



Position Specification

The University of Texas at El Paso

President



THE UNIVERSITY OF TEXAS AT EL PASO

The University of Texas Board of Regents invites applications and nominations for the position of President, The University of Texas at El Paso.

About The University of Texas at El Paso

The University of Texas at El Paso, located at the far western corner of the state, is one of the eight academic institutions of The University of Texas System. The University enrolls more than 25,000 students in a full range of 166 undergraduate and graduate programs—including 22 at the doctoral level—administered within the University’s seven colleges and three schools:

- College of Business Administration
- College of Education
- College of Engineering
- College of Health Sciences
- College of Liberal Arts
- College of Science
- School of Nursing
- School of Pharmacy
- Graduate School
- Extended University

The University of Texas at El Paso (UTEP) has, over the past 30 years, pursued a major institutional transformation, focusing intensely on its public university responsibility to offer both access and excellence to the historically underserved, predominantly Hispanic, and economically disadvantaged population of the surrounding region. To that end, it has set access goals to increase higher education participation, sought to ensure the alignment of its student demographics with those of the population of the surrounding region it serves, and developed a broad range of strategies to increase the degree completion rates of those who enroll. Concurrently, UTEP places high priority on meeting aggressive excellence goals to ensure that the quality of its academic programs and campus experience enables students, upon graduation, to compete successfully with their peers in more affluent settings for employment, and graduate and professional education opportunities.

UTEP, which is the second oldest academic institution in The University of Texas System, was founded in 1914 as the Texas School of Mines and Metallurgy with an enrollment of 27 students. In 1949, the school's name changed to Texas Western College, and in 1967 – one year after winning a historic NCAA basketball championship (later featured in the 2006 Disney movie *Glory Road*) – Texas Western College was renamed The University of Texas at El Paso.

UTEP's competitive programs are attracting robust growth in both enrollment and number of graduates. With its intentional focus on improving the educational achievement level of the El Paso area population, UTEP's enrollment—84% of which comes from the Paso del Norte region—has grown 49% over the past decade, and since 2002, the number of degrees awarded annually has doubled.

Employing nearly 3,500 full-time and part-time faculty, staff, and students, UTEP is located on the U.S.-Mexico border between Mexico and New Mexico. This vibrant U.S.-Mexico borderplex, which includes Juárez, Mexico, has a total population of nearly 3 million residents, and is a globally competitive advanced manufacturing center, and the seventh-largest manufacturing hub in North America.

UTEP was one of the first nationally recognized Hispanic Serving Institutions (HSIs), and today is one of the largest HSIs in both overall size and percentage (80%) of Hispanic students enrolled. This Hispanic demographic mirrors that of the surrounding region, from which 84% of UTEP's students come. UTEP's ethnic alignment with the population of the surrounding region strongly confirms the authenticity of its commitment to offer educational opportunities to young people in the region it serves. In addition, UTEP's student population is 53% female.

UTEP stands tall in a national context of growing concern about the widening educational-achievement gap separating economically disadvantaged students from their more affluent peers. A majority of UTEP students are first in their families to attend college, 53% are Pell recipients, and nearly 40% report a family income of \$20,000 or less. The University's extraordinary success in impacting the social mobility of its students was recently validated in a major national study by a team of economists led by Raj Chetty of Stanford. UTEP has been recognized in *Bloomberg* and *Washington Monthly* university rankings, and cited as a national model for fostering students' social mobility in the *New York Times* and the *Washington Post*.

Benefiting from more than a \$500 million investment in recent building expansions, renovations and infrastructure improvements— together with a transformation of the campus grounds, perimeter roads and transportation network—UTEP offers a robust menu of educational programs and arts, cultural, entertainment and sporting events to residents of the far west Texas, northern Mexico and southern New Mexico region. Visitors, as well as students, faculty and staff, also enjoy exciting Division I athletic contests, award-winning theater, dance and music productions, and arts and cultural exhibits in the Stanlee and Gerald Rubin Center for the Visual Arts, the Centennial Museum and the Chihuahuan Desert Gardens.

UTEP is a Carnegie high-research-activity university. Annual research expenditures now total \$94 million, in such areas as biomedical and health sciences, engineering, computer science, social and behavioral

sciences, humanities, and education. UTEP's location, student population and faculty expertise have led to the development of a range of research and academic initiatives in areas of growing national prominence and debate. These areas of research focus have given UTEP a unique research profile. Ongoing major federal grants from the Department of Defense, NASA, the National Institutes of Health, the National Science Foundation and the Department of Education, have served as a foundation for a rapidly growing competitive research portfolio of \$315 million in active grant funds, placing UTEP among the top emerging-research universities in Texas and the top 200 research universities in the nation.

UTEP has served as a national model public research university, offering historically underserved populations access to excellent higher education opportunities – particularly in research intensive areas. The University's many successes in working with a non-traditional, primarily first-generation college student population have been honored by the National Science Foundation (one of six Model Institutions for Excellence), Excelencia in Education, the National Survey of Student Engagement (as one of 20 Project DEEP Schools), and the American Council on Education (ACE).

UTEP impacts the El Paso County economy as one of the region's largest employers. Each year, UTEP adds approximately \$1.3 billion to the regional economy through the productivity of its alumni, University academic and research operations, and the spending of students and visitors.

