

PROSPECTUS:

Presidential Search



Sam Houston State University

TABLE OF CONTENTS

THE SEARCH	3
ABOUT SAM HOUSTON STATE UNIVERSITY	4
CAMPUS & FACILITIES	7
FACULTY & STUDENT-CENTERED PROGRAMMING	7
ACADEMICS	8
ACCOLADES	10
STUDENTS	10
ADMINISTRATIVE STRUCTURE	11
FINANCIAL RESOURCES	11
LEADERSHIP AGENDA	12
DESIRED ATTRIBUTES	13
HOW TO APPLY	14



THE SEARCH

The Board of Regents of the Texas State University System invites inquiries, nominations, and applications for the position of President of Sam Houston State University (SHSU). The Board seeks a visionary leader who will be energetic, innovative,

and collaborative in advancing the mission and values of SHSU while leading the University to new levels of achievement and success. The new president is expected to assume office in late Summer 2020.

ABOUT SAM HOUSTON STATE UNIVERSITY

Home to a diverse student population of over 21,500, [Sam Houston State University](#) is located in Huntsville, Texas, on the rapidly-developing Interstate 45 corridor. SHSU is 70 miles north of downtown Houston and 170 miles south of Dallas, ideally situated between the 4th and 9th largest cities in the country and two of the 10 fastest growing cities in the U.S. This location presents many strategic opportunities for the future of Sam Houston State University.

For nearly 140 years, SHSU has been preparing students for meaningful lives of achievement. Named for Sam Houston, Texas' greatest hero, SHSU continually strives to honor its historical roots through academic excellence and meeting the workforce needs of Texas. While embracing its legacy, SHSU also strives to meet the needs of contemporary students, both traditional and online. SHSU offers 95 bachelor's degree programs, more than 60 master's degree programs, ten doctoral programs, 1 professional doctorate (DO) and nearly 50 fully online degrees. The University has launched a new College of Osteopathic Medicine, and the next president will preside over the enrollment of its inaugural class of medical students in Fall 2020.

SHSU is classified as a Carnegie Doctoral Research Institution. It is also a Community Engaged University and a proud AACSCU institution, demonstrating a commitment to education for the public good. The University has award-winning online programs, nationally and internationally recognized scholars, and innovative initiatives to help students develop and succeed. SHSU is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools.

SHSU is part of the [Texas State University System](#), the first university system established in Texas, comprised of seven institutions with more than 86,000 students and 15,000 faculty and staff. The institutions are located throughout the state, stretching from the Texas-Louisiana border to the Big Bend region of West Texas, and offer a broad range of teaching, research, and service opportunities.



HUNTSVILLE

SHSU's geographic location combines small town charm, historical importance, nature experiences, and proximity to the greater Houston area.

[Huntsville](#) is home to General Sam Houston who served as the first and third president of the Republic of Texas, governor of Texas, governor of Tennessee, U.S. Senator, and Tennessee congressman. It is centrally located between Houston and Dallas and nestled in the Piney Woods. Huntsville offers an array of outdoor activities and hometown hospitality, from culture and creativity to arts, performances, and natural parks. Huntsville's downtown square boasts an abundance of antique and boutique stores, as well as restaurants and coffee shops. The Cultural District includes museums, art galleries, theaters, and historic sites. The city is home to the Sam Houston Memorial Museum, Texas Prison Museum, the HEARTS Veteran Museum, and the tallest statue of an American hero, the 77-foot statue of Sam Houston "A Tribute to Courage." Outdoor adventure is close at hand for exploring East Texas in Huntsville State Park, where hiking, fishing, camping, and boating opportunities abound. Small town appeal, historical distinction, its natural setting, and attractions in nearby Houston, make Huntsville a great place to live and work!

ABOUT SAM HOUSTON STATE UNIVERSITY (CONT.)

HISTORY

The third oldest institution in Texas, Sam Houston State University was created by the Texas Legislature in 1879 as Sam Houston Normal Institute to educate teachers for the public schools of Texas. The baccalaureate degree was first awarded in 1919, and in 1923, the institution's name was changed to Sam Houston State Teachers College.

