



## **Associate Vice President and Chief Information Officer**

Austin Peay State University invites applications, expressions of interest, and nominations for the role of Associate Vice President and Chief Information Officer (AVP/CIO). Austin Peay seeks an experienced and innovative leader who will steward and implement a creative and strategic vision for technology that works across divisions to support the University’s academic, administrative, strategic, and tactical goals. Reporting to the Vice President for Finance and Administration, the AVP/CIO will serve as a vital contributor to the leadership team and as a member of the President’s Cabinet.

### **Austin Peay State University**

Located in Clarksville, Tennessee, Austin Peay State University (APSU) is a thriving campus that serves the northern Middle Tennessee region, the state, the nation, and the world abroad. The University has three locations: the Clarksville campus, the Austin Peay Center at Fort Campbell near the Tennessee-Kentucky border, and the Highland Crest Campus in nearby Springfield, Tennessee.

With more than 119,000 alumni and a diverse population of more than 9,000 students, Austin Peay is classified as a Master’s Large institution by the Carnegie Foundation and offers doctoral, graduate, bachelor’s, and associate programs, with many programs offered fully online. With more than 8,000 undergraduate students and 1,200 graduate students, APSU has a vibrant residential campus as well as serving online, part-time, and adult learners across their degree offerings.

The institution is named for former Tennessee Gov. Austin Peay, a Clarksville native, who was instrumental in founding the University. Established in 1927 as Austin Peay Normal School, APSU has become one of the most dynamic universities in the region, distinguishing itself for its innovations in faculty and student success.

Austin Peay has a strong relationship with the United States military and is one of only two universities with its own facility – at Fort Campbell – which serves more military-affiliated students than any other university in Tennessee. The Newton Military Family Resource Center has a direct focus on helping military students navigate college through its various departments and military-specific services. The University serves more than 2,700 current or former service members and their families, making APSU the largest provider of education for both active-duty and military-affiliated students in the state. Austin Peay serves as a Veterans Education Transition Support (VETS) campus and hosts the VetSuccess on Campus (VSOC) program in collaboration with the U.S. Department of Veterans Affairs. The University prides itself on serving those who serve.

### **Clarksville, Nashville, and Life in Tennessee**

With a population of more than 173,000, Clarksville is Tennessee’s fifth-largest city and is located just 45 minutes from Nashville. It is one of the fastest growing and youngest cities in the country. Clarksville was

named the “No 1. Best Place to Live” in 2019 by *Money* magazine and boasts a county population topping 227,000.

Tennessee is a Zero-Income Tax state – across the state residents do not pay state taxes on their personal income. The cost of living in Clarksville ranks an impressive 85.6 out of 100 on the living index. Its homeowner housing ranking stands at 68.9 for affordable cost of living, indicating that Clarksville is a location that is more than 40 percent more affordable than the national average.

Nashville is a major metropolitan area of over two million residents which prides itself as the home of country music, in addition to its sprawling entertainment and cultural offerings across music, film, television, and as the home of the Tennessee Titans football, Nashville Predators hockey, and Nashville SC soccer teams. Nashville prides itself on its vibrant creative community, filled with art galleries, theaters, and performances stages, in addition to its deep historical culture with its museums and national history attractions.

## University’s Vision and Mission

Austin Peay is a mission-driven, community-minded institution that provides transformational experiences through innovative, creative, and scholarly activities. The University welcomes and inspires an inclusive community of learners to make a positive impact regionally and globally.

APSU’s vision is to be the region’s university of choice for those seeking to improve their lives and achieves this vision through student-centered teaching, unique development opportunities, and a focus on innovative research and public service.

The University is a collaborative community that values personal growth and life-long engagement through the promotion of integrity and academic excellence. APSU’s leads through its values of:

- **Academic Excellence** by providing meaningful and practical learning opportunities with highly qualified and dedicated faculty and staff
- **Integrity** by maintaining an honest, fair, and credible environment
- **Community** by fostering learning in an environment where all are welcomed and valued
- **Personal Growth** by providing the knowledge, tools, and resources for all Governors to reach their full potential
- **Life-Long Engagements** by providing services, programs, and experiences that promote loyalty, pride, and mutual support
- **Collaboration** by enriching our local, regional and global communities through value-added programs, strategic partnerships, and meaningful service

In 2022, Austin Peay launched its new five-year strategic plan [Experiencing Austin Peay](#) and embraced a new tagline, “Experience Change. Experience Community. Experience Compassion. The life you want begins at Austin Peay.” The 2022-2027 Strategic Plan is guided by four pillars of experience:

- Pillar 1: The Academic Experience
- Pillar 2: The Student Experience
- Pillar 3: The Employee Experience
- Pillar 4: The Community Experience

## Academics

The University is composed of six colleges – the College of Arts and Letters; the College of Business; the College of Behavioral and Health Sciences (home to the School of Nursing); the Eriksson College of Education; the College of Graduate Studies; and the College of Science, Technology, Engineering, and Mathematics (STEM). In addition, APSU lays claim to two Centers of Excellence – the Center of Excellence for the Creative Arts and the Center of Excellence for Field Biology – as well as four Chairs of Excellence – the Roy Acuff Chair of Excellence in the Creative Arts, the APSU Foundation Chair of Excellence in Free Enterprise, the Harper-Bourne Chair of Excellence in Business, and the Lenora C. Reuther Chair of Excellence in Nursing. These Chairs of Excellence, or endowed professorships, were designed to attract outstanding professors and artists to Austin Peay to enrich the academic programs of the University and share their special areas of expertise with students, faculty, and community members.

