

# ROSE-HULMAN

## INSTITUTE OF TECHNOLOGY

**Vice President of Information Technology and Chief  
Information Officer**

Leadership Profile

July 2026



*WittKieffer*

## Executive Summary

Rose-Hulman Institute of Technology, the top-ranked undergraduate engineering college in the U.S., seeks an innovative, forward-thinking, and collaborative leader to serve as its next Vice President of Information Technology and Chief Information Officer (CIO).

Founded in 1874, Rose-Hulman Institute of Technology is dedicated to preparing its students with the world's best undergraduate science, engineering, and mathematics education in an environment of individual attention and support. The Institute is recognized nationally as an elite STEM school for distinctions that include curricular quality, faculty excellence, return on investment, and career services. Career placement is nearly 100% year after year. The scenic campus in west-central Indiana is home to more than 2,100 students with a passion for STEM and learning. Offering bachelor's degrees in more than twenty disciplines and master's degrees in eight, the Rose-Hulman faculty are recognized nationally for achievements in educating future STEM professionals. The new CIO will join an institution with a long history of innovation and impact.

Reporting to the President of Rose-Hulman Institute of Technology, Robert A. Coons, the CIO serves as the Institute's senior technology executive, providing vision, leadership, and institutional stewardship for enterprise information technology strategy, governance, and operations in support of the Institute's mission and strategic priorities. As a member of the Executive Team, this role advises executive leadership on technology investment, digital transformation, cybersecurity, data governance, and emerging technologies, and holds enterprise accountability for the security, scalability, reliability, and long-term sustainability of the Institute's technology ecosystem. The CIO leads the EIT department, including its personnel, budget, vendor relationships, and strategic resources, while fostering a collaborative, forward-looking technology culture through strong partnerships across the Institute and with external partners, industry experts, and service providers.

The successful candidate will be a collaborative, strategic technology leader who can build consensus across faculty, administrators, and campus stakeholders while leading significant institutional change. They should bring experience with ERP and enterprise platform transformation, cybersecurity, AI strategy, and long-term technology planning, balanced by strong operational leadership and customer service focus. The successful candidate will possess exceptional communication skills, sound business judgment and resource management, the ability to develop and empower teams and a thoughtful, relationship-oriented approach that fits Rose-Hulman's highly collaborative and community-focused culture.

Additional information about Rose-Hulman Institute of Technology may be found at <http://www.rose-hulman.edu>. The national executive search firm, Witt/Kieffer, has been retained to assist Rose-Hulman Institute of Technology in this search. Information about how to nominate a candidate or to apply for this opportunity may be found later in this document in the section titled "Procedure for Candidacy."

# Role of the Vice President of Information Technology & Chief Information Officer

## Strategic Planning and Executive Leadership

- Serve as a member of the Executive Team, shaping institutional strategy, organizational effectiveness, and digital transformation priorities. Translate institutional goals into a multi-year technology agenda that advances academic excellence, administrative effectiveness, and long-term institutional resilience.



## Enterprise Applications and Development Oversight

- Provide executive leadership for the Institute's enterprise applications portfolio, including ERP and other mission-critical platforms that support enrollment, academics, advising, accessibility, identity management, finance, and facilities. Establish priorities, governance, and investment strategies that ensure systems are secure, scalable, integrated, and aligned with institutional objectives. Oversee application development and vendor relationships to strengthen performance, reduce complexity, and support long-term sustainability.

## Systems, Infrastructure, and Security

- Provide executive oversight of the Institute's core technology infrastructure, including cloud services, networking, identity and access management, and enterprise platforms. Set modernization priorities that improve scalability, reliability, security, and cost effectiveness while reducing technical debt and strengthening institutional resilience. Lead major infrastructure and platform decisions to ensure long-term resilience and alignment with institutional strategy.