Graduate degrees were added in 1936 and the curriculum was expanded to emphasize preparation in a variety of fields. Continued growth and diversity in programming prompted the Texas Legislature to change the institution's name to Sam Houston State College in 1965 and to Sam Houston State University in 1969. The institution offered its first doctorate, a PhD in criminal justice, in the 1970s.

The 1980s and 1990s saw significant investment in the academic, athletic, and support facilities. In recent years, the University has increased its program offerings, continued to invest in

infrastructure and new facilities, and expanded its reach by offering programs online, at The Woodlands Center, and at other off-campus sites.

SHSU is wrapping up a successful five-year, \$125 million capital campaign, *"Honoring Traditions, Creating Futures."* With priorities for funding academic support and student enrichment, facility upgrades and renovations, and expansion of health professions programs, SHSU is well-positioned to provide a stimulating learning environment that strives for continued growth and strength in the future.

MOTTO

The measure of a life is its service.

MISSION

Provide high quality education, scholarship and service to qualified students for the benefit of regional, state, national, and international constituencies.



ABOUT SAM HOUSTON STATE UNIVERSITY (CONT.)

VISION

Best at educating the next generation of professionals:

- Enduring traditions
- Academic excellence
- Student success
- Operational efficiency
- Innovation focused

SUPPORTING STRATEGY

- Lifelong Learning – Foster a lifelong learning environment in support of a diverse faculty and staff who are excellent scholars, educators and professionals.
- Stimulating Environment – Promote a stimulating learning environment through the integration of academic settings, campus culture and service.
- Intellectual Transformation – Increase and develop university resources and infrastructures that support the intellectual transformation of students.
- Anticipating Needs – Enhance marketing outreach and visibility to include academic and scholarly activities through consistent and integrated messaging while optimizing communication channels.
- Data-Driven Decision Making – Promote efficient data-driven decision making through the integration of centralized data analysis, review and dissemination.
- Enhanced Outreach - Cultivate a continually sensitive and proactive response to the ever-changing needs of our constituents.



CAMPUS & FACILITIES

SHSU has been rated the safest campus in Texas and 28th in the nation. The beautiful and attractive main campus sits on 316 acres in the central area of Huntsville and features a planetarium, an observatory, an 18-hole golf course, and athletic and academic facilities. Campus highlights include: the Gaertner Performing Arts Center, a showcase for artistic talent and creative work in the community and the region; the Lowman Student Center, which underwent a \$14 million expansion in 2019; Johnson Coliseum and Bowers Stadium, home to Bearkat NCAA Division I athletic teams; and Piney Woods Hall, the most recent addition to on-campus residential housing.

Additional campus facilities located nearby include:

The Gibbs Ranch Education and Research Center, a 1,740-acre ranch located approximately 10 minutes

from campus, is maintained as a teaching and research farm to serve as an integral component of the instructional and research programs for SHSU's agriculture students and faculty.

The Woodlands Center, located 40 miles south on I-45 just outside Houston in The Woodlands, is a 144,000 square-foot facility with 32 high tech classrooms and a 125-seat auditorium. The full-service education center offers 12 bachelors, 16 masters, and two doctoral degree programs.

The newest academic facility is the College of Osteopathic Medicine. Construction is complete on the four-story, 107,000 square-foot building on seven acres in Conroe, 30 miles south on I-45.

FACULTY & STUDENT-CENTERED PROGRAMMING

One of the key strengths of SHSU is its student-centered faculty and staff, whose positive approach and 'can do' spirit has earned the University recognition as a "Great College to Work For" by *The Chronicle of Higher Education* for eight years running. Of the University's 704 faculty, 58% are tenure/tenure track, 47% are women, and 24% are from underrepresented groups. The student/faculty ratio is 24:1 and less than 2% of courses have greater than 100 students.

SHSU's talented faculty secured over 50 sponsored research initiatives and grants in 2019, from federal, state, and private sources totaling more than \$12 million.

SHSU continually strives to meet the needs of students with new programs and innovative teaching and services that help to maximize student engagement and success. In the past 10 years, SHSU has added 20 undergraduate programs, 15 master's programs, and six doctoral programs.