The curriculum is further enriched by extended and distance education options, the Honors Program, extensive opportunities for internships, study away and study abroad programs, and the President’s Emerging Leaders Program. The University’s academic calendar is organized so students can choose between 16-week terms or 8-week terms to enable students a greater flexibility with their work, military duty, and co-curricular responsibilities outside of the classroom.

Leading the academic excellence, Austin Peay has over 1,500 faculty and staff with more than 650 faculty (full- and part-time), known for their dedication to teaching, mentoring, scholarship, and service, and more than 900 (full- and part-time) staff members who partner in the academic enterprise and embrace their roles as co-educators. The student-faculty ratio is 17:1, and the average undergraduate class size is 24 students.

Austin Peay is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate, baccalaureate, master’s, education specialist, and doctorate degrees. Austin Peay has numerous programs accredited through specialized program accreditation agencies. These accreditations are earned after rigorous evaluation and proof of excellence within of the field of study and degree level. These program accrediting agencies are on the Tennessee Higher Education Commission’s list of approved accreditors.

## University Leadership

**President Michael Licari** began his service as Austin Peay’s 11<sup>th</sup> president on March 1, 2021. President Licari previously served as provost and vice president for academic affairs at Indiana State University. Across twenty years of academic leadership, President Licari has held the roles of interim provost and acting president, dean of the Graduate College, associate provost for academic affairs, and as department chair and professor. President Licari earned a Ph.D. and Master’s degree in political science from the University of Wisconsin-Milwaukee, and a Bachelor of Arts degree in political science from the University of Minnesota.

**Vice President for Finance and Administration Shahrooz Roohparvar** began his tenure as Austin Peay’s chief finance and administration officer in August 2022. Before joining APSU, Roohparvar served as vice president for administration and finance at Cal Poly Humboldt and as vice president for finance and administrative services at Arizona Western College. Roohparvar earned a Master of Business Administration with dual concentration in finance and supply chain management from the University of La Verne and a Bachelor of Arts degree in Business Management Economics from the University of California, Santa Cruz.

## Office of Information Technology

The Office of Information Technology (OIT) at Austin Peay is part of the division of finance and administration for the University. With the mission to enable and enhance essential University processes using technology, the OIT is a dedicated and talented team of professionals who take a progressive stance in providing students, faculty, and staff with reliable technology tools.

### OIT Core Values

- *Resourcefulness* - Addressing University community technology initiatives through the use of ingenuity, imagination and innovation
- *Security* - Protecting University technology and information by being ever vigilant against internal and external threats
- *Service* - Providing the University community with dependable, responsible, and accurate technology support
- *Integrity* - Cultivating an environment of respect within the University through honest and trustworthy interactions

Led by the Associate Vice President and Chief Information Officer, the OIT consists of four departments: Enterprise Application and Solutions, Infrastructure Services, Technical Services, and Information Technology Security.

## The Role of Associate Vice President and Chief Information Officer

The Associate Vice President and Chief Information Officer (AVP/CIO) leads the Office of Information Technology through continuous improvement as well as through the adoption of industry recognized best practices, service delivery, and project management. The AVP/CIO partners with University leadership to plan and invest strategically in technology solutions that support the ever-changing needs of the student body, faculty, staff, and administration.

The AVP/CIO serves as a change management expert and collaborator, engaging stakeholders in change efforts that are incremental, as well as transformational, across the institution. This position will have direct oversight of approximately a \$10 million annual budget and a special state-funded \$20 million project to transition to Oracle ERP.

As a member of the President's Cabinet, the AVP/CIO collaborates with the University's senior leadership, deans, department chairs, faculty, staff, students, and community partners to leverage best practices across APSU, a university that prides itself on the pursuit of excellence. The AVP/CIO supervises six direct reports and a total staff of 30. The AVP/CIO also represents the University in local, regional, and national IT organizations.

### Opportunities and Challenges

**Effectively lead, strengthen, and support the Office of Information Technology:** The AVP/CIO will direct the information technology services at a critical time in the technology evolution at Austin Peay. The AVP/CIO will lead and provide strategic vision to a mission-driven, talented, and dedicated team. The AVP/CIO will also collaborate campus-wide to support, maintain, and continually improve the University's technology offerings.

