

# NATIONAL SEARCH PROSPECTUS

## President



TEXAS A&M  
**INTERNATIONAL**  
UNIVERSITY

# KEY ATTRACTORS TO THE ROLE OF PRESIDENT

Texas A&M International University (TAMIU) offers a once-in-a-generation leadership opportunity at the intersection of global commerce, international policy, and higher education. Located in Laredo, Texas—the nation’s largest inland port and a vital gateway to Mexico and Latin America—TAMIU is uniquely positioned to lead in cross-border research, international trade policy, and global engagement.

This is more than a university presidency; it’s an opportunity to shape the economic, academic, and geopolitical landscape of the future.

For an ambitious, globally minded leader, TAMIU presents unmatched opportunities:

- **A Global Economic Hub:** Laredo is the #1 inland port in the Western Hemisphere, handling more than \$300 billion in annual trade.
- **Expanding Research & Influence:** TAMIU is on a path to R2 research status, presenting opportunities for external funding and academic excellence.
- **Unmatched International Impact:** Positioned to be a global trade policy, cross-border relations, and economic research leader.
- **Financially Strong & Growing:** A well-managed, fiscally stable institution within the Texas A&M University System.

**A Vibrant, Safe, and Culturally Rich City:** Laredo is a bilingual, relationship-driven community known for its economic strength and cultural heritage.

## University Accolades

TAMIU is no stranger to having its share of spotlights. As a top-ranked institution of higher education committed to being Accessible, Affordable and Exceptional, we live for this stuff! Here’s some recent accolades that truly affirm that we’re headed in the right direction for our students... each and every day. Additional information may be found [here](#).

- TAMIU has been recognized as one of the nation's Top Ten-ranked Southern Colleges in *Washington Monthly Magazine's 2024 College Guide* "Best Bang for the Buck," ranking #5. TAMIU also earned a # 2 ranking for low net price.
- WalletHub recently ranked TAMIU 8<sup>th</sup> among Texas’s Top Ten Universities in its 2025 College & University Rankings and was the only A&M System regional campus to crack the Top Ten.
- Niche, a Pittsburgh-based company that annually ranks colleges, awarded TAMIU an overall grade of A-. Other Niche TAMIU rankings included being recognized as the #4 Best Value in Texas, #7 Top Public Universities in Texas, and the #11 Best College in Texas.

- A total of 23 TAMIU programs were ranked among the top nationwide in Intelligent.com's 2025 rankings.



## OPPORTUNITIES FOR THE NEXT PRESIDENT

As President, there are many opportunities to elevate TAMIU. They include, but are not limited to, the following:

### **Visionary & Lasting Leadership**

The new President should understand the university's legacy, mission, and trajectory, and possess the skills and will to capture the current momentum and take TAMIU to a new level of prominence. Through long lasting, professional, and dynamic leadership, the President – and the university's leadership team and campus community – can create a culture of trust and excellence by organizing and mobilizing teams to learn from one another, generate new ideas, and work together to benefit the institution.

### **Commitment to Growth, Innovation & Success**

The university is committed to and understands the importance of growth. The next leader of TAMIU will benefit from having a mindset and proven record of fostering growth, innovation, and success in student enrollment, retention, and graduation. Beyond growth in enrollment and research/creativity, the President should advocate for cultivating employee talent and necessary growth in other university areas.

### **Community Partnerships & Engagement**

TAMIU is vital to the Laredo community and the region. The next leader should value connections and be accessible, visible, and an integral part of the TAMIU family and the broader Laredo community.



## Alumni and Donor Relations

The next President will work to build momentum and enthusiasm for fundraising and a passion for the university's mission. The new leader should foster the need and appreciation for fundraising and build community and alumni support. There is an opportunity to lead the development of a long-term, sustainable philanthropic strategy to grow and diversify the base of brand loyalty and financial support.

# THE UNIVERSITY



A Member of The Texas A&M University System, Texas A&M International University is a primarily Hispanic-serving, public university founded in 1970. Its 300-acre campus is in northeast Laredo on former ranchland donated to secure higher education in South Texas.

The campus enjoys a broad-based enrollment of nearly 9,000 students from 31 countries and 28 US states. TAMIU offers transformative undergraduate, graduate, and doctoral degrees in the arts and sciences, business, education, and nursing. As its name affirms, the University focuses on developing an international academic agenda for the State of Texas. The University's 32,500+ graduates lead lives of change and impact worldwide.

Like the communities it serves, the University continues its dynamic growth with the dedication of the City of Laredo Tennis Complex at TAMIU and the current construction of the Health Sciences Education and Research Center and Western Hemispheric Trade Center expansion, which is valued at more than \$72 million and projected for substantial completion in late Fall 2025.

The University has secured strong, broad community support that feeds scholarships, programs, faculty support, and campus improvements. This support is a source of tremendous pride for Laredo and is perceived as a catalyst for continued community and regional development.

