



**Executive Director, Institute for Creativity, Arts, and Technology
Virginia Polytechnic Institute and State University (Virginia Tech)
Blacksburg, Virginia**

THE SEARCH

Virginia Tech is seeking a strategic and effective leader to serve as the Executive Director of the [Institute for Creativity, Arts, and Technology](#) (ICAT). This is an extraordinary opportunity to collaborate across Virginia Tech and work with stakeholders to further advance the university's priorities as a senior member of the research and innovation leadership team. Reporting to the Senior Vice President for [Research and Innovation](#), and working closely with other institute directors, the main focus of the Executive Director will be to elaborate upon and shape the Institute's strategic direction, and establish priorities that will leverage existing strengths and resources, including its talented faculty and cutting-edge facilities. In collaboration with faculty across departments, schools, institutes, and colleges, the Executive Director will create and lead a comprehensive interdisciplinary research strategy that helps elevate Virginia Tech's profile and impact at the intersection of arts with technology. The successful candidate must be an experienced leader whose passion and tact inspire and energize faculty, students, and staff to reach for excellence in research, education, and outreach. The Executive Director will communicate with stakeholders effectively and frequently, be of the highest integrity, act as an excellent and trustworthy steward of university resources, and be transparent. The Executive Director must be a respected scholar with a clear record of success leading and supporting cross-, inter-, and transdisciplinary efforts. The successful candidate will be a visionary collaborator who designs strategies and executes plans to further elevate an active research enterprise at the interface of the arts and technology, which supports Virginia Tech's Beyond Boundaries initiatives and its two presidential priorities – Global Distinction and Virginia Tech Advantage.

As a member of Virginia Tech's senior leadership, the Executive Director collaborates closely with senior leaders of the University, helping establish priorities and execute initiatives through regular engagements as a member of the President's Council, the Academic Affairs Council, the Arts@VT, and the Research and Innovation Council. As one of four investment institutes at Virginia Tech, ICAT's collaborations and partnerships, within and across colleges and other areas of the university, are essential to the success of the Institute and its affiliated faculty. This individual will manage a portfolio of funds designated to support interdisciplinary, groundbreaking collaborations that maximize the integration of arts and technology. About the Institute for Creativity, Arts, and Technology.

About the Institute for Creativity, Arts, and Technology

ICAT is an instrument of strategic university investment to enhance the quality, quantity, and competitiveness of arts and technology research, education, and outreach within Virginia Tech and beyond. The Institute provides opportunities for collaboration through targeted investment of seed funding and shared facilities to support interdisciplinary research across the sciences, engineering, the arts, technology

and design. ICAT currently supports programs for faculty, post-docs, and graduate and undergraduate students in the following areas: immersive technology, sustainability, community outreach, empowering data, and amplification of the arts. The mission of ICAT is to elevate Virginia Tech's profile and impact in the arts, innovation, and creative expression, increasing connections across disciplines and campuses.

The successful candidate will

- Advance Virginia Tech's national and international reputation in arts, design, and creative technologies through opportunities for faculty research, visiting appointments, and student engagement through fellowships, assistantships, and internships.
- Develop a forward-looking vision for cutting-edge research at the intersection of arts, technology, and education.
- Align research investments with funding opportunities and forge strategic partnerships with governmental agencies, industry, and other stakeholders to drive the institute's research agenda.
- Promote interdisciplinary linkages within the University.
- Manage institute operations, including supervising and mentoring staff and maintaining fiscal accountability through effective budget planning.
- Provide cross-disciplinary leadership and advocacy for faculty engagement and development, including support for promotion and tenure.
- Facilitate opportunities for student and faculty research and scholarship through fellowships, assistantships, visiting faculty appointments, and internal initiatives.
- Build and sustain relationships with key external stakeholders, including alumni, donors, advisory board members, and corporate and governmental partners.
- Support fundraising, advancement, and visibility of Virginia Tech through strategic external engagement and communication efforts.
- Provide ongoing mentorship, professional development, and leadership support to direct reports to foster a collaborative, high-performing team culture.

