

**Associate CIO, Data Management, Integration & Analytics and University Data Officer****4.17.2026****The Position**

The Associate CIO, Data Management Integration and Analytics and University Data Officer (“AC-UDO”) is the senior university executive responsible for supporting the effective use of administrative enterprise data at Princeton. The AC-UDO reports to the Vice President for Information Technology & Chief Information Officer with a dotted line to the Provost. They work closely with the Strategic Analysis group in the Provost Office in addition to the Data Stewards and Analysts across the University. The AC-UDO acts as the chief data strategist for the University and oversees the governance and policy infrastructure necessary to facilitate the use of data for operational benefit and decision support through an integrated ecosystem of applications.

Princeton created its inaugural University Data Officer role in 2022. The four years since have seen careful development of governance frameworks, including the creation of the [Data Strategy Executive Council](#), and high-level strategy for maturing data governance at Princeton. In the current re-conception of that inaugural role as the Associate CIO, Data Management, Integration and Analytics & University Data Officer position, the responsibility for leading university data strategy and governance continues even as the position assumes responsibility for a greater scope and accelerated pace of implementation.

A primary lever of such scaling and executing will occur through oversight of the [CeDAR](#) group in the Office of Information Technology, which has been advancing Princeton’s highly respected data warehouse for over 20 years. Accordingly, in the nearer-term future, the AC-UDO will complete the acquisition and oversee the implementation of a new Data Analytics Hub that will advance CeDAR’s work. The current plan for the AC-UDO’s team anticipates the creation of eight new positions in the coming years.

Leading the IT staff responsible for data warehousing/reporting to build and sustain an enterprise data strategy that can help the University achieve its goals, the AC-UDO will be a key player in establishing and sustaining a campus-wide data governance infrastructure that fosters a culture of trust and shared responsibility for the ethical use of administrative data for strategic institutional purposes.

A critically important element of the context at Princeton is the university’s plan to replace its primary systems of record in finance, human resources, and student areas. A needs and readiness assessment is under way and the RFP process to select the next-generation system(s) has begun. The AC-UDO will contribute to the success of planning and implementation phases of this enterprise-scale system conversion by establishing the data strategy, governance, and architecture components of future-state enterprise systems along with a strategically conceived set of reporting capabilities that will shape these systems.

**Responsibilities**

### Data Strategy – 50%

The AC-UDO Officer will be principally responsible for defining, developing, and implementing an enterprise data strategy that is focused on:

- Working in close collaboration data users and institutional data stewards to establish an enterprise data road map and data management processes that enable information sharing, collaboration, compliance, and security in support of the overall University data strategy.
- Supporting University strategic decision making by being the nexus between the strategic questions, the technological solutions, and the data resources.
- Increasing the value of University data assets by aligning data collected for operational purposes with data needed for strategic purposes in order to provide the organization with data required to achieve strategic goals.
- Identifying new kinds, types, and sources of data to enable administrative innovation throughout the organization; creating and overseeing a centralized service for sourcing external data to ensure quality, traceability, timeliness, usability, and cost-effectiveness.

### Data Governance – 30%

The AC-UDO will establish and sustain a data governance system that aligns data stewardship with the overall data strategy:

- Organize and lead a data and analytics governance council to provide executive sponsorship for and oversight of governance policy creation and compliance.
- Identify and standardize the use and governance of data and analytics, have oversight and ensure that standardized data governance "tools" including data requirements documents, data lineage workflows, metadata forms, data models, etc. are used across the organization by all relevant stakeholders in support of the enterprise's business strategy.
- Define, manage, and advance enterprise information management principles, policies and programs for stewardship, advocacy and custodianship of data and analytics, in concert with legal, information security, and corporate risk and compliance offices.