Moving into its next 100 years, UTEP has launched several strategic planning initiatives intended to reaffirm its institutional commitment to access and excellence, rejecting the premise that excellence can only be achieved by sacrificing access. At UTEP "access" and "excellence" are tightly intertwined to ensure that a commitment to access extends well beyond initial enrollment and include: active undergraduate student participation. UTEP students are often paid to engage in cutting-edge research and they have frequent interactions with nationally recognized faculty and visiting scholars and experts. UTEP intends to continue pursuing this institutional transformation agenda, demonstrating its abiding conviction that a national research university can achieve both access and excellence, developing and sustaining a robust grant-funded portfolio that not only enables discovery and innovation, but also supports student success.

UTEP has 16 Division I athletic teams which successfully compete at the NCAA's highest level of play. Knowledge of Division I, Football Bowl Subdivision (FBS) Athletic programs, funding, and development and maintenance of facilities is an asset. UTEP students receive free admission to all home athletics events, including football games at the Sun Bowl. UTEP joined Conference USA in 2005.

About El Paso

Home to over 650,000 residents, El Paso stands on the Rio Grande river across the Mexico–United States border from Ciudad Juárez, the most populous city in the Mexican state of Chihuahua. The two cities, along with Las Cruces in the neighboring U.S. state of New Mexico, form a combined international metropolitan area sometimes referred to as the *Paso del Norte* or El Paso–Juárez–Las Cruces. The region of over 2.7 million people constitutes the largest bilingual and binational work force in the Western Hemisphere.

The city is the headquarters of three publicly traded companies, as well as home to the Medical Center of the Americas, the only medical research and care provider complex in West Texas and Southern New Mexico, and the University of Texas at El Paso, the city's primary university. The city hosts the annual Sun Bowl college football post-season game, the second oldest bowl game in the country.

El Paso has a strong federal and military presence. William Beaumont Army Medical Center, Biggs Army Airfield, and Fort Bliss call the city home. Fort Bliss is one of the largest military complexes of the United States Army and the largest training area in the United States. Also headquartered in El Paso are the DEA domestic field division 7, El Paso Intelligence Center, Joint Task Force North, United States Border Patrol El Paso Sector, and the U.S. Border Patrol Special Operations Group (SOG).

In 2010 and 2018, El Paso received an All-America City Award. As of January 2014, El Paso has been ranked the safest large city in the U.S. for four consecutive years and has ranked in the top three since 1997.

Additional information about the City of El Paso may be found on the website:
<https://www.elpasotexas.gov/>.

Role and Responsibilities

As the Chief Executive Officer of UTEP, the President has the responsibility of articulating the mission and values of the University to the faculty, staff, and students and, externally, to the UT System Administration and Board of Regents, the Texas political leadership, the community leaders, and the general public.

The President should be actively committed to the principles of shared governance with the faculty and be an advocate of diversity and inclusion in the ranks of students, staff, and faculty. As 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 continuing to play its role as a leading national model for public higher education serving the needs of a diverse population and providing the people of Texas with educational opportunities of the highest level. The President is expected to raise public and private funds, to continue the development of the campus academic and research culture, and infrastructure, and to support campus governance structures.

Professional Qualifications

The preferred qualifications of the next president of UTEP include:

- A record of successful executive leadership in a public research university setting;
- An academic career trajectory appropriate for appointment as a tenured faculty member in an academic unit at UTEP;
- Evidence of experience and accomplishments in fostering student success within a campus culture committed to student access, diversity and social mobility;

- Evidence of success in promoting and enhancing academic and research excellence and institutional advancement;
- A record of successful leadership in efficiently allocating and augmenting resources to achieve excellence;
- Evidence of successful collaborations with community college, school district and economic development partners; and
- Evidence of experience in a bilingual/bicultural setting, and English-Spanish bilingual competence.

Specific responsibilities include:

- Developing and administering plans and policies to achieve the mission, programs, organization, and operation of UTEP;
- Recommending appropriate operating budgets and supervising expenditures under approved budgets;
- Ensuring efficient management of business affairs and physical property, and recommending additions and alterations to the physical plant;
- Authorizing the appointment, promotion, tenure, reappointment, non-renewal of appointment, or dismissal for cause of faculty; authorizing or delegating authorization of staff members for appointment, promotion, retention, or dismissal for cause;
- Stipulating the specific duties and assignments of the principal officers reporting to the President;
- Submitting the rules and regulations for the governance of UTEP and any related amendments to the Executive Vice Chancellor for Academic Affairs and the Vice Chancellor and General Counsel for approval; such rules and regulations constitute the *Handbook of Operating Procedures* for UTEP;
- Developing long-range plans for the program and physical facilities of UTEP;
- Assuming active leadership in developing private funding support for UTEP in accordance with policies and procedures established in the Regents' *Rules and Regulations*;
- Developing and implementing plans and policies to ensure that UTEP remains in compliance with all accreditation requirements appropriate to the institution or its programs;
- Developing and implementing plans and policies to ensure appropriate oversight of UTEP's Division I athletic program, comprising five men's and nine women's sports.

Additional information about UT El Paso and the position may be found on the website:

<https://www.utep.edu/>.

Contact

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

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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 Human Resources.