The Board of Regents of the Texas State University System invites nominations and applications for the position of President of Sul Ross State University. The University’s next President will offer innovative and dynamic leadership to advance Sul Ross’ legacy of success.

The next President will bring the leadership skills necessary to advance the mission and vision of Sul Ross. The President will be an innovative, inclusive and collaborative leader with a focus of promoting initiatives, priorities and success of the multi-campus university and its students, faculty, and staff while fostering close ties with the communities in which campuses are located.

**About Sul Ross**

Sul Ross State University in Far West Texas and the Middle Rio Grande Region boasts a combination of small class sizes, an appreciation of both fine arts and the sciences, a strong legacy of teacher education, and popular professional programs in a relaxed, friendly environment.

Sul Ross, proudly designated as an Hispanic Servicing Institution (HSI), ranks among the top in the nation among undergraduate institutions producing future Hispanic doctorates in the physical sciences, and high in the state of Texas (which has over 100 colleges and universities) for percentage of freshman and sophomore classes taught by tenured and tenure-track faculty. Sul Ross is committed to enhancing student learning through low student to teacher ratios, quality faculty, and hands-on experience.

The multi-campus university, comprised of 647 acres in Alpine, Texas, and facilities in Del Rio, Eagle Pass, and Uvalde, Texas, boasts a beautiful 93-acre main campus and enjoys perhaps the most temperate climate in the state. Sul Ross State University Alpine is situated in the Davis Mountains and overlooks the center of the city below, yet it remains within easy reach of many local stores and restaurants. The university also has a 468-acre working ranch in Alpine, Texas that serves its animal science programs.
With an historical enrollment of about 2,000 students in Alpine and about 1,000 students at the other campuses, class sizes are small, guaranteeing a much higher level of personal attention from instructors and the university’s support staff. But there’s plenty for students to do in their free time: lots of student clubs and organizations, a thriving arts community and a strong athletic tradition. Rodeo is significant part of the Sul Ross program, and the university is the birthplace of the National Intercollegiate Rodeo Association. Many team members have gone on to become world champions, and 1951 graduate Harley May is a charter member of the Professional Rodeo Cowboys Hall of Fame.

Sul Ross State University provides the ideal setting for outdoor learning, with deer, antelope, wild turkey, javelina, fox and raptors often traversing campus property. SRSU offers academic study in an immense low population area surrounded by two national parks, one national historic site, three state parks, one state historical site, three wildlife management areas, a world-class observatory, and literally millions of privately-owned acres where livelihoods depend on agricultural, land, and resource management. The university owns the 17,000-acre Faskin Ranch 110 miles west. Another rugged 9,269-acre tract in the Christmas Mountains, owned by the Texas State University System, is about an hour south of Alpine, and was added as an extensive open-air research laboratory available for faculty and students. Almost every geologic process and rock formation known to scientists can be observed here and our star-studded skies are among the darkest in the world. Outdoor employment opportunities abound.

Local: Alpine, Texas

Nestled in the foothills of the Davis Mountains, Alpine is a small, vibrant, and safe community in Far West Texas. Alpine is at the center of the majestic beauty of the Big Bend Region, and close to the world class art-community of Marfa (also home to the nationally recognized, award winning Marfa Public Radio), the historic town of Fort Davis, and incredible natural resources of Far West Texas. Alpine’s rich heritage as a hub for the region continues today. Roads and railways create a confluence of ranchers, professors, shop owners, and leisure travelers visiting and doing business in a bustling, working community.

The Sul Ross State University Alpine campus is in the middle of the elevated Chihuahuan Desert and surrounded by numerous mountain ranges. Alpine, a small mountain town, nestled in a valley at an elevation of 4,500 feet, draws students from 45,000 square miles of the West Texas border country. Alpine provides a living laboratory for robust economic, social, environmental, and political discussions as well as inspiration for artists, poets, dancers, filmmakers, composers, and creative writers.
Del Rio, Eagle Pass, and Uvalde, Texas

Equally important to the success of SRSU and the lives of our students are our additional campuses in Del Rio, Eagle Pass and Uvalde. These campuses offer upper-level and graduate coursework. Sul Ross works in partnership with Southwest Texas Junior College for the first two years then students may transfer to SRSU at any of the three locations to complete their Bachelor’s Degrees and continue into Master’s Level work.

Del Rio Campus

The Sul Ross State University Del Rio campus offers opportunities for laboratory science courses in addition to the regular offerings in the degree programs. The college provides computer laboratories, learning centers and an auditorium.