Required qualifications

A terminal degree appropriate for the discipline is required. The successful candidate must possess a record of recognized achievement in research, scholarly and educational pursuits, and service meriting appointment at the rank of Professor at Virginia Tech. Desired experience and qualifications of the successful candidate include:

- Served as a visionary, inspirational, and strategic leader with knowledge and experience leading research organizations, for example, in academic institutions, research institutes, and/or centers or their equivalent.
- Significant research record and reputation at the intersection of arts and technology that includes a strong external income record, experience in industry/academic collaboration, and a record in interdisciplinary collaboration.
- Extensive knowledge, expertise, and vision for the use of creative technologies across disciplines and the application of those research outcomes in external settings.
- Proven ability to work across organizational boundaries with a variety of stakeholders to build and maintain relationships.
- High level of diplomacy, discretion, and problem-solving skills.
- Ability to develop, communicate, and execute a vision for a research organization to grow its

portfolio, reputation, and impact.

- History of significant and well-funded research, scholarly achievement, and distinguished international reputation in the candidate's specific field.
- Proven track record in management and budgetary responsibility.
- Demonstrated clear communication and negotiation skills.
- Appreciation for, and experience in faculty mentoring, particularly supporting early-career faculty in engaging in sponsored research.
- Experience managing research resources, including seed funding, faculty support, research facilities, and office space.
- Respect for shared governance and experience advocating for faculty, staff, and students.
- Demonstrated leadership and development of direct reports, and personnel management.

CONTACT INFORMATION

All applications, nominations, and confidential inquiries should be submitted to the search committee for review by the close of business on **November 24, 2025**. Applications should include a resume, cover letter, and three professional references and should be submitted using the link to the position announcement below:

<https://careers.pageuppeople.com/968/cw/en-us/job/534549/executive-director-institute-for-creativity-arts-and-technology>

Any nominations, recommendations, or confidential inquiries should be made to:

Jeff Cumberland, Director of Talent Acquisition & Executive Search
Email: jcumber@vt.edu Phone: (443) 398-1780

Jared Bralley, Recruiter, Talent Acquisition
Email: jbralley@vt.edu Phone: (540) 505-7242

If you are an individual with a disability and desire an accommodation, please contact:

Jeff Cumberland, Director of Talent Acquisition & Executive Search
Email: jcumber@vt.edu

Virginia Tech does not discriminate against employees, students, or applicants on the basis of age, color, disability, sex (including pregnancy), gender, gender identity, gender expression, genetic information, ethnicity or national origin, political affiliation, race, religion, sexual orientation, or military status, or otherwise discriminate against employees or applicants who inquire about, discuss, or disclose their compensation or the compensation of other employees or applicants, or on any other basis protected by law.

For inquiries regarding non-discrimination policies, please contact the Office for Civil Rights Compliance and Prevention Education at (540) 231-2010

APPENDIX

About Virginia Tech

Dedicated to its motto, *Ut Prosim* (That I May Serve), Virginia Tech pushes the boundaries of knowledge by taking a hands-on, transdisciplinary approach to preparing scholars to be leaders and problem-solvers. A comprehensive land-grant institution that enhances the quality of life in Virginia and throughout the world, Virginia Tech is an inclusive community dedicated to knowledge, discovery, and creativity. The university offers more than 280 majors to a diverse enrollment of more than 36,000 undergraduate, graduate, and professional students in eight undergraduate colleges, a school of medicine, a veterinary medicine college, Graduate School, and Honors College. The university has a significant presence across Virginia, including Blacksburg, the greater Washington, D.C. area, the Health Sciences and Technology Campus in Roanoke, sites in Newport News and Richmond, and numerous Extension offices and research institutes. A leading global research institution, Virginia Tech conducts more than \$650 million in research annually.

Virginia Tech endorses and encourages participation in professional development opportunities and university shared governance. These valuable contributions to university shared governance provide important representation and perspective, along with opportunities for unique and impactful professional development.



Image of Burruss Hall on the Virginia Tech main campus

UNIVERSITY LEADERSHIP

Virginia Tech is led by [Timothy Sands](#), the university's 16th President, who reports directly to the Board of Visitors. [Cyril Clarke](#), Executive Vice President and Provost, and [Amy Sebring](#), Executive Vice President and Chief Operating Officer, lead the academic and administrative areas, respectively.