## Security, Privacy, and Information Risk Governance

- Provide executive oversight and institutional stewardship of the Institute's information security, privacy, and data-risk management program in alignment with policy, standards, and regulatory obligations. Establish strong partnerships with faculty, academic leadership, data governance representatives, administrative offices, and institutional compliance and security leaders while ensuring clear accountability, escalation, and executive decision-making. Embed security, privacy, and risk considerations into technology strategy, modernization, and change initiatives to reduce institutional exposure and strengthen resilience.

## AI Strategy and Adoption

- Serve as a key strategic partner with Academic Affairs leading the Institute's approach to AI adoption through a responsible, strategic, and institutionally aligned framework that advances operational effectiveness, teaching, learning, and service delivery. Establish governance, guardrails, and implementation priorities that support innovation while addressing ethics, privacy, security, and regulatory considerations. Promote organizational readiness and informed experimentation with emerging technologies that expand institutional capability and enhance the user experience.



## Academic and Learning Technology Support

- Collaborate with Academic Affairs to plan and implement technologies that support teaching, learning, and academic operations across degree programs, professional education, and evolving delivery models. Provide input on platform selection, implementation, and lifecycle planning for instructional delivery, learning experience, assessment, and core academic processes. Partner with faculty and academic leadership to ensure technology investments strengthen pedagogy, learning outcomes, and the evolving needs of learners and programs.

## Business Technologies

- Provide executive leadership for enterprise business and administrative technologies through a clear framework for governance, prioritization, and issue escalation. Ensure business platforms align with institutional strategy, data stewardship, security expectations, and user needs. Collaborate with other senior leaders on cross-functional trade-offs, risks, and conflicts affecting enterprise business systems and shared institutional processes.
- Promote strong engineering, data, and operating practices that support reliability, informed decision-making, continuous improvement, and responsible innovation.

## Web, Digital Experience, and Media Services

- Partner with Communications and Marketing to implement strategy and modernization for the Institute's web, digital experience, audiovisual, and multimedia environments. Assist with ensuring institutional digital platforms meet expectations for accessibility, security, brand integrity, and long-term sustainability. Support investments in web, AV, studio, and multimedia capabilities that support teaching, learning, events, professional education, and evolving digital engagement needs across the Institute.

## IT Service Delivery and Operations

- Provide executive accountability for institutional technology service delivery and operational resilience, ensuring high-quality, customer-focused support for faculty, staff, and students. Establish service strategies, escalation frameworks, and staffing models that address complex or high-impact issues while promoting operational discipline, responsiveness, and continuous improvement. Strengthen institutional resilience through redundancy, documentation, cross-training, succession planning, and continuity-focused operating practices.



## Opportunities and Expectations for Leadership

The next Vice President of Information Technology & CIO (CIO) at Rose-Hulman Institute of Technology will have the opportunity to lead a high-performing, mission-driven team in shaping the future of a nationally recognized STEM institution. The successful leader will combine ERP transformation experience, cybersecurity leadership, AI vision, strategic planning capability, and strong relationship-building skills. Equally important will be the ability to listen, build consensus, communicate effectively across diverse stakeholders, and thoughtfully navigate Rose-Hulman's highly collaborative culture.

The new CIO will be asked to address the following critical leadership issues, among others:

### **Lead the Institution's ERP Strategy and Modernization Effort**

Drive a decision on the future ERP platform, balancing competing campus perspectives around different vendors and platforms. Evaluate modernization options for a highly customized ERP environment while considering implications for the student systems, HR, and finance. Bring significant ERP implementation, change management, and systems integration experience to guide the institution through a complex, highly visible decision.

### **Support an Enterprise AI Strategy and Governance Framework**

Partner with Academic Affairs on establishing a campus-wide vision for AI that aligns academic, administrative, and research priorities. Assist in the creation of governance, policies, and risk management practices around AI usage, data integrity, security, and ethics. Build on existing AI initiatives, grants, pilot programs, and faculty interest while helping the institution determine how AI should support teaching, operations, student recruitment, and future enterprise applications.