**Lead the University through a successful ERP transition and implementation:** Austin Peay, through state funding, will transition its human resources and financial ERP system from Banner to Oracle. This \$20 million transition and implementation will be a multi-year technology project and will be led by the AVP/CIO in coordination with the OIT. The AVP/CIO will lead program team members, work with external implementation partners, and guide all campus constituents to achieve the goals, objectives, and timelines for the ERP project. The AVP/CIO will provide broad system-wide collaboration, consistent communication, and transparent processes to ensure a successful transition and implementation.

**Creatively approach the technology operations and infrastructure at Austin Peay:** The AVP/CIO will have the opportunity to assess the campus technology operations and infrastructure and explore alternative and modernized improvements, including those to equipment, networks, applications, servers, software, storage, and security. By balancing the needs of the user experience with a practical and fiscally responsible approach, the AVP/CIO will recommend and implement innovative and forward-thinking changes and upgrades to the technology offerings across campus.

**Communicate skillfully in a transparent environment:** The AVP/CIO must be an excellent communicator who can articulate complex technology information and decisions in ways that make them accessible for a wide range of audiences. Working with the senior leadership team, the AVP/CIO will be instrumental in helping the University make informed technology decisions and will educate community members on the thought process behind these decisions. In addition to traditional responsibilities, the AVP/CIO will be expected to sustain a high degree of trust and transparency through open dialogue with staff, senior leadership, faculty, students, Board of Trustees members, alumni, state leadership, and partners in the local community.

## **Desired Qualities and Qualifications**

The new AVP/CIO will be a collaborator who can foster and promote effective engagement with diverse stakeholders to implement information technology strategies, design services, and project management. Essential qualifications as the AVP/CIO include experience developing and executing technology strategic plans and deploying complex technologies; experience building a positive, supportive team culture; and effective oral and written communication, engaged listening, and relationship-building skills, with a customer-centered orientation.

The ideal candidate will bring leadership experience across information technology, management, financial operations, and demonstrated abilities working with complex teams across higher education stakeholders to identify technology needs and build support for technology initiatives.

Progressive experience and demonstrated achievement in leading and managing a complex technology organization is required. In addition, a master's degree in Computer Science, Computer Information Systems, Information Technology Management, Business Administration, Management, or related field, is required. The successful candidate will be a champion and supporter of the University's goals for institutional diversity, access, and inclusion, and be a contributing member to the mission of the institution and community.

In addition, the AVP/CIO will be a partnership builder who possesses many of the following qualities and experiences:

- A service-oriented, knowledgeable, nimble, solutions-focused, and creative mindset;
- A track record of leading high-performing, diverse teams, with trust and transparency;
- Strong financial acumen and ability to manage and operate within established budgets;

- Ability to create and sustain effective information technology governance and service management practices;
- Ability to provide forward-thinking and strategic technology ideas and implementation plans;
- Demonstrated knowledge of technology operations and best practices within higher education IT;
- A strong advocate for OIT staff and their professional environment and development;
- Familiarity with cybersecurity and its role in higher education technology;
- A collaborative approach to identifying technology needs and building support for new initiatives;
- High integrity and political astuteness coupled with the capacity to maintain confidentiality of information and records; and
- An ability to learn, respond to, and comply with Tennessee state technology regulations.

Key responsibilities of the next AVP/CIO include:

- Provide strategic leadership in the development and implementation of plans for technology, including academic and administrative computing;
- Establish, foster, and promote effective collaborations with diverse stakeholders to implement information technology strategies, design services, and program management;
- Lead organizational change to improve and enhance information technology services;
- Develop and implement technologies to support enrollment initiatives and enable student success strategies;
- Operate within established budgets and effectively manage capital and operating budgets;
- Provide and support technology in face-to-face, blended, and fully online environments to create distinct and successful educational experiences and improve teaching and learning;
- Expand access and use of accurate and effective management information and predictive analytics;
- Create and sustain effective information technology governance and service management practices;
- Implement and sustain information security and privacy to reduce the institutional risk of compromised information technology data;
- Conduct regular assessments to determine that information technology needs are being met;
- Ensure that information technology services are delivered in a secure, yet accessible, manner;
- Serve as the primary point of contact with the Tennessee Higher Education Commission (THEC) and local, regional, and national organizations on information technology-related matters; and
- Develop, update, and test the information technology disaster recovery, cyber incident response, and technology continuity plans.

This is a full-time position that will be performed on site in Tennessee. Salary will be commensurate with experience and will be accompanied by a generous benefits package.

The Search Committee will begin reviewing candidates immediately and will continue until the position is filled. Nominations and applications should be submitted electronically as soon as possible. Applications should include a letter of candidacy for the new AVP/CIO and a complete résumé or vita. All application materials will be considered in full confidence. Please send all nominations, inquiries, and applications, and expressions of interest electronically to: [AustinPeayAVP@storbecksearch.com](mailto:AustinPeayAVP@storbecksearch.com)



Julie E. Tea, Managing Director  
Kate Phillips, Senior Associate

[AustinPeayAVP@storbecksearch.com](mailto:AustinPeayAVP@storbecksearch.com)

For more information, please visit Austin Peay State University's home page at [www.apsu.edu](http://www.apsu.edu)

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