

# RIT

National Technical  
Institute for the Deaf

**NTID President**

Rochester, New York





**NTID has revolutionized education for deaf and hard-of-hearing students. Everything we do is focused on providing the education and experiences students need to pursue their goals and lead successful lives. No other university in the world provides better support for deaf and hard-of-hearing students, and no other college provides better outcomes.**

**“As I look to the future, I see a new generation of students, faculty and staff working together to improve the success of deaf and hard-of-hearing people nationally and internationally. Together we will advance NTID’s mission and ensure that the college remains the leader in postsecondary education for deaf and hard-of-hearing students.”**

—NTID President Gerard J. Buckley



# The Search

The National Technical Institute for the Deaf (NTID), the world's first and largest technological college for Deaf and Hard-of-Hearing (DHH) students and one of the nine colleges of Rochester Institute of Technology (RIT), seeks an inspiring, visionary, and student-centered leader to serve as the next President of NTID and Vice President of RIT. This is a compelling opportunity for an experienced leader and advocate for the DHH community to lead a preeminent higher education institution into the future.

NTID is an international model for educating and preparing DHH students for future professions across sectors, from the arts, to healthcare, to technology-related careers. In a rapidly changing global environment, NTID at RIT is the only college in the world that offers DHH students a variety of degrees and lifelong learning opportunities in a wide range of technical and business fields. NTID's primary mission is to provide DHH students with outstanding state-of-the-art technical and professional education programs complemented by a strong arts and sciences curriculum. The college also prepares both DHH and hearing professionals to work in the fields related to deafness, undertaking a program of applied research designed to enhance the social, economic, and educational accessibility for DHH people and committed to sharing its knowledge and expertise through global outreach and information dissemination programs.

The next President of NTID will join the University alongside a new President of RIT. At this important moment, the President of NTID will develop the strategic vision for the future of a pioneering institution that has been at the forefront of Deaf education since its establishment in 1968. The President will collaboratively engage senior leadership, students, faculty, alumni, and staff around institutional priorities for the next chapter of NTID's distinguished legacy for impact. Enhancing student recruitment and retention, fostering collaboration between NTID and RIT, and advocating for the importance of NTID's mission on local, national, and global stages will all feature as objectives for the President. The ideal candidate will have experience in or knowledge of higher education, a deep understanding of Deaf culture, with fluency in American Sign Language strongly preferred, proven leadership skills, and demonstrated ability to forge strong relationships with members of Congress and the federal government, business and industry leaders, alumni, the DHH community broadly, and other key constituencies. The stature of the institution offers a distinctive platform for impact on a national and global scale.



# History



The National Technical Institute for the Deaf (NTID), a pioneering institution within the Rochester Institute of Technology (RIT), was established in 1968 with a mission to provide exceptional technical and professional education to Deaf and Hard-of-Hearing (DHH) students. Following many years of dedicated advocacy by political, educational, and Deaf community leaders, Public Law 89-36 was signed by President Lyndon B. Johnson in 1965 to authorize the creation of NTID as a coeducational postsecondary institution dedicated to serving DHH students. NTID was also conceived as a research hub and a proving ground for new and innovative pedagogical techniques. RIT was selected as the home for NTID based on its strength in technical education, its reputation for preparing students for successful careers, and its well-established and highly successful cooperative education (co-op) program. NTID was established as one of the colleges within RIT. It functions as an independent entity, primarily funded by government resources, and offers specialized programs and services. Additionally, it provides students with accessible academic and extracurricular opportunities within the larger university framework.



Throughout its history, NTID has celebrated numerous milestones that underscore its impact on both the local and global stages. The Institute has developed partnerships with peer institutions worldwide, enhancing international collaboration and cultural exchange. Significant anniversaries, such as the **50<sup>th</sup> anniversary celebration** in 2018, have highlighted NTID's achievements and contributions in the field of Deaf education.

Today, NTID remains a beacon of excellence in Deaf education, committed to empowering students through comprehensive academic programs, innovative teaching methods, and a supportive learning environment that centers the multifaceted ways in which DHH students, families, and community members experience and access education. As it looks to the future, NTID remains dedicated to preparing DHH students to be leaders in an increasingly technological world and advancing its impact through research and technology development.