### **Strengthen Cybersecurity, Risk Management, and IT Governance**

Evolve the institution to a more proactive, risk-based approach. Advance information security policies, compliance efforts, and cyber risk management practices while partnering with campus leadership to implement and enforce security standards while balancing the institution's collaborative culture and academic independence.

### **Create a Long-Term Strategic Plan and Technology Roadmap**

Develop a comprehensive IT strategy aligned with institutional priorities and future growth. Establish a roadmap for infrastructure, applications, data governance, cloud services, security, and technology investments. Prioritize technology modernization while identifying and reducing unnecessary systems, applications, and technical debt.

### **Lead Organizational Transition, Succession Planning, and Talent Development**

Evaluate organizational structure, workforce planning, and leadership development needs across a 21-person IT organization. Prepare for several key retirements among long-tenured IT leaders and preserve critical institutional



knowledge. Continue evolving a positive culture while ensuring the IT team remains engaged, adaptable, and positioned for future demands.

### **Build Campus Partnerships and Strengthen IT's Role as a Strategic Partner**

Foster stronger collaboration among academic departments, administrative offices, faculty leadership, cabinet members, and distributed IT groups. Improve communication, consensus-building, and stakeholder engagement around technology decisions. Continue to evolve IT from a service and support function to a trusted strategic partner that balances operational excellence with institutional innovation.





## Professional Qualifications and Personal Qualities

### Credentials:

- Bachelor's degree required; master's degree preferred. Ten or more years of progressively responsible leadership experience in information technology or a related field, including substantial senior or executive leadership responsibility in higher education or similarly complex organizations.
- Demonstrated experience leading enterprise technology strategy, governance, and large-scale change across complex environments.
- Strong background in enterprise systems, infrastructure modernization, cloud technologies, cybersecurity, and information risk management.
- Demonstrated ability to align technology investments and operating priorities with institutional strategy, risk tolerance, and resource constraints.
- A strong security mindset with the judgment to balance continuity, innovation, collaboration, and institutional resilience.

In addition, the ideal candidate will have the following professional qualifications and personal qualities:

- Strategic thinker with strong execution, organizational leadership, and operational discipline.
- Demonstrated ability to lead diverse teams, influence across functions, and guide institutions through complex organizational change.
- Strong financial stewardship, budget, capital planning, vendor, and portfolio management experience.
- Experience leading ERP modernization or migration to a cloud-based platform.
- Experience shaping institution-wide AI strategy and governance for responsible, secure, and effective adoption.
- Ability to communicate complex technical concepts, risks, and tradeoffs clearly to executive leaders, boards, and non-technical stakeholders.
- Collaborative leadership style with strong stakeholder engagement and governance skills.
- Experience with crisis leadership, incident response oversight, and institutional continuity planning.
- Deep commitment to cybersecurity, digital accessibility, compliance, and institutional sustainability.

# About Rose-Hulman Institute of Technology

## Overview

Rose-Hulman Institute of Technology is entering a transformative era, marked by strategic innovation, record-breaking philanthropy, and national recognition for academic excellence.

### Top-Ranked Excellence & Student Outcomes

For the 27th consecutive year, Rose-Hulman was ranked the **#1 undergraduate engineering college in the U.S.** by *U.S. News & World Report*. This distinction reflects the Institute's unwavering commitment to preparing students for success through rigorous academics, hands-on learning, and personalized support.

Rose-Hulman's **Career Services and Employer Relations** are consistently ranked among the best in the nation, including **#1 for Career Services** by *The Princeton Review*. These services are a cornerstone of the student experience, connecting students to post-graduate employment, co-op opportunities, and summer internships. The result: a strong return on investment and record enrollment driven by student satisfaction and career readiness.

### Academic Innovation & Program Expansion

Rose-Hulman's reimagined Computer Science curriculum introduces specializations in **Artificial Intelligence, Cybersecurity, and Data Science**, aligning with industry needs and student interests. The addition of a **NanoEngineering major** and the accelerated **Rose<sup>2</sup> program**—a four-year combined bachelor's and master's degree—further demonstrates the institution's commitment to academic agility and excellence.