The University has been intentional in its efforts to ensure success for all students, particularly those who have been historically underserved by higher

education. The University's "[Establishing Leadership In and Through Education](#)" or "ELITE" program has been recognized by *Excelencia in Education* for accelerating degree completion among minority male students. SHSU was also selected to participate in the "[Frontier Set](#)" initiative, funded by the Bill & Melinda Gates Foundation to identify strategies for improving graduation rates, especially for low-income, first generation and minority students. Selected to participate in AASCU's [Re-Imagining the First Year](#) program, SHSU engaged in a three-year program to transform the first-year experience for students and improve student success. SHSU has been recognized as one of the top public institutions in which minority graduation rates equal or exceed the rates of white students.

Academic Community Engagement is an essential part of the campus community and academic experience. SHSU's talented faculty have developed a curriculum that provides numerous opportunities for students to gain and apply knowledge and skills to make life better. While students attend SHSU, and as they continue their professional and personal lives, they are encouraged and challenged to live out the SHSU motto, "*The measure of a life is its service.*"



ACADEMICS

Housed in the James & Nancy Gaertner Performing Arts Center, the [College of the Arts and Media](#) offers undergraduate degrees through the departments of Art, Dance, Mass Communication, Theatre and Musical Theatre, and the School of Music. CAM also offers master's degrees in Mass Communication, Dance, and Music.

The AACSB-accredited [College of Business Administration](#) offers the bachelor's of business administration degree in twelve major fields of study, as well as a 4.5 year degree program for qualified students leading to a specialization in PGA Golf Management. At the graduate level, the College offers the MBA, MS in Accounting, MS in Project Management, and an online Executive MBA in Banking and Financial Institutions. The College is home to three centers: Gibson D. Lewis Center for Business and Economic Development, Small Business Development Center, and the Center for Innovation and Technology.

Housing one of the largest and oldest criminal justice programs in the nation, the [College of Criminal Justice](#) offers undergraduate and graduate degrees in Criminal Justice and Criminology, Homeland Security Studies, and Victim Studies. Doctorate degrees are offered in Criminal Justice and Forensic Science. The College of Criminal

Justice is home to several prestigious training and research institutes dedicated to advancing the criminal justice field through professional development and investigation of key issues.

With its roots as the oldest teacher training institution in the state of Texas, the [College of Education](#) offers a broad range of programs at the undergraduate and graduate level in both face-to-face and online formats. Masters and doctoral programs are offered in a variety of fields through the departments of Educational Leadership, Counselor Education, Library Science and Technology, and Teaching and Learning. Teacher certification is also under the purview of the College of Education.

The [College of Health Sciences](#) offers a variety of undergraduate and graduate degrees spanning four academic departments: Kinesiology, Family & Consumer Sciences, Population Health, and Nursing. Undergraduate degrees within the College range from Athletic Training, Health Care Administration, and Nursing to Fashion Merchandising and Interior Design. At the graduate level, the College offers master's degrees in Health, Kinesiology, Dietetics, Family and Consumer Sciences, Health Care Quality and Safety, and Sport Management.

ACADEMICS (CONT.)

The [College of Humanities and Social Sciences](#) provides the essential components of a liberal arts education. The College of Humanities and Social Sciences (CHSS) consists of Communication Studies, English, History, Integrated Studies, Political Science, Psychology & Philosophy, Sociology and World Languages and Cultures. CHSS is home to the APA-accredited doctoral (Ph.D.) in Clinical Psychology and 12 master's programs.

The [College of Science and Engineering Technology](#) offers a wide variety of programs, including 27 undergraduate degrees, 11 master's degrees, and one PhD program. Degrees range from Animal Science and Biology to Construction Management and Physics. Three Pre-Engineering programs are offered as well as degrees leading to entry into professional degree programs in Medicine, Dentistry, Pharmacy, and Veterinary Science. The college is also home to the nationally recognized SHSU rodeo team.

The newest college, the [College of Osteopathic Medicine](#), located in nearby Conroe, will welcome its inaugural class of medical students during

the Fall 2020. Designed to address a shortage of primary care doctors in the State of Texas, the Doctor of Osteopathic Medicine with an emphasis toward primary care, rural and underserved practice will be offered.