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# Current Context

The next President of NTID will join at a transformative moment in institutional history for both NTID and RIT. NTID President Gerard Buckley, who made history as the first RIT/NTID alumnus to become President of NTID, will retire in the summer of 2025 after leading NTID for 15 years. His tenure as NTID President caps an illustrious career in higher education spanning more than 40 years. RIT President David Munson will retire in the summer of 2025 after leading the University for eight years. In January of 2025, Dr. Bill Sanders was elected by the Board of Trustees as the next President of RIT. Dr. Sanders will join RIT on July 1, 2025.

RIT commenced a strategic planning process in 2024, which is expected to culminate in 2025 under guidance from President Sanders. In addition to pursuing an active integrated role within the University's evolving Strategic Plan, NTID will update its college Strategic Plan under the next President of NTID. The NTID Strategic Plan 2035 will be built on the RIT Strategic Plan and is expected to set forth new institutional priorities for innovation and creative expansion of Research and educational programs.

## Academics

NTID is one of the world's leading academic institutions in the education of DHH students and is a powerful force for change in their lives. NTID offers a multifaceted approach to an accessible and inclusive educational experience, with a sharp focus on career success. RIT/NTID offers a breadth of academic programs. Some programs are directly administered by NTID, and cross-registration, where NTID-supported students are matriculated in one of RIT's other colleges, is seamless with any program at RIT. The current enrollment includes 38% of NTID students enrolled in RIT Bachelor's Degree Programs and 14% in Graduate Degree Programs. NTID has about 17% of students enrolled in Career-Focused Associate Degree Programs, 16% in Associate + Bachelor's Degree Programs, 13% in ASL-English Interpretation, 7% in Master of Science in Secondary Education, and 1% of students enrolled in Career Exploration Studies.

RIT/NTID delivers relevant, experiential educational programs that empower

students as problem solvers who are ready to contribute immediately to the marketplace — no matter where their ambitions take them. These programs are complemented by one of the longest-running and most successful co-op programs in the country. Students join the NTID community from a variety of backgrounds and experiences in the education system, as well as preferred language and mode(s) of communication. RIT/NTID is widely regarded for accessibility for DHH students, and RIT is one of only six universities in the nation that has been named a Microsoft Accessible University. RIT/NTID offers students a wholly unique educational experience that celebrates the distinctive culture of the DHH community integrated within a **top-100** private research university that blends cutting-edge science, technology, and business with the arts and design to advance societal good.

## Student Body and Campus Life

Since enrolling its first class in 1968, NTID has grown exponentially and currently serves 1,176 students, many of whom live, study, and work alongside hearing students on the RIT campus. RIT/NTID is deeply committed to access and attracts students from across the US and around the globe; 63% of incoming NTID students arrive from mainstream high schools and 37% come from schools for the deaf. About half of NTID students identify as being from a minority background. In the 2023-2024 academic year, RIT/NTID provided over 130,000 hours of interpreting services in and out of the classroom, more than 26,000 hours of captioning services, and over 45,000 hours of notetaking. RIT/NTID is committed to offering access to diverse and inclusive faculty as well as sophisticated facilities and technology.

With more than 300 student clubs and organizations supporting 13,000+ on- and off-campus events, RIT/NTID students are actively engaged in a vibrant campus life experience. Involvement opportunities range from 24 varsity athletic teams to riveting NTID Performing Arts productions, where DHH performers create thrilling theater experiences. For more information, please explore here.

## Faculty and Staff

NTID's dedicated and talented faculty and staff provide direct instruction, tutoring,







academic advising, and counseling for DHH students pursuing academic programs at NTID and RIT. NTID currently employs 590 faculty and staff, of which 30% are DHH. The faculty comprises about 148 tenured and tenure-track faculty, lecturers, and instructors. NTID staff numbers about 442 employees, including almost 190 access service professionals such as ASL-English interpreters and captionists.

Many NTID faculty and staff have been with the institution since its early days, and many are alumni themselves, showcasing the deep impact the NTID educational experience has on students who remain a part of the community as alumni and throughout their professional careers.

### Research

NTID strives to be a global leader in DHH research designed to enhance the lives of DHH individuals. Faculty at NTID work either on discipline-based research within their own academic departments or come together in research centers and labs to work on strategic research projects. Students are encouraged to actively collaborate with faculty on research projects. Research and scholarship are organized into centers focusing on four strategic areas: teaching and learning; communication; technology, access, and support services; and employment and adaptability to social changes and the global workplace.