### Entrepreneurship & Strategic Investment

The upcoming **Innovation Grove** district, scheduled for completion in 2027, will serve as a hub for entrepreneurship, healthcare innovation, and interdisciplinary collaboration. A \$10 million gift is fueling the launch of the **Noblitt Entrepreneurship Program**, expanding opportunities for experiential learning and leadership development.

### Campus Growth & Student Experience

Rose-Hulman is investing in student life, recently opening a new freshmen residence hall and completing the renovation of Speed Hall, further enhancing housing and community spaces. These developments support a vibrant, inclusive campus environment that appeals to prospective students and families.





## Mission

The mission of Rose-Hulman Institute of Technology is to provide their students with the world's best undergraduate science, engineering, and mathematics education in an environment of individual attention and support.

## Vision

Rose-Hulman graduates will be inspired and prepared for lives of purpose and success, defining and solving the problems of a complex global society.

Rose-Hulman will be a lifelong partner with their graduates and a recognized global leader in science, engineering, and mathematics education.



## Unveiling Our Vision for the Next Decade – The Rose-Hulman Strategic Plan

In 2023, Rose-Hulman announced its long-term strategic plan – "[Advancing by Design](#)." This bold and innovative strategic plan focuses on four Themes to guide Rose-Hulman over the next decade.

### INFUSE SUSTAINABILITY INTO THE ROSE-HULMAN EDUCATION AND CULTURE

Develop a comprehensive plan to reduce campus consumption of non-renewable resources; to reuse and reclaim resources and waste; to produce renewable energy on campus; and enhance learning and training opportunities and experiences in sustainability for students, faculty, and staff.

### INSTILL A MINDSET OF INNOVATION, DISCOVERY, AND ENTREPRENEURSHIP

Foster an environment that provides students with unique experiences in innovation, discovery, and entrepreneurship. Strengthen and support existing on-campus resources by developing an integrated complex called Innovation Grove, which will serve as the nucleus of activity that generates world-class educational opportunities for students and faculty, while providing services that support and expand the entrepreneurial ecosystem for external clients, the Rose-Hulman community, and beyond.

### PREPARE STUDENTS TO BE LEADERS IN A GLOBAL AND COMPLEX SOCIETY

Ensure that all students have access to cross-cultural experiences that lead to enhanced competencies gained through participation in intercultural experiences on campus, in the local community and abroad. Maintain and enhance an inclusive campus community by furthering students' understanding of global perspectives. Create a campus community that prepares all students to be leaders, ready to define and solve the problems of a global and complex society by introducing students to concepts of intercultural competence early in their academic careers.

### INCREASE THE AFFORDABILITY AND VALUE OF A ROSE-HULMAN EDUCATION

Pursue strategies to make earning a degree from the Institute more affordable and achievable by students of all backgrounds, while also creating more long-term value and minimizing additional expenses. Explore off-campus opportunities to expand experiential learning through co-ops and internships using flexible scheduling and degree requirements to generate paths that provide income and reduce costs.

## Leadership

### Robert A. Coons, President



Robert A. Coons was unanimously appointed by the Board of Trustees of Rose-Hulman Institute of Technology as the 16<sup>th</sup> President on November 15<sup>th</sup>, 2018. Prior to this appointment, he had served, since 2013, as Senior Vice-President and Chief Administrative Officer. Rob has held a variety of finance and management-level positions since joining Rose-Hulman Institute of Technology in 1989, including service as the Interim President of the Institute from April 2012 to April 2013. He was the recipient of the Rose-Hulman President's Outstanding Service Award in 2010 and the Rose-Hulman Honor Alumni Award in 2013, as well as the 2013 Indiana University East Honor Alumni Award. In 2014 Coons received the Terre Haute Rotary Vocational Service Award.

