



ASSOCIATE VICE PRESIDENT OF INFORMATION TECHNOLOGY AND CHIEF TECHNOLOGY OFFICER

Orem, Utah

Utah Valley University (UVU) is seeking an Associate Vice President of Information Technology and Chief Technology Officer (AVP IT/CTO) to guide the Office of Information Technology (OIT) that provides information technology services to the university. This dynamic and experienced leader will enhance information technology systems, improve UVU operations, transform campus services, increase the use of institutional data to inform decision making, and improve customer satisfaction and organizational culture. This forward-thinking, strategic executive will engage with students, faculty, staff, and administrators in an integrated enterprise approach to improve workflow, process, data management, decision making, technology, and culture. The AVP IT/CTO will oversee the OIT, develop a culture and practice of DevOps, integrate applications and share information using APIs, expand the use of cloud services, establish standards, and increase the strategic benefit of IT services and tools.

UVU OVERVIEW

UVU is committed to preparing all students and employees for success in an increasingly complex, diverse, and globalized society. We promote civility and respect for the dignity and potential of each individual. We seek to advance the understanding of diverse perspectives. We value and promote collegial relationships and mutual respect among students, faculty, and staff. We acknowledge and seek to address the needs of populations who are underrepresented and students with varying levels of academic preparation, even as we strive to provide access and support for all students and employees in ways that are culturally relevant and responsible.

UVU has the largest student enrollment among public universities in the state of Utah, approximately 40,000 students, and is one of a growing number of institutions in the nation offering an integrated dual-mission model that combines the rigor and richness of a first-rate teaching university with the openness and vocational programs of a community college. This unique model, which focuses on student success, engaged learning, rigorous academic programs, and faculty-mentored research, is transforming higher education by making it more affordable and accessible to students of all backgrounds.

UVU was established in 1941 as Central Utah Vocational School (CUVS) with the primary function of providing war production training. CUVS was part of the Provo School District located in south Provo. The institution received a state appropriation in March 1945 of \$50,000 to operate for the 1945-1947 biennium. In 1947, the school received funding as a permanent state institution.

A new site for the school was acquired on University Avenue in Provo in 1948; in 1952, the state appropriated funding for the first construction on that site. As enrollments grew, the state acquired over 185

acres in southwest Orem and the first building was completed in 1977. Today, UVU's facilities consist of a combined total of 412 acres with 50 buildings on 7 campuses in Orem, Provo, and Heber City and property in Vineyard and at Thanksgiving Point in Lehi.

In 1963, the school's name changed to Utah Trade Technical Institute to reflect its growing role in technical training. The name again changed in 1967 to Utah Technical College at Provo. The institution was approved in 1966 to grant Associate of Applied Science degrees, in 1967 to offer general education courses, in 1971 to grant Associate of Science degrees (discontinued in 1974 and reinstated in 1981), and in 1987 to grant Associate of Arts degrees. With its expanded degree offerings, the institution's name changed again to Utah Valley Community College in 1987. In 1993, the institution's name changed to Utah Valley State College and the mission was expanded to include the offering of bachelor's degrees. On July 1, 2008, the institution underwent another mission and name change to Utah Valley University and began offering master degree programs.

Throughout its history, UVU has responded to its service region's (Utah, Wasatch and Summit counties) population changes and business/industry needs. This responsiveness is evidenced in its mission, program offering, degree level, and enrollment changes.

UVU'S MISSION AND VALUES



UVU is an integrated university and community college that educates every student for success in work and life through excellence in teaching, services, and scholarship.

Student success is the essence of UVU's mission and the focus of the mission statement. Action Commitments of Include, Engage, and Achieve drive plans and actionable goals for UVU to ensure mission fulfillment.

UVU's culture supports our mission of student success. Student success encompasses both terminal degrees and the holistic education of students, and we believe that we can fulfill this mission best in an environment that allows all individuals to thrive personally and professionally. To this end, UVU operates in accordance with three core values: exceptional care, exceptional accountability, and exceptional results.

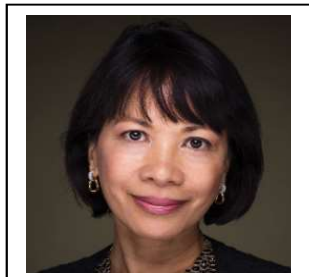
Exceptional Care: We invite people to "come as you are" and let them know that "UVU has a place for you." Care means that we strive always to "see" the person in front of us—their strengths and weaknesses, struggles and triumphs, past and potential, and inherent dignity and worth. This does not mean that we set low expectations or make excuses for poor efforts. Instead, our commitment to exceptional care means that we set the bar high and provide challenging, honest conversations and feedback because we are deeply invested in seeing every member of our community succeed.

