THE SEARCH

Missouri University of Science and Technology (Missouri S&T) invites nominations and applications for the position of **Chief Information Officer** (CIO). The CIO leads the university's IT division in its delivery of technology solutions for the university's faculty, staff and students.

About Missouri S&T

Founded in 1870, Missouri University of Science and Technology (Missouri S&T) is one of the nation's top technological research universities and one of four universities of the University of Missouri (UM) System. The university offers over 90 degree programs in engineering, science, computing and technology, business, social sciences, and humanities, including 21 Ph.D. programs.

Missouri S&T enrolls nearly 9,000 students who come from all 50 states and more than 50 countries. More than 500 faculty, supported by over 1,000 staff, educate these outstanding students at one of the state's only universities that is classified as highly selective. Over 80% of the degrees granted by Missouri S&T are in the STEM disciplines. Its annual research expenditures, currently almost $35 million, are climbing, and the university itself has an annual total operations budget of nearly $210 million.

HISTORY OF MISSOURI S&T

Founded nearly 150 years ago as the Missouri School of Mines and Metallurgy, the school took advantage of the land-grant opportunities offered by the federal government through the Morrill Act. In 1963, following the establishment of the UM System, the school became known as the University of Missouri-Rolla. In 2008, the university changed its name to Missouri University of Science and Technology to broadcast more clearly its position as a leading STEM-focused university dedicated to discovery, creativity, and innovation to benefit the citizens of Missouri, the nation, and the world. As one of the original land-grant universities in the state, Missouri S&T is poised to capitalize in the coming years on the growing importance of STEM education throughout the state and the nation.

Today, Missouri S&T finds itself at a critical point in its evolution and is seeking an innovative technology leader to provide leadership and vision for the strategic development and management of information, information resources and technology to support achievement of Missouri S&T's mission, strategic goals, and program priorities.

MISSOURI S&T TODAY

Strategic Plan

On September 20, 2018, the University of Missouri Board of Curators approved a new, comprehensive strategic plan for Missouri S&T. Drawing upon the broader University of Missouri System Missouri Compacts, Missouri S&T has developed a transformative, collaborative, and transparent plan for excellence: "Elevating Missouri through Research and Education".

Mission

Missouri S&T integrates education, research and application to create and convey knowledge that serves our state and helps solve the world's great challenges.

Vision

Missouri S&T will be the leading public technological research university for discovery, creativity and innovation. We will cultivate curiosity, creativity and confidence in our graduates. We will be the institution of choice for partners around the world seeking a highly qualified, talented and entrepreneurial workforce; innovative research; relevant educational programs, products and services; and technology and ideas to solve the great challenges of our time.

To achieve this vision, the Missouri S&T community embraces a shared set of values: *Lifelong Success, Creativity, Integrity, Sustainability, Partnerships,* and *Inclusion*. These values can be seen in action from the laboratories and classrooms through start-up companies leveraging technology and skilled employees selected from S&T to top industry leaders.

Missouri S&T had an all funds revenue of $230.8 M for Fiscal year (FY) 2018 and operations revenue of $147.7 million. The revenue breakdown is net student fees (36%), grants and contracts (17%), state appropriations (23%), endowment income (3%), non-endowed gifts (3%), and auxiliary and other revenues (11%). Workforce compensation is 64% of the all funds expenditures.

THE PEOPLE OF MISSOURI S&T

With its nearly 9,000 students, Missouri S&T's undergraduate and graduate enrollments have nearly doubled since 2000. Admissions have remained highly selective with an average incoming freshmen ACT score of 28.3 and an average high school GPA of 3.83/4.00. The student-to-faculty ratio at Missouri S&T is currently 18:1. The average class size is 29 students, and 25 percent of classes have fewer than 20 students. The first-year retention rate is 83.3 percent six-year graduation rate is 64 percent.

Missouri S&T's graduates are well prepared for career success through the university's emphasis on leadership, undergraduate research, and experience-based learning. Experiential learning is an essential aspect of Missouri S&T's unique education environment and is now required for all undergraduates.

Missouri S&T boasts a 93% career outcome rate across all majors, and a more than 90% acceptance rate to graduate and professional schools such as medical and law. Many of our graduates receive multiple job offers. Missouri S&T hosts two annual Career Fairs, which are among the largest in the Midwest with over 300 companies attending each fall.

More than 500 faculty members form the educational backbone of Missouri S&T and reflect a breadth of academic expertise and a long history of collaborative engagement. The faculty members make up a tight-knit community whose varied experiences allow for research opportunities and creative works that are distinctive to the university. The results of these and other works feed into the curriculum to enrich the students, who in turn contribute to faculty research to add a fresh perspective.

In addition to first-rate faculty and students, S&T is proud of its dedicated and dynamic staff who support the University's mission and desire to make a difference. Missouri S&T directly supported over 3,000 full-time and part-time jobs throughout the state in fiscal year 2018, with approximately 1,100 of those being staff positions. In addition to their daily duties, many staff members volunteer in activities to make the university experience richer for all involved. S&T is one of the largest, most versatile employers in south-central Missouri, with a strong commitment to diversity and inclusion.

The staff, faculty, and students at Missouri S&T all seek a collaborative Chief Information Officer, who can work with each constituent group to understand the strategic, programmatic, and user-specific technology

needs. The CIO will need to work to balance these needs, while providing institutional delivery of reliable technological services that scales to the University of Missouri System enterprise.

THE ROLE OF THE CHIEF INFORMATION OFFICER

The CIO plays an integral role in ensuring the delivery of technological programs and solutions to the institution that will enable the strategic objectives of the institution as a whole. Reporting directly to both the Vice Chancellor for Finance and Administration for the Missouri University of Science and Technology and the Vice President for Information Technology for the University of Missouri System, the CIO will be asked to develop and implement a comprehensive information technology strategic plan, in collaboration with both institutional executive, academic and student leadership, and University of Missouri System IT leadership. The strategic plan should analyze and integrate existing and future technology solutions and IT delivered services. The plan should be coordinated with, and enhance the enterprise strategic plan consistent with service, financial, operational, educational and research goals and objectives.

The CIO must also be a strong leader. The CIO will provide overall direction and oversight for the IT departments, including Campus Technology Support, Research Support Services, IT Business Services and Enterprise Services and Infrastructure. As a senior leader, we seek an experienced manager, one who can foster a culture of professional development through mentoring throughout the information technology organization, as well as build and nurture an environment that rewards learning, creativity, discovery, ownership and innovation.

In addition to the above, the CIO must be able to perform the following primary responsibilities. These responsibilities are categorized to illustrate the broad impact of the role.

For the **campus,** the CIO must:

- Coordinate (in an Ex-Officio capacity) with the Information Technology/Computing Committee for information technology related issues and initiatives and inform the ITCC about the overall status of the IT budget.
- Develop and oversee the Information Technology budget including the Information Technology Fee. This fee is critical funding item for the IT department budget and comes from student fees. Therefore, the CIO must serve as a responsible steward of the resources provided, working constantly to ensure that the resources make positive impacts in and out of the classroom.
- Evaluate the information technology organization and staffing and modify as required to ensure the support of campus-wide needs and demands. (The CIO must work to ensure that services offered and supported by the department provide positive impact and value to the constituents and stakeholders they support. Measures of effectiveness of programs would be expected.)
- Provide IT service management and support for academic, administrative, studen**t,** research and other related services.
- Set and implement IT policies, standards and procedures, in consultation with campus stakeholders.
- Gain returns on multi-million dollar IT investments in terms of productivity and bottom line results through various means such as vendor management, IT financial impact analysis and an overall technology/financial acumen and practices.
- Communicate effectively with the Missouri S&T Vice Chancellor of Finance and Operations, and the UM System Vice President for Information Technology regarding all enterprise operations and initiatives.

For the **UM System**, the CIO must:

- Lead the Missouri S&T Information Technology collaboration with the UM System to optimize use of resources, reduce duplicative efforts and inefficiencies, and participate in UM IT management and governance.
- Establish priorities for the technical direction, information technology requirements, information security, and IT related initiatives throughout the enterprise
- Maintain compliance with campus and UM System policies and accrediting bodies' regulations by monitoring operations and implementing corrective measures as needed.
- Collaborate and work effectively with Chief Information Officers from the other University of Missouri System campuses and the UM System Vice President for Information Technology.

PROFESSIONAL REQUIREMENTS

In order to be considered, candidates must have:

- A master's degree in Computer Science, Information Technology, business, or a related field, and over 10 years of professional experience (or an equivalent combination of education and experience from which comparable knowledge, skills and abilities can be acquired).

Candidates with the following demonstrated experience will be given priority consideration:

- Ability to define user needs, develop and implement information systems and ability to develop and mentor talent among the IT staff.
- Ability to manage, communicate, and succeed in a nationally-ranked academic environment.
- Experience with institutions of higher education is preferred including shared governance.
- Excellent oral and written communication and interpersonal skills. Demonstrated leadership abilities and team-building skills.
- Skill in analysis, personnel and financial management and communications is required.
- Experience with vendor management and negotiation skills.

NOMINATION/APPLICATION PROCESS

Review of applications will begin immediately and will continue until the position is filled. For fullest consideration, applicant materials should be received by **Friday, May 17**. Applications should include a current curriculum vitae and a letter of interest that addresses the responsibilities and requirements described above. Nominations and expressions of interest will continue to be reviewed until a list of candidates is put forward for final consideration.

Applications and nominations should be sent to:

University of Missouri System,l Executive Recruitment Team
c/o Antonio Sykes (HR Consultant) and/or Tim McIntosh (Director)
umhrexecutivesearch@umsystem.edu

OUR COMMITMENT TO DIVERSITY AND INCLUSION

At Missouri S&T our entire campus community benefits from a climate that respects individual needs, abilities and potential, does not tolerate discrimination or harassment, and is characterized by equal access for all regardless of cultural differences.

We expect every member of our academic family to support the underlying values of this covenant and to demonstrate a strong commitment to attracting, retaining and supporting students, faculty and staff who reflect the diversity of our larger society.

Equal opportunity shall be provided for all employees and applicants for employment on the basis of their demonstrated ability and competence without discrimination on the basis of their race, color, religion, sex, sexual orientation, national origin, age, disability, and status as Vietnam era veteran.

APPENDIX:

The Greater Rolla Area

Missouri S&T is located in Rolla, which is recognized as one of the "best small towns in America" and is nestled in the beautiful Ozark Highlands. The Greater Rolla area, with a population of over 40,000, offers an exceptional quality of life, strong and affordably priced real estate, and is located less than 100 miles from both St. Louis and Springfield.

The quality of life in the community is enriched by an unusual array of economic, intellectual and cultural assets. These include Phelps County Regional Medical Center, the area's largest employer, with its new $43 million Delbert Day Cancer Institute, named for an S&T Curators' Professor Emeritus who is a member of the National Academy of Engineering and a biomedical research pioneer; and the U.S. Geological Survey, which established an office on our campus nearly 100 years ago, and today continues to provide geospatial data, mapping and other services to our nation.

Among the many cultural traditions that flourish in the community are the annual S&T-led Celebration of Nations, one of the largest global festivals in Missouri; the Ozark Actors Theatre, a professional summer stock company based at the Cedar Street Playhouse; and the Remmers Special Artist/Lecture Series, which has spotlighted a world-renowned roster of guest performers and speakers over the past 40 years, including our 2017 guest artist, cellist Yo-Yo Ma.

Rolla and the Ozark Highlands region are best-known for an abundance of outdoor recreational opportunities. This includes more than 300 acres of parks within our city limits and an extensive trail system. Surrounding Rolla are more than 100,000 acres of state and national parks and wildlife refuges, the Ozarks National Scenic Riverways and trout streams, and the Lake of the Ozarks, offering a wide variety of year-round outdoor recreational activities. Located near the center of the state, and conveniently located adjacent to Interstate 44, Rolla is a welcoming community with topnotch public schools, and a civic-minded population committed to openness, understanding and valuing all people and perspectives.