Research centers include the NTID Center on Access and Technology, the NTID Research Center on Culture and Language, the Sensory, Perceptual, and Cognitive Ecology (SPaCE) Center, the Center for International Educational Outreach, DeafTEC: Technological Education Center for Deaf and Hard-of-

Hearing Students, and the Deaf Health Care and Biomedical Science Hub (Deaf Hub). Research labs include the deaf x laboratory. Research continues to be a top priority for RIT/NTID as RIT pursues R1 university status. RIT's research enterprise surpassed \$100 million in expenditures for Fiscal Year 2024, including \$3,185,676 contributions from NSF, NIH, and other external-funded programs at NTID.

### Governance and Financial Operations

NTID receives a direct appropriation from the federal government under the authority of the Education for the Deaf Act. NTID has been well managed fiscally and is in a strong financial position. NTID is subject to the operating and reporting requirements of the Education for the Deaf Act and is guided by a National Advisory Group, which is appointed to advise the President of NTID. NTID provides an annual report to the Secretary of Education that is publicly available and disseminated. The 2024 annual report can be found [here](#).

In Fiscal Year 2024, NTID reported operational revenues of \$113 million. NTID received \$83 million (73%) in federal support to operations and collected non-federal revenue of \$30 million (27%) in the form of tuition, room, board, and fees.

### Rochester Institute of Technology

As one of the nine colleges of RIT, NTID is integrated in the vibrant social and academic life of one of the top universities in the nation working at the intersection of technology, the arts, and design. RIT offers a broad portfolio of academic programs supported by a diverse, committed, and accessible faculty. More than 79 bachelor's degree programs, 69 master's degree programs, 13 doctoral degrees, and 81 accelerated dual-degree programs enroll students across nine colleges and two degree-granting units: College of Art and Design, Saunders College of Business, Golisano College of Computing and Information Sciences, Kate Gleason



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College of Engineering, College of Engineering Technology, School of Individualized Study, Golisano Institute for Sustainability, College of Health Sciences and Technology, College of Liberal Arts, College of Science, and the National Technical Institute for the Deaf.

RIT enrolls more than 17,500 undergraduates, 2,513 master's students, and 461 doctoral students, including a record 112 new PhD students who started in the fall of 2024, all across more than 200 programs, making it among the largest private universities in the nation. Approximately 519 students from the NTID are currently cross-registered and enrolled in one of the nine other colleges at the RIT.

RIT is a global university with its main campus in Rochester, NY, and five global campuses located in China, Croatia (Dubrovnik and Zagreb), Dubai, and Kosovo. Over the past decade, RIT has pursued a bold strategy that has resulted in advancement in every key institutional metric. Enrollment has grown more than 10 percent, with a total student population of over 20,000 students from around the globe, with the diversity and caliber of the student body continually on the rise. Faculty have grown in number, diversity, and scholarly stature, and research productivity combined with a commitment to being a student-focused institution remain top priorities. Notably, in 2019, RIT achieved 'R2' designation in the Carnegie Classification of Institutions of Higher

Learning, placing it among the top six percent of colleges and universities in the nation, and the institution is on the verge of attaining R1 status. RIT's student focus, rigorous curriculum, and vibrant learning environment, coupled with its continued commitment to expanded experiential learning offerings, have helped students to thrive both domestically and globally. In 2023, RIT successfully concluded Transforming RIT: The Campaign for Greatness, a blended fundraising campaign, raising over \$1 billion to support the University's ambitious goals.



## Role of the President



Reporting to the President of RIT, the President of NTID and Vice President of RIT serves as the chief executive of NTID, providing innovative leadership in developing and executing NTID's vision and strategic plan and inspiring the community to achieve bold ambitions. The President is responsible for NTID's financial operations and budget, enrollment management, academic programs, external and federal relations, and fundraising. The President works actively to advance NTID's reputation nationally and internationally, serving as a spokesperson and ambassador to a broad set of constituencies, including alumni, industry leaders, preK-12 education communities, particularly schools serving large DHH student

populations, and government leaders, among others. The President must be a champion who articulates the value, importance, and impact of NTID and takes that message out to the world.

The President is an engaged and visible member of the community, working collaboratively with faculty, staff, students, and leaders across RIT/NTID. Engagement with students and the life of the campus is critically important. The President works closely with the Interim Dean of NTID and Provost on academic issues and collaborates with the Vice Presidents of RIT as appropriate on planning efforts.

