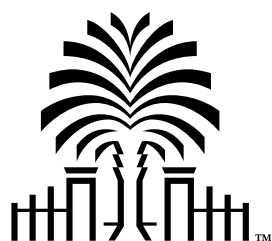# SEARCH PROFILE:

VICE PRESIDENT FOR INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER

UNIVERSITY OF
South Carolina

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The University of South Carolina seeks an established leader to serve as the next Vice President for Information Technology and Chief Information Officer (VP and CIO). The University of South Carolina is the flagship university for the University of South Carolina System (System), which includes seven other institutions located across the state. The VP and CIO will lead the ongoing commitment to support and promote the strategic use of information technology to advance the overall mission of the University and System. The ideal candidate will be knowledgeable about the technological needs of a major research university, experienced at this senior leadership level, and skilled at navigating complex organizational structures.

THE UNIVERSITY

Founded in 1801, the University of South Carolina (USC) Columbia is the flagship institution of the University of South Carolina System—the leading educator for the state, serving more than 52,000 students across eight institutions. The flagship institution is located in the capital city of Columbia, SC.

With over 750,000 residents in the greater metro area, Columbia is one of the largest cities in the state and is among the most livable places in the South with easy access to amenities, dining, shopping, entertainment, and outdoor recreation. The city is within a 2-hour drive to nearby beaches, within 90 minutes of the Appalachian Mountains, and within 20 minutes of nearby Lake Murray. Visit Experience Columbia to find out more.

Fall enrollment on the Columbia campus exceeds 35,000, with students hailing from all 50 states and more than 90 nations. USC is one of the oldest public universities in the country and the first state university to be supported continuously by annual state appropriations. It is one of only 64 public universities in the US to earn both the top research classification and the community engagement classification from the Carnegie Foundation for the Advancement of Teaching. Over the past 10 years, applications to the Columbia campus have more than doubled, admission has become increasingly competitive, and the size of the freshman class has grown by more than 45%. In fall 2023, USC received a record-breaking number of applicants and welcomed its largest class in the history of the institution.

The flagship campus in Columbia includes sixteen colleges and schools with over 2500 faculty many of whom have earned significant recognition, placing the university in the top 5% of public universities in the nation for the number of national faculty awards received. USC is a Carnegie Tier I Research (R1) Institution with research expenditures exceeding $240 million in 2022, with 60% of the awards in Health Sciences.

USC operates two medical school campuses (one each in Columbia and in Greenville) and is home to the state's only public law school. USC is nationally ranked in 60+ academic programs—more than any other institution in the state. USC has consistently ranked in the top 3% in the nation for the number of African American graduates by Diverse Issues in Higher Education. Other rankings include USC's international MBA program, undergraduate international business major, and online nursing graduate program, all ranked number one by the U.S. News and World Report. The university has distinguished itself as the nation's best first-year experience among public universities (U.S. News & World Report) and is rated a best value public college by Kiplinger's, Inc. and Forbes. Ranked by the U.S. Department of Education in the top 10% for its public university graduation rates, USC boasts a six-year graduation rate of 75% (2022 graduates) and a first-year retention rate of 90% (2021 cohort).

UNIVERSITY MISSION

The primary mission of the University of South Carolina is the education of the state's citizens through teaching, research, creative activity, and community engagement. At the heart of its mission lies the university's responsibility to state and society to promote the dissemination of knowledge, cultural enrichment, and an enhanced quality of life. The University of South Carolina serves a diverse population of students with widely varying backgrounds, career goals, and aspirations. The university offers over 350 degrees at the bachelor's, master's, doctoral, and professional program levels, affording students the most comprehensive array of educational programs in the state. Opportunities for personal and career development are provided to the citizens of South Carolina through outreach and continuing education activities. The university provides additional opportunities for associate degrees through Fort Jackson and through the oversight of Palmetto College campuses, offering multiple degree options, both online, and in-person at regional and senior campuses across the state.

Through classroom and laboratory instruction delivered in a variety of face-to-face and distance learning formats and modalities, degree programs are offered in the following areas: arts and sciences; business; education; engineering and computing; hospitality, retail and sport management; information and communications; law; medicine; music; nursing; pharmacy; public health; and social work. The depth and breadth of its graduate programs distinguishes the University of South Carolina from all other institutions of higher learning in South Carolina.

STRATEGIC PLAN AND PRIORITIES

The University of South Carolina is one of the fastest-growing flagship universities in the nation with cutting-edge research initiatives to highly personal student services, and top-ranked academic programs to top-ranked athletics teams. USC recognizes the value of being agile during times of change and is committed to properly serving its students, community and state well into the future. The current strategic priorities were created to propel the University of South Carolina to future successes.

Michael Amiridis became the 30th president of the University of South Carolina on July 1, 2022. Prior to coming to USC, he had served as chancellor of the University of Illinois-Chicago for seven years.

Amiridis earned his Ph.D. in chemical engineering from the University of Wisconsin-Madison in 1991. As a researcher, he has published 110 peer-reviewed articles in archival journals and has received over $22 million in external funding. He was elected a fellow of the American Association for the Advancement of Science in 2012 and a fellow of the American Institute of Chemical Engineers in 2015.

During his tenure at Illinois, UIC saw six years of record campus enrollment, a 30 percent increase in research awards, an unprecedented renewal of its capital infrastructure, and a successful $750 million capital campaign.

Prior to his move to Chicago, Amiridis spent more than two decades at the University of South Carolina in Columbia. He held positions as a chemical engineering professor, department chair, dean of the College of Engineering and Computing and, from 2009 to 2015, the university's executive vice president for academic affairs and provost. He received numerous awards as a professor, including the University of South Carolina's Michael J. Mungo Undergraduate and Graduate Teaching Awards and the Samuel Litman Distinguished Professor Award.

Amiridis was born in Greece and was recognized in 2022 by Carnegie Corporation of New York as a Great Immigrant. He and his wife, Dr. Ero Aggelopoulou-Amiridis, have two children, both graduates of the University of South Carolina.

DIVISION OF INFORMATION TECHNOLOGY

The Division of Information Technology (Division) is a team of approximately 175 employees who support and provide strategic leadership for information technology, instructional services, e-learning, and research computing at the University of South Carolina. In alignment with the University's strategic priorities, the Division adopted four unit-specific strategic priorities in 2021. These include:

1. Advance the academic and research missions of the university

2. Enhance the student digital experience

3. Advance IT maturity

4. Establish unified enterprise architecture

These priorities guide the Division's work and initiatives. The most recent annual report (2021-2022), outlining divisional accomplishments in each of these four areas, is publicly available on the Division's website.

The Division's team members coordinate with IT personnel in other campus units—academic colleges, Student Affairs, and athletics—via a distributed services model. A very active working group, unITe, is an avenue that assists with this coordination. Established in Spring 2019, unITe includes a broad cross-section of senior academic and administrative IT Directors from across the institution. The purpose of unITe is to collectively define the desired future-state and prompt execution on a portfolio of projects designed to enhance the efficiency and effectiveness of the collective IT functions across the system. The group provides input and direction to the VP and CIO for investments in technology deployments and personnel, across the institution.

VICE PRESIDENT FOR INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER

Reporting directly to the University President and serving on his Cabinet, the Vice President for Information Technology and Chief Information Officer (VP & CIO) will partner with other key Cabinet leaders to integrate planning and service delivery while leading the ongoing commitment to support and promote the strategic use of information technology to advance the overall mission of the University and System. As a dual-titled position, there are distinct responsibilities for each role:

- The VP leads the Division of Information Technology and is responsible for managing the centrally deployed services through units responsible for enterprise application services, infrastructure services, security services, research computing, teaching and learning technologies, and service delivery.
- The CIO serves as the senior technology leader for the University and System providing the vision and leadership for developing and implementing information technology strategies and initiatives to minimize duplication of functions and maximize efficiencies. The position scope is inclusive of all university divisions and system campuses. System-wide shared services currently include student applications, finance, and human resource systems.
- The CIO is responsible for coordinating opportunities to collaborate across the campuses of the State system and their designated campus leadership teams who are responsible for meeting the individual and unique requirements of their local institutions. Collaborations occur through professional development, structured purchasing processes, and the provisioning and deployment of shared services.

The scope of the VP and CIO role necessitates a high level of familiarity with the various constituent needs across a complex and growing R1 university and a commitment to the personal engagement necessary to meet the diverse needs of all units. The position is responsible for anticipating and maintaining a vision for future technology needs and for recommending strategies, priorities, and projects that will best achieve the University's and System's strategic goals and objectives.

At USC-Columbia, the Division of Information Technology currently employs approximately 175 full-time staff and has a total budget of approximately $45 million. The VP and CIO will inherit a capable leadership team who manages their own team of IT professionals working to ensure the students, staff, and faculty have the access, connectivity, and resources needed to be successful.

RESPONSIBILITIES

The University seeks an established leader who is prepared to develop and execute an IT strategy that drives continuous improvement and propels the University forward in enhancing student experience and effectively supporting the academic, research, and administrative functions. The ideal candidate for this pivotal role will have already served in a similar role and be charged with the following duties.

Job Duty 1: Provides an Information Technology vision that enables the University and System to achieve their strategic priorities and positions USC ahead of its peers; brings new and fresh perspectives to the central and distributed IT resources. Serves as the primary advocate and spokesperson for technology strategy. Creates a reliable and secure infrastructure upon which enterprise applications, learning technologies, and research computing exist.

Job Duty 2: Creates and fosters a culture of IT service excellence while structuring services and functions in a transparent and collegial manner. Creates and maintains effective governance in collaboration with each function's business owner recognizing the responsibility that IT bears for acting as an effective connector between the university's diverse community of key stakeholders, enabling them to interact with each other and the Division of Information Technology. Partners with faculty and academic leadership to upgrade the effectiveness and efficiency of the University's instructional and research programs through creative and prudent applications of technology.

Job Duty 3: Manages the Division's functions and services in a timely, high-quality, and cost-effective manner consistent with the values and mission of the University. Ensures the recruitment, retention, development and evaluation of highly qualified personnel to support the centralized IT operations. Develops budget plans and prioritizes efforts to provide highly reliable services while also responding to requests for new services and enhancement of existing services. Supervises the acquisition and inventory of all computer hardware, software, and networking facilities; serves as the senior contact for vendors of computing hardware and software, participates in contract negotiations, and coordinates large technology purchases, site licenses and volume purchasing agreements. Participates in capital project planning and expansion to ensure the technology needs of the University community are anticipated and met.

Job Duty 4: Drives collaboration across the University and System. Promotes cooperation, integrated planning, and professional relationships that strengthen opportunities to share solutions to meet common needs and leverage the collective investments across the university and system.

Job Duty 5: Actively monitors developments in technology to ensure that the University is aware of and implements innovative and value-driven solutions for its needs. Develops and implements policies and practices to safeguard the University's technology infrastructure and data. Represents the University and participates in personal professional development that promotes strategic growth. Serves as a national representative of the University and System's IT acumen.

REQUIRED QUALIFICATIONS

The successful candidate for this position will hold a Master's degree or equivalent education, and a substantive record of IT leadership experience in an organization similar in size and scope to the University of South Carolina, of which at least 3 years is leading an IT unit at an institution of higher education. The professional record must show successful information technology management experience in progressively more senior positions within complex organizational environments. Additionally, the candidate must possess the following:

- A comprehensive understanding of how universities work, and in-depth knowledge of the technological demands of delivering first-class service to an academic research community.

- Experience managing a complex infrastructure environment and delivering reliable services to diverse user populations (such as, students, faculty, administrators, and staff), each with high expectations.

- Demonstration of being a highly engaged leader.

- Evidence of active participation with peers within previous organizational leadership teams.

- Superb communication skills and the ability to interact effectively with constituents at all levels of the University.

PREFERRED QUALIFICATIONS

The most competitive candidates will have a passion for the role of technology in academia as well as a passion for the mission of the University of South Carolina, and will meet several of the following preferred qualifications and experiences:

Knowledge

- Advanced working knowledge and understanding of the academic and administrative functions of a major research university (R1).
- Knowledge and understanding of the current and developing strategic information requirements of a major research university.
- Experienced with the provisioning and delivery of world-class network services (wired, wireless, wide area networks, telephony).
- Knowledgeable of the complexities of delivering integrated enterprise application services in a multi-vendor environment specifically using Banner and/or PeopleSoft to meet the needs of a University and System.
- Significant contributions to an organization's use of technologies to support teaching, research, and scholarship.
- Experience implementing technology and organizational change strategies to transform processes and use of data to improve the student experience.
- Knowledge of current trends and developments in information technology.
- Ability to develop requests for and evaluate proposals in reference to leading-edge information services technology.

Skillsets

Anticipating & Planning

- Adept at identifying and assessing future technological needs of the University and developing annual and longer-term budgets to address emerging needs.
- Experience developing an IT strategic plan in support of institutional mission and priorities.
- Skill in budget preparation and fiscal management.
- Skill in organizing resources and establishing priorities.

- Ability to provide strategic guidance and counsel to clientele in the assessment and development of existing and/or proposed systems.
- Organizational planning and development skills.

Communicating & Persuading

- Skilled at building consensus, collaborating with stakeholders, and both energizing personnel and using them effectively.
- A track record of partnership with academic and business leadership and shared decision-making that responds to needs, evaluates competing interests, and prioritizes investments.
- Strong interpersonal and communication skills and the ability to work effectively with a wide range of constituencies in a diverse community.
- Ability to build a case for investment in technology to meet strategic organizational goals and facilitate technology governance processes to identify and prioritize initiatives and assign project resources strategically and transparently.
- Experience leading in a model of shared governance while fostering a culture of trusted partnership, service, and continuous improvement within an IT organization.
- Experience engaging with executive leadership including cabinet and board of trustees.

Leading & Influencing

- Experienced at leading a diverse organization and serving a complex institution.
- Proficient at influencing decisions through personal credibility and sound reasoning and skilled at communicating business decisions and operating with transparency, as well as achieving buy-in from key stakeholders with sometimes divergent viewpoints.
- Ability to foster a cooperative work environment and direct multi-department technical and administrative teams including experience navigating challenging labor markets to attract and retain a diverse, high-performing team of IT professionals.
- Demonstrated leadership that captures and effectively uses human resources within the IT organization while recognizing when it is advantageous to seek outside advice, counsel and support.

PROCEDURE FOR CANDIDACY

The University of South Carolina is being assisted by Academic Search. Prospective applicants and nominators may arrange a confidential discussion with senior consultant Mahauganee Shaw at mshaw@academicsearch.org.

Applications should be submitted via email to USCCIO@academicsearch.org and must consist of:

1. a detailed cover letter addressing the expectations of the position;

2. a current resume or curriculum vitae (CV); and

3. a list of five professional references with contact information and a brief description explaining the working relationship of each to the applicant.

References will not be contacted without the explicit permission of the candidate. All documents should be submitted in PDF format.

The position is open until filled but only applications received by **November 3, 2023** can be assured full consideration.

Division of IT: a respectful, authentic, and supportive environment. We value and embrace different perspectives and are committed to creating safe and equitable work environments. Our goal is to build a diverse and inclusive workplace that reflects the community we serve. We respect and believe in each other and are continually improving. We are committed to working together to advance technology at the university.

Equal Opportunity Employer: the University of South Carolina does not discriminate in educational or employment opportunities or decisions for qualified persons on the basis of age, ancestry, citizenship status, color, disability, ethnicity, familial status, gender (including transgender), gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, pregnancy (false pregnancy, termination of pregnancy, childbirth, recovery therefrom or related medical conditions, breastfeeding), race, religion (including religious dress and grooming practices), sex, sexual orientation, veteran status, or any other bases under federal, state, local law, or regulations.

ABOUT ACADEMIC SEARCH

Academic Search is assisting the University of South Carolina in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.

AS Academic Search

Committed to IDENTIFYING AND DEVELOPING LEADERS by providing the highest level of EXECUTIVE SEARCH to our higher education partners.