

Associate Vice President & Deputy Chief Information Officer

Position Prospectus

UAB The University of
Alabama at Birmingham.

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The Opportunity

The [University of Alabama at Birmingham](#) (UAB) seeks an Associate Vice President & Deputy Chief Information Officer (Deputy CIO) to serve in a critical leadership role at a pivotal moment in the institution's continued growth and evolution. Reporting to the Vice President for IT and Chief Information Officer, the Deputy CIO will play a central role in strengthening how technology supports UAB's academic, research, and clinical missions across an increasingly complex enterprise.

Over the past several decades, UAB has emerged as one of the nation's leading public research universities and academic medical centers, distinguished by its scale, interdisciplinary strength, and commitment to innovation. As the institution continues to grow in both size and sophistication, UAB Information Technology is advancing its role from a primarily service-oriented function to a strategic partner that enables institutional priorities through integrated, enterprise-wide solutions.

This evolution is reflected in several key initiatives and priorities currently underway across the institution. UAB is strengthening its IT governance model to ensure that technology investments are aligned with institutional priorities and informed by transparent, collaborative decision-making. At the same time, the University is advancing enterprise efforts such as Igniting Data Insights, a transformative initiative designed to modernize UAB's data ecosystem and expand the use of analytics, artificial intelligence, and decision-support tools, including the development of enterprise approaches to AI governance and value creation across academic, research, and administrative functions. These efforts, combined with continued growth in research activity, expansion of the academic health system, and increasing demand for coordinated technology services across both academic and clinical IT environments, underscore the need for strong integrative leadership within UAB IT.

Within this context, the Deputy CIO will serve as a key leader responsible for advancing alignment, coordination, and execution across the IT organization and the broader enterprise. The role offers a meaningful opportunity to shape how UAB IT operates internally while also strengthening its engagement with stakeholders across the institution. By strengthening governance, enhancing organizational coordination, and reinforcing a culture of accountability and service, the Deputy CIO will help position UAB IT as a trusted, strategic partner to academic and administrative leaders.

The Deputy CIO will also play a central role in advancing the continued integration of UAB's academic, research, and clinical environments. As a leading academic medical center, UAB operates within a highly dynamic and regulated environment that requires thoughtful coordination across multiple domains. This role offers the opportunity to help advance shared approaches to technology planning, service delivery, and governance that reflect the unique needs of both academic and healthcare operations.

For an experienced and collaborative leader, this position presents a compelling and rare opportunity to contribute meaningfully at a pivotal moment in the evolution of a nationally recognized research university and academic medical center. The Deputy CIO will contribute to strengthening governance and operational effectiveness, advancing the strategic use of data and technology, and supporting a leadership culture that values coordination, communication, clarity, and execution.

With strong support from the CIO and an engaged leadership team, the successful candidate will be well positioned to help shape the next phase of UAB IT's development and its contribution to the University's mission. At the same time, Birmingham offers a dynamic and accessible community with a high quality of life, a growing innovation economy, and proximity to both natural and cultural amenities, providing an environment where leaders can make a significant professional impact while enjoying a balanced and fulfilling personal life.

The University

Since becoming an autonomous campus of the University of Alabama System in 1969, the University of Alabama at Birmingham (UAB) has grown into a world-renowned research university and academic medical center, occupying more than 100 city blocks in Alabama's largest metropolitan area. With its culture of intense collaboration and longtime partnership with its community and state, UAB continues to impact lives locally and globally in all four pillars of its mission: Education; Research, Innovation & Economic Development; Patient Care; and Community Engagement.

The total operating budget for UAB and UAB Hospital in FY26 is \$6B, and the state appropriations budget for FY26 is \$421M. The university has an Aa2 rating from Moody's and an AA+ rating from S&P. Research expenditures for UAB in FY24 exceeded \$866M.

Vision, Mission & Values

UAB continues building an even bolder future through its strategic plan, [Forging Ahead](#) (2024-2028), which outlines the university's vision, mission, values, institutional goals and objectives, and metrics for gauging progress towards those goals.

VISION

UAB is a world-class research university and academic health system committed to understanding and improving the human experience.

MISSION

UAB enriches society and improves health and well-being through transformational educational experiences, groundbreaking research, innovation and entrepreneurship, community engagement, and world-class patient care while serving our UAB, local and global communities.

