

# NATIONAL SEARCH PROSPECTUS

## President



University of Houston  Clear Lake

## THE OPPORTUNITY

The University of Houston-Clear Lake (UHCL) invites interest and referrals for the position of President. The President is the Chief Executive Officer of the University and reports to the Chancellor of the University of Houston System. The position is an extraordinary opportunity and will require a person of considerable experience and skill. A strong, collegial, and transparent leader and manager of people and programs is required. A track record of successful engagement with external constituencies – especially in terms of community partnerships, philanthropic support, and legislative/ governmental relations – is highly desirable. The new President will work collaboratively with multiple internal and external constituencies in the leadership, management, and strategic progression of the University.



## RESPONSIBILITIES

The University of Houston-Clear Lake (UHCL) is seeking a visionary, forward-thinking leader to serve as its next President. Reporting to the University of Houston System Chancellor, Renu Khator, the next President will be responsible for implementing University of Houston System (UHS) policies, effectively managing the institution, and sustaining and enhancing the institution's mission and overall operations while fostering and building upon the existing traditions, distinctiveness, and strengths of UHCL. The President will continue to lead UHCL on its successful path to excellence, and will build, maintain, and promote collaborative and productive relationships across campus, the local community, and the region. The next President of UHCL will also:

- Strengthen, identify, and provide entrepreneurial and strategic leadership in the fulfillment of the University's mission and vision
- Maintain and strengthen relations with other members of the UH System to include Regents, Chancellor, and other UHS Presidents
- Lead with focus and efficiency as the CEO of UHCL in collaboration with the Provost and others as appropriate
- Understand the importance of the University's role in the economic development of the region and the state of Texas and align assets to address those needs
- Promote a multicultural environment including a firm commitment to cultivating a diverse student body, faculty, staff, and administration
- Foster continued growth of the academic enterprise surrounding teaching, scholarship, and creative activity

- Understand and appreciate the existing academic community and the decades of accumulated work that has brought UHCL to its current state
- Thrive in a rapidly changing, globalized, technology-driven higher education environment that includes capitalizing on online and other digital technologies to expand educational opportunities
- Actively foster a campus culture that values diversity, promotes equity, and pursues inclusion for UHCL's students, staff, and faculty across the University
- Support UHCL's commitment to every student having an experiential learning experience during their time at UHCL
- Demonstrate a deep and authentic commitment to students – particularly first-generation, low-income, nontraditional students across diverse backgrounds and identities
- Recognize, develop, and retain talented faculty and staff
- Maintain and strengthen community and alumni relations
- Create an environment that is student-centered and committed to transforming lives
- Utilize knowledge and understanding of how to develop key relationships in order to garner necessary resources to advance the University's mission
- Demonstrate a commitment to academic values, students and faculty, learning and research, and shared governance
- Promote international outreach and programs to further the development of students, faculty and staff, and increase UHCL's visibility internationally
- Build upon and develop excellent community relations, successfully partnering with the media to showcase the University, including expanding the University's relationship with NASA-JSC
- Lead major fundraising initiatives for the University and foster relationships with the philanthropic community
- Build on and further develop the vibrant culture present at UHCL

The next president of UHCL will be an accomplished leader with the strength and comportment to lead UHCL forward through the complexities and challenges of the COVID pandemic and beyond.

## QUALIFICATIONS & KEY ATTRIBUTES

- Significant experience as a leader of a major complex organization, including a distinguished record of leadership and intellectual achievement, and excellence in fiscal responsibility
- A leader who exhibits passion for and a deep understanding of the role of UHCL in promoting racial and social justice as a university, and ability to inspire the University community in this effort
- Commensurate experience that demonstrates the ability to work effectively with faculty, staff, students, alumni, and other constituencies important to the University, region, state, nation, and world
- Passion for educating students and serving a public mission of teaching, research, and service
- Dedication to preparing students for productive and successful lives
- Strong commitment to academic excellence, student success and learning, and success in achieving national recognition for programmatic and institutional excellence
- Knowledge of key issues facing public universities in multi-campus systems, including legislative processes
- Familiarity with operating within a system with the ability to develop new collaborations with the Chancellor and peer Presidents
- Strong mentorship experience and proven ability to grow and develop others
- Highly effective communication skills and an ability to encourage open dialogue