[SHSU Online](#) offers nearly 50 degree programs and dozens of professional certifications and graduate certificates entirely online. These accredited programs are taught by the same faculty that teach on campus.

The [Elliott T. Bowers Honors College](#) enhances the university experience with intellectually stimulating academic, cultural, and social experiences, dedicated Honors housing and facilities, and faculty mentorship.

The [Student Advising and Mentoring \(SAM\) Center](#) provides centralized, integrated advising services for SHSU undergraduates. Advisors assist students with holistic, success-based academic advising and support to help with student achievement, retention, and degree completion.



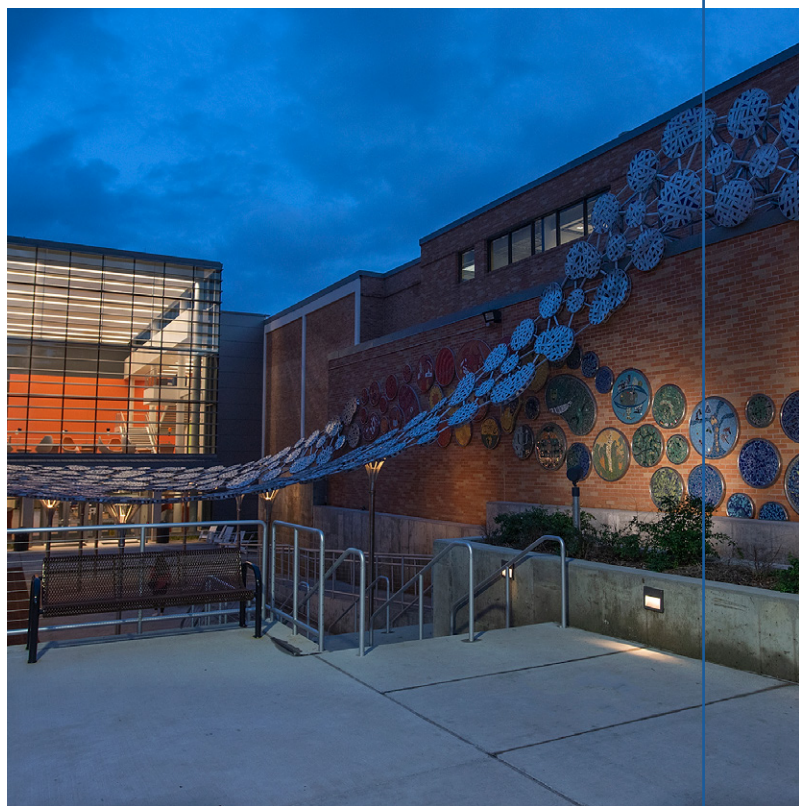
ACCOLADES

- College of Criminal Justice ranked 3rd in research by the Center for World University Rankings
- Ranked 1st by Study.com for Best Online Colleges & Schools in Texas
- Named among the “Best Online Colleges for Veterans and Their Families” (2018)
- The 2019 nursing student cohort reported a 100% pass rate on the NCLEX
- Student Money Management Center ranked 5th in the nation in 2018 for Financial Literacy Programs by LendEDU
- Ranked 2nd in Texas in the Social Mobility Index
- Ranked 7th out of the top 50 Online RN to BSN programs for 2018
- Named 3rd Most Affordable Accredited Online College

STUDENTS

Sam Houston’s 21,558 students ([Fall 2019 headcount](#)) are comprised of 18,805 undergraduates, 127 post-baccalaureate students, 2,271 graduate students, and 355 students pursuing doctoral studies. Applications and enrollments for the undergraduate program have been strong, and in Fall 2019, SHSU welcomed over 5,500 first-time students, with 47% being transfers. While 96% of students come from Texas, the University draws from 51 states and the District of Columbia and from more than 50 countries. More than 3,500 students live on campus in 14 different residence halls or apartments. SHSU’s 100% online student headcount increased to nearly 3,700 in 2019 and more than 11,400 students took one or more courses online, which equates to 53% of the university’s student body.