VALUES: We CARE

- **Collaborate:** Work as a team for the greater good.
- **Act with integrity:** Be accountable and always do the right thing.
- **Respect all:** Champion diversity and opportunities for all, with civility.
- **Excel:** Innovate and strive for excellence in everything we do.



Academics and Enrollment

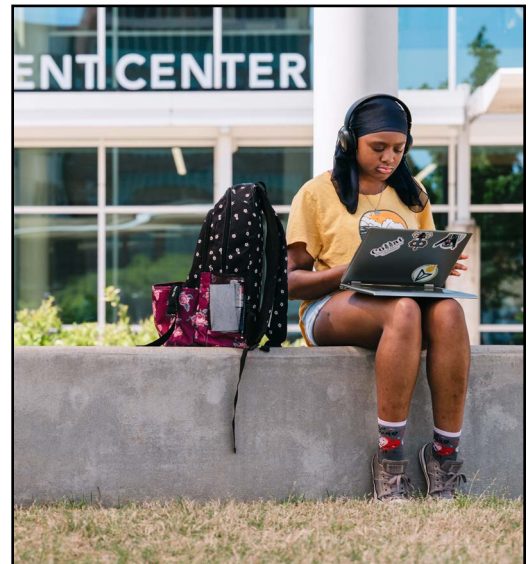
The university comprises 12 academic units (Schools of Business, Dentistry, Education, Engineering, Graduate School, Health Professions, Medicine, Nursing, Optometry, and Public Health; Honors College; and the College of Arts and Sciences). In fall 2024, UAB welcomed 20,905 enrolled students, seeing a 1.1 percent increase in graduate students and a 3.2 percent increase in doctoral students. Underrepresented groups comprise 55 percent of the student body. UAB was the first academic partner to support the Birmingham Promise scholarship in providing Birmingham City Schools graduates an opportunity to attend the university with a tuition scholarship match and additional academic support.

Academic programs at all levels are nationally and globally recognized for exceptional research, scholarship, and service-learning opportunities. In U.S. News & World Report rankings, UAB is among the top 6 percent of global universities and had a record 25 graduate programs in the top 25 (with 10 in the top 10), including a Master's in Health Administration that has been No. 1 nationally since 2019. Forbes also ranks UAB's Master's in Computer Science No. 3 nationally and Master's in Cyber Security No. 10.

In recent years, UAB has launched a host of novel, interdisciplinary programs, including BS degrees in Cancer Biology (first in the U.S.), Immunology (first in the Southeast), and Bioinformatics (first in Alabama); a MS in AI in Medicine (first in the Southeast); and PhDs in Biotechnology and Neuro-engineering (both are first in the U.S.).

UAB undergraduate and graduate students continue to earn highly competitive national and international honors. Over the past five years, for instance, 11 UAB students have been awarded the Goldwater Scholarship, one of the oldest and most prestigious scholarships in the natural sciences, engineering and mathematics.

UAB was recently named an Honor Roll university through the [Great Colleges to Work For](#)® program, placing the institution among the nation's best in employee engagement and satisfaction. The Honor Roll designation reflects UAB's exceptional workplace culture and commitment to employee engagement and satisfaction.