Exceptional Accountability: We are strongly committed to working ethically and effectively. We approach each situation from a position of integrity, knowing that everything we do can help or hinder a positive student experience. We honor the resources and mandates we have been entrusted with and strive always to do our best with what is under our control. We respect each member of our community, seek to understand and fulfill our responsibilities, and recognize both individual and collective successes.

Exceptional Results: We are committed to creating opportunity systematically for as many people as possible. Our engaged curricula, programs, and partnerships address the intellectual and practical needs of our service area and the larger community. We seek to prepare our students to thrive in a rapidly changing economy and an interdependent, complex world. We aspire to greatness in all that we do, while

also measuring progress against rigorous metrics that show our students are becoming competent and ethical professionals, lifelong learners, and engaged citizens.

UVU LEADERSHIP



Dr. Astrid S. Tuminez was appointed the seventh president of UVU in 2018, and is the institution's first female president. Tuminez brings to UVU a broad and rich experience in academia, philanthropy, technology, and business. Born in a farming village in the Philippine province of Iloilo, Tuminez moved with her parents and six siblings to the slums of Iloilo City when she was two years old, her parents seeking better educational opportunities for their children.

Her pursuit of education eventually took her to the United States, to Brigham Young University where she graduated summa cum laude in 1986 with a bachelor's degree in international relations and Russian literature. She earned a master's degree from Harvard University in Soviet Studies (1988) and a Ph.D. from the Massachusetts Institute of Technology in political science (1996).

Before assuming her current position, President Tuminez was a world leader in the fields of technology and political science, most recently serving as an executive at Microsoft, where she led corporate, external and legal affairs in Southeast Asia. Tuminez is also the former vice dean of research and assistant dean of executive education at the Lee Kuan Yew School of Public Policy, National University of Singapore, the premier school of public policy in Asia. She and her husband, Jeffrey S. Tolk, have three children. In her spare time, she enjoys running, dancing, and martial arts.



Dr. J. Kelly Flanagan is UVU's Vice President of Digital Transformation and Chief Information Officer. He began his employment at UVU on March 16, 2020. Flanagan also serves as a tenured professor of computer science at UVU.

Prior to his joining UVU, Flanagan was serving simultaneously as vice president of information technology and CIO at Brigham Young University and as CIO of the Church Educational System of The Church of Jesus Christ of Latter-day Saints. His career spans decades, having co-authored a variety of articles published in academic journals and having presented at more than two dozen conferences worldwide.

Among Flanagan's many accomplishments, he received more than \$1.5 million in research funding, he utilized technology to reduce the cost of education, and he was a tenured professor of computer science at BYU. He also serves as a tenured professor of computer science at UVU. Flanagan earned bachelor's, master's, and doctorate degrees in electrical engineering from BYU.

THE OPPORTUNITY

Reporting directly to, and working closely with, the Vice President of Digital Transformation and CIO, the AVP IT/CTO will provide leadership for the next stage of UVU's growth and transformation, including building and strengthening UVU's digital platforms. The successful candidate must have strong integrity, a high level of energy, excellent oral and written communication skills, and exceptional interpersonal relationship and team-building skills. Proven experience in leading enterprise-wide change management efforts and communicating effectively with team members and stakeholders is critical. Equally significant

qualifications include being highly collegial, consultative, have a non-hierarchical management style, the ability to develop and sustain collaborative relationships, and demonstrate a commitment to cultural diversity and equal opportunity.

IDEAL EXPERIENCE

Critical to this role is the ability to use technology to translate institutional needs into workable business solutions. The AVP IT/CTO should be knowledgeable in emerging technologies, and put in place the right set of computational resources, accompanied by supporting educational programs to best leverage these investments. The candidate should have experience providing an environment that facilitates and supports both intra- and inter-institution collaboration, using secure methodologies where appropriate, providing access to resilient and fault-tolerant systems, and promoting enterprise systems that support educational and research lifecycles.