Across SHSU’s diverse and hardworking student body, 74% are full-time, 63% are female, 40% are Pell recipients, and approximately 50% come from underrepresented groups.



STUDENT LIFE

The campus has a robust student life program with over 250 student [clubs and organizations](#), including honor societies, religious and spiritual groups, and interest clubs ranging from business to politics, fitness, cultural, music, and community service. Sam Houston is also home to an active Greek Life, where over 1,000 students participate in one of the 30 fraternities or sororities on campus.

In keeping with the institution’s motto, “the measure of a life is its service,” SHSU offers a variety of service opportunities for students, from the Welcome Week Service Project to Bearkat Service Break trips.

SPORTS & RECREATION

The [Bearkats](#) compete in 17 NCAA Division I sports in the Southland Conference. Women’s teams include basketball, bowling, cross country, golf, indoor and outdoor track & field, soccer, softball, tennis, and volleyball. Men’s teams include baseball, basketball, cross country, football, golf, and indoor and outdoor track & field. Recent successes include 24 track & field national qualifiers, eight women’s

STUDENTS (CONT.)

bowling national finals appearances capped with a NCAA national championship, and numerous regional final appearances for the men's and women's golf teams. In 2017, the men's baseball team became the first Southland program to win an NCAA Regional and advance to the Super Regional round. Notably, SHSU won 9 of 17 Southland Conference Championships, secured the conference's Commissioner's Cup, and maintained an overall 3.07 GPA for Academic Year 2018-19.

Students can participate in recreational sports through intramurals, outdoor recreational programming, fitness classes, or by joining one of more than 18 club sports, including women's lacrosse, men's volleyball, e-sports, soccer, wrestling, rugby and even Quidditch.

The [Recreational Sports Center](#) is available to all students and offers a weight room, cardio area, 34-foot climbing and bouldering walls, a swimming pool, an indoor track, and basketball and volleyball courts.



Additional facilities include the [Johnson Coliseum](#) – home to SHSU Volleyball as well as the SHSU Men's and Women's Basketball teams, the [University Camp](#) – located on 345 acres of land approximately 15 miles from Huntsville, the [Raven Nest Golf Course](#) – an 18-hole daily-fee course managed by the Sam Houston State PGA Golf Management program, as well as tennis courts, a turf field, sand volleyball courts, and more.

ADMINISTRATIVE STRUCTURE

Sam Houston State University is a member of the [Texas State University System](#). The System is governed by a nine-member Board of Regents appointed by the governor. A non-voting student regent is also appointed annually to the board. The System is led by a board-appointed chancellor, and the president of Sam Houston State University reports directly to the Chancellor.

The SHSU President's Cabinet includes the Chief of Staff; Chief Academic Officer and Provost;

Chief Financial Officer and Senior Vice President for Operations; Vice President for University Advancement, Vice President for Enrollment Management, Vice President for Student Affairs, Vice President for Information Technology; and the Director of Athletics.

Other leadership bodies include the Faculty Senate, Council of Academic Deans, Academic Policy Council, Academic Affairs Council, and Staff Council.

FINANCIAL RESOURCES

The [annual operating budget](#) of Sam Houston State University is \$424 million with assets totaling nearly \$1 billion as of the most recent year-end. Net tuition revenue was \$165 million and state appropriations totaled about \$70 million. The Composite Financial Index for the University has ranged from 2.7 to 3.8 in the most recent five years.

The endowment is currently valued at approximately \$120 million. Donor contributions for FY2019 were \$21 million, with over \$125 million raised in the past ten years.



LEADERSHIP AGENDA

The new president will be welcomed by a campus community that is deeply committed to its mission and values and is eager to continue strengthening its teaching, research, and service for the benefit of its diverse students, the region, the state, the nation and the world. SHSU presents a number of strategic opportunities for an incoming visionary leader. It is a dynamic and diverse campus. Over the past decade, Sam Houston State University experienced significant growth and responded by expanding curricular offerings, support of student success, and extracurricular opportunities. There is a strong sense of community, tradition and Bearkat pride, commitment to mission, and a 'can do' spirit at SHSU.

The Leadership Agenda for the next president includes the following opportunities:

- Affirm the deep and abiding commitment to the primacy of the academic mission of the University in teaching and scholarship with an equal commitment to students and their learning with the special mission as an AACSB institution and a dedication to community engagement and stewardship of place
- Grow enrollment while attending to and balancing the complexity of multiple campus sites, nationally recognized online programs, and support for a range of graduate program offerings in a decade that will produce greater demographic challenges
- Attend closely to emergent macro trends that will impact higher education including academic program mix, delivery systems, innovation and technology, public and private investment, changing demographics, research and economic development, workforce training, and the use of data to support change and improvement
- Create a shared vision for the next decade that honors SHSU's culture and past successes, builds upon the institution's current momentum, understands the impact of organizational change on morale, and actively engages faculty and staff in academic and institutional planning
- Nurture a strong sense of community across multiple campus sites that is diverse and inclusive and reflects the State of Texas among its leadership, faculty, staff and students, and SHSU's status as an emerging Hispanic Serving Institution
- Assure that the new College of Osteopathic Medicine realizes its promise to serve the State of Texas and develops an integrated and synergistic relationship within the context of the larger University
- Build upon the pride of SHSU athletics and engagement of SHSU alumni and friends and further build philanthropic support in the years ahead

DESIRED ATTRIBUTES

The ideal candidate for the Sam Houston State University presidency will have many of the following characteristics and attributes:

- A terminal degree combined with significant academic leadership experience and a progressive record of executive level management and success in higher education
- An individual who can appreciate and maintain key elements of SHSU's history and culture, understands that the institution is at a critical juncture, and demonstrates the capacity to collaboratively move the University forward to new levels of success and achievement of common goals
- An individual that possesses and exhibits a passion for education in a student-centered learning environment, is sensitive to affordability concerns, and embeds student access and success as the focal point of University life
- A genuine and authentic person with a warm and engaging personality, who is engaged broadly in the campus community, the region, and with a wide range of constituencies and has the capacity for unifying the campus while developing a deep love for the institution, its people, its family-like culture, and its can-do mentality
- A skilled communicator who listens well, is patient, open to new ideas, and is able to inspire faculty, staff, students and critical external constituents
- A visionary leader who demonstrates a high degree of transparency and a willingness to embrace the tradition of shared governance and effectively and clearly communicate with SHSU internal and external stakeholders
- An individual with strong state and national connections or the ability to quickly build relationships with leaders in Texas government, education, health, industry, and philanthropy
- A person with a clear track record of innovation and entrepreneurial accomplishments, as well as an understanding of how to leverage data and technology to achieve goals
- An individual of the highest integrity who builds upon SHSU's successes, and leverages its assets to serve students and the region; an ethical leader and advocate with a commitment to collaboration, collegiality, and transparency
- The ability to make difficult decisions on a timely basis, mindful of the needs of all constituencies





HOW TO APPLY

The position is open until filled, but applications received by **May 8, 2020** will be given full consideration. Applications should include: 1) a detailed letter of interest; 2) a current curriculum vitae (CV); and 3) a list of five professional references with contact information and an explanation of the working relationship. References will not be contacted without explicit permission from the candidate.

Inquiries, nominations, and applications may be sent in confidence to:

SHSUPresident@academicsearch.org

Sam Houston State University is being assisted by Academic Search. Confidential discussions may be arranged by contacting Jay Lemons (jay.lemons@academicsearch.org), Ann Hasselmo (ann.hasselmo@academicsearch.org), or Jennifer Kookan (jennifer.kookan@academicsearch.org).

Sam Houston State University is an Equal Opportunity/Affirmative Action Plan Employer and Smoke/Drug-Free Workplace. All qualified applicants will receive consideration for employment without regard to race, creed, ancestry, marital status, citizenship, color, religion, sex, national origin, age, veteran status, disability status, sexual orientation, or gender identity.

ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting Sam Houston State University in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit www.academicsearch.org/.



Committed to identifying and
DEVELOPING LEADERSHIP by
providing the highest level
of search to our clients and
assisting in ENRICHING
THE PIPELINE
of potential leaders
in higher
education.