Research and Innovation

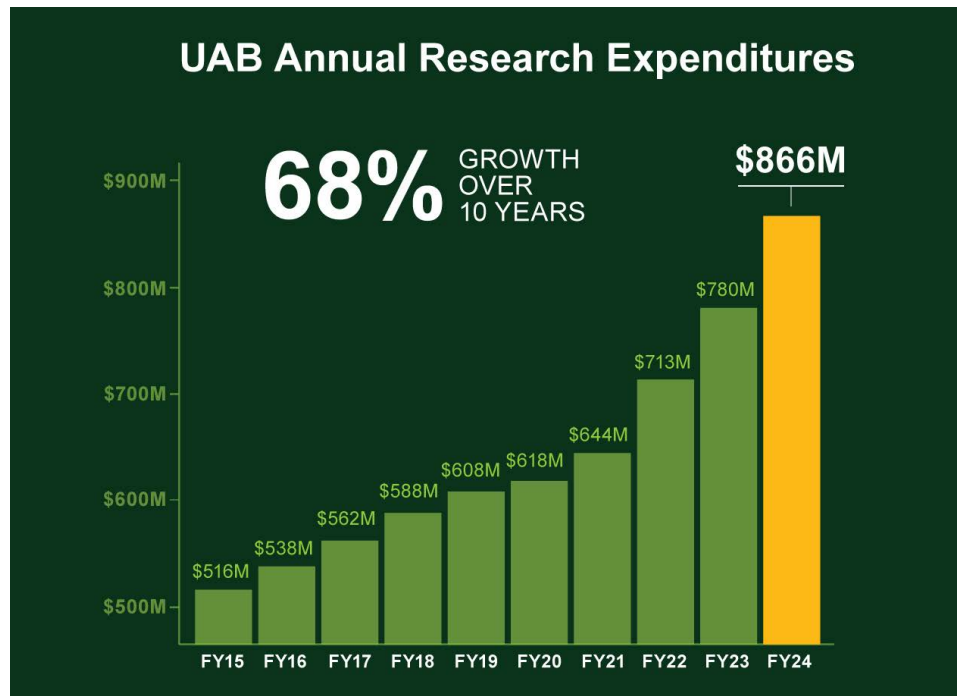
UAB's robust, interdisciplinary research enterprise remains highly competitive among its peers and has an impact on health and quality of life that reaches across Alabama, the U.S., and the globe.

Annual research expenditures totaled \$866 million in FY24, a 68 percent increase over 10 years. UAB ranks 13th (top 4 percent) among public universities in funding from the National Institutes of Health (NIH), and all six UAB health-related schools are top 15 among publics in NIH funding.

An array of other funding sources — including the National Science Foundation (NSF), the U.S. Department of Defense, and NASA as well as private industry and philanthropy — fuel the university's life-changing research.

UAB conducts hundreds of clinical trials across many medical specialties at any given time, promoting innovation, improving patient care, and offering hope to patients whose conditions have no treatment or haven't responded to standard treatments. UAB clinical trial expenditures have more than tripled over the past decade, reaching \$140M in FY24.

UAB continues growing its research infrastructure with key renovations and state-of-the-art new facilities. These include, the Altec/Styslinger Genomic Medicine & Data Sciences Building (below left, opened fall 2025); Gorrie Hall (below center, opened summer 2025), new home of the School of Engineering and final phase of a new Science & Engineering Complex; and a future Interdisciplinary Biomedical Research & Psychology Building (bottom right, projected completion in early 2027).



Commercialization and Economic Impact

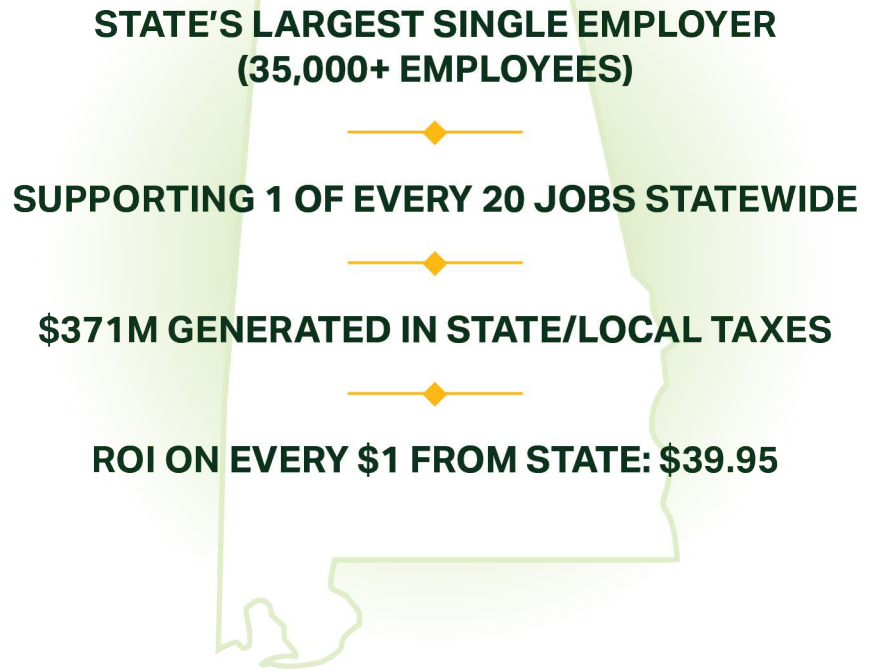
The UAB Harbert Institute for Innovation and Entrepreneurship (HIIIE) is accelerating commercialization and training tomorrow's entrepreneurs. In FY24, HIIIE generated \$6.5 million in revenues, 124 Intellectual Property Disclosures, 17 U.S. patents, and five startup companies.

