaf](#) (NTID) and offers unparalleled support services for deaf and hard-of-hearing students. The university's strategic pillars leverage interdisciplinary power in technology, the arts, and design to shape the future.

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.

The university's [diverse student population](#) hails from across the United States and from over 100 countries. Learn about some of the exciting things RIT students (and faculty) are doing in the [Faces of RIT](#) video shorts. Alongside their classroom and experiential learning opportunities, students are engaged in [campus life](#) through over 300 student clubs and organizations, 24 varsity athletic teams, a wide variety of intramural and club sports, community service and civic engagement opportunities, fraternity and sorority life, and more.

RIT is committed to fostering a culture of diversity, equity, inclusion, and belonging so that all employees feel valued and supported. RIT believes that a diverse workforce and an inclusive workplace culture enhance the performance of the organization and is the responsibility of every member of the RIT community. [Learn how RIT creates a welcoming and inclusive environment for all.](#)

Living in Rochester

Located on the southern shore of Lake Ontario, the city of Rochester is home to nearly 1.1 million people and is the third largest metropolitan area in New York. There is much to see and do in this multifaceted and vibrant city—including world-renowned attractions, historic museums, internationally recognized festivals, beautiful parks and outdoor adventures, a wide-ranging culinary scene, and more. Explore the following links to learn what it is like to live and work in Rochester.

- [Visit Rochester website](#)
- [2024-2025 Visitors Guide](#)
- [Neighborhoods and towns](#)
- [City of Rochester](#)
- [Housing resources](#)

Employee Benefits and Perks

RIT offers a wide array of [benefits](#) designed to support employee wellbeing, including but not limited to:

- Health care plans
- Life insurance
- Retirement savings plans
- Tuition benefits
- Paid time off
- And more—explore the link above for the full list of offerings.

Additional notable perks include RIT's [comprehensive learning opportunities and programs](#) and its [Better Me](#) program, which provides comprehensive, innovative health and wellness services and resources to employees that encourage self-efficacy, embrace diversity, enhance employee engagement, and enrich a sense of purpose personally and professionally.

Application Process

RIT has partnered with Keeling & Associates in this search process. Applicants should send a cover letter and resume/CV, preferably in PDF format, to recruiting@keelingassociates.com. The subject line of the email should read "RIT AVP-SDAS." Confidential inquiries and nominations should be addressed to K&A Senior Consultant Marrlee Burgess at mburgess@keelingassociates.com. Review of applications will begin immediately and will continue until the appointment is made. All materials submitted by March 31, 2025, will be given full consideration.



RIT does not discriminate. RIT promotes and values diversity within its workforce and provides equal opportunity to all qualified individuals regardless of race, color, creed, age, marital status, sex, gender, religion, sexual orientation, gender identity, gender expression, national origin, veteran status, or disability.

Additional Details

Hiring salary range for this position has been established as \$135,000 - \$160,000 and is commensurate with skills and experience.

In compliance with NYS's Pay Transparency Act, the salary range for this position is listed above. Rochester Institute of Technology (RIT) 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. RIT does not discriminate. RIT promotes and values diversity, pluralism and inclusion in the work place. 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](#)

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