



# Position Specification

University of Texas System

President, The University of Texas of the Permian Basin

Private and Confidential

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### About The University of Texas of the Permian Basin

The University of Texas of the Permian Basin is one of eight academic institutions of The University of Texas System. The University enrolls approximately 7,000 students – 5,979 undergraduates, 1,019 graduate students, and 1,904 dual-enrollment students. A designated Hispanic Serving Institution (HSI), UT Permian Basin offers a wide range of bachelor's and master's degree programs through its four academic colleges:

College of Arts and Sciences  
College of Business and Engineering  
College of Education  
College of Nursing

Located in the West Texas metropolitan area of Odessa-Midland, the 600 acre Odessa campus includes state-of-the-art classroom and laboratory spaces, the Cardozier Art Gallery, the Dunagan Library, a recently constructed student activity center, modern student housing, a gymnasium, and athletic fields. Less than 15 miles to the east, the 65 acre Midland Campus is the site of the Center for Energy and Economic Diversification (CEED) Building and the magnificent Wagner-Noel Performing Arts Center—a 1,800 seat world-class venue that offers the region Broadway, musical, and entertainment productions.

UT Permian Basin enjoys a regional and national reputation for academic excellence, innovation, and affordability. The University offers students nearly 40 undergraduate majors and fifteen graduate degree programs in both traditional and highly innovative formats. UT Permian Basin students are afforded professionally accredited programs in the Arts and Sciences as well as professional programs in Education, Engineering, and Nursing. UT Permian Basin is consistently ranked by U.S. News and World Report as one of the top public regional and online universities and is ranked in the top three schools in Texas for its graduates obtaining jobs in their field or going on to professional or graduate school within six months after graduation.

In addition to undergraduate and graduate education, UT Permian Basin supports a STEM Charter Academy, a Dual Credit Academy, as well as an on-campus and virtual early college high schools. Also affiliated with the University is the John Ben Shepperd Public Leadership Institute which provides young Texans an education for and about leadership, ethics, and public service.

UT Permian Basin is a dynamic and growing university experiencing a dramatic 68 percent increase in headcount and 56 percent increase in semester credit hours during the past five years (2012-2016). This growth has been fueled by the creation of new accredited programs in Engineering, Nursing, Athletic Training, and other high-demand areas.

In response to this growth, the University has completed a number of new construction projects, including a 400-bed residence and dining hall as well as a new athletic field at the Odessa Campus. Early in 2017

the University will break ground on a new 90,000 square foot \$52 million engineering building on the Midland Campus and is anticipating the construction of a new Kinesiology Building at the Odessa campus.

A participant in NCAA Division II Athletics, UT Permian Basin has expanded its athletic program to include football, which kicked off its inaugural season this fall. Along with adding football and a marching band, the University has developed an array of student-centered activities (including the first fall Homecoming) to promote school spirit and a sense of unity among campus stakeholders.

In alignment with its 2009-2019 strategic plan, (<http://www.utpb.edu/docs/default-source/utpb-docs/academicaffairs/strategicplan.pdf?sfvrsn=6>) the University continues to pursue its commitment to the educational, health, and economic wellbeing of the region. Among other initiatives, the University is in the process of developing additional programs in engineering and cyber security and recently has invested considerable resources in student success initiatives.

UT Permian Basin currently reports an annual FY17 operating budget of \$81,672,403. The annual budget has grown substantially over the last several years, and is expected to increase in the future as the University enjoys continued rapid growth. UT Permian Basin's operating budget is 46.9% funded by State Appropriations and 23% funded from tuition and fees, with the remaining 30.1% funded by auxiliary operations, philanthropic support, a STEM Charter School and a small but growing research enterprise. UT Permian Basin's regional economic impact is substantial, accounting for \$247 million in income, and \$461 million in sales, and providing the Permian Basin with 3,369 jobs (2015).

UT Permian Basin has been successful in philanthropic activities. During the past five years, the University has raised an average of \$6 million a year from donors and friends of the University, including nearly 10 million in 2015. Sustaining and increasing such support through leadership and guidance of the University's next major fund-raising multi-year campaign will be a primary responsibility of the incoming president.

### **About Odessa/Midland Texas**

The metropolitan area of Odessa-Midland is located midway between El Paso and Dallas and has a population of over 300,000 people. Odessa and Midland serve as the regional educational, health, economic, and cultural centers of the Permian Basin, one of the most important oil and gas producing regions in the world. In addition to the petrochemical industry, the region hosts an emerging aerospace industry which is located near the Midland International Air and Space Port.