- Unquestionable character and integrity, reflected in accountability, humility, transparency, ethical behavior, honesty, and reliability
- A willingness to try new approaches and ideas; not afraid to fail
- Engaging and approachable, with a firm understanding of students and faculty
- One who will immerse themselves in the University culture, learning the history, tradition, and uniqueness of the institution
- Knowledge/experience in teaching and research, as well as current trends in education
- A proven entrepreneurial leader and a successful manager of people and programs. Not a micromanager
- A track record of progressively responsible administrative leadership combined with a collegial and transparent leadership style
- Experience leading and building relationships with diverse groups and programs
- An earned doctorate or terminal degree is preferred
- Credentials to be appointed as a professor with tenure is preferred



## University of Houston-Clear Lake

Nestled on a 524-acre wildlife and nature preserve, University of Houston-Clear Lake has become a cornerstone of higher education along the upper Gulf Coast of Texas. Since opening its doors in 1974, the University has awarded degrees to more than 75,000 students who are now part of our large network of alumni.

UHCL is part of the University of Houston System but is independent from other UHS universities. The President reports to the Chancellor; however, as with the other System universities, UHCL is free to pave its own path.

UHCL emphasizes high academic standards through teaching, research, and community service and delivers outstanding educational opportunities in a traditional classroom setting using the latest instructional technologies, as well as cutting-edge distance learning. UHCL is committed to meaningful experiential learning experiences that not only help prepare students academically, but truly prepares them to succeed in the job market.

The Colleges of Business, Education, Human Sciences and Humanities, and Science and Engineering offer more than 90 undergraduate and graduate degree programs. In 2007, the University began offering its first doctoral degree, the Doctor of Education in Educational Leadership. Two additional doctoral degrees were added in 2014

and 2015, the Doctor of Education in Curriculum and Instruction and the Doctor of Psychology in Health Service Psychology.

In its short history, UHCL has earned a distinctive reputation as a community-minded, partnership-oriented university. UHCL has developed partnerships with area businesses, organizations, schools, and individuals that enhance the region's educational, economic, cultural, scientific, and professional environment. One significant partnership is NASA-JSC, which is a significant part of UHCL's history and will be a significant part of its future.

In 2007, the Texas Higher Education Coordinating Board approved creation of the UHCL Pearland location. The facility was developed as a partnership between UHCL and City of Pearland to provide further access to higher education for the Pearland area. Classes began at the satellite location in Fall 2010.

For four decades, the University filled a vital niche in higher education, specializing in junior and senior undergraduate and graduate-level programs. In 2011, the University gained approval from the state to add freshman- and sophomore-level courses to its roster and welcomed its first freshman class in fall 2014. In 2019, the University moved from a commuter to a residential campus with the opening of its first residential hall.

Extensive class offerings and programs attract more than 9,000 students during the fall and spring semesters, with many of them enrolled in graduate courses. More than 80 percent of its undergraduate student population transfers from local community colleges to attain bachelor's degrees at UHCL.

Most students are Texas residents, and 61 percent of the student population is female. UHCL's student population reflects a mix of ethnicities with almost 60 percent comprising Hispanic, African American, Asian American and Native American students and 6 percent encompassing international students. In 2010, UHCL was designated as a Hispanic-Serving Institution by the Hispanic Association of Colleges & Universities. More than 2,500 students graduate each academic year.



## Strategic Plan: Impact 2025 & Beyond

In March 2020, UHCL launched its strategic plan, *Impact 2025 and Beyond*. This comprehensive plan includes a newly developed vision, mission and core values, as well as a set of strategic themes and objectives.

### Vision

University of Houston-Clear Lake will lead as a learner-centered university dedicated to achieving national prominence in transformative education grounded in creative activities, innovative research, and community partnerships that serve regional, state, and global locations. UHCL launches your future!

### Mission

University of Houston-Clear Lake places its highest priority on serving a diverse body of students in every aspect of their university experience. UHCL's teacher scholars provide high quality, student-centered undergraduate and graduate programs that prepare students to thrive in a competitive workplace and to make meaningful contributions to their communities. UHCL fosters critical thinking and lifelong learning through a strong legacy of vibrant community partnerships complementing its historical focus on teaching, research, creative activity, and service.

### Core Values

#### **Learner-focused**

UHCL is committed to maintaining and building strong degree plans that foster creativity and critical thinking. We are invested in our students and are committed to their growth, development, and transformation.

Impact: Inspire individuals to grow to their fullest potential.