UAB continues collaborating with Southern Research, Innovation Depot, the City of Birmingham, Birmingham Business Alliance (BBA), the corporate community, and other partners to foster a robust technology-based economy for the region and state.

As the single largest employer in Alabama, UAB has a profound economic impact, annually exceeding \$8.3 billion in Birmingham and \$12.1 billion statewide.

\$12.1 BILLION+

ECONOMIC IMPACT ANNUALLY ON ALABAMA



CITY OF BIRMINGHAM



\$8.3 billion
generated in
economic impact



73,595 jobs
supported and
sustained



\$256.2 million
generated in state
and local taxes

World-Class Patient Care

The UAB Health System (UABHS) sees roughly two million patient visits annually in a system of 15 owned, affiliate and network entities across the state (a total of 3,100 beds). The flagship UAB Hospital is the 8th largest in the nation (1,207 beds), consistently ranked in U.S. News & World Report as the top hospital in Alabama (with seven specialties currently in the top 50), and among only 19 hospitals worldwide to receive the coveted Magnet Designation for Nursing Excellence six straight times.

UAB Hospital is home to the state's only Level I Adult Trauma Center, which is roughly the length of a football field and is currently undergoing a \$73 million expansion that will double its space. The O'Neal Comprehensive Cancer Center was among the original eight centers designated by the National Cancer Institute (NCI) in 1971 and remains the only such center in Alabama and among 15 in the Southeast. UAB also houses the State's only Level IV Regional Newborn Intensive Care Unit and the only 24-hour freestanding Level I Ocular Trauma Center in the U.S.

In November 2024, UABHS acquired Ascension St. Vincent's Health System — now UAB St. Vincent's — adding five hospitals and 19 ambulatory facilities to UABHS and further enhancing patient access to an even larger network of care.



Community Engagement

UAB'S longtime partnership with its community and state continues to impact education, health, arts and culture, and economic development.

LIVE HEALTHSMART ALABAMA

Live HealthSmart Alabama (LHSA), UAB's Grand Challenge launched in 2020, aims to raise Alabama from the bottom 10 percent nationally in key health metrics (e.g., incidence of diabetes, cardiovascular disease, obesity) by the year 2030. Begun in initial demonstration communities around Birmingham, LHSA has now extended its successful community-based model statewide to Selma, Demopolis, Dothan, and other communities. To date, LHSA has provided 4,200+ comprehensive health screenings, Community Coaches have connected 900+ residents with primary care, and the LHSA Mobile Market has delivered healthy foods to 11,900+ customers in 40 communities.

BIRMINGHAM PROMISE

Birmingham Promise, a partnership with the City of Birmingham, is widening access to higher education and economic opportunity. UAB provides full tuition to qualifying Birmingham City Schools graduates, intensive mentoring and resources, and internship opportunities with local businesses. More than 300 "Promise Scholars" have enrolled at UAB since 2020.

UAB ARTS

UAB Arts continues to promote the arts and arts education throughout campus and the community, with the Alys Stephens Center for the Performing Arts reaching record attendance in FY24, including seven sold-out performances.

INNOVATION & ECONOMIC PROSPERITY UNIVERSITY

UAB is among less than 100 universities designated by the Association of Public & Land-grant Universities (APLU) an Innovation & Economic Prosperity University for institution-wide commitment and strategy to achieve regional economic engagement, growth and economic opportunity.