### Data Management and Operations – 20%

The AC-UDO will have responsibility for campus wide Data Management and will influence the overall technical strategy for data collection, operations, reporting, and analytics with responsibilities to include:

- Managing and influencing enterprise data quality through the recurring certification of enterprise data assets and the reporting of data asset health in the enterprise data scoring process, including overseeing remediation plans.
- Defining, managing, and advancing enterprise information management principles, policies and programs for stewardship, advocacy and custodianship of data and analytics.
- In cooperation with the Chief Information Security Officer, General Counsel, and other concerned parties, developing standards for the appropriate use of information taking into

consideration changing security requirements, privacy needs, ethical values, societal expectations, and cultural norms.

- Building and managing a transparent and auditable framework for data sharing between departments that implements the appropriate use standards.
- Owning and appropriately refreshing Master Data Management and establishing common terms and definitions for data that facilitate cross-institutional data use.

## **Objectives**

In addition to the core responsibilities of the role as described above, the incoming AC-UDO will focus in the short term on developing a roadmap to ensure success in onboarding and prioritizing. At the end of the first six months, the AC-UDO will present to the University Senior Leadership an actionable, high-level plan influenced by their assessment of Princeton's present state, their experience and expertise, and their awareness of established and emerging technologies (including generative AI) that will shape how the University will use data for strategic advantage. Developing this plan will require the AC-UDO to:

- 1) Review of the current data and technical environment
- 2) Engage with and influence discussions about the planned future state of the infrastructure, particularly as it pertains to Princeton's planned move of administrative and academic applications to cloud hosting and SaaS
- 3) In partnership with the Strategic Analysis group in the Provost's Office, meet with VPs, Deans, and key data owners to determine the current state and to create a vision for future needs and aspirations
- 4) Determine key use cases in which strategic data use would have high value and envision how solutions could be crafted to address them
- 5) Assess the current state-of-the-art for data infrastructure and envision how Princeton could modify its plans to align with the optimal future direction

The plan should answer the following set of questions:

- 1) Vision
  - a. What will the Data Management Integration and Analytics and University Data Office be able to accomplish once it is fully up-to-speed, and how long will that take?
  - b. What are the challenges, obstacles, and opportunities?
  - c. How will the AC-UDO socialize and positively influence the state of data analytics and reporting broadly on campus?
- 2) Process
  - a. What is the data governance framework necessary to achieve the objectives?
  - b. How will that data governance framework be implemented?
  - c. What are the standards for data governance that ensure quality and availability of data?
- 3) Technology
  - a. What is the future-state technology architecture for the infrastructure needed to accomplish the key use cases?
  - b. What are the current gaps and investment needs?
- 4) Organization

- a. What human resources will be needed to achieve the desired use cases within 12 months?
  - b. How would the organizational structure of the Data Management Integration and Analytics and University Data Office evolve to support these solutions and deliver these services?
- 5) Resources
- a. What other investments will be necessary to achieve the proposed vision?
  - b. What will be the ongoing funding need once the vision is in production?

### **Qualifications**

A bachelor's degree in business administration, computer science, data science, information science or related field, or equivalent work experience. Academic qualifications or professional training and experience in legal and regulatory areas relevant to enterprise data governance and strategy are also desirable. A graduate degree in mathematics, data science, information science, or a related field is preferred.

In addition:

- 15 or more years of leadership experience, ideally in Data Strategy or Management, recently at or near the executive level
- Five or more years of progressive leadership experience in leading successful cross-functional teams and enterprise-wide programs, operating and influencing effectively across complex, decentralized organizations with consensus-driven and deliberative decision-making norms
- Experience in integrating complex, cross-department processes, and information strategies
- Experience running data analytics teams using the latest data mining, machine learning and/or artificial intelligence techniques
- Broad experience in multiple competency areas of data and analytics delivery, such as data warehousing, business intelligence (BI), data governance, data architecture, data integration, data classification, data strategy, data quality management, data security, and privacy, MDM, data standards, regulatory compliance, and enterprise architecture frameworks
- Excellent business acumen and interpersonal skills; the ability to work across business lines at a senior level to influence and effect change to achieve common goals
- Demonstrated leadership and a proven track record of leading complex, multidisciplinary Data Strategy initiatives
- A strong commitment to building a diverse and inclusive team culture
- The ability to describe business use cases/outcomes, data sources and management concepts, and analytical approaches/options; the ability to translate among the languages used by executive, operational, IT, and analytic stakeholders
- Information strategy experience — experience in strategic technology planning and execution, and policy development and maintenance
- Analytical skills — outstanding analytical and problem-solving abilities
- Gravitas to develop a framework for information and analytics governance as well as to sell and embed it in all levels of the business