TAMU's ability to dramatically impact its graduates' socioeconomic mobility has been praised by Stanford University's Equality of Opportunity Project, the American Council on Education, and CollegeNet. Degree and program development is researched and relevant to community and regional needs and predicated on driving social mobility.

TAMU students are bold, hard-working, inquisitive, and eager to lead and advance their lives and those of their communities. TAMU faculty are gifted, deeply committed to their students' success and research opportunities, and engaged in campus life.

## Mission

Texas A&M International University nurtures its students' academic and social development through instruction, research, and service to be responsible and productive members of our global society.

## Academics

TAMU offers many transformative undergraduate, graduate, and doctoral degrees. Click [here](#) to review a complete list.

## Student Life





Student Life at TAMIU is vibrant and deeply connected to the university's mission of preparing students for leadership and service in an increasingly complex world. With over 100 student organizations, dynamic leadership programs, cultural celebrations, and a thriving campus community, TAMIU offers students countless opportunities to get involved, build lifelong friendships, and develop personally and professionally. From campus events and intramural sports to service learning and global initiatives, student life at TAMIU enriches the college experience and fosters a strong sense of belonging and Dustdevil pride.

### Unique Academy and Early College High School at TAMIU

The Julieta & Frank Staggs Academy of International and STEM Studies is an innovative, University-level academy on the Texas A&M International campus for highly gifted and motivated high school juniors and seniors. Staggs Academy students earn early college credit while in high school and are part of the extended TAMIU community. [Julieta & Frank Staggs Academy of International and STEM Studies](#)

The Hector J. Garcia Early College High School is an award-winning campus of the Laredo Independent School District that is located on the campus of Texas A&M International University. Selected students are dual-enrolled in high school and University classes and earn University credit.

## THE TEXAS A&M SYSTEM



The Texas A&M University System was officially established in 1948 and has evolved into one of the largest systems of higher education in the nation, with a statewide network of 11 universities,

including its land-grant flagship campus, Texas A&M University, and ten regional universities across the state. Additionally, the A&M System provides service and education to the people of Texas and beyond through eight state agencies, Texas A&M-Fort Worth, Texas A&M-RELLIS and the A&M System administration office.

Each of the A&M System members has its own unique mission, history and goals. Together, they provide research, educational programs and community enhancement services that improve the lives of people in Texas and around the world. A&M System universities educate over 157,000 students and make more than 21 million additional educational contacts through service and outreach programs each year.

With more than 28,000 faculty and staff positions, the A&M System has a physical presence in 250 of the state's 254 counties and a programmatic presence in every county. The A&M System has property holdings totaling more than 62,000 surface acres and 65,000 mineral acres. System-wide, externally funded research expenditures exceed \$1.5 billion and are a driving force in the state's economy. The A&M System is a beneficiary of the Permanent University Fund (PUF), a public endowment established in the Texas Constitution of 1876.

The A&M System, with a total operating budget of over \$8 billion, is governed by a nine-member Board of Regents (all gubernatorial appointees). The Board includes a nonvoting student member, which was added in 2006. The regents appoint the Chancellor, who serves as chief executive officer and oversees the direction and operation of the A&M System. The A&M System's role is governed by the state's education code, Title 3, chiefly Ch. 51, Sec. 51.353 and Ch. 85, Sec. 85.17. For an in-depth brochure on the Texas A&M University System, please refer to [this link](#).

## THE UNIVERSITY'S LOCAL COMMUNITY

Located deep in the heart of South Texas and founded on the banks of the Rio Grande, Laredo is the beginning of the Lone Star State. Laredo is American, Texan, and Mexican all in one. It is located at an enviable crossroads of international business and culture, and its rich history is hallmarked by seven sovereign flags. The location lends itself to a perfect blend of culture, language, culinary influences, and ambiance that can only be found deep in the heart of South Texas.

The historic downtown boasts numerous landmarks, such as the San Agustin Plaza, the Republic of the Rio Grande Museum, and the San Agustin Cathedral. A downtown revitalization project is currently underway, and major commercial development projects are committed. In February 2023, The Port of Laredo went from the No. 1 inland port in the U.S. to the country's No. 1 international trade port overall. International trade fuels the city's growth and impacts multiple business and quality of life indicators.

The City has an aggressive commitment to health promotion, and a vast network of city parks and recreational facilities undergird wellness initiatives. Laredo is home to two hospitals: the centrally located Laredo Medical Center, a 326-bed licensed acute care facility, and Doctors Hospital, a 183-bed

acute care facility located near the TAMIU campus. Two school districts, Laredo Independent School District and United Independent School District, represent 81 campuses.

Laredo's colorful environment and tropical climate offer a pleasant lifestyle for all. Year-round sunshine and warm weather create the perfect ambiance for family, fun, and relaxation! Your taste buds will tell you that delicious is Laredo! Mexican, Tex-Mex, and just about anything else has a Laredo flare that sets it apart from all those other pieces of Texas reality. Whatever you crave, you will surely find an amazing array of enticing selections.