# Key Opportunities and Challenges for the Next President

To achieve NTID's ambitions, the next President of NTID will capitalize on the following opportunities:

## Develop and implement a dynamic vision for the future of NTID in alignment with the RIT strategic plan.

In close collaboration with the new President of RIT, the National Advisory Group, senior leaders across the University, and students, faculty, and staff, the President of NTID will develop a bold and creative vision for NTID that extends its leadership in research and education for DHH students. As AI and other technological advances transform the education and business landscapes, the President will ensure that NTID is on the cutting edge of innovation while honoring its rich history as an institution committed to accessibility, opportunity, and life-long success. The next President will pursue opportunities to launch new academic programs, from new degree offerings to certificates and credentialing to executive education and lifelong learning. The President will engage faculty, staff, students, alumni, and other partners in shaping the vision, creating a shared sense of purpose and direction.

## Champion NTID's legacy and impact through broad advocacy and partnership cultivation at the local, national, federal, and global levels.

The President of NTID is a highly visible position for an institution with national influence and has a high degree of external responsibilities. The President must be a relationship builder who fosters meaningful engagement with local, national, and global audiences. The President is not only a leader in the DHH community but also the chief representative to funders, policymakers, potential donors, other educational institutions, and industry, among others. The President must be a persuasive and compelling fundraiser to secure both vital private and public funding and support.

## Continue to ensure robust student recruitment and retention.

In an evolving enrollment landscape in higher education, generally, with distinctive challenges related to recruiting DHH students, the President will collaborate with institutional leaders to ensure sophisticated approaches to student recruitment and retention. The President will be attentive to utilizing modern marketing and communication strategies, strengthening pipelines with DHH preK-12 educational institutions, and deploying other innovative strategies to reach potential students and their support networks. The President will tell the story of NTID in a way that resonates with and inspires the next generation of students, highlighting NTID's unique position in higher education as a DHH-serving institution fully integrated within a mainstream higher education campus residential experience with extraordinary offerings in STEM, health care related fields, and experiential learning.

## Foster collaboration between NTID and RIT and amplify the visibility of NTID within the University.

The President of NTID also serves as a Vice President of RIT and is a senior university official, ensuring connectivity across institutional strategies and operations, as appropriate. The President of NTID, together with the Dean of NTID, will promote strong connections across academics, research, student life, and all critical functions of the University. The President will identify areas where the partnership can be enhanced, such as through joint initiatives, shared events, and integrated programs that highlight the strengths of both institutions. The President can showcase and broadcast the excellence at NTID across the University and reinforce how NTID enriches and benefits the community. Advocating for greater representation of Deaf culture and perspectives across campus activities, the President should be a champion for access and inclusion at RIT/NTID.

## Leverage existing curricular strengths with advancements in technology to improve academic offerings and educational outcomes.

The President will bring a passion for student success and a forward-looking perspective on educational innovation. By embracing and piloting innovative tools such as artificial intelligence, online learning platforms, and accessibility software, the President will support a learning environment that is tailored to serve the diversity of NTID students and improve educational outcomes. Meeting the demand for tech-savvy graduates fits with NTID's charter mission and also serves as a natural connection for collaboration with industry partners, which provide students with real-world applications for their studies and employment opportunities.





## Qualifications and Characteristics

- NTID seeks a President who will lead the community with great energy and integrity, who has the capacity to inspire the NTID community. The next President will combine an appreciation for NTID's distinctive culture with the imagination and courage to navigate a shifting higher education landscape. The successful candidate will bring many of the following personal and professional qualifications and characteristics:
- Proven senior-level leadership with a minimum of 10 to 15 years of experience within higher education, government, industry, non-profit organizations, or other comparable experiences, particularly in organizations serving DHH communities; experience with higher education is highly **preferred**;
- A deep understanding of and involvement in Deaf culture and the ability to work with diverse members of the DHH population representing a range of preferred languages and mode(s) of **communication**;
- Fluency in American Sign Language is strongly **preferred**;
- Excellent political acumen with the ability to develop strong relationships with congressional delegations, state and federal officials, business leaders, alumni, and other leaders in the DHH **community**;
- Exceptional fundraising skills and experience in securing financial support from diverse sources, including government agencies and private **donors**;
- Knowledge of issues facing the fields of technical and professional postsecondary education of **DHH students**;
- Commitment to cultivating an inclusive educational experience, prioritizing student success, and supporting the multiplicity of perspectives and experiences within the academic **community**;
- Knowledge of current trends and innovations in academic programs and engaged learning, particularly related to STEM fields and **careers**;
- Ability to foster collaboration across organizations, ensuring alignment with institutional goals and **values**;
- Exceptional people and communication skills with an approachable, transparent, and engaged demeanor that encourages authentic engagement with students, faculty, and **staff**;
- Familiarity with student recruitment and retention **strategies**;
- Capacity to inspire and motivate students, faculty, and staff towards achieving shared goals and fostering a sense of community with grace, integrity, and a sense of **humor**;
- A terminal degree is strongly preferred.