- Excellent oral and written communication skills, including the ability to explain digital concepts and technologies to non-technical audiences, and business concepts to technologists
- Demonstrated knowledge of data structure, information systems/tools, related software and data management, and record-keeping policies and practices in a complex organizational environment
- Proven ability to balance team and individual responsibilities, build teams and consensus, get things done through influence, not only positional authority
- Proven ability to work ethically and with integrity

### **Princeton University**

Princeton University is a world-renowned research university with a vibrant community of scholarship, research, and teaching that seeks to serve the nation and humanity, and has achieved the highest levels of distinction in the discovery and transmission of knowledge and understanding.

The values and ethos of Princeton University are clearly articulated in its mission statement: “Princeton University advances learning through scholarship, research, and teaching of unsurpassed quality, with an emphasis on undergraduate and doctoral education that is distinctive among the world’s great universities, and with a pervasive commitment to serve the nation and the world.”

The University’s defining characteristics and aspirations include:

- A focus on the arts and humanities, the social sciences, the natural sciences, and engineering, with world-class excellence across all of its departments.
- A commitment to innovation, free inquiry, and the discovery of new knowledge and new ideas, coupled with a commitment to preserve and transmit the intellectual, artistic, and cultural heritage of the past.
- A faculty of world-class scholars who are engaged with and accessible to students and devoted to the thorough integration of teaching and research.
- A focus on undergraduate education that is unique for a major research university, with a program of liberal arts that simultaneously prepares students for meaningful lives and careers, broadens their outlooks, and helps form their characters and values.
- A graduate school that is unusual in its emphasis on doctoral education, while also offering high-quality master’s programs in selected areas; a human scale that nurtures a strong sense of community, invites high levels of engagement, and fosters personal communication.
- Exceptional student aid programs at the undergraduate and graduate levels that ensure Princeton is affordable to all.
- A commitment to welcome, support, and engage students, faculty, and staff with a broad range of backgrounds and experiences, and to encourage all members of the University community to learn from the robust expression of diverse perspectives.
- A vibrant and immersive residential experience on a campus with a distinctive sense of place that promotes interaction, reflection, and lifelong attachment.

- A commitment to prepare students for lives of service, civic engagement, and ethical leadership.
- An intensely engaged and generously supportive alumni community.

Princeton has a profound, enduring commitment to undergraduate education, with a low student-to-faculty ratio and a curriculum that emphasizes learning, creativity, innovation, and collaboration within a program of liberal arts and humanities, social sciences, natural sciences, and engineering. The approximately 5,700 undergraduate students are part of the vibrant campus community, and students stay connected to Princeton long after they have graduated. Students work closely with distinguished faculty who routinely push the frontiers of human knowledge with their research and scholarship. Students' experiences inside and outside the classroom simultaneously prepare them for meaningful lives and careers, broaden their outlook, and help shape their character.

Princeton also has a strong commitment to graduate education where students become part of a community of scholars at one of the world's leading research universities. With a focus on doctoral education and with a select number of master's degree programs across the humanities, social sciences, natural sciences, and engineering that emphasizes original and independent scholarship, students work closely with distinguished faculty who routinely push the frontiers of human knowledge with their research and scholarship. Over 3,300 graduate students study in an environment in which everyone is empowered to push their fields forward, producing fundamental research with transformational global impact.