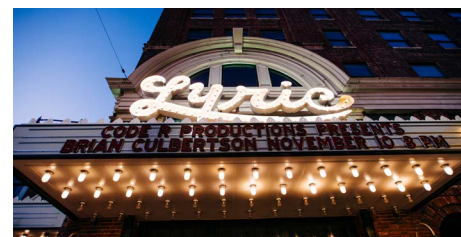
The Community

Birmingham, Alabama

Located in the heart of the Southeast, Birmingham is a short drive from Atlanta, Nashville, New Orleans, Memphis, the Blue Ridge Mountains, and Gulf Coast beaches. Birmingham has been recognized as an “All-American City” by the National Civic League, as one of the top 10 American cities to live and work, one of the top 10 entrepreneurial and job growth hot spots in America and Conde Nast Traveler’s pick for one of 22 Best Places to Go in 2022.

Downtown Birmingham has enjoyed a revitalization in recent years, with the development of Railroad Park, an award-winning urban park, and its adjacent Regions Field, home to the minor league Birmingham Barons. The park and stadium projects have kickstarted major growth in surrounding districts, including craft breweries, boutique shops, restaurants, loft and apartment buildings, innovative workspaces, and hotels. Birmingham was selected to serve as the host city of the 2022 World Games. [UAB played a major role](#) in coordinating the spectacular event, providing athletic venues and hosting 3,600 athletes from more than 100 countries.

Birmingham is also a renowned culinary destination, with one of its signature restaurants recently winning two James Beard Foundation awards and many other restaurants named as finalists. There are a host of attractions only a short walk from UAB’s campus. The Birmingham Civil Rights District National Monument, composed of sites such as Sixteenth Street Baptist Church, Kelly Ingram Park, and the Civil Rights Institute, is a major destination for visitors from around the world. Birmingham’s cultural scene is thriving, with museums, galleries, music and arts festivals, theaters and live music venues, a professional ballet company, a professional opera company, a School of Fine Arts, the Jazz Hall of Fame, the recently restored historic Lyric and Alabama theaters, and UAB’s Alys Stephens Performing Arts Center, home of the Alabama Symphony Orchestra. Birmingham is in proximity to many state and national parks, lakes, urban greenspaces, and hiking and biking trails. The city has more green space per capita than any other major city in the United States. [Explore Birmingham online](#).



The Role

Position Summary

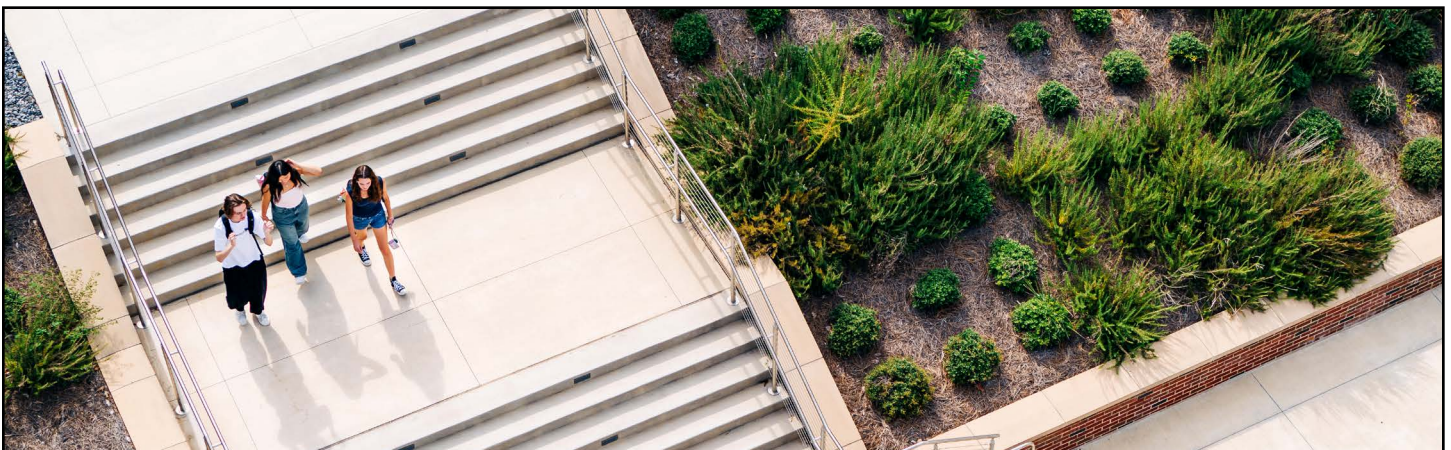
The Associate Vice President & Deputy Chief Information Officer (Deputy CIO) serves as a senior executive leader within UAB Information Technology and reports to the Vice President for IT and Chief Information Officer. This role is a member of the IT executive leadership team and provides integrative leadership across the organization, supporting alignment, coordination, and execution of enterprise technology initiatives.

