



ILLINOIS TECH

**Request for Proposal
for
Comprehensive Review and Business
Transformation Consultant**

Date of Issue: May 27, 2025

Introduction

Illinois Institute of Technology (the “Illinois Tech” or “University”) invites proposals from experienced consulting firms to conduct a comprehensive institutional review and deliver implementation support across academic and administrative operations, organizational optimization, academic programs, academic technology, academic shared services, and strategic growth initiatives related to enrollment and program development. The overarching goal is to improve academic and organizational efficiency, strengthen financial sustainability, elevate academic quality, and enhance long-term resilience, while advancing Illinois Tech’s mission of research, innovation, and community impact.

Background

Illinois Tech, a leading private research university based in Chicago, is globally recognized for excellence across technology, engineering, architecture, business, law, and the applied sciences. This initiative is part of the University’s broader strategic transformation to strengthen operational foundations, enhance student, faculty and staff outcomes, and expand domestic and international impact. This initiative builds on prior administrative efficiency efforts, with a continued focus on optimizing academic operations and support structures that advance Illinois Tech’s mission.

Scope of Services

The selected consulting firm will provide comprehensive services to support Illinois Tech’s academic program and organizational efficiency review. These services include, but are not limited to, the following:

Academic Program Review

- Evaluate the academic program portfolio for market relevance, enrollment demand, competitive positioning, and financial sustainability.
- Analyze program productivity, student outcomes, and alignment with institutional mission and strategic goals.
- Provide recommendations on program enhancement, consolidation, sunseting, or new program development.

Academic Innovation and Pedagogical Enhancement

- Advise on innovations in instructional delivery, including online learning, hybrid models, micro-credentials, and experiential learning.
- Identify opportunities for cross-disciplinary programming and co-curricular integration.

Operational Efficiency Review

- Conduct a high-level scan to validate prior operational efficiency initiatives in non-academic areas such as finance, HR, and IT.
- Focus on identifying limited, high-impact opportunities to streamline academic administrative processes and support functions that directly enable instructional and research excellence.

- Recommend targeted process improvements and resource alignments that support Illinois Tech's academic mission.

Governance and Implementation Framework

- Develop Objectives and Key Results (OKRs) tied to institutional priorities, supported by integrated performance tracking systems.
- Provide an actionable implementation roadmap with timelines, milestones, and accountability measures.

Change Management and Stakeholder Engagement

- Design and implement a robust change management strategy, including stakeholder engagement, communication planning, leadership coaching, and capacity-building initiatives.
- Facilitate campus-wide alignment and buy-in to support successful adoption of recommendations.
- Assess impacts on faculty and staff roles, and recommend strategies to support workforce alignment, morale, and organizational resilience during academic transformation.

Enterprise Risk Management and Compliance

- Outline risk profiles of recommended changes and implementation strategies.
- Ensure recommendations adhere to regulatory, accreditation, and institutional compliance requirements.

Post-Implementation Evaluation

- Provide a framework for ongoing monitoring, including success metrics, impact measurement, and continuous improvement cycles.
- Offer periodic follow-up reviews to ensure sustained progress and alignment with evolving institutional needs.

Market Research and External Benchmarking

- Conduct competitive benchmarking against peer and aspirational institutions.
- Perform market demand studies for existing and potential new programs, focusing on labor market needs, employer expectations, and student demand trends.

Financial Modeling and Scenario Planning

- Build detailed financial models to simulate the impact of program adjustments, new initiatives, or resource reallocations.
- Provide multi-year scenario planning to guide data-driven decision-making.

Proposal Requirements

Proposals must address the following:

- **Approach:** Strategy for conducting academic program reviews.
- **Methodology:** Framework for governance, communication strategy, stakeholder engagement, project management, and change management throughout the review process. Include approaches for identifying academic-supporting operational inefficiencies and strategies for redeploying staff and resources to enhance mission-critical outcomes.
- **Higher Ed Expertise:** Experience with program evaluation, accreditation alignment, academic portfolio analysis, and institutional effectiveness, supported by relevant case studies and references.
- **Technology Tools:** Use of data systems, analytics tools, and reporting platforms to support program review insights and recommendations.
- **Risk & Compliance:** Strategies to address academic standards, regulatory compliance, and accreditation requirements.
- **Pricing:** Provide detailed, milestone-based pricing for assessment, analysis, recommendations, reporting, and implementation support. Proposals should also include a performance-based pricing component tied to clearly defined success metrics, such as implementation progress, academic portfolio improvements, stakeholder engagement and financial/operational gains achieved. Illinois Tech seeks a pricing model that balances deliverable accountability with shared commitment to institutional outcomes. Illinois Tech will work collaboratively with the selected firm to finalize targets and structure success payments accordingly.
- **Consultant Team:** Bios, roles, and relevant higher education experience of proposed team members, including plans for onsite vs. remote engagement.
- **Evaluation & Sustainability:** Proposal for post-review evaluation, implementation support, and strategies for long-term sustainability of recommendations.

Evaluation Criteria

Proposals will be evaluated on:

- Alignment with Illinois Tech's strategic objectives and transformation priorities.
- Clarity, strength, and flexibility of methodology and implementation approach.
- Relevant experience and documented success in higher education or enterprise transformations.
- Capacity to deliver within the targeted six-month timeline.
- Cost-effectiveness and projected return on investment (ROI).
- Quality of proposed team, tools, and collaborative approach.

Submission Instructions

- Deadline for questions: **June 6, 2025.**
- Responses to inquiries provided by: **June 13, 2025.**
- Format: PDF submission, subject line: "Illinois Tech – Comprehensive Review/Business Transformation RFP: [Vendor Name]".
- Submit proposals electronically by: **June 27, 2025, at 5:00 PM Central Time** to the attention of Cindi Evangelisti, Director of Treasury Operations, email: cevangelisti@illinoistech.edu.

Terms and Conditions

- Illinois Tech reserves the right to reject any or all proposals and to make an award based on the best overall value to the University.
- All costs incurred in the preparation and submission of a proposal are the responsibility of the vendor.
- In compliance with all applicable federal and state laws and regulations, Illinois Tech prohibits unlawful discrimination in employment, contracts, or any other activities.
- The selected vendor must comply with all Illinois Tech policies and legal requirements, including data privacy and confidentiality obligations.
- Any data, documents, or information provided by Illinois Tech must be treated as confidential and used solely for the purpose of this RFP unless otherwise authorized in writing.