The Odessa-Midland area provides a wide variety of cultural activities and organizations, including the Midland Festival Ballet, the Midland-Odessa Symphony and Chorale, and the Petroleum Museum. Nature enthusiasts and hikers from around the world are drawn to the wondrous Big Bend National Park, which is within easy driving distance from Odessa and Midland. For more information about Odessa and Midland, please visit the following: <http://odessachamber.com/> <http://www.midlandtxchamber.com/>

### **About The University of Texas System**

For more than 130 years, The University of Texas System has been committed to improving the lives of Texans and people all over the world through education, research and health care. The University of Texas System is one of the nation's largest systems of higher education, with 14 institutions that educate more than 228,000 students. Each year, UT institutions award more than one-third of all undergraduate degrees in Texas and almost two-thirds of all health professional degrees. With about 20,000 faculty – including Nobel laureates – and more than 80,000 health care professionals, researchers, student advisors, and support staff, the UT System is one of the largest employers in the state.

The UT System ranks third in the nation in patent applications, and because of the high caliber of scientific research conducted at UT institutions, the UT System is ranked No. 1 in Texas and third in the nation in federal research expenditures. In addition, the UT System is home to three of the nation's National Cancer Institute Cancer Centers – UT MD Anderson, UT Southwestern and UT Health Science Center-San Antonio – which must meet rigorous criteria for world-class programs in cancer research.

### **Role and Responsibilities**

As the Chief Executive Officer of UT Permian Basin, the President has the responsibility of articulating the mission and values of the University to the faculty, staff, and students, as well as to the UT System Administration, the Board of Regents, Texas political leadership, community leaders, and the general public. The President should be strongly committed to the principles of shared governance with the faculty and be an eloquent champion of diversity and inclusion in the ranks of students, staff, and faculty. As the Chief Executive Officer, the President must manage the University's resources wisely, working with vice presidents and deans to maximize efficiency and productivity while vigorously pursuing the University's goal of shaping leaders of the future and providing the people of Texas with educational opportunities of the highest caliber. The President is expected to raise public and private funds, to continue the development of the campus culture and infrastructure, and to support campus governance structures.

### **Specific duties include:**

According to Regents' *Rules and Regulations*, the Chief Administrative Officer of each University of Texas System institution has the following responsibilities:

- Develop and administer plans and policies for the program, organization, and operation of the institution.
- Interpret the System policy to the staff, and interpret the institution's programs and needs to System Administration and to the public.
- Develop and administer policies relating to students, and where applicable, to the proper management of services to patients.
- Recommend appropriate operating budgets and supervise expenditures under approved budgets.
- Appoint all members of the faculty and staff, except as provided in Rule 31007 concerning the award of tenure, and maintain efficient personnel programs.
- Ensure efficient management of business affairs and physical property; and recommend additions and alterations to the physical plant.

- Serve as presiding officer at official meetings of faculty and staff of the institution, and as ex-officio member of each college or school faculty, if any, within the institution.
- Appoint, or establish procedures for the appointment of all faculty, staff, and student committees.
- Cause to be prepared and submitted to the appropriate Executive Vice Chancellor and the Vice Chancellor and General Counsel for approval, the rules and regulations for the governance of the institution and any related amendments. Such rules and regulations shall constitute the Handbook of Operating Procedures for that institution.
- Assume initiative in developing long-range plans for the program and physical facilities of the institution.
- Assume active leadership in developing private fund support for the institution in accordance with policies and procedures established in the Regents' Rules and Regulations.
- Develop and implement plans and policies to ensure that the institution remains in compliance with any accreditation requirements appropriate to the institution or its programs.

### **Professional Qualifications**

The preferred qualifications of the next president of UT Permian Basin include:

A record appropriate for the appointment as a tenured faculty member in an academic unit of UT Permian Basin;

A record of high-level executive leadership in a higher education setting;

A commitment to academic excellence and institutional progress;

A record of successful leadership in managing and augmenting financial resources necessary for the advancement of excellence at UT Permian Basin.

Additional information about UT Permian Basin and the position may be found on the website: <http://www.utpb.edu/>.

Applications and nominations will be accepted until the new President is selected. Interested parties may submit their materials or nominations:

Mirah Horowitz  
Consultant to the Search Committee  
Russell Reynolds Associates

[UTPermianBasin@russellreynolds.com](mailto:UTPermianBasin@russellreynolds.com) *The University of Texas System Administration is an Equal Opportunity/ Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, disability, veteran status or sexual orientation. Reasonable disability accommodation may be requested by contacting the Office of Employee Services.*