The Deputy CIO serves as a strategic partner to the CIO and works closely with academic, research, clinical, and administrative leaders across the institution. The role is responsible for helping ensure that technology initiatives are aligned with institutional priorities and are delivered in a manner that supports UAB's mission and strategic objectives.

This position plays a key role in coordinating the work of UAB IT's leadership team, facilitating communication across functional areas, and supporting the effective execution of institutional priorities. The Deputy CIO helps translate strategic direction into actionable plans and ensures that initiatives are implemented with consistency and accountability. This role also serves as a primary operational leader within UAB IT, supporting the effective execution of priorities across the organization and ensuring alignment between strategic direction and day-to-day operations. In practice, this role also serves as a key point of coordination across the IT leadership team, synthesizing priorities, ensuring clarity of direction, and supporting the CIO in maintaining alignment and momentum across multiple concurrent initiatives.

The successful candidate will bring a collaborative and consultative leadership approach, with the ability to work effectively across a complex academic health environment and to build strong relationships with stakeholders throughout the institution.

This role requires the ability to operate effectively through influence, exercising sound judgment in navigating institutional priorities, stakeholder perspectives, and organizational dynamics.



Key Duties & Responsibilities

EXECUTIVE LEADERSHIP & INSTITUTIONAL PARTNERSHIP

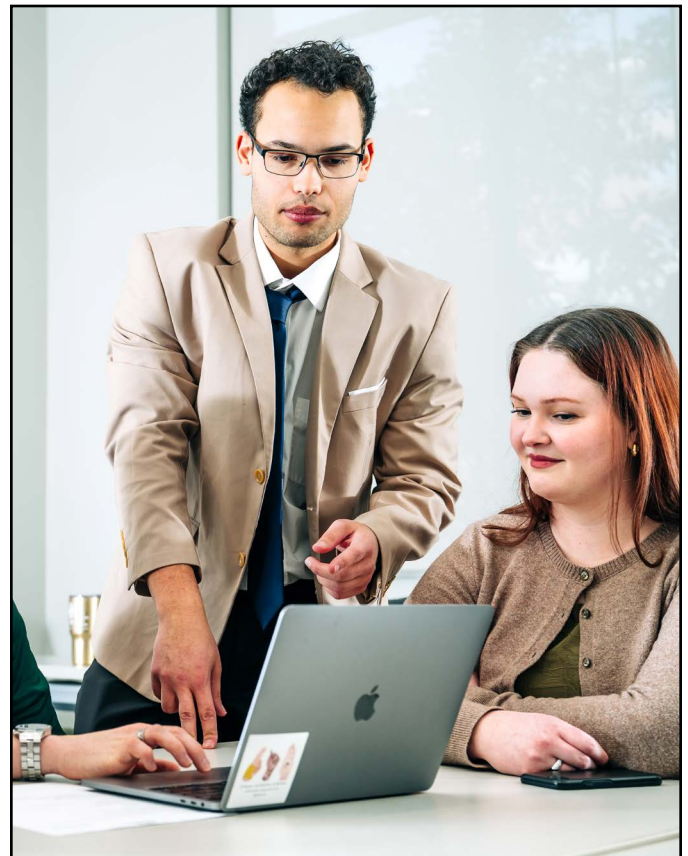
- Serve as a senior leader within UAB IT, supporting the CIO in advancing institutional priorities through coordinated leadership and engagement across the enterprise.
- Partner with academic, research, clinical, and administrative leaders to support the effective use of technology in addressing institutional needs and advancing strategic initiatives.
- Advance efforts to streamline vendor engagement, contract processes, and platform-based approaches that improve efficiency and scalability across the institution.
- Build and maintain relationships with key stakeholders across the institution to support collaboration and shared problem-solving.
- Drive executive communication and coordination efforts by organizing, refining, and communicating priorities, initiatives, and outcomes.
- Serve as a trusted partner to the CIO by helping to align leadership perspectives, clarify priorities, and ensure that institutional initiatives are communicated and advanced effectively across the organization.
- Coordinate executive-level relationships with strategic technology partners and vendors, ensuring alignment with institutional priorities and maximizing value from external partnerships.