## Compensation and Location



This is a permanent, full-time position in Rochester, New York, with a targeted starting salary range of \$325,000 – 400,000. Located just six miles from the RIT campus, Rochester, New York, is the third largest metro area in New York State. The Rochester area is also home to one of, if not the largest, per capita population of **deaf and hard-of-hearing** people in America, with a very strong Deaf community and culture. While out at restaurants, sporting events, or arts and culture programs, accessibility and inclusive communication are centered in the community, and it is not uncommon to have staff and community members fluent in ASL. The region between Lake Ontario and the scenic Finger Lakes is rich in cultural and ethnic diversity and is known for its intellectual capital, innovation, and entrepreneurial spirit. Greater Rochester is home to leading companies, high-tech industries, and start-up enterprises in optics, photonics, imaging, advanced manufacturing, engineering, software and IT, food and beverage manufacturing, agriculture, and health care. As of the 2020 census, the metropolitan statistical area had a population of nearly 1.1 million.

Rochester is a multifaceted, vibrant city, and the region boasts an exceptional quality of

life, with cultural amenities and recreational activities; affordable health care and cost of living; excellent schools; and the arts, culture, sports, and nightlife of a big city with the ease and comfort of a small town. The region has been ranked 6th among 379 metro areas as one of the “Best Places to Live in America” by Places Rated Almanac. At the same time, Rochester has been ranked in the Top 50 for New Tech Hubs by Bloomberg, in the Top 25 for America’s Most Innovative Cities by Forbes, and in the Top 10 for Smartest Cities in America by The Daily Beast. Rochester is a thriving culinary destination, a nature lovers’ paradise, a locale for charming festivals, and an imaginative arts and theater community.

Rochester is a six-hour drive to New York City and a three-hour drive to Toronto, and its airport includes non-stop flights to 20 cities in the U.S.





## Applications, Inquiries, and Nominations

Screening of complete applications will begin immediately and continue until the completion of the search process. To assist in this important search, RIT and NTID have engaged Isaacson, Miller, a national executive search firm, in partnership with Innivee Strategies, a Deaf-owned and led national executive search firm. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the **Isaacson, Miller website**. Electronic submission of materials is strongly encouraged.

**Isaacson, Miller**  
John Muckle, Partner  
Pam Pezzoli, Partner  
Hannah Moore, Senior Associate

**Innivee Strategies**  
Shane Feldman, CEO  
Melissa Elmira Yingst, Consultant

RIT does not discriminate. RIT promotes and values diversity, pluralism, and inclusion in the workplace. 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 orientations, gender identity, gender expression, national origin, veteran status, or disability in its hiring, admissions, educational programs, and activities. For more information or inquiries, please visit RIT/TitleIX or the U.S. Department of Education at <https://www.ed.gov/>

The hiring process for this position may require a criminal background check and/or motor vehicle records check. Any verbal or written offer made is contingent on satisfactory results, as determined by RIT's Human Resources. RIT uses E-Verify to confirm employment eligibility for new and existing employees working on federally funded contracts that contain that requirement. Before considering employment with RIT, please read the language from the U.S. Department of

Homeland Security, the Social Security Administration and the Department of Justice by clicking on the associated links below:

**English E-Verify Participation Poster**  
**Spanish E-Verify Participation Poster**  
**English Right to Work Poster**  
**Spanish Right to Work Poster**

You must have Adobe reader to view these posters.

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, and you wish to discuss potential accommodations related to your application for employment at RIT, please contact Isaacson, Miller and Innivee Strategies as indicated above.

### **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.