

Harper P. Johnson

Dynamic and results-driven senior campus leader with a proven record of fostering innovation and collaboration in a campus environment. Known for a diplomatic approach in navigating diverse perspectives, I excel at building strong relationships that aid in the development of strong strategic plans, and then driving successful initiatives that align with those institutional goals. As a dedicated mentor, I am committed to empowering others to reach their full potential, offering guidance and support in both professional and personal development. I am passionate about creating forward thinking spaces and am eager to bring my skills to the University of Wyoming.

Areas of Expertise & Technical Skills

- Strategic Planning
- Change management
- Employee Management
- Relationship Building
- Project Management
- Contract Negotiation
- Information Security
- Innovation
- Academic Computing
- Administrative Computing
- Community Engagement
- Continuous Improvement

Professional Experience

University of Colorado Colorado Springs, Colorado Springs, CO
Assistant Vice Chancellor for IT and Chief Information Officer

January 2017-Present

- Member of Chancellor's core Strategic Planning Team which developed and gained approval of the UCCS 2030 Strategic Plan
- Leadership Champion for Retention and Graduation Strategic initiatives driven by the strategic plan
 - Led the vision and implementation of unified customer engagement utilizing a consolidated CRM platform
- Changed IT budget model to produce \$270,000 in savings; directly reinvested in expanded academic and student support services
- Implemented a flexible work program in IT in 2017 to support better recruiting opportunities when competing against others on the Front Range.
- Implemented new salary market analysis and succession planning for the IT department in the first year on campus. Chancellor had HR adopt as a campus-wide project.
- Created a shared services agreement with the CU Denver campus to implement the same Identity Management System hosted at CU Denver.
- Negotiated and implemented a campus and 3rd party vendor partnership to provide after hour and fail over capacity in order to provide 24x7 support for all faculty, staff and students.
- Participated in system-wide collaborations to gain better licensing costs for common applications: Microsoft Office 365, Adobe, and cloud services.
- Led partnership effort with the Boulder and Denver campuses on a system-wide agreement for Instructure Canvas; reducing UCCS LMS cost by 50% which was reinvested in faculty support and adoption
- Established a data analytics team to provide better decision support tools for campus decision makers in support of traditional Institutional Research office.
- Launched and completed the project for campus-wide ubiquitous wireless service
- Modernized the campus ID, door access and point-of-sale systems to use a single mobile application for ID, pay & access, and on-line ordering capabilities for dining services.
- Partnered with College of Engineering and Applied Sciences to provide better High Performance Computing and research support
- Built out final phase of Tier 2 data center with the completion of new power distribution units and fully contained dry fire suppression system
- Partnered with the newly developed National CyberSecurity Center and the Space ISAAC to build out and support infrastructure co-located with the new UCCS CyberSecurity Center.

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University of Colorado Colorado Springs, Colorado Springs, CO

Chief Human Resources Officer

July 2021-April 2023

- Asked by Chancellor to take on CHRO responsibilities in addition to CIO and Online roles
- Led HR retention and recruiting efforts through the great resignation
- Developed the structure for a campus-wide Flexible Work Program facilitating greater retention and better recruiting pools
- Engaged outside support to assess and implement the Colorado Equal Pay for Equal Work Act ensuring all staff and faculty are equitably paid
- Change leadership for campus human resources to become a people focused service organization
 - Changes improved engagement of campus Personnel Liaisons from 22% to 78% in monthly meetings
- Directed the development of campus-wide training for supervisors and staff with a focus on hybrid work to support the changing workforce at UCCS

University of Colorado Colorado Springs

Head of Online Operations

July 2017-January 2023

- After six months on campus, asked by Chancellor to take over responsibilities for online education support and planning and to create a new Online Support Organization
- Guided online efforts through two significant changes and collaborated with the system office and three other CU campuses to transition from the centralized Online Digital Education model back to a decentralized campus based Online Support Organization
- Developed and received approval for the \$7 million start-up funding to support and grow online programs at the campus level
- Created and Staffed the Online Support Organization
- Realized year-over-year increase of at least 4% in online enrollment
- Transitioned Online Operations to the newly created Vice Chancellor of Enrollment division

University of Colorado, Denver, CO

March 2020-July 2021

Assistant Vice President for Transformation and Innovation

- Asked by CU President Kennedy to lead the new system-wide Transformation and Innovation Program
- Member of Presidents Leadership Team
- Created the program plan for the implementation of:
 - VP for Technology Strategy and Innovation
 - A System-wide Data Governance model
 - Started project to consolidate Constituent Relationship Management applications
 - Collaborative Information Security services
- Continued to lead Office of Information Technology at Colorado Springs campus
- Resumed campus responsibilities full-time when President resigned, and system position was discontinued

Northern Arizona University, Flagstaff, AZ

2000-2017

Director of Enterprise Information Solutions (2011-2017)

- Led a team of 61 and manage a budget of \$10.1 million in support of campus-wide application needs
- Planned, coordinated, and directed the successful campus-wide implementation of a Constituent Relationship Management System; focused on the complete integration of student engagement platforms
- Drove the campus-wide introduction and management of a new mobile application platform
- Led six teams through the restructuring and consolidation of Academic and Administrative Computing areas
- Implemented remote work effort to enhance abilities to recruit technical talent
- Served as IT leader on committees for Academics, Research, Administration, and Analytics

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- Led the centralization of campus-wide application development and support
- Launched the new Project Management Office, which enabled improved completion and savings of \$400K in its second year
- Introduced improved support model for Learning Management Systems dramatically improving up-time
- Forged partnership with sister university, facilitating access to their custom technology
- Directed the PeopleSoft Financials Management Systems implementation
- Served as NAU technical leader for the creation of Arizona's Tri-University research data portal
- Advocate for students' academic success by participating as co-principal on the Bill and Melinda Gates Foundation Grant for Integrated Planning and Advising for Student Success

Director of ePlanning Student Success Program (2010-2012)

- Established the first campus solution for utilizing individually targeted analytics to provide early intervention and feedback messages to students
- Facilitated collaboration on twelve parallel projects between administrative and academic departments
- Investigated ways the students' learning experience could be improved by leveraging new and innovative technology solutions to aid faculty and staff intervention and assistance
- Created the strategic plan for continuous improvement that led to the Jacks Planner implementation and the IPASS project

Director of Operations - Interim (2007-2008)

- Led central computer operations services teams
- Coordinated the design and implementation of new server room chilled water system
- Contracted for Power Distribution Unit rebalancing across two existing and one new unit p
- Updated server room physical access policies and controls

Director of Information Security (2005-2012)

- Created the first university-wide Information Security office of any Arizona campus
- Collaborated directly with university leadership to establish governance structure
- Developed, tested and maintained Information Technology Business Continuity Plan
- Participated in development of common Tri-University IT Risk Assessment Framework
- Served as a member of the annual EDUCAUSE Information Security Conference Committee
- Presented quarterly Information Security briefings and annual reports to the Arizona Board of Regents, and to the NAU President's Cabinet

Assistant Director of Administrative Computing (2003-2005)

- Managed technical support for PeopleSoft Human Resources, Student Administration, and Data Warehouse Systems, including strategic planning and budget management
- Collaborated with campus departmental leadership to develop support plans

Deputy Technical Director, Project Management Office (2000-2003)

- Participated in the creation of the first Project Management Office at NAU
- Managed the on-time and on-budget delivery of the PeopleSoft Campus Solutions, PeopleSoft Human Capital Management, and Informatics based data warehouse projects
- Guided six technical teams and coordinated their efforts with four functional teams

Administrative Systems Team Lead (2000)

- Managed intra-department support of PeopleSoft Human Resources support team

National Computer Systems, Mesa, AZ

1997-2000

Product Manager, CIMS™ G/T Software. 1999 to 2000

- *Market Analysis* – Provided product direction based on market requirements, project timelines, resources, and financial analysis.

Product Manager, SASIxp™ Custom Software. 1999 to 2000

- *Customer relationship management* - Worked with customers to define custom software requirements, and negotiated pricing and delivery schedules.

Project Manager, Software Process Improvement Program. 1998 to 1999

- *Process reengineering* - Directed three successful division-wide process reengineering projects.

Software Quality Assurance Analyst. 1997 to 1998

- *Program development and implementation* - One of three core team members tasked with reestablishing the division's SQA group.

AlphaGraphics, Tempe, Arizona
Store Manager.

1993 to 1997

- *Growth leadership* -. Produced over 50% year-to-year sales growth

United States Air Force, 1987 to 1992

Commissioned Officer: Captain, Strategic Air Command (Pilot, KC-135R Stratotanker)

Education & Training

Doctoral Studies, Politics and International Affairs, 2009-2012

Did not complete
Northern Arizona University

M.S. Degree, Computer Information Systems

University of Phoenix

Graduate Studies in Systems Technologies

Louisiana State University

B.S. Degree, International Affairs and Policy

United States Air Force Academy

Professional Service

Member, Colorado Alliance for Research Libraries Board of Directors, 2021-Present

Member, Dell Technologies Higher Education Advisory Board, 2019- 2023

Member UCCS Strategic Enrollment Management Committee, 2018-Present

Member, CU IT Executive Governance Committee, 2017 -Present

Co-Chair of the Elevate HCM Wave 3 recovery project, 2017-2018

Member, EDUCAUSE Enterprise IT Program Advisory Group, 2016- 2017

Co-Chair, Student Business Process & Policy Committee, 2015 – 2017

Member, Strategic Enrollment Management Committee, 2015 – 2017

Member, Student Retention and Success Committee, 2015 - 2017

Member, Transfer Improvement Work Group, 2014 - 2017

Chair, Steering Committee for Administrative Computing, 2011- 2017

Member, Academic Committee on Learning Technology, 2011-2017

Member, Student Analytics Steering Committee, 2013

Member, Task Force for Arizona Tri-University Research Data Access, 2013 - 2017

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Affiliations

Member, EDUCAUSE

Other Service

Planning Commission – City of Manitou Springs, 2023

Circle of Friends Advisory Group - Friends of Flagstaff's Future, 2008-2017

Board of Directors – Flagstaff Leadership Program, 2007-2009

Commissioner – Flagstaff Parks and Recreation Commission, 2007-2009