Del Rio, Texas, sister city of Ciudad Acuña, Mexico, combines the ambiance of Mexico with American culture to form a diversified city. Nearby, the Pecos River joins the Devil’s River and the Rio Grande to create Lake Amistad, the ninth largest of its kind in the United States, with more than 850 miles of shoreline. Its canyons, cliffs and caves provide both scenery and a place filled with history.

Del Rio is the home of the Whitehead Memorial Museum with its log cabin, cultural folk art exhibit and numerous other historical displays. A visit to Whitehead is like taking a stroll through history. Judge Roy Bean, “The Law West of the Pecos,” is buried here.

West of Del Rio is Seminole Canyon State Historical Park, where 10,000-year-old pictographs adorn the canyon walls. Students may find special sites in the region which reflect the history of frontier Texas, including the burial site for Bean and the restoration of his courthouse as the “Law West of the Pecos” in Langtry.

Eagle Pass Campus

The Eagle Pass campus offers courses in buildings which include computer laboratories and learning centers on the eastern edge of the city. It houses the central offices of the Records Department and the Chair of the Humanities Department.

The regional Small Business Development Center has its main office on the Eagle Pass campus as well. Eagle Pass, located on the border across from Piedras Negras, Mexico, is the center of a thriving international trade community. The area offers ready access to the markets of Mexico and to the recreational activities of the Kickapoo Indian Nation.
First established as a camp in 1849, Eagle Pass has grown into a city of more than 25,000 people. With a variety of shops and malls, it is the gateway to Piedras Negras’ colorful outdoor markets and handiwork of the Mexican tradition.

Biculturalism flourishes in Eagle Pass, and it is common for people in Eagle Pass to speak both Spanish and English. In this atmosphere, Sul Ross State University strives to bring together diverse cultures.

**Uvalde Campus**

The Sul Ross State University Uvalde campus houses the offices of the Chairs of the Departments of Education and Business Administration. Academic support services and student services are headquartered in the Uvalde location.

Uvalde is also the headquarters of Southwest Texas Junior College, MRGC’s partner institution. A relatively old township in southwest Texas, Uvalde was settled in 1853. It served as a trading post for area settlers and forts along the Nueces River. Prior to Texas’ annexation, many battles were fought along the Nueces River in an attempt to settle the boundary dispute between Texas and Mexico.

Turn-of-the-century architecture is still evident in Uvalde. Nestled along tree shaded streets are many elegant old homes, dating back to the late 1890s and early 1900s. Many-storied houses with long porches, balconies and tall graceful columns preserve a testament to the past. The huge old oaks that were so numerous in the area are so loved by the city that many streets are built around the trees. Near Uvalde is Garner State Park, a recreational area famed in the state for its camping and outdoor activities.

**Role of the President**

The President, as Chief Executive Officer, is responsible for the overall management and oversight of the University’s vision, strategy and operations. The President reports directly to the Chancellor, and works closely with the Board in implementing Board-directed initiatives, programs, and policies. The President delegates and monitors administrative and operational functions to an executive leadership team reporting to the President.

The President is not only the leader of the campus community, but also the visible representative of SRSU in the local communities, organizations of higher education, and the touchstone for alumni, parents and friends of the University. The President is ultimately the face and voice of SRSU and its mission, raising its profile in the community, state, and nation to enhance recruitment and continue the strong political and financial support necessary to sustain the future of SRSU.

**The Next President of SRSU will:**

- Understand and lead the dramatic and dynamic changes that will impact SRSU now and into the future.
• Work with the Texas State University System and interact effectively with diverse constituencies, including the local communities, local and state governments, small businesses and major corporations, foundations, and residents from all parts of the state.

• Demonstrate a commitment to the concept of a student-centered institution, with a strong student orientation and a dedication to preparing students for success in a global environment.

• Position the University to compete in today’s market, while maintaining the “uniqueness” of the current and long-standing culture.

• Foster growth in student enrollment, student retention rates, academic programs, and elevation of the academic success of students.

• Work effectively to grow support from city, county, state and federal governmental entities.

• Ensure that the University continues to be a leader in regional economic development and will help to establish, direct, and maintain excellent community relations.

• Be innovative and serve as the catalyst for innovation across the University with a multidisciplinary team approach.

• Ensure that the University provides a high-quality faculty and educational curriculum for the benefit of its students.

• Understand and address the needs and challenges of 1st generation and non-traditional student populations.

• Support a diverse faculty, staff, and student population, and encourage cultural diversity throughout the institution's curriculum, activities and community involvement.

• Understand and promote the value of the full array of the University’s academic, research, scholarly, and creative programs and initiatives.

• Promote the establishment of K-12 and community college partnerships.

• Ensure that the institution acquires the necessary public and private resources for successful achievement of the University’s goals and objectives, engaging in fundraising activities that increase the University’s financial position and engaging with an active alumni association.

• Advance and expand upon virtual/online and distance learning opportunities, to ensure leading edge technology and excellence in instruction, curriculum, consistency, and follow-up with online students.
• Develop, advance and fortify alliances with business, industry, government, academia and community groups.

• Develop, advance and fortify relationships between the Alpine, Del Rio, Eagle Pass and Uvalde campuses and their respective campus and local communities.

**Desired Attributes of the Next SRSU President**

• Unquestioned integrity.

• Passion for educating diverse students, eager to communicate and build bonds between students and the University.

• Outstanding interpersonal and communication skills and an eagerness to use these skills to engage all stakeholders of the University.

• Demonstrated commitment to diversity and the vision, mission, and values of Hispanic Serving Institutions.

• Experienced leader with a record of accomplishments in progressively higher levels of responsibility in higher education.

• Good sense of humor.

• Capacity to develop and implement a shared vision that expresses a creative entrepreneurial spirit for Sul Ross State University that builds on the University's history and culture.

• Good insight into the challenges and opportunities facing small, multi-campus universities located in rural areas.

• Background of building enrollment in a challenging environment.

• Good record in university-town relations and passion to develop such relations.

• Extensive budgeting and management experience.

• History of developing and implementing strategic plans that have produced tangible results.

• Experience with geographically distant campuses that celebrate unique communities, cultures, and student backgrounds.

• Familiar with the role of faculty in the university, the promotion and tenure process and the development of faculty in teaching, research and service.

• History of intensive interaction with two-year institutions.
• Record of building and maintaining a well working team in an atmosphere of transparency and collegiality.

• Comfortable with shared governance among all stakeholders in the University.

• Understands and appreciates on-line/distance learning.

• Values and understands the important role of staff within the University.

• Understands and supports the role of student organizations and activities and the co-curriculum in educating students.

• Understands and appreciates the role of Division III athletics in the University and the community.

• History of success in fundraising and relationship building.

• Knowledge of Texas higher education and connections to Texas, particularly West Texas.

• Understands the role of the University in the economic and cultural development of the region.

• Understands the importance of research and experiential learning in undergraduate and graduate education.

**Key Attractors**

One of the many benefits of living in Far West Texas and the Middle Rio Grande Region is easy access to some of the most beautiful and exciting recreational areas in Texas, New Mexico, and northern Mexico. A wide variety of facilities are available for hiking, backpacking, rock climbing, camping, rafting, biking, photography, creative writing, horseback riding, bird watching, observing stars, and more-- all within two hours or less of the campus. Fishing and winter skiing are less than three hours away.

Key points the organization believes will be strong attractors to top candidates:

• An active, friendly and welcoming community with a rich history and great sense of pride and diversity.

• This is a career-defining opportunity to serve as Chief Executive Officer for a multi-locale university and a component institution of the highly regarded Texas State University System.
• The culture of the University and the community is one of hands-on, sleeves rolled up work ethic, characterized by competent students, staff and faculty who have the desire to advance high quality, creativity, innovation and efficiency in all endeavors.

• Faculty are talented, collegial and cooperative, are personally invested in the institution and community, and create an intimate environment where they can have a definitive positive impact on the lives of students.

• Opportunity to make your mark in taking an institution with a strong foundation “from good to great” and create a legacy of success. A visible leadership role in a key executive position where pivotal decisions well-made will impact a fine institution prepared to recognize and reward success.

• Enjoy the autonomy to bring your best ideas and create the ideal model within an environment where you will be listened to, heard and affirmed.

• Geography, climate, and demographics combine to offer a truly excellent, family friendly place to live. Family members will discover a warm, safe, open community that offers an attractive array of activities, entertainment, recreation, and opportunities.

For more information or to discuss this position, contact:

Scott Watson, Michael Ballew, J.R. Wheless, or Florene Stawowy

Send your cover letter and resume to:

SulRossPresident@WhelessSearch.com

Applications may be accepted until the position is filled; however, to ensure consideration, submit your cover letter and resume to the above email address by March 31, 2020.

SRSU is committed to providing a place of work and learning free of discrimination on the basis of race, color, national origin, disability (whether actual or perceived by others), religion, age, sex/gender (including pregnancy related conditions), sexual orientation, gender identity or expression, genetic information, veteran status (military status or military obligations) in the programs or activities which it operates.