Birding in Laredo has attracted people from across North America. Bird-rich trails range in difficulty from leisurely to moderate. Enjoy a scenic walk viewing native plants and flowers common to South Texas or view the splendor of rare birds in their natural habitat.

Getting to Laredo is the easiest part! It is served by numerous major highways and the Laredo International Airport.

As one of the fastest-growing cities in the state, Laredo boasts a strong sense of community, a low cost of living, and a thriving binational economy rooted in international trade and logistics. The campus area is home to explosive housing growth and continues to attract restaurants, entertainment, and shopping opportunities.

Whether exploring the outdoors, enjoying local festivals, or participating in cross-border cultural exchanges, Laredo offers a welcoming environment to live, work, and thrive.

## THE POSITION

**Texas A&M International University** (TAMIU) and the Board of Regents of the Texas A&M University System (TAMUS) are searching for a dynamic, effective, and forward-thinking leader to serve as its next president.

The President serves as the chief executive officer of TAMIU and is responsible for the executive management of the university's operations. The President provides overall leadership in the planning and management of the university's academic, administrative, community outreach, fiscal, international, operational, and auxiliary enterprise missions.

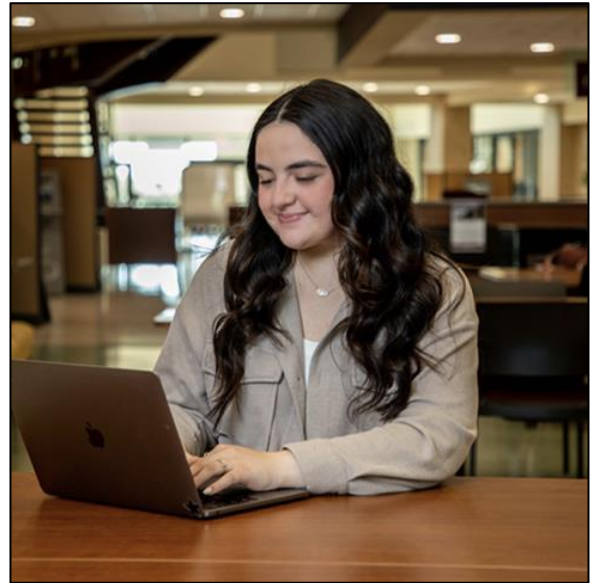
The President is appointed by the TAMUS Board of Regents with a recommendation from the Chancellor (TAMUS chief executive officer). The President reports directly to the Chancellor and is a peer-direct report with the Presidents of the other system universities. The performance of the President is evaluated annually by the Board and the Chancellor.



## Responsibilities

The President is responsible for providing transformative leadership, focus, and strategic vision for TAMIU in collaboration with the university's executive leadership team, the Chancellor, and the TAMIU Board of Regents. The primary duties and responsibilities of the President include the following:

- Oversees the development, administration, and coordination of all the institution's operations and programs.
- Establishes a clear vision for the institution and outlines appropriate strategic objectives and priorities, as well as the means to achieve goals successfully.
- Serves as an academic leader for TAMIU, with support from the university's provost, to ensure that TAMIU provides a high-quality educational curriculum and talented faculty to benefit its students and teaching mission and advance the research/creative activity of the faculty.
- Develops and implements plans and policies to ensure that TAMIU complies with any legal and accreditation requirements.
- Provides leadership in growing the university's student enrollment while maintaining excellence in teaching and advancing creative scholarship.
- Champions innovative student learning and student success across the academic enterprise and university experience, including making meaningful, engaging connections with students.
- Actively works to ensure that the institution acquires the necessary public and private resources to successfully achieve the university's goals and objectives.
- Drives fundraising activities by cultivating and stewarding donors that increase the university's philanthropic support and address the needs of TAMIU's colleges and programs.
- Understands the importance of and provides proper oversight of TAMIU intercollegiate athletics programs and the Department of Athletics to support competitiveness and ensure NCAA and athletics conference compliance.
- Works closely and fosters relationships with internal and external stakeholders, including students, faculty, staff, alumni and donors, community leaders, and military and regional partners.
- Understands the importance of the governmental process and possesses the skills to ensure that legislative goals on the local, state, and federal levels are identified and met.
- Possesses the ability to work effectively in partnership with other university presidents, system administration, and other partners.
- Carries out other leadership duties and responsibilities as assigned by the Board and the Chancellor.





## Required Qualifications

### **Proven Leadership Experience**

- Demonstrated success in leading complex organizations, managing teams, and overseeing strategic planning and operational execution.

### **Commitment to Academic Excellence and Student Success**

- A deep appreciation for the academic mission of a university and a strong commitment to supporting student learning, access, achievement, and faculty research or creative activity.

### **Financial and Operational Acumen**

- Experience with large-scale budget oversight, resource management, and long-term financial planning.

### **Strong Communication and Relationship-Building Skills**

- Ability to communicate effectively with a broad range of internal and external stakeholders including students, faculty, staff, alumni, donors, policymakers, and community leaders.

### **High Ethical