

LAFAYETTE COLLEGE

Chief Information Officer

Lafayette College, one of the nation's premiere undergraduate institutions, seeks a visionary, highly accomplished, and collaborative information-technology leader to serve as its Chief Information Officer. The Chief Information Officer (CIO) will have the opportunity to lead digital transformation, develop capabilities, support academic programs and address infrastructure enhancements across the campus. They will advance Lafayette's mission by delivering exciting, integrated, secure, and sustainable information, research, data, and administrative services and systems to serve faculty, students, and staff.

Mission

Chartered in 1826, [Lafayette College](#) is dedicated to excellence in undergraduate education. Students are engaged in a transformative educational experience that bridges the liberal arts, engineering, and interdisciplinary study. The College fosters intellectual inquiry, artistic exploration, scholarship, and personal growth in a vibrant, diverse, and inclusive community. Lafayette students become critical thinkers, creative problem-solvers, and responsible citizens of the world.

Values

- **Engaged Learning** - We cultivate a residential undergraduate learning environment where faculty and staff foster the interplay among the liberal arts, engineering, and interdisciplinary study, and nurture intellectual curiosity, creativity, and ingenuity.
- **Community Belonging** - We value mutual respect, collaboration, and empathy in an accessible, inclusive, and diverse community where everyone can flourish.
- **Responsible Citizenship** - We are thoughtful members of the global community, educating our students to be compassionate, ethical leaders who constructively participate in society – from Easton and the Lehigh Valley to the Commonwealth, the nation, and the world.
- **Purposeful Sustainability** - We value an environmentally healthy and socially just world, managing resources with care and accountability, integrating sustainability into our academic and campus life, and pursuing innovative solutions to complex local and global challenges.
- **Institutional Excellence** - We are dedicated to excellence in teaching, learning and scholarship, across co-curricular pursuits, and through the multifaceted work of the College, and hold one another to the highest standards in our respective fields.

Read more about Lafayette's [mission, values, and history](#).

Information Technology Services at Lafayette

Technology plays a critical role at Lafayette, from streamlining business processes to innovating teaching and research practices. The [technology strategy](#) provides a guide, ensuring that resources are well-aligned to advance the College's strategic direction. Whether deploying custom, open-source solutions, or best-of-breed cloud technologies, ITS is committed to a hybrid approach that best supports the community.

[ITS](#) is composed of five units—Application and Integration Development, IT Infrastructure and Cybersecurity, ITS Operations, Learning and Research Technologies, and User Services. Across these teams, ITS employs 38 professionals. For FY2025, ITS' budget included \$3.9M in operating expenses and \$4.9M in compensation and benefits.

[Teaching, Learning, and Research](#) resources managed by ITS include more than 200 smart classrooms across campus with installed presentation technology ranging from simple displays to smart classrooms with touch panel control systems to collaborative labs and media creation studios, including Pardee 28, a dual-purpose, collaborative computer classroom. ITS maintains Moodle as the campus's course management system; WordPress to host personal, club, and organization home pages; Panopto for streaming media creation and hosting platform for course related content as well as publicly available content; and many tools to support remote teaching and learning, including Google Workspace and AWS AppStream.

[Research and High-Performance Computing](#) (R/HPC) at Lafayette is an ecosystem of services facilitating research and pedagogical projects and the team delivers and supports a suite of hardware, web-based, virtualized, and consultation services targeted at relevant research and teaching use cases, which often necessitate specialized computational hardware and software platforms, environments, and capabilities.

ITS helps ensure the confidentiality, integrity, and availability of College data and systems through a comprehensive information security program and related services. The information security program includes providing policy, guidelines, and educational materials about protecting computing resources and sensitive data, information security risk assessment, vulnerability management, and computer security incident response and resolution. Application and Integration Development supports the College's web infrastructure and integration between platforms. ITS in collaboration with various College offices provides access and support for services that enhance operational efficiency.

Peer Units

In addition to management of the ITS organization, the CIO will collaborate with the leaders of other units on campus to strategically meet their IT needs, including the following.

The [Lafayette Library](#) was awarded the 2014 Excellence in Academic Libraries award from the Association of College and Research Libraries (ACRL). The award highlights the library's commitment to digital scholarship, its pioneering of new models for collaborative content acquisition, and the impact of its Information Literacy and Special Collections programs on student learning. The David Bishop Skillman Library is the College's main library, with a collection of more

than 600,000 volumes. The Fred Morgan Kirby Library has an additional 30,000 volumes related to government and law. The two libraries subscribe to thousands of magazines, journals, and newspapers in electronic and paper formats and an extensive array of electronic databases and books, accessible both on and off campus. The Lafayette College Special Collections and College Archives collection is available for student research and features especially strong holdings relating to the Marquis de Lafayette, Stephen Crane, and angling.

The [Registrar's Office](#) maintains the integrity and security of permanent academic records in accordance with the Family Educational Rights and Privacy Act of 1974 (FERPA) and upholds Lafayette College academic policies, procedures, and guidelines. Lafayette maintains its student records via Banner.

