Florida State University
Associate Vice President and Chief Information Officer
Position Profile

Florida State University (FSU) invites nominations, expressions of interest, and applications for the position of Associate Vice President and Chief Information Officer (AVP/CIO). The successful candidate will provide visionary and innovative leadership for Information Technology at Florida State University, and will ensure operational excellence of the Information Technology Services (ITS) division.

Florida State University

As one of the nation's most elite research universities with the Carnegie Foundation's highest designation (Doctoral Universities: Highest Research Activity), Florida State University offers a distinctive academic environment built on cherished values and unique heritage, a welcoming campus on the oldest continuous site of higher education in Florida, championship athletics, and a prime location in the heart of the state capital. Combining traditional strength in the arts and humanities with a recognized leadership in the sciences, Florida State University provides unmatched opportunities for students and faculty through challenging academics, cultural discovery and community interaction. Underlying and supporting the educational experience at Florida State University is the development of new generations of citizen leaders.

With nearly 42,000 students, Florida State University's 16 colleges offer more than 275 undergraduate, graduate, doctoral, professional, and specialist degree programs, including medicine and law, covering a broad array of disciplines critical to society today. Each year the University awards over 2,000 graduate and professional degrees. With an impressive breadth of leading graduate, professional, and undergraduate programs, Florida State University is a demanding, intellectually stimulating, yet warm and caring environment for students, faculty and staff. Recognized nationally for commitment to diversity, Florida State University is a national leader in the number of doctorates awarded to African-American students and in the graduation rate of African-American undergraduates. The College of Medicine and College of Law are ranked in the nation's Top 10 for Hispanic students.

Florida State University has been officially designated as a [preeminent research university](#) in the state by the Florida Legislature as a result of having met a set of rigorous benchmarks. Florida State has built a reputation as a strong research center in both the sciences and the humanities. The faculty generates approximately $220 million annually in external funds to be used for research. These external funds are in the form of contracts and grants from private foundations, industries and government agencies, and are used to support research, improve research facilities and provide stipends for graduate students. Florida State consistently ranks in the top 10 universities nationally in physical sciences grants awarded by the National Science Foundation. Florida State University faculty include: members of the National Academy of Sciences; the National Academy of Engineering and the American Academy of Arts & Sciences; Pulitzer Prize winners; a Nobel Laureate; Oscar winners; and Guggenheim, Fulbright and National Endowment for the Humanities fellows.

Florida State University's continuing efforts to move diversity and inclusion to the forefront of the university mission have received national recognition as the institution earned INSIGHT Into Diversity's "Higher Education Excellence in Diversity" (HEED) Award in 2014, 2015, 2016 and 2017, which annually recognizes colleges and universities that demonstrate an outstanding commitment to diversity and inclusion. For a second consecutive year, Florida State University has been recognized by INSIGHT Into Diversity magazine as a "Diversity Champion" in higher education. Florida State University is one of only 10 colleges and universities nationwide receiving the award by the magazine, which is the nation's largest and oldest diversity and inclusion publication in higher education.

Additional information about Florida State, its history and programs can be found at http://www.fsu.edu.

Position Summary
The Information Technology Services (ITS) division is Florida State University's central IT organization providing IT support to a diverse community of more than 50,000 students, faculty, staff, alumni and retirees. ITS partners with university academic, research and administrative units to evaluate IT needs and implement technology solutions that support mission-critical work. ITS' mission is to provide an effective, comprehensive and secure technology infrastructure at FSU and to deliver the highest quality information technology services in support of the University's mission of teaching, research, creative endeavors and service. Nearly 100 IT services are available to the university, including email, telephone, networking, website development, business intelligence analytics and online training. Through these services, ITS provisions the tools to enable excellence in education, advances in research and continuous improvement throughout the University. In addition, ITS also provides leadership and support for two unique units that provide critical services: the FSU Research Computing Center (https://rcc.fsu.edu/), an academic service unit within ITS which provides the FSU community with the computational resources to support a wide range of multidisciplinary research and the Northwest Regional Data Center (http://www.nwrdc.fsu.edu/), one of Florida's leading computing providers for government and educational communities.

Reporting to the Provost and Executive Vice President for Academic Affairs, and indirectly to the Senior Vice President of Finance and Administration, the AVP/CIO will lead an organization comprised of 369 employees and manage an annual budget of more than $55 million. In their role, this individual will provide strategic vision for aligning technology with the University's academic and business needs as well as thought leadership in setting the University's IT agenda in a constantly evolving technology landscape. The AVP/CIO will play a key role in promoting collaborative approaches to managing technology resources, developing fiscally sustainable strategies to ensure ongoing maintenance of and enhancement to the University's technology environment and maximizing critical fiscal, human and information technology resources.

The AVP/CIO will be responsible for coordinating the development of an effective operational framework that involves staff providing enterprise technology services and information technology in academic and administrative units. In doing so, the AVP/CIO will manage the realignment of information technology units providing enterprise services with the goal of enhancing service delivery and addressing campus needs. In partnership with senior university administrators and other members of the campus community, the AVP/CIO will develop and implement a vision for an institutional plan and governance framework for information

technology, incorporating appropriate decision making and communication structures that integrate effective information technology strategies and establish institutional direction.