INSTITUTIONAL ALIGNMENT, GOVERNANCE & EXECUTION

- Lead IT governance and demand management processes that prioritize technology initiatives and align resources with institutional needs.
- Coordinate cross-functional initiatives across IT to ensure alignment, reduce

duplication, and support consistent execution.

- Oversee the Project Management Office to ensure effective planning, execution, and delivery of enterprise initiatives.
- Translate institutional priorities into operational plans and technology roadmaps in coordination with the CIO and IT leadership team.
- Ensure alignment of multiple initiatives and priorities by coordinating sequencing, communication, and execution across the IT organization.
- Position technology decisions as institutional investments, ensuring transparency, prioritization, and shared accountability across the enterprise.
- Ensure alignment with institutional policies and regulatory requirements, fostering a culture of security, privacy, and compliance across the organization.





OPERATIONAL & ORGANIZATIONAL LEADERSHIP

- The Deputy CIO provides direct leadership oversight for the following UAB IT functional areas: Project Management Office; Finance and Vendor Management; Talent Management & Culture; Communications and Marketing; Governance and Demand Management; and Client Success. The Deputy CIO also works in close coordination with the Chief Technology Officer and functional IT leaders across the enterprise.
- Ensure the delivery of reliable, secure, and high-quality IT services that support the needs of academic, research, clinical, and administrative units.
- Lead organizational development efforts, including talent development, performance management, and succession planning.
- Monitor performance and service delivery through the use of appropriate metrics, reporting, and dashboards that clearly demonstrate the value, effectiveness, and impact of IT services and initiatives.
- Lead financial planning and prioritization efforts in coordination with the CIO and IT leadership team, ensuring investments are aligned with institutional priorities and deliver measurable value.

DATA, ANALYTICS & VALUE REALIZATION

- Collaborate with IT and institutional leaders to support the effective use of data, analytics, and emerging technologies in decision-making and operations.
- Identify opportunities where technology can support improved outcomes and operational efficiency.
- Lead the development of business cases and value assessments for technology investments.
- Ensure technology initiatives deliver measurable value aligned with institutional priorities.
- Engage with stakeholders to help translate institutional needs into technology-enabled solutions, ensuring that data and emerging technologies are applied in ways that deliver meaningful and practical value.

EMERGING TECHNOLOGY & STRATEGIC INNOVATION

- Contribute to UAB's enterprise AI value creation framework, helping to shape policy, coordinate stakeholders, and ensure that AI adoption aligns with institutional priorities and delivers measurable value.

- Engage as a partner in research security compliance efforts, working alongside the research community, Information Security, research computing, and infrastructure leaders who hold primary responsibility for these programs.
- Lead the identification and evaluation of emerging technologies and their potential application within the institution to support strategic priorities and operational effectiveness.
- Exercise sound judgment in balancing innovation with operational stability, security, and risk management.
- Remain informed on trends and practices in higher education technology and related fields.

ENTERPRISE COORDINATION IN A COMPLEX ACADEMIC HEALTH ENVIRONMENT

- Work collaboratively across academic, research, and clinical environments to support coordinated technology planning and execution.
- Align initiatives across multiple stakeholders while maintaining



- awareness of institutional priorities and operational considerations.
- UAB's clinical environment is supported by a dedicated clinical IT organization, Health System Information Services (HSIS). Serve as UAB IT's primary coordination point with HSIS, supporting aligned approaches to technology planning, shared service delivery, and governance across academic and clinical environments.
- Navigate a highly complex academic health environment that requires the ability to work effectively across two distinct enterprise cultures and missions, demonstrating both operational fluency and strong relationship management.
- Partner with clinical IT and academic leaders to support integration and coordination of technology services across the academic medical center environment.
- Exercise sound judgment in navigating organizational dynamics and ensuring that initiatives are positioned appropriately across academic, clinical, and administrative contexts.