#### **Transformation**

UHCL empowers individuals to learn, grow, and develop as leaders and contributors. We support, and foster leadership and collaboration among students, faculty, and staff.

Impact: Forge Visionary leaders who are agents of change in their fields.

#### **Innovation**

UHCL cultivates fearless imagination when creating new programs, teaching methods, and research opportunities that prepare students to meet the challenges of changing global economy. We are attuned to social, economic, and environmental changes and take timely action to respond to them.

Impact: Deliver the solutions to challenges of today and tomorrow.

#### **Diversity and Inclusion**

UHCL embraces inclusion and cultivates diversity at all levels of the institution. We celebrate our status as a Hispanic-Serving Institution. We welcome students, staff, faculty, and partners from different nationalities, races, ethnicities, ages, religions, genders, sexual orientations, and physical abilities into our family and values identity through the lens of intersectionality.



Impact: Create an inclusive community that develops well-rounded individuals who contribute to the global society.

### **Resilience**

UHCL embodies perseverance, passion, commitment, resolve and grit to bring positive change to the University and community.

Impact: Evolve as a community to persevere through challenges and adversity.

### **Service**

UHCL is committed to community values, partnerships, and collaboration. We create a service culture among faculty, staff, and students. UHCL maintains strong sustainable relationships by engaging various stakeholders to achieve mutual goals and objectives.

Impact: Develop leaders who foster the growth and well-being of the communities they serve

### **Integrity**

UHCL fosters honesty and trust among all internal and external constituents. We are committed to our values and being accountable to our constituency in an atmosphere of generosity and kindness.

Impact: Build a community of trusted individuals.

### **Sustainability**

UHCL maintains stewardship over resources including but not limited to University finances and operations, the socio-physical environment.

Impact: Make a difference in our world for generations to come.



# Academic Programs

The University offers students top-quality academic programs that are flexible and affordable. Through its four innovative, degree-granting colleges, the University offers more than 90 undergraduate, graduate, and doctoral degree programs. The University has 277 full-time and 297 part-time faculty members. A student-to-faculty ratio of 17:1 offers a supportive atmosphere to engage students in their education in meaningful ways with opportunities for undergraduate research, outreach, capstone courses, and internships.

The faculty and administration have made a commitment to expand these high-impact practices and provide every UHCL student with an opportunity for hands-on, engaged learning during their academic careers. Professors and instructors are consistently recognized for their performance and commitment to teaching. UHCL currently has seven Fulbright Scholars. The President's Distinguished Faculty Awards is an annual event in which outstanding teaching, research and service are recognized.

## College of Business

UHCL's College of Business provides reality-based education that enables a diverse student body to advance intellectually, professionally and financially, equipping future business leaders with the foundation they need to succeed in the corporate world or in their own businesses. In addition, healthcare administrators can get the training they need to excel through programs and classes offered at the Texas Medical Center, one of the largest medical centers in the world. Student-focused learning environments and applied research opportunities contribute to educational excellence and a solid understanding of business and industry practices with degree options in a variety of areas.

### Accreditations and Distinctions

College of Business earned business and accounting accreditation from the Association to Advance Collegiate Schools of Business International, a prestigious accomplishment achieved by less than 10 percent of the world's business schools. The College's Master of Arts in Human Resource Management online program was ranked sixth out of 40 universities nationwide by College Choice in a list of the Best Online Human Resource Degrees. Other consistent rankings include the U.S. News & World Report's list of top online graduate business programs and online MBA programs around the nation.

## College of Education

With a reputation for excellence in educator preparation, leadership development and research, the UHCL College of Education lays the groundwork for future educators to succeed. Experienced, dedicated, and exceptional faculty care and take a genuine interest in students. The programs deliver real-world knowledge, field-based training and graduates that are sought by surrounding school districts. Faculty members pride themselves on dedication and a commitment to providing students the best and most current training. Classes are delivered via multiple platforms from traditional face-to-face to totally online or a mix, with degrees in one of our many teacher certification programs or graduate and doctoral degree programs.

### Accreditations and Distinctions

The College of Education is accredited by the State Board for Educator Certification/Texas Education Agency and holds accreditations from a number of organizations for individual specializations and certification programs.