Candidates must have at least five years of professional work experience, including full-time administrative experience, with a proven record of managing cross-functional teams, including accountability for strategic planning, change management, consensus building, organizational leadership, and technical performance. A master's degree in computer science, information systems/technology, business administration, or other related field is required.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Strategy: Partner with VP/CIO and other IT leaders to develop the enterprise-wide strategic technology roadmap and design innovative technology strategies for a constantly changing top-tier academic environment.
- Management: Oversee the management, short and long-range direction of technology functions, and all technical aspects and technological resources. Lead teams responsible for: Data Management, Voice & Data Networks; Servers & Storage; Messaging; Database Administration; Data Center Facilities & Operations, Scheduling & Monitoring; Cloud Computing Strategy; Mobile Applications, Software Development, and Enterprise and Software Architecture. Manage an annual operating budget totaling more than \$23 million.
- Process: Create and maintain a service model to support UVU and its affiliates. Establish IT standards, policies, and processes, to ensure stable and reliable operations. Develop IT security and privacy standards, procedures, and policy to protect information resources and data.
- Measurement: Establish metrics and key performance indicators for all operations; monitor key performance indicators and direct efforts to ensure operational efficiency and continuous alignment with business needs; deploy solutions targeted at maintaining and improving service delivery.
- Relationships: Maintain relationships with academic, administrative, and executive leadership to understand business strategy and needs; Builds and maintains relationships with affiliates, higher education peer groups, as well as with industry bodies, start-ups, vendors and technology analysts to learn and influence the role of information technology within the University. Ensure IT alignment with clients and partners and ensure high levels of customer satisfaction.



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- **Planning:** Participate in planning and budgeting processes, bringing a knowledge and vision of technology and systems that positively influences the Information Technology department and university plans. Oversee strategic and operational planning and capacity planning for systems and networks.
- **Disaster Recovery:** Oversee the development, maintenance and regular testing of enterprise disaster recovery plans.
- **Innovation:** Acts as a thought leader on emerging technologies, articulating the applicability to the future of the University. Promotes innovation and implementation of IT enablers to support key capabilities used by the University academic and administrative organizations.
- **Staff Development:** Evaluate performance and provide coaching for IT staff. Promote diversity and foster teamwork, collaboration, and a learning organization. Provide input on development and retention processes for IT staff.

KNOWLEDGE, SKILLS, AND ABILITIES

The AVP IT/CTO will possess the rare combination of technical, business, and emotional intelligence. The successful candidate will possess a record of professional experience that demonstrates progressive responsibilities and significant senior-level management experience in a complex IT environment. The AVP IT/CTO will ideally possess an in-depth understanding of a university academic environment; the roles and relationships of faculty, staff, students, and third parties, and the diverse needs for technical support. Candidates will have demonstrated success at managing and leading change in a complex, collaborative organization.

- **Strategic Agility:** can anticipate future consequences and trends accurately; has broad knowledge and perspective; is future-oriented; can articulate a vision of the future state of enterprise systems in a way that engages business partners and IT staff; can create competitive and breakthrough strategies and plans.
- **Business Acumen:** knowledgeable about current and possible future policies, practices, trends, technology, and information affecting his/her business and organization; understands or can quickly learn the key activities, risks, and performance objectives of the business activities of UVU.
- **Decision Quality:** makes good decisions based on a mixture of analysis, wisdom, experience, and judgment; is sought out by others for advice and solutions; includes others in the process of defining the problem and identifying the solution.
- **Process Management and Prioritization:** knows how to organize people and activities to get work done; understands how to separate and combine tasks into efficient workflow; knows how and what to measure; can see opportunities for synergy and integration where others may not; can simplify complex processes and achieve results efficiently.
- **Planning and Project Management:** accurately scopes out the length and difficulty of tasks and projects; breaks down work into process steps; develops schedules and task/people assignments; anticipates and adjusts for problems and roadblocks; measures performance and evaluates results; engages stakeholders and staff in a collaborative process of planning and execution.
- **Customer Focus:** dedicated to meeting the expectations and requirements of customers; solicits first-hand customer information and uses it for improvements in products and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.
- **Peer Relationships:** can quickly find common ground and solve problems for the good of all; is seen as a collaborator and a team player; easily secures trust and support of peers.

EEO STATEMENT

UVU values a diverse and inclusive workforce. Employment decisions are made on the basis of an applicant's qualifications and ability to perform the job without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, age (40 and over), disability, veteran status, pregnancy, childbirth, or pregnancy-related conditions, genetic information, or other bases protected by applicable federal, state, or local law. To request a reasonable accommodation, contact Cameron Evans, Manager – Employee Accommodations, at 801-863-8389 or Cameron.Evans@uvu.edu.