



# DARTMOUTH

Chief Information Security Officer  
Dartmouth College  
Hanover, New Hampshire

## THE SEARCH

Dartmouth College (“Dartmouth” or “the College”) seeks an ambitious, experienced, and innovative thought leader to serve as the next Chief Information Security Officer (“CISO”). The CISO will lead an enterprise-wide information security program protecting Dartmouth’s academic, research, and administrative operations. The CISO will report to the Vice President and Chief Information Officer and serve on the Information Technology and Consulting leadership team, with a dotted line to the Chief Compliance Officer. The CISO will be a crucial advisor to institutional leadership, providing guidance and policies on risk posture, regulatory obligations, and acceptable risk thresholds. They will oversee a team of IT security professionals, direct the College’s cybersecurity strategy, and make critical decisions regarding risk assessments, security protocols, and responses to emerging threats. The CISO will articulate the cybersecurity priorities to the institutional risk stakeholders, including the Board of Trustees, serving as the key leader and voice of cybersecurity on campus.

The CISO will join Dartmouth at an exciting and pivotal moment. With the recent appointment of a new president and the arrival of a new provost, Dartmouth is primed for an exciting era of growth and innovation, driven by strong new leadership to shape its future direction. The CISO will be integral in stewarding collaborations and relationships across the institution, ensuring that constituents feel well-supported on issues of security so that Dartmouth remains well-positioned to advance its vision. Dartmouth researchers secure approximately \$200 million in external research funding annually; the next CISO will play a crucial role in supporting researchers and ensuring secure, effective, compliant, and efficient security measures and processes for them.

Dartmouth has a rich and distinguished history of leadership and innovation in higher education. President [Sian Leah Beilock](#) has redoubled Dartmouth’s commitment to leading the field, utilizing the institution’s

size, scope, and tight-knit community as advantages to forge a bold path in an important moment for higher education. Dartmouth's unique profile blends the energy, resources, and academic rigor of a major research university with a steadfast dedication to undergraduate education across the arts, sciences, and engineering. The College is committed to expanding the scope and impact of its innovations, scholarship, and research.

The ideal candidate will be a strategic thinker, skilled at building consensus and aligning people and processes. They will collaborate closely with Dartmouth's research community to support their goals and timelines, ensuring clear, timely communication and actively eliminating obstacles to improve efficiency. This individual will advocate for a culture where information security is viewed as a shared responsibility among all employees handling sensitive data. They will offer a forward-looking, sustainable vision for Dartmouth's cybersecurity initiatives, staying informed on industry trends and best practices. With up-to-date knowledge of leading digital platforms and technologies, they will apply meaningful metrics to drive timely evaluations and informed, values-based decisions. Remaining sharply attuned to cybersecurity threats, they will maintain constant vigilance in protecting the College's digital landscape.

The next CISO will bring demonstrated leadership experience working in a decentralized research university with a proven record of ethical data governance and AI security in an academic setting, securing cloud environments, and implementing zero-trust models. The CISO will be an accomplished team leader and manager and a skilled communicator who can engage across a wide range of audiences.

Dartmouth College has retained the national search firm Isaacson, Miller to assist in recruiting its new Chief Information Security Officer. Please direct all inquiries, nominations, and applications to Isaacson, Miller as indicated at the end of this document.

## ABOUT DARTMOUTH

Founded in 1769, Dartmouth is a Carnegie-classified R1 research university defined by a comprehensive liberal arts education combined with focused graduate programs in medicine, business, the sciences, and engineering. A founding member of the Ivy League, Dartmouth is consistently ranked among the country's best research institutions. It educates 4,500 undergraduates and 2,300 graduate students in the Arts and Sciences and in its four pioneering graduate and professional schools: the [Geisel School of Medicine](#), the [Guarini School of Graduate and Advanced Studies](#), the [Thayer School of Engineering](#), and the [Tuck School of Business](#). A member of the Association of American Universities (AAU), Dartmouth has forged a singular identity, combining its deep commitment to preeminent undergraduate liberal arts and graduate education with distinguished research and scholarship.

Dartmouth attracts faculty from around the world and ranks among the highest universities in the country in per capita research funding. There are over 1,000 faculty members across the institution, 640 of whom are tenured or on the tenure track. Dartmouth provides a high-intensity research environment with world-class facilities and outstanding extramural support for scholarly activities for faculty and students.

Dartmouth ranks second in the Ivy League in the *Nature Innovation Index* for the long-term, real-world impact of its scholarly output, and Dartmouth researchers receive approximately \$200 million in external [research funding](#) annually. For FY25, Dartmouth forecasts a \$1.5 billion baseline in operating expenses, and the endowment stands at more than \$8 billion.

Dartmouth is home to just over 6900 students including undergraduates and graduates coming from across the United States and 57 countries throughout the world. Students at Dartmouth engage in over 200 club activities and participate in the College's active Greek life.

Dartmouth's talented and devoted staff provide business continuity and expertise to the ongoing operations of the institution. Higher education professionals contribute to the overall mission through strategic leadership in their respective areas. Dartmouth currently employs 3,128 full-time and 251 part-time staff members.

## STRATEGIC INITIATIVES

[Sian Leah Beilock](#) was elected the 19th President of Dartmouth and began her tenure on June 13, 2023. She is the first woman to serve in this role and previously served as the eighth president of Barnard College. At her inauguration, President Beilock shared her vision for Dartmouth which was crafted following a listening tour with hundreds of faculty, students, staff, and alumni. That plan for the future focuses on leveraging distinctive aspects of Dartmouth where it can have an unparalleled impact on education and research and how it can "drive impact faster and further than ever before." The five areas outlined include:

- **Innovation and Impact:** With over \$200 million in annual research expenditures and discoveries ranging from the birthplace of artificial intelligence to the coronavirus spike protein, Dartmouth students, alongside top academic researchers, are developing collaborative, high-impact solutions for real-world problems. Dartmouth is committed to advancing the scope, scale, and impact of its innovation, scholarly, and research activities.
- **Health & Well-being Across the Dartmouth Community:** In October 2023, Dartmouth launched [Commitment to Care](#), a comprehensive strategic plan for student mental health and wellness, and announced the appointment of the institution's first-ever [chief health and wellness officer](#). In July 2024, Beilock announced the creation of the role of [senior vice president for community and campus life](#). The President has also made it a major priority to increase housing, including through strategic purchases of real estate on [West Wheelock Street](#) that will expand student housing near the heart of campus.
- **Diverse Lived Experiences and Free Expression:** In January 2024, Dartmouth launched [Dartmouth Dialogues](#), a wide-ranging series of initiatives and programming that facilitates conversations and builds skills among students, faculty, and staff, bridging political and personal divides. Among the

programming is a three-year, first-of-its-kind collaboration with the [StoryCorps One Small Step program](#).

- **Environmentally Responsible Campus and Planet:** In April 2024, Dartmouth made the largest investment in sustainability [in Dartmouth's history](#)—\$500 million to reduce campus carbon emissions by 100% by 2050. The investment is part of the [Dartmouth Climate Collaborative](#), which includes the [Climate Futures Initiative](#), an effort to capitalize on Dartmouth's strengths to drive climate scholarship and solutions.
- **Center Dartmouth for Life:** Alumni-driven philanthropy is an institutional strength, including a recent [transformative \\$150 million bequest](#) and [the largest gift dedicated to the arts in Dartmouth's history](#). Dartmouth is building on its deep connections within its community and recently announced a search for an executive director to lead the creation of a new [Dartmouth Center for Career Design](#) that will be oriented toward serving students and alumni throughout their careers.

## ABOUT INFORMATION, TECHNOLOGY & CONSULTING

Information, Technology & Consulting (“ITC”) is Dartmouth College’s central IT organization—dedicated to delivering leadership, support, and consulting services across all campus communities to support Dartmouth’s academic and research goals. ITC’s mission is to provide exceptional leadership, consulting, and the information technology services their clients need to do their work and challenge the future. ITC works to empower Dartmouth’s faculty, students, and staff through innovative information and technology solutions. At the helm is Interim Vice President and Chief Information Officer, Tom DeChiaro, who brought his extensive experience in higher education IT leadership to Dartmouth in May 2025. Within the office of ITC sit web services, research computing, enterprise systems, IT security, and business transformation. The Council on Computing is also within ITC and is part of the Council of General Faculty, with the primary forum for the discussion of technology issues at Dartmouth.

ITC Support includes technical assistance via chat, phone, email, and in-person services as well as specialized support. The Arts and Sciences users, alumni, and professional schools (Geisel, Thayer, Tuck, MHCDS) all have dedicated contacts for convenience and expertise. Recent models of innovation developed within ITC include the Dartmouth Chat (AI Sandbox), which launched in May 2024. This initiative provides six large language model servers for the Dartmouth community—designed to democratize access to AI tools. ITC, through its research computing leadership, played a pivotal role in shaping this infrastructure. Additionally, the Data Experiences and Visualizations (DEV) Studio is a creative hub within ITC, the DEV Studio supports interdisciplinary work with VR, motion capture, and extended reality tech. It offers equipment access, training, and funding support to help integrate immersive technologies into teaching and research.

## ROLE OF THE CISO

The Chief Information Security Officer (CISO) is responsible for designing and leading a comprehensive, institution-wide information security program that safeguards Dartmouth College's academic, research, and administrative functions. Operating within a decentralized and open academic environment, the CISO provides strategic direction in cybersecurity, risk management, regulatory compliance, and data governance. Reporting to the Vice President and Chief Information Officer and serving as a member of the ITC leadership team—with a dotted-line reporting relationship to the Chief Compliance Officer—the CISO advises senior leadership on risk posture, evolving regulations, and institutional risk tolerance. The CISO oversees a team of five security professionals, including an Assistant Director. The Information Security Team leads initiatives in security architecture, policy creation, incident response, and community awareness, promoting the adoption of security best practices across campus. As the primary leader of assurance and compliance efforts, the CISO ensures that Dartmouth's data and systems adhere to institutional policies and external requirements. In alignment with ITC's strategic priorities, the CISO will integrate cybersecurity with digital innovation, academic continuity, and operational resilience, while cultivating a shared responsibility for security throughout the institution. The CISO will also stay informed on emerging threats, regulatory changes, and industry best practices—particularly as they relate to higher education and healthcare environments.

## OPPORTUNITIES AND CHALLENGES

### ***Create and implement the strategic priorities for Dartmouth's information security***

The CISO will shape and lead Dartmouth's enterprise cybersecurity strategy, aligning it with institutional priorities while preserving the values of academic openness and collaboration. The CISO will oversee cybersecurity budget planning, optimize resource allocation, and define key performance indicators and objectives to track program effectiveness and maturity. This role will also lead third-party risk assessments, penetration testing, and responses to internal and external audits. The CISO will skillfully navigate campus complexity, securing buy-in across diverse units and ensuring that cybersecurity infrastructure, tools, and policies are forward-looking, resilient, and sustainable. By developing a strategic, long-term roadmap, the CISO will ensure Dartmouth is well-positioned to anticipate threats and maintain a robust, adaptable security posture.

### ***Serve as a thought partner and trusted advisor to senior leadership and the Board of Trustees***

As a key advisor to the CIO and senior leadership, the CISO will provide expert guidance on risk posture, regulatory developments, and security investments, ensuring that cybersecurity policies enable safe innovation, research, and operational excellence. A central part of this role includes chairing and empowering governance bodies such as the Information Security Advisory Committee, and presenting effectively to the Board of Trustees, the Audit Committee, and other institutional risk stakeholders to build understanding and support for security initiatives. The CISO will be a skilled communicator with the

ability to present crucial security updates with confidence to Dartmouth leaders in a clear, concise, and informative style.

***Lead, recruit, and retain the Information Security Team***

As the leader of Dartmouth's information security team, the CISO is responsible for building, mentoring, and retaining a high-performing, inclusive team dedicated to safeguarding the institution's digital assets. This CISO will integrate Dartmouth's mission and core values into all aspects of hiring, team development, and risk-based decision-making, while championing the ethical stewardship of sensitive data. The CISO will foster a culture of continuous learning, adaptability, and security awareness, aligning team skills with institutional strategy and emerging cybersecurity threats. With a strong focus on professional growth, the CISO establishes robust succession planning and leadership development frameworks to ensure long-term organizational resilience. Strategic in approach and collaborative in style, the CISO leverages the strengths of the team, promotes their contributions across campus, and secures buy-in for security initiatives. In a competitive hiring environment, the CISO is a skilled recruiter who attracts and retains top cybersecurity talent committed to service excellence and the academic mission.

***Manage the operations and implementation of enhanced security, creating a 'security first' campus culture***

The CISO will oversee all security operations, including SIEM, EDR/XDR, vulnerability management, digital forensics, and threat intelligence. The CISO is responsible for designing secure architectures across cloud, hybrid, and on-prem environments, ensuring the integration of IAM, encryption, segmentation, and zero trust frameworks. The CISO will collaborate closely with enterprise architecture teams to align security initiatives with institutional IT strategies and will lead the modernization of legacy authentication systems and data access controls.

A key element of this role is to foster a campus-wide culture where information security is seen as a shared responsibility. The CISO will promote security awareness by delivering targeted training programs, running phishing simulations, and engaging in outreach efforts across faculty, staff, and students. This includes supporting the integration of cybersecurity best practices into academic and research activities. The successful candidate will bring a proven track record of advancing high security standards, managing risk assessments, and driving continuous improvement in audit and compliance processes. With a focus on prevention and resilience, the CISO will play a critical role in protecting Dartmouth's digital assets and promoting an environment where cybersecurity is foundational in the institution's mission.

***Provide high level research support***

The CISO plays a critical role in enabling Dartmouth's world-class research while ensuring compliance with complex regulatory frameworks, including GDPR, FERPA, HIPAA, GLBA, PCI-DSS, CMMC, NSF, NIH, NIST 800-171, ITAR, and EAR. As Dartmouth's designated Data Protection Officer (DPO), the CISO oversees data governance and risk management for cross-border data transfers and international research

collaborations. This position develops and maintains institutional security policies, standards, and classification schemas, and leads contract reviews and RFP processes involving security and privacy provisions. The CISO collaborates closely with Sponsored Research, Export Control, and Institutional Review Boards (IRBs) to support secure academic work. A strong advocate for a security-first approach, the CISO must understand the unique needs of faculty and research staff and strike a balance between fostering innovation and maintaining compliance. By analyzing current systems and processes and identifying impactful technological enhancements, the CISO will improve both operational efficiency and the delivery of security services, ultimately supporting Dartmouth's ambitious research goals.

***Build strong collaborations and security protocols across the broader College***

The CISO is responsible for developing, testing, and leading incident response plans, tabletop exercises, and breach protocols to ensure organizational readiness for cybersecurity events. In the event of a crisis, the CISO coordinates response efforts across law enforcement, legal counsel, insurers, and campus stakeholders, ensuring clear communication and institutional trust throughout the process. This role also maintains strong business continuity and disaster recovery frameworks to protect mission-critical services and support a resilient institutional response. The successful CISO must be a leader who can build bridges, problem-solve effectively, communicate regularly, and establish healthy relationships across constituencies. Establishing a collaborative customer service culture within their own team will also be critical to making strides in this space. To facilitate informed decision-making, the next CISO will provide expert advice to senior campus administration on cybersecurity trends, threats, and mitigation strategies.

## QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will have a master's degree in computer science, Information Systems, Cybersecurity, Engineering, or a related field and have CISSP or CISM certifications (CISA, CRISC, or GSEC desirable). Strong candidates will have at least 10 years of progressive information security experience, including over five years in leadership positions. They will also have many, if not all, of the following characteristics and qualifications:

- Experience working in decentralized R1 research university environment;
- Demonstrated ability to lead and mentor technical security teams and engage in high-level security architecture discussions;
- Extensive experience in developing and managing comprehensive information security programs, including but not limited to cybersecurity strategies, risk management, data protection, and compliance frameworks;
- Proven ability to secure cloud environments (AWS, Azure, GCP) and implement zero trust models;
- Demonstrates professionalism and collegiality through actions, interactions, and communications with others appropriate to an environment that is welcoming to all;



- Deep understanding of information security technologies, trends, best practices, and regulatory requirements, with experience in designing and implementing detection and response security controls and measures;
- Excellent project management skills, capable of leading complex information security projects, including security infrastructure enhancements, policy development, and response plans;
- Experience in vendor and stakeholder management, including service level agreement negotiation, and partnership development to support security initiatives;
- Strong analytical, strategic planning, and communication skills, with the ability to articulate complex security concepts to non-technical stakeholders and influence decision-making at the executive level;
- Demonstrated ability to foster a culture of security awareness, innovation, and continuous improvement within the IT department and across the organization;
- Experience with ethical data governance or AI security strategy in research or academic settings;
- Experience navigating public incident disclosures and reputational risk;
- Active engagement with EDUCAUSE, REN-ISAC, Internet2, or similar professional groups;
- Deep knowledge of NIST, ISO, FERPA, HIPAA, GLBA, PCI-DSS, GDPR, and CMMC.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/dartmouth-college/chief-information-security-officer>. Electronic submission of materials is strongly encouraged.

Becca Kennedy, Managing Partner  
 Kristen Andersen, Senior Associate  
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 Isaacson, Miller

*Dartmouth College is an equal opportunity employer under federal law. We prohibit discrimination on the basis of race, color, religion, sex, age, national origin, sexual orientation, gender identity or expression, disability, veteran status, marital status, or any other legally protected status. Applications are welcome from all.*

*Dartmouth is committed to accessibility for its community. If you are an applicant with a disability and would like to request a reasonable accommodation to aid in the job application and/or interview process, please email: [ADA.Institutional.Diversity.and.Equity@Dartmouth.edu](mailto:ADA.Institutional.Diversity.and.Equity@Dartmouth.edu). In the subject line, please state application accommodations and include the job number or title. Someone from the ADA/504 Office will be in touch within 2 business days.*



*This document has been prepared based on the information provided by Dartmouth College. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Dartmouth College would supersede any conflicting information in this document.*

## ADDITIONAL INFORMATION ABOUT DARTMOUTH

### BOARD OF TRUSTEES

Dartmouth's [Board of Trustees](#) consists of the President of the College, the Governor of New Hampshire (ex officio), and 24 other trusteeships: 16 Charter Trustee positions and eight Alumni Trustee positions. Charter Trustees are nominated and elected by the Board itself; Alumni Trustees are nominated by the alumni and elected by the Board. The duties and powers of all the Trustees are the same. Both Charter Trustees and Alumni Trustees normally serve no more than two four-year terms. The Board is currently chaired by **Elizabeth Cahill Lempres '83**, senior partner emeritus at McKinsey & Company.

### FINANCES

Prudent financial leadership and management ensure Dartmouth's resource base remains stable and sustainable for the future. For FY25, Dartmouth forecasts a \$1.5B baseline in operating expenses, and the endowment stands at more than \$8 billion. The organizational structure is mirrored in its budget model. The graduate and professional schools operate as their own independent financial units, with the Deans responsible for revenues and costs, with a tax back to central administration for shared resources. Currently, the Arts and Sciences budget is considered part of the central university budget, but this may change in the future structure.

On June 30, 2023, Dartmouth concluded [The Call to Lead](#)—the largest and most successful fundraising effort in school history. Drawing broad support from the Dartmouth community worldwide, including 60 percent undergraduate alumni participation, the campaign exceeded its initial goal with more than \$3.77 billion in gifts, resulting in historic levels of investments in the academic enterprise that have significantly expanded the institution's global leadership and impact.

### LOCATION

Dartmouth is known for its profound sense of place. Frequently ranked one of the most beautiful colleges in America, the Dartmouth campus offers mountain vistas, towering pines, and a pastoral setting in the deep green Upper Valley. The natural beauty of the campus is just one aspect of what gives Dartmouth's campus its vivid color and energy. Members of the Dartmouth community have access to unparalleled opportunities, through all four seasons, to explore the outdoors. Just steps away, the sophisticated college [town of Hanover](#) offers restaurants, shops, and a wide array of services. At the edge of campus, the renowned [Hopkins Center for the Arts](#), named by the National Endowment for the Arts as one of the nation's exemplary performing arts centers, integrates the Dartmouth community into downtown life.