## College of Human Sciences & Humanities

Powerful ideas and new perspectives about people offer UHCL College of Human Sciences and Humanities students a new way to see the world. The faculty and students are dedicated to the study and understanding of people, and to using that understanding to improve lives. The College gives serious students a solid, liberal arts education that promotes intellectual and personal growth that will prepare them for lifelong learning and employment. Programs in Humanities and Fine Arts expose students to the greatest, most transforming concepts and the powerful works of human imagination. Programs in Human Sciences educate students in the body of knowledge from the systematic study of humans and prepare them to increase their comprehension through research and clinical experience. The College of Human Sciences and Humanities offers degrees in a variety of areas.

### **Accreditations and Distinctions**

The College of Human Sciences and Humanities holds a number of specialized accreditations, including accreditations and approval from the Commission of Accreditation for Marriage and Family Therapy Education; the Association for Behavioral Analysis International; the National Association of School Psychologists; and the Association for Assessment and Accreditation of Laboratory Animal Care International. The Council on Social Work Education has also accredited UHCL's bachelor's degree in social work. The Fitness and Human Performance curriculum has been recognized by the National Strength and Conditioning Association for preparing students to successfully enter into the career field.

## College of Sciences & Engineering

Innovation and creativity provide UHCL College of Science and Engineering students with high-quality academic programs within the vibrant atmosphere of a modern university. Undergraduate and graduate students prepare for opportunities in fields such as natural sciences, mathematics, computing sciences, and engineering. Students work toward academic and career goals by cultivating their ability to study independently, problem-solve, and think critically. Students learn to adapt existing knowledge and apply it to new situations to benefit society. The College of Science and Engineering is committed to expanding the knowledge base and presenting new ways to apply established science. Dissemination of scientific knowledge through publications and presentations is encouraged, as well as professional service to local, regional, national, and international communities. The College of Science and Engineering offers a variety of degrees and specialization options, allowing students to tailor their studies to a specific area of expertise. Programs support a variety of disciplines including telecommunications, robotics, control systems, industrial modeling, mathematical and statistical modeling analysis, and petrochemical processes.

### **Accreditations and Distinctions**

UHCL is one of only 10 U.S. universities with computing programs accredited under three different curriculum guidelines of the Accreditation Board for Engineering and Technology Inc. The College of Science and Engineering's undergraduate degree plan in computer engineering is accredited by ABET's Engineering Accreditation Commission, while its Computer Accreditation Commission has accredited the undergraduate degree plans in computer science and computer information systems. The organization's Applied Science Commission has accredited the undergraduate environmental science sub-plans for safety and industrial hygiene. The chemistry degree program is accredited by the American Chemical Society.

# Centers & Institutes

University of Houston-Clear Lake houses multiple centers and institutes that support student development, research opportunities for faculty and students, outreach to enrich the community, and solutions to local, national, and international problems. Through the University's centers and institutes, students' educational experiences are enhanced and, sometimes, interlaced with the needs of the community.

## University Centers & Institutes

### Student Serving

- Math Center
- Student Enrollment Center
- Student Success Center
- Testing Center
- Writing Center

### Faculty Serving

- Center for Engagement, Teaching and Learning
- Center for Faculty Development
- Faculty Senate
- Instructional Design and Technology

### Community Serving

- Institute for Human and Planetary Sustainability
- Health and Human Performance Institute
- Environmental Institute of Houston
- Diplomacy Institute



## Centers & Institutes Housed in Our Colleges

### College of Business

- Center for Executive Education

### College of Education

- Center for Educational Programs
- Center for Professional Development of Teachers
- Professional Development Lab School

### College of Human Sciences and Humanities

- Art School for Children and Young Adults
- Center for Autism and Developmental Disabilities
- Center for Workplace Consulting
- Psychological Services Clinic

### College of Science and Engineering

- Center for Robotics Software

# University of Houston System

As the region's largest provider of comprehensive university services, from the baccalaureate to the doctorate, the University of Houston System plays an essential role in meeting the higher education needs of the Houston metropolitan area and Texas.

UHS serves more than 72,000 students, has an annual budget that exceeds \$1.7 billion, and produces a \$6 billion-plus economic impact on the Greater Houston area each year. The UH System's research and scholarship are globally significant, nationally competitive, and serve as an engine for economic development, while its public service activities enhance the quality of life in the region.

The UH System includes the University of Houston, UH-Clear Lake, UH-Downtown and UH-Victoria, and instructional sites in Katy, Northwest Houston, Pearland, and Sugar Land.