CHANGE LEADERSHIP, COMMUNICATION & CULTURE

- Lead change management and communication strategies that promote understanding, adoption, and effective use of technology across the institution.
- Foster a collaborative and service-oriented culture within UAB IT.
- Strengthen communication, coordination, and shared accountability across the IT leadership team.
- Establish structured communication practices that ensure clarity, consistency, and visibility of priorities, initiatives, and outcomes across IT and with institutional stakeholders.
- Serve as a steady, constructive presence in complex or high-pressure situations, helping to maintain focus, alignment, and progress across stakeholders.

Qualifications

MINIMUM QUALIFICATIONS

- Bachelor's degree in Information Systems, Business Administration, Management, Industrial Psychology, Organizational Development, Public Administration, Higher Education Administration, or a related field required.
- A minimum of ten (10) years of related management experience is required.
- At least five (5) years of experience in an IT leadership role, preferably within an academic institution.
- Work experience may not substitute for the required educational credential.

PREFERRED QUALIFICATIONS

- A master's degree or higher in a relevant field is strongly preferred; exceptional candidates with a bachelor's degree and commensurate senior leadership experience will also be considered.
- Experience operating within a complex, matrixed organization, such as a large research university, academic medical center, or similarly mission-driven environment.
- Demonstrated experience leading enterprise-scale IT operations, strategic initiatives, and cross-functional teams.
- Experience supporting governance, demand management, and enterprise portfolio execution.
- Demonstrated ability to navigate complex organizational structures and build effective relationships across diverse stakeholder groups.

KNOWLEDGE, SKILLS & ABILITIES

- Strong leadership, organizational, and project management skills
- Ability to work effectively in a complex, matrixed, consensus-driven environment

- Strong interpersonal and communication skills
- Ability to translate strategic priorities into coordinated execution
- Sound judgment and decision-making capability
- Ability to build trust and influence across diverse stakeholder groups

SUPERVISORY & BUDGETARY RESPONSIBILITY

- Provides leadership and oversight for multiple enterprise IT functions and teams
- Direct and indirect reporting structure: Currently 2 direct reports that lead units totaling 88 employees
- Budget responsibility: Provides executive-level oversight and stewardship across UAB IT's approximately \$70 million operating budget, partnering with the CIO and functional IT leaders to drive financial planning, prioritization, and performance accountability

LEADERSHIP ATTRIBUTES & EXPECTATIONS

Successful candidates will demonstrate:

- Executive presence and composure, with the ability to remain calm, focused, and effective in complex or high-stakes situations
- A collaborative and consultative leadership style
- The ability to lead through influence by building trust and aligning stakeholders
- Strong organizational awareness and the ability to navigate institutional dynamics
- Commitment to service, integrity, and institutional stewardship
- Ability to support the translation of strategy into coordinated execution and measurable outcomes

Procedure for Candidacy

LeadExec is partnering with The University of Alabama at Birmingham in this national search. For inquiries, nominations, applications, and confidential conversations, please contact:

Lisa J. Marks, Founder & CEO
Leyla Kayi, Senior Search Consultant
413.335.6936
deputy-cio@leadexec.com

This position is open until filled but only applications received by **Thursday, May 21, 2026**, can be assured full consideration. Applications should include a detailed letter of interest and a current curriculum vitae/resume.

LeadExec is a respected expert in retained executive search and organizational development. We identify and engage leaders who make an impact and transform organizations.



UAB is an Equal Employment/Equal Educational Opportunity Institution dedicated to providing equal opportunities and equal access to all individuals regardless of race, color, religion, ethnic or national origin, sex (including pregnancy), genetic information, age, disability, religion, sexual orientation, gender identity, gender expression, and veteran's status. As required by Title IX, UAB prohibits sex discrimination in any education program or activity that it operates. Individuals may report concerns or questions to UAB's Assistant Vice President and Senior Title IX Coordinator. The Title IX notice of nondiscrimination is located at uab.edu/titleix.

UAB also encourages applications from individuals with disabilities and veterans. A pre-employment background check is performed on candidates selected for employment. In addition, physicians and other clinical faculty candidates who will be employed by the University of Alabama Health Services Foundation (UAHSF) or other UAB Medicine entities must successfully complete a pre-employment drug and nicotine screen to be hired.