Units reporting to the AVP/CIO include:
- University Technology Administration, Infrastructure and Support
- IT Optimization Programs
- Information Security and Privacy Office
- Network Communications Technologies
- Enterprise Applications
- Enterprise Resource Planning
- Northwest Regional Data Center
- Research Computing Center
- Fiscal Operations

For more information about FSU Information Technology Services, please visit https://its.fsu.edu/.

Opportunities and Challenges
The new AVP/CIO will provide strong leadership in addressing the following priorities:

- Provide strategic leadership for aligning technology with the University's academic and business needs as well as providing leadership in addressing ongoing challenges related to funding, integrating and managing technology. The next AVP/CIO will apply shared governance principles to engage input, broad conversation and consideration and smooth adoption of new technologies, processes and IT advances.
- Advancing Florida State's efforts in fulfilling the goals set forth within its most recent strategic plan and pursuing "Top 25" public university status through the enhancement of the University's information technology platform.
- Leading a collaborative, strategic decision-making process regarding pending Enterprise Resource Planning (ERP) investment decisions as major platforms approach the end of their respective life cycles.
- Managing the relocation of ITS' departments and services from their varied physical locations to a central facility located within two miles of campus while maintaining avenues of formal and informal communication with supported units.
- Lead and oversee the institutional IT budgeting process and provide leadership in cost and productivity analysis related to IT. The AVP/CIO will promote collaborative approaches to managing technology resources, will develop fiscally sustainable strategies to ensure ongoing maintenance of and enhancement of the University's technology environment and minimize the impact of budget constraints.
- Lead and coordinate the development and implementation of integrated, strategic, IT plans and policies for the University and ensure that regulatory policies and procedures are in line with industry, governmental and regulatory standards as appropriate.
- Integrate and coordinate the development and implementation of IT programs across the University to achieve maximum institution-wide efficiencies and synergies, and coordinate the identification and prioritization of required IT initiatives among the University's various operating components.
- The AVP/CIO will represent the University in regional, national and international IT initiatives to position the University to maintain expanded access and academic excellence. They will maintain professional contacts with other universities, external research entities, vendors, government agencies, IT professionals and professional

organizations to stay current with changes in the higher education IT arena and advance continued cutting edge information technology at the University. The AVP/CIO will evaluate trends and prioritize investment opportunities, make recommendations to senior University leadership and lead the continuous enhancement of the University's capabilities and processes.

Qualities and Characteristics

The successful candidate will exhibit the following qualities and characteristics:

- A commitment to supporting faculty in their research and academic endeavors;
- A proactive leadership style and the ability to identify and implement creative methods and uses of IT resources to enable student achievement, learning and growth;
- A servant-leader management style that promotes a solutions-service orientation and commitment to customer service among ITS staff;
- Experience in employing clear metrics in tracking and evaluating IT services and their impact on University goals focusing on transparency, accountability and performance;
- A forward-thinking visionary who possesses a knowledge of current trends in IT and the ability to forecast and evaluate future trends and their potential impact on the University and its strategic objectives;
- The ability to serve as an effective advocate for ITS in working with senior administrators, academic and staff leaders across the University; and
- The ability to partner with stakeholders in assessing their needs, the complexity of their units and existing processes and systems to establish new, standardized policies and procedures that ensure flexibility in deployment and practice.

Minimum Qualifications

The successful candidate will possess:

- A master's degree with at least 7 years of IT management experience or a bachelor's degree with at least 9 years of IT management experience (higher education substitutable for experience);
- Significant, progressively more responsible experience leading and managing IT functions in a large and complex organization;
- Demonstrated excellence in long-range, strategic, IT planning in a complex, collaborative organization;
- Successful record of management experience and skills in the areas of budgetary and financial management, human resources and policy development, including the development of standard operating procedures;
- Demonstrated ability to manage a large and diverse staff with widely varying job skills and responsibilities, including managing effectively through others and demonstrating thoughtful sensitivity to the diversity in feelings, thoughts, backgrounds and experiences of others;
- Excellent interpersonal abilities and oral and written communication skills, to include the ability to communicate effectively with a wide variety of audiences;
- Demonstrated leadership and decision making skills, coupled with a commitment to shared leadership and governance, with an orientation towards consensus-building, facilitation and negotiation. Ability to establish productive relationships and build trust among stakeholders;
- Personal attributes of: a visionary, integrity, collegial and collaborative, a thought leader, creative problem solver, politically "savvy", an inspirational motivator, flexible, adaptable and comfortable with ambiguity and a "continuous learner" who is excited to stay abreast

of the latest developments and practices in IT and implement them to advance the University's mission.

Preferred Qualifications

Ideally, the successful candidate will also possess:

- A doctorate or other terminal degree;
- Experience working in higher education;
- Experience implementing or upgrading an Enterprise Resource Planning (ERP) system.

Application Process

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit a current resume and a cover letter describing relevant experience and interest in the position. Submission of materials via email is strongly encouraged. Nominations should include the contact information of the nominee.

In accordance with the State of Florida's open records laws, all applications and letters of interest will be made public. Application materials should be submitted to:

Storbeck
Pimentel
& ASSOCIATES

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6512 Painter Avenue
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Email: apsearch@storbeckpimentel.com
Refer to code "**FSU-AVPCIO**" in subject line

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