Princeton's exceptional faculty includes more than 1,300 scholars working at the frontiers of knowledge across disciplines. Each year, Princeton faculty members receive numerous national and international honors recognizing their scholarship and research. Demonstrating the University's distinctive commitment to teaching, all faculty members are expected to teach both undergraduate and graduate students.

In addition, the [Princeton Plasma Physics Laboratory](#) is a national laboratory managed by Princeton University, dedicated to developing the scientific knowledge and advanced engineering to enable fusion to power the U.S. and the world; advancing the science of nanoscale fabrication for technologies of tomorrow; and furthering the scientific understanding of the plasma universe from laboratory to astrophysical scales.

The University's 8,100 benefits-eligible employees, ranging from security officers to accountants to academic managers to landscapers, support the University's mission in a variety of significant ways. Staff members feel pride in the work that they do and in the opportunities that they have to make an impact larger than themselves while realizing personal goals, building strong relationships, and earning recognition for their contributions.

The University is a large economic entity, with fiscal year 2025 operating revenues of \$2.86 billion and an endowment that exceeded \$37 billion as of the end of fiscal year 2025. Princeton has a substantial impact on the New Jersey economy as an employer, research and innovation leader, sponsor of construction projects, purchaser of goods and services, and financial and civic contributor to local communities.

The University's construction program supports a multi-year and long-term campus planning effort to carry out its teaching and research mission through new, expanded, and improved facilities and spaces. With a multi-billion-dollar capital plan, the program includes management of capital projects from design through to construction and delivery phases for both new construction and renovations.

As the University continues to grow and evolve, it is faced with both challenges and opportunities. Technology is reshaping fields of research, forms of pedagogy, the economy, the organization of society, and the challenges for which the University must prepare its students. It is also changing the way that students and faculty connect with one another and opening up new interdisciplinary avenues for how they think about the impact that their ideas can have on the world.

For more information about Princeton, please visit <http://www.princeton.edu>.

### **To Apply**

Princeton University has retained Opus Partners ([opuspartners.net](http://opuspartners.net)) to support this recruitment. Craig Smith, Managing Partner, and Jeffrey Stafford, Senior Associate, are leading the search. Inquiries, applications, and nominations should be sent to [jeffrey.stafford@opuspartners.net](mailto:jeffrey.stafford@opuspartners.net). The search process will unfold with the greatest possible attention to candidate confidentiality. Required application materials include a CV and cover letter addressing the responsibilities, qualifications, and expectations established for this position.

The current target salary range for the position is \$265,000-\$306,000. Princeton University is committed to offering competitive compensation, and for highly qualified candidates with exceptional experience and record of achievement substantially exceeding the minimum requirements, compensation above this range may be considered, consistent with institutional guidelines. Princeton University provides excellent [benefits](#) to its employees including in health, retirement, and education.

*In compliance with Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and other federal, state, and local laws, Princeton University does not discriminate on the basis of age, race, color, sex, sexual orientation, gender identity or expression, religion, national or ethnic origin, disability, or status as a disabled or Vietnam era veteran in any phase of its employment process; in any phase of its admission or financial aid programs; or other aspects of its educational programs or activities. The associate provost is the individual designated by the University to coordinate its efforts to comply with Title IX, Section 504 and other equal opportunity and affirmative action regulations and laws. Questions or concerns regarding Title IX, Section 504 or other aspects of Princeton's equal opportunity or affirmative action programs should be directed to Michele Minter, Vice Provost for Institutional Equity and Diversity, Princeton University, 205 Nassau Hall, Princeton, NJ 08544 or 609-258-6110. Further, inquiries about the application of Title IX and its supporting regulations may also be directed to the Assistant Secretary for Civil Rights, Office for Civil Rights, U.S. Department of Education. For additional information about the University's commitment to equal opportunity, visit <https://rrr.princeton.edu/equal-opportunity-policy>.*