The Opportunity

The CIO will report to the [Executive Vice President for Finance and Administration](#) and will fulfill management and mentoring responsibilities that provide equitable and inclusive working environments to the staff they supervise and the faculty, staff, and students they work with. They will provide leadership across IT functions, supporting their ongoing collaboration and ensuring their unique needs are addressed within a strategic vision of the College's information and technology resources.

The CIO will function as an integral part of the senior staff, ensuring that technology investments and priorities align with overall institutional goals, contributing to effective decision-making by the leadership team, and bringing a clear grasp of the College's opportunities, risks, and challenges to the leadership and staff of ITS. They will be responsible for building strong and productive relationships with academic and administrative leaders and their staff and for communicating with and advising departments across campus to provide efficient and effective digital solutions for the College.

The CIO is responsible for 6 direct reports:

- Executive Director, ITS Operations
- Director, IT Infrastructure and Cybersecurity
- Director, User Services
- Director, Learning & Research Technologies
- Director, Application & Integration Development
- Administrative Operations Coordinator

Core Responsibilities:

- Foster an environment that champions innovation, exceptional service, and results-driven accountability aligned with the institution's core mission and strategic objectives.
- Build and mentor a high-performing ITS team through targeted professional development, thoughtful supervision, performance assessment, and career growth opportunities that establish productive working relationships throughout the campus community.
- Align technology investments with institutional priorities by developing and deploying information resources that directly support the College's long-term plan.

- Assess and communicate technology-related risks and opportunities to College stakeholders while implementing robust security protocols to safeguard institutional data assets.
- Direct comprehensive oversight of enterprise technology systems including network infrastructure, academic platforms, administrative applications, web services, telecommunications, and technical support in collaboration with campus departments to meet both academic and operational needs.
- Design, implement, and regularly review comprehensive systems for data security, risk management, disaster recovery, and business continuity planning.
- Guide policy development for data privacy and research information protection while establishing and maintaining campus-wide cybersecurity awareness and training programs.
- Execute ongoing evaluation and oversight of academic and administrative systems to confirm alignment with institutional and departmental objectives.
- Continuously adapt and refine the institution's technology roadmap to anticipate and respond to evolving campus community requirements within the framework of the College's strategic vision.
- Ensure fiscal responsibility through effective budget development and management for all ITS operations.
- Prioritize and establish realistic timelines for technology initiatives, presenting recommendations to senior administration and governance bodies.

Strategic Priorities for the incoming CIO:

- **Modernize IT Infrastructure & Systems** — Lead a comprehensive review of existing systems including Banner ERP optimization, Wi-Fi connectivity improvements across campus, and streamlined technology lifecycle management to assess integration improvements (65+ Banner integrations, 160+ campus systems).
- **Establish Data-Driven Decision Culture** — Develop analytics capabilities and data utilization practices across departments, breaking down information silos to enable better insights and reporting while addressing the need for more data strategy.
- **Implement Effective IT Governance** — Create a formalized project prioritization framework and cross-departmental technology committees to ensure strategic alignment, resource optimization, and transparent decision-making processes.
- **Solidify IT's Role as a Strategic Partner** — Strengthen IT's position as a strategic partner through clear communication, visible campus engagement, and demonstrated value to the institution
- **Lead Cultural Transformation** — Guide the institution through digital change management by focusing on training, adoption, and collaborative relationships to leverage the "unique moment with new leaders" while addressing questions and concerns around technology innovation.

Qualifications & Competencies

The Chief Information Officer will be willing to engage and drive transformation, and be a solutions-focused, collaborative, and empathetic leader who will bring vision, energy, and a capacity for innovation to their work.

- An undergraduate degree from an accredited institution; a graduate degree is preferred but not required.
- At least eight years of management experience in information technology.
- Leadership experience in complex, mission-driven organizations with multiple constituent groups and inclusive decision-making practices, including engagement with executive leadership and governance.
- Dedication to the mission of Lafayette College — excellence in undergraduate education and engagement in a transformative educational experience that bridges the liberal arts, engineering, and interdisciplinary study, and fosters intellectual inquiry, artistic exploration, scholarship, and personal growth in a vibrant, diverse, and inclusive community.
- The ability to maintain an institutional and strategic perspective while helping staff to prioritize and manage shorter-term activities.
- Experience in developing a vision and plans for future technologies and capabilities, including business cases for strategic and sustainable technology investments.
- Experience mapping business requirements to IT architecture and strategy.
- Experience across a spectrum of initiatives related to enterprise data – data governance, strategy, policy, application development/implementation, security, etc.
- Demonstrated experience in strategic planning and implementation.
- Experience across a spectrum of initiatives related to research data – including data storage for research computing and immersive technologies, and digital infrastructure for digital assets for teaching, learning, and research.
- Excellent interpersonal skills and a demonstrated ability to value and lead in a diverse environment.
- Highly effective written and oral communicator with the ability to communicate concisely and effectively to a broad array of audiences.
- Extensive knowledge of technology trends and a deep understanding of emerging technologies and their implications for higher education; ability to provide vision to inform the use of emergent technologies in the academic division and beyond.
- Experience developing or leading technology-based services and infrastructure in an integrated technology organization supporting an education institution is preferred.
- Familiarity with the opportunities, challenges, resource needs, and values of an academic IT organization is preferred.

About Lafayette College

Lafayette College, located on College Hill in Easton, Pennsylvania, a town at the confluence of the beautiful Lehigh and Delaware Rivers, was founded in 1826 by James Madison Porter and the citizens of Easton in honor of the Revolutionary War hero, General Lafayette. The College is an institution where liberal arts education meshes seamlessly with a nationally recognized engineering program with 69 buildings, Lafayette College comprises 340 acres. This includes the 80-acre athletic

campus, [Metzgar Fields](#), which has hosted a number of NCAA, ECAC, and Patriot League championships in cross country, field hockey, baseball, soccer, softball, and track and field.

Dedicated to excellence in undergraduate education, Lafayette College students are engaged in a transformative educational experience that bridges the liberal arts, engineering, and interdisciplinary study. The College fosters intellectual inquiry, artistic exploration, scholarship, and personal growth in a vibrant, diverse, and inclusive community. Lafayette students become critical thinkers, creative problem solvers, and responsible citizens of the world.

With a diverse undergraduate student population of more than 2,700 students representing 44 states and 60 countries, and a faculty numbering nearly 250, Lafayette boasts an incredible 10-to-1 student to faculty ratio for an excellent learning experience for students. Students thrive in 34 bachelor of arts, 15 bachelor of science and 5 engineering degree programs, as well as many experiential learning components through research, community-based learning, off campus learning and international study, and internships to name just a few. Students engage in a broad range of extracurricular and co-curricular activities as well through more than 120 student organizations, 23 NCAA Division I athletic teams, many visual and performing arts opportunities, community engagement and volunteerism, and other activities. Lafayette College continues to rise in national rankings and was recently named the 30th Best National Liberal Arts College and #75 in Best Value Schools by US News and World Report.

Lafayette offers a scenic, historic campus with state-of-the-art engineering, science, and performing and visual arts facilities, and easy access to Easton — a picturesque river city abuzz with fine and casual dining, entertainment, and popular festivals. Lafayette's pioneering roots and continued impact on Easton, the Lehigh Valley, and beyond will soon be celebrated as the College prepares for its bicentennial in 2026.

Salary, Benefits and Culture

Lafayette College is deeply committed to creating a diverse community, one that is inclusive and responsive and is supportive of each and all of its staff, faculty, and students. All members of the College community share a responsibility for creating, maintaining, and developing an environment in which difference is valued, equity is sought, and inclusiveness is practiced.

The compensation package for the position is highly competitive and includes a [generous benefits](#) package designed to support physical, mental, and financial wellness.

About Easton, PA

Serving as the county seat for Northampton County, and situated on the New Jersey border, [Easton](#) is one of three population centers in the Lehigh Valley, including Allentown and Bethlehem. Having experienced an extraordinary rebirth since the fall of the steel industry, Easton is now one of Pennsylvania's fastest growing economic areas. With a population hovering just under 30,000, Easton is a diverse community with hardworking residents across a broad range of professional and service sectors. With a huge selection of restaurants, breweries and wine bars, wellness resources, markets, shops and activities, Easton has activities for people of all ages. Easton's historic district hosts a broad range of festivals and activities throughout the year, as well as parks and trails to meet

a wide array of outdoor interests. The Lehigh Valley is also a hidden gem of outdoor activities, featuring numerous trails, waterways, and parks for hiking, running, and cycling enthusiasts as well as the Delaware and Lehigh Rivers, among other waterways, for those who love boating, fishing, kayaking, tubing and more – with an added bonus of the Poconos just an hour away. The Valley also boasts amusement parks, sports stadiums (with several national affiliate teams), many arts venues and concert venues, and multiple museums. For those who seek a periodic urban adventure, both Philadelphia and New York City are just over an hour's drive away.

To Apply

Lafayette College has retained [Opus Partners](#) to support this recruitment, Katie Dean, Partner, Kenna Boyd, Partner and KD Sweaney, Senior Associate, are leading the search. Confidential inquiries, applications, and nominations should be submitted by email to katie.dean@opuspartners.net. Required application materials include a resume and cover letter that addresses the responsibilities and qualifications of the role. The search process will unfold with the greatest possible attention to candidate confidentiality.

Equal Opportunity at Lafayette College

Lafayette College does not discriminate on the basis of race, color, national or ethnic origin, disability, religion, age, military or veteran status, sex, sexual orientation, gender identity or expression, marital or familial status, pregnancy, genetic information, or any other characteristic protected by law in its educational programs and activities, admissions, or employment as required by Title IX of the Educational Amendments of 1972 (which requires that the College not discriminate on the basis of sex); the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973 (which requires that the College not discriminate on the basis of disability); Title VI of the Civil Rights Act of 1964 (which requires that the College not discriminate on the basis of race, color, or national origin); and Title VII of the Civil Rights Act of 1964 (which requires that the College not discriminate in employment on the basis of race, color, religion, sex, or national origin); and other applicable laws and College policies.