In the fall of 2022, Rob was appointed to the Indiana Governor's Workforce Cabinet, formed to help strengthen Indiana's economy by addressing current and future education and employment needs for residents and employees.

In addition, he currently serves on the Board of Directors of the Central Indiana Corporate Partnership (CICP), the Independent Colleges of Indiana (ICI), as Chair of the ICI Audit and Investment Committee and a member of the Executive Committee, as Immediate past Chair of the Heartland Collegiate Athletic Conference (HCAC) Council of Presidents, and as a member of the Association of Independent Technological Universities (AITU).

Locally, Rob serves as Immediate Past Chair of the Board of the Union Hospital/Union Health System and Chair of the Personnel Committee. He is a member of the Terre Haute Economic Development Corporation and Terre Haute Chamber of Commerce Boards of Directors. He is a graduate of Leadership Terre Haute and The Wabash Valley Leadership Institute and has served in a variety of capacities with the United Way of the Wabash Valley.

Rob holds an MBA from Indiana State University, CPA licenses in Indiana and North Carolina, a Bachelor of Science in Business from Indiana University, and is a graduate of the Harvard Graduate School of Education Institute for Education Management Program. Rob and his wife Tammy reside in Terre Haute, Indiana.



## Terre Haute, Indiana and the Rose-Hulman Community

Nestled along the banks of the **Wabash River**, **Terre Haute** is a vibrant and welcoming city that blends small-town charm with cultural richness and civic vitality. Home to **Rose-Hulman Institute of Technology**, Terre Haute offers a unique living experience for professionals and families alike.

Known as the “**Queen City of the Wabash**” and “**The Crossroads of America**,” Terre Haute is conveniently located within driving distance of major cities including **Indianapolis (1 hour)**, **St. Louis**, **Louisville**, **Cincinnati**, and **Chicago (2–3 hours)**—providing access to metropolitan amenities while maintaining a relaxed, community-oriented lifestyle.

The city boasts a **revitalized downtown**, a **dynamic arts and music scene**, **museums**, **parks**, and **four higher education institutions**, including Indiana State University and Saint Mary-of-the-Woods College. Terre Haute celebrates its heritage as the birthplace of the **iconic Coca-Cola bottle** and the home of the **Clabber Girl Corporation**, still producing its signature baking powder today.

Terre Haute is also a hub for **outdoor recreation**, **family-friendly entertainment**, and **year-round events**, making it a must-visit destination for those seeking both professional opportunity and personal enrichment.

To explore more about the city and surrounding region, visit:

- [City of Terre Haute Government](#)
- [Terre Haute Visitor & Convention Bureau](#)
- [Thrive West Central](#)
- [Vigo County Government](#)
- [Indiana State Parks](#)

Whether you're drawn by its history, culture, or proximity to major cities, Terre Haute offers a compelling lifestyle for leaders looking to make a lasting impact in a thriving community.





## Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting Rose-Hulman Institute of Technology in this search. The search will remain open until the position is filled.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Christy Pratt and Scott Dethloff at

[sdethloff@wittkieffer.com](mailto:sdethloff@wittkieffer.com)

*Rose-Hulman Institute of Technology is an affirmative action and equal opportunity employer. It is the Institute's policy to treat all employees and applicants equally according to their individual qualifications, abilities, experiences, and other employment standards. Rose-Hulman will not discriminate against any employee, applicant for employment, student or applicant for admission on the basis of religion, sex, pregnancy, ethnicity, national origin (including ancestry), citizenship status, physical or mental disability, age, sexual orientation, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, or any other protected category under applicable local, state or federal law, including protections for those opposing discrimination or participating in any complaint process on campus or within the Equal Employment Opportunity Commission or other human rights agencies. Rose-Hulman Institute of Technology is committed to providing access, equal opportunity, and reasonable accommodation for individuals with disabilities in employment, its services, programs, and activities. To request reasonable accommodation, please contact the Office of Human Resource.*