## UH System Structure

- The UH System is comprised of four separate universities, each with its own budget: UH, UHCL, UHD, UHV.
- Renu Khator has a dual role as Chancellor of the UH System and President of University of Houston.
- The UHS Board of Regents oversees all four universities.
- Students within the UH System do not take classes at other UHS universities unless they are co-enrolled in two separate universities.
- All four UHS universities operate additional locations where they offer their respective students classes taught by their respective faculty. These are locations, they are not universities.

## University of Houston (UH)

The largest university in Houston and the third largest in the state, UH is a nationally competitive doctoral degree-granting, comprehensive research university that is the flagship of the UH System. It has been recognized as a Tier One institution by the Carnegie Foundation for its high level of research activity. UH is home to Houston Public Media, KUHT-TV8, Houston's PBS station and the nation's first educational television station; KUHF-88.7, Houston's National Public Radio station; and KUHF 88.7 HD-2, Houston's digital classical music stream.

## University of Houston-Clear Lake (UHCL)

Nestled on a 524-acre wildlife and nature preserve near the NASA Johnson Space Center, UH-Clear Lake is a Hispanic Serving Institution offering more than 90 degree programs across four colleges. The University expanded from an upper-level and graduate institution into a full, four-year university in 2014, welcoming freshmen and sophomores to campus.





### **University of Houston-Downtown (UHD)**

UHD is located in the central business district, providing valuable opportunities for student internships at major corporations. The University annually ranks among the top institutions in the nation for graduating Hispanic and African American students with bachelor's degrees.

### **University of Houston-Victoria (UHV)**

Located in the Coastal Bend region, UHV is an undergraduate and master's university that enrolled its first freshman class in fall 2010. UHV offers more than 80 academic programs, with concentrations in the arts and sciences; business administration; and education, health professions and human development; along with one of the most dynamic online educational programs in the state.

## **The Community**

Midway between Houston and Galveston, the region known as "Bay Area Houston" comprises 14 cities and five school districts. Home to NASA, many Fortune 500 companies, the Kemah Boardwalk, award-winning restaurants, and so much more, the selected candidate will discover an environment where professional satisfaction and career achievement are paired with optimal quality of life. Major industry sectors within Bay Area Houston include aerospace, healthcare, biotechnology, specialty chemicals, tourism, advanced manufacturing, and maritime.

The Bay area is also a quick drive to Houston, the fourth largest city in the country and an economically thriving and highly desirable metropolitan area with the lowest cost of living among major metropolitan areas.

Whether seeking entertainment, recreation, educational, or employment options or simply a safe and comfortable place to live, family members of all ages will find here the elements that contribute to a safe, enjoyable, and fulfilling lifestyle. It's all here for the leader professionally prepared to grasp this superb opportunity.

## **KEY ATTRACTORS TO THE ROLE**

- Serve as a key catalyst in determining the future course and culture of an institution whose faculty, staff, students, and alumni are poised to have a decisive impact locally, nationally, and globally.
- Grasp a rare opportunity to build commitment to student success, engaged scholarship, service, and scholarly research to develop students' talents and prepare them for success in a dynamic global society.
- 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.
- Build a legacy of success and take the institution to the next levels of accomplishment and achievement.
- Grasp the opportunity to work in a collegial environment with strong support at the highest levels of administration and influence within the UH System and the community.
- Enjoy a geography, climate, demographics, and ambiance that offer a truly excellent place to live. Discover a warm, open community that offers an attractive array of activities, amenities, services, and opportunities.

# NOMINATIONS & APPLICATIONS

The Search Committee invites letters of interest and nominations to be submitted directly to the search firm, Anthem Executive. Correspondence should include a curriculum vitae and a letter of interest describing relevant experience and interest in the position, and should be submitted to Scott Watson, Michael Ballew, Florene Stawowy, or Mike “JR” Wheless (or simply Anthem) at:

[UHCLPresident@AnthemExecutive.com](mailto:UHCLPresident@AnthemExecutive.com)

While applications and nominations will be accepted until a new President is selected, interested parties are encouraged to submit their materials ASAP, to assure optimal consideration. Expressing interest is the first step in receiving consideration and does not make one an applicant for the position.



[AnthemExecutive.com](http://AnthemExecutive.com)

*UHCL is committed to providing equal access and opportunity to employees, applicants for employment, and service providers without regard to age, disability, gender, genetic information, national origin, race, religion, sexual orientation, or status as a Vietnam War Era Veteran.*