STRATEGIC PLANNING AND STRATEGIC CHANGES

Mission Statement

Inspired by its land-grant identity and guided by its motto, Ut Prosim (That I May Serve), Virginia Tech is an inclusive community of knowledge, discovery, and creativity dedicated to improving the quality of life and the human condition within the Commonwealth of Virginia and throughout the world.

Core Values

Virginia Tech embraces four core values:

- Diverse and Inclusive Communities
- Knowledge and Innovation
- Opportunity and Affordability
- Excellence and Integrity

Strategic Priorities

Based upon its motto, vision, mission, core values, and comprehensive research land-grant identity of research and discovery; teaching and learning; and outreach and engagement, the Virginia Tech community identified four strategic priorities that include:

- Advance Regional, National and Global Impact
- Elevate the Ut Prosim (That I May Serve) Difference
- Be a Destination for Talent
- Ensure Institutional Excellence

These pillars support the university's overarching aspirations of:

[Virginia Tech Advantage](#), the commitment to ensure the full educational experience to all students regardless of financial need, through expanded scholarship support for in-state students, support for experiential learning such as study abroad and paid internships, and support for mentoring, advising, food insecurity, and emergency funds.

[Virginia Tech Global Distinction](#), the commitment to expand our international prominence through impactful research and attracting and empowering the most talented faculty, staff, students, and partners. President Tim Sands identified the two overarching priorities to mobilize the university community, and Senior Vice President for Advancement Charlie Phlegar responded in kind with a \$500 million, 10-year fundraising goal for Virginia Tech Advantage, and a comparable goal for Virginia Tech Global Distinction as university leaders shape the

initiative. Both priorities are embraced by Executive Vice President and Provost Cyril Clarke and all academic deans.

Virginia Tech Principles of Community

Virginia Tech is a public land-grant university, committed to teaching and learning, research, and outreach to the Commonwealth of Virginia, the nation, and the world community. Learning from the experiences that shape Virginia Tech as an institution, we acknowledge those aspects of our legacy that reflected bias and exclusion. Therefore, we adopt and practice the following principles as fundamental to our on-going efforts to increase access and inclusion and to create a community that nurtures learning and growth for all of its members:

We affirm the inherent dignity and value of every person and strive to maintain a climate for work and learning based on mutual respect and understanding.

We affirm the right of each person to express thoughts and opinions freely. We encourage open expression within a climate of civility, sensitivity, and mutual respect.

We affirm the value of human diversity because it enriches our lives and the university. We acknowledge and respect our differences while affirming our common humanity.

We reject all forms of prejudice and discrimination, including those based on age, color, disability, gender, gender identity, gender expression, national origin, political affiliation, race, religion, sexual orientation, and veteran status. We take individual and collective responsibility for helping to eliminate bias and discrimination and for increasing our own understanding of these issues through education, training, and interaction with others.

We pledge our collective commitment to these principles in the spirit of the Virginia Tech motto of *Ut Prosim* (That I May Serve).

THE NEW RIVER VALLEY AND BLACKSBURG

[The New River Valley \(NRV\)](#) is made up of 15 unique small-town communities that lie within four counties (Floyd, Giles, Montgomery, and Pulaski) and one city (Radford) in Southwest Virginia.

Resting in Montgomery County, the town of Blacksburg is situated on a plateau between the Blue Ridge and Allegheny mountains. Blacksburg is continually ranked as one of the best places in the United States to live.

Home to about 42,600 residents and ample attractions, Blacksburg is a town that perpetually earns its good reputation. With abundant leisure activities, a reasonable cost of living, safety, moderate climate, and award-winning services, Blacksburg is known nationwide as a well-managed, forward-looking community.

Founded in 1798, Blacksburg is rich in history and offers a vibrant culture. Blacksburg has a delightful downtown, paved with wide red-brick sidewalks and lined with Victorian streetlamps and park benches. Visitors will find unique stores, art galleries, and eclectic restaurants.

There's also plenty to do outdoors. *Outside* magazine named Blacksburg as one of the top 10 places

to live in the country because of its proximity to some of the best hiking, camping, rafting, golfing, climbing, and caving in the region. From the Appalachian Trail to the Washington-Jefferson National Forest, visit [Venture Out](#), Virginia Tech's outdoor recreation program, to see everything Blacksburg has to offer outdoors.

For more information about Blacksburg, please visit [Step Into Blacksburg](#)