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Agenda

Personnel

Wednesday, December 10, 2025
1:00 PM

Claiborne Building, 1st Floor ▪ Thomas Jefferson Rooms A&B (1-136)
1201 N. Third St. ▪ Baton Rouge, LA 70802

- I. Call to Order
- II. Roll Call
- III. Appointment of Deputy Commissioner for Information and Data Strategy Position
- IV. Other Business
- V. Adjournment

***NOTE:** The Personnel Committee of the Board of Regents reserves the right to enter Executive Session, if needed, in accordance with R.S. 42:16 et seq., to discuss personnel matters.

Committee Members: Christian C. Creed, Chair; Terrie P. Sterling, Vice Chair; Blake R. David; Stephanie A. Finley; Wilbert D. Pryor; Collis B. Temple III; Judy A. Williams Brown
Staff: Elizabeth Bentley-Smith, Deputy Commissioner for Finance and Administration

AGENDA ITEM III.

Appointment of Deputy Commissioner for Information and Data Strategy

Board of Regents policy requires Board approval of positions hired at the level of Deputy Commissioner. The Commissioner of Higher Education recommends the appointment of Mr. Karthik Poobalasubramanian to the position of Deputy Commissioner for Information and Data Strategy. Mr. Poobalasubramanian currently serves as Assistant Commissioner for Information and Data Services at the Louisiana Board of Regents. He brings more than 19 years of technical and leadership experience in higher education information technology, during which he has overseen critical enterprise systems, led complex modernization projects, and strengthened the Board's data security posture and partnerships. He holds a B.E. in Computer Science and Engineering from the University of Madras and an M.S. in System Science from Louisiana State University.

He began his career at Regents as a graduate assistant while completing his master's degree, gaining early hands-on experience in systems administration and campus technology operations and has worked his way up in the BOR IT unit over the last 19 years. Mr. Poobalasubramanian is presently the technical lead in the LOSFA security incident response, responsible for containment, recovery, and coordination with forensic partners. Since December 2021 he has provided executive oversight of IT and data systems, driven cross-functional initiatives to modernize infrastructure, and implemented security measures to materially reduce organizational risk. His pragmatic, solution-oriented approach, deep technical expertise, proven program management, and steady collaborative leadership make him qualified to serve as Deputy Commissioner for Information and Data Strategy.

STAFF RECOMMENDATION

Commissioner Reed recommends the appointment of Mr. Karthik Poobalasubramanian to the position of Deputy Commissioner for Information and Data Strategy.

Since this evaluation involves the discussion of a personnel matter, the Personnel Committee of the Board of Regents reserves the right to enter Executive Session, if needed, in accordance with R.S. 42:16 et seq.

Karthik Poobalasubramanian

Assistant Commissioner for Information and Data Services

Profile

I am an experienced IT professional with over 19 years of expertise managing IT projects, operations, and personnel. Currently, I serve as Assistant Commissioner for Information and Data Services, overseeing comprehensive IT data systems, technical projects, and IT security initiatives. In this capacity, I ensure alignment with organizational goals, implement strategic recommendations for technological advancements, and manage effective relationships with educational institutions, as well as state and federal agencies.

My leadership experience includes supervising diverse IT teams and successfully managing complex technical projects. I possess extensive knowledge and practical experience in database management, IT security, and technical support, particularly within higher education and public sector environments. I am highly skilled at fostering collaboration among stakeholders, adept at managing budgets effectively, and experienced in establishing and maintaining strong vendor relationships. My proven track record in these areas positions me well to assume senior leadership roles and guide organizations toward future technological success and security.

Employment History

Assistant Commissioner for Information and Data Services at Louisiana Board of Regents,

December 2021 — Present

- Provide executive management and oversight of IT data systems, ensuring alignment with organizational goals
- Lead technical projects, collaborating with cross-functional teams to enhance IT infrastructure and data collection systems
- Supervise IT staff, manage vendor relations, and ensure compliance with operational policies
- Develop and implement strategies for effective communication with stakeholders and provide technical expertise in project management
- Develop and implement security protocols for data transfer and storage that ensure data availability, confidentiality and integrity
- Implement a network monitoring system to detect and alert IT staff of potential security threats, reducing the risk of data breaches

Sr. Programmer Analyst at Louisiana Board of Regents

November 2016 — December 2021

- Planned and developed custom information and data collection systems for the higher education governing board
- Managed database operations and provided technical support for grant administration and reporting networks

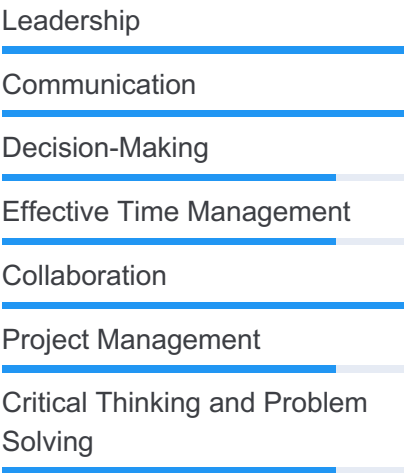
Details

225-573-8031
karthik@poobal.net

Links

[Personal Website](#)
<https://poobal.net>

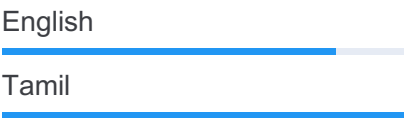
Skills



Hobbies

Off-roading, Competitive Shooting, Photography

Languages



- Supervised Information Services staff, ensuring effective collaboration and communication among team members and stakeholders

Programmer Analyst at Louisiana Board of Regents

August 2006 — November 2016

- Developed, programmed and maintained the Louisiana Online Grant Automation Network (LOGAN) system to handle proposals, annual and expenditure report and used by all public and private higher education institutions in the state
- Generated annual and interim reports for internal and external customers, ensuring high-quality service and compliance with organizational standards
- Collaborated with various departments to identify opportunities for system improvements and operational efficiency

Education

B.E in Computer Science and Engineering, University of Madras, Chennai, India

October 1997 — May 2001

M.S. in System Science, Louisiana State University, Baton Rouge

October 2002 — May 2005

GPA 3.928

References

Carrie Robison

Deputy Commissioner for Research and Sponsored Initiatives,
Louisiana Board of Regents

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Matthew LaBruyere

Chief Administrative Officer, Louisiana State Employee's
Retirement System

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Eugene Fields

Chief Information Officer, University of Louisiana at Lafayette

eugene.fields@louisiana.edu · 337-482-4357

Extra-curricular activities

2022 President at Louisiana Council of Information Services Directors, Baton Rouge

January 2022 – February 2023



BOARD OF REGENTS

JOB DESCRIPTION FOR UNCLASSIFIED

Deputy Commissioner for Information and Data Strategy

Job Title: Deputy Commissioner for Information and Data Strategy

Position Number:

Unclassified Job Code:

Division: Information Technology

Reports To: Commissioner of Higher Education

Salary Range: Commensurate with experience

Approval Date:

Organizational Overview

The Board of Regents (BoR) is established in the Louisiana Constitution as the state's coordinating board for higher education, working with four management boards, thirty-two public degree-granting institutions, and four special-purpose institutions. The BoR sets statewide policy related to higher education; advocates for higher education systems and institutions; distributes state-provided funding in accordance with legislative actions; and administers granting programs related to the advancement of the missions of postsecondary education systems and institutions. The BoR contains three programs which include the Board of Regents, the Louisiana Office of Student Financial Assistance (LOSFA), and the Louisiana Universities Marine Consortium (LUMCON).

Division Overview

Board of Regents Information Technology (BoR-IT) provides centralized infrastructure and data services to support Louisiana's public higher-education institutions. BoR-IT manages network and server infrastructure, identity and access management, data collection and integration, cybersecurity, and technical service delivery, ensuring secure, reliable, and modern digital services for institutions statewide.

Position Overview

The Deputy Commissioner for Information and Data Strategy is responsible for managing all aspects of BoR's information technology infrastructure, systems, and services. This position requires strong technical expertise, strategic thinking, and excellent leadership skills to ensure the smooth operation of the BoR IT department and the effective delivery of IT solutions to support organizational objectives.

Essential Duties and Responsibilities

1. Strategic Planning: Develops and implements an enterprise IT, digital, and data strategy that is tightly aligned with the Board's mission and statewide higher-education priorities. Identifies, prioritizes, and sequences multi-year modernization initiatives (cloud and multi-cloud adoption, virtualization, redundancy, and resilience) and defines measurable outcomes, performance metrics, and success criteria to drive operational efficiency, innovation, and long-term value.
2. Team Leadership: Builds, leads, and mentors a high-performing, team across infrastructure, security, data, product, and service-delivery functions. Creates clear role definitions and career pathways,

provides regular professional development and coaching, and fosters a collaborative, inclusive culture that encourages continuous improvement and pragmatic problem solving.

3. IT Infrastructure Management: Oversees design, implementation, and ongoing management of enterprise infrastructure (networks, servers, storage, virtualization, and cloud services) to ensure availability, scalability, security, and cost efficiency. Operationalizes service management, change control, monitoring, and capacity planning to meet institutional needs and agreed service levels.
4. Systems and Applications: Directs the selection, implementation, integration, and lifecycle management of enterprise systems and applications. Works with stakeholders to define business requirements, evaluate solutions, negotiate procurement terms, ensure accessibility, and maintain a governed application portfolio that supports institutional research, student services, and operational priorities.
5. Information Security, Compliance & Risk: Defines the CISO/Security & Compliance Officer reporting scope and ensures a unified enterprise security posture, including incident response readiness, endpoint and network protections, and cyber resilience programs. Ensures compliance with applicable legal and regulatory requirements (for example FERPA and HIPAA where applicable) and recognized standards and frameworks (for example NIST), and coordinates audits, remediation, and periodic tabletop testing.
6. Budgeting, Resource & Vendor Management: Develops and manages capital and operating budgets for enterprise IT and data programs, prioritizing investments across modernization, security, and product initiatives. Negotiates vendor contracts, cloud and managed-service agreements, and SLAs; monitors vendor performance and cost effectiveness; and enforces contract and third-party risk management practices.
7. IT Governance and Compliance: Chairs or convenes enterprise governance bodies for IT procurement, architecture, data governance, and AI policy; establishes and maintains governance frameworks, policies, and controls to protect data privacy, integrity, and availability. Oversees data classification, cataloging, lineage, retention, access controls, and approvals to ensure accountable, auditable decision-making and adherence to legal and policy obligations.
8. Business Continuity and Disaster Recovery: Develops, maintains, and tests business continuity and disaster recovery plans to minimize service disruption and ensure timely recovery of critical systems and data in the event of outages or cyber incidents. Leads periodic exercises, coordinates recovery playbooks with stakeholders, and updates plans based on after-action reviews and lessons learned.
9. Coordination among BoR Programs: Consolidates and coordinates IT operations and policies across the agency to increase reliability, standardization, and operational efficiency. Leads cross-entity efforts to implement integrated IT policies, a secure Board Data Hub and data-sharing agreements, and shared service models that support the agency, and institutional needs while preserving appropriate data governance and access controls.
10. Advisory Support & Stakeholder Engagement: Serves as the principal technology and data advisor to the Commissioner, Board leadership, and staff; prepares and presents briefings, reports, testimony, and decision memos as needed. Cultivates partnerships with institutional IT leaders, OTS, GOHSEP, LONI, federal and state agencies, and other external partners to align standards, coordinate joint initiatives, and advance enterprise priorities.

Minimum Qualifications

Education – Bachelor's degree in Computer Science, Information Technology, or a related field

Experience – Ten years of experience in IT operations in a higher education or other public-sector setting.

Preferred Qualifications

- Proven experience in a leadership role within IT, with a record of successfully managing IT operations and implementing technology strategies.
- Strong technical expertise across a broad range of IT disciplines, including infrastructure, networks, systems, security, and software applications.
- Demonstrated experience in strategic planning and execution of IT initiatives aligned with organizational objectives.
- Excellent leadership and management skills, with the ability to motivate and inspire a diverse team.
- Deep understanding of information security principles, practices, and industry standards.
- Strong project management and budgeting skills.
- Familiarity with IT governance frameworks (e.g., COBIT, ITIL) and compliance requirements (e.g., GDPR, CCPA).
- Ability to collaborate with stakeholders across all levels of the organization.
- Initiative-taking, problem-solving and decision-making abilities.
- Relevant certifications (e.g., CISSP, PMP).

Skills and Abilities – Excellent written and verbal communication skills; leadership skills, along with the ability to work collaboratively in a team setting and with diverse internal and external constituencies; willingness to adapt and adjust work processes based on identified issues and needs.

Security Requirements – Safety training is required annually for all state employees. Access to driving records is required to drive state-owned vehicles or rentals on state contract. A comprehensive background check is required for this position.

**THIS JOB DESCRIPTION IS NOT EXHAUSTIVE; MAY BE RESPONSIBLE FOR
OTHER DUTIES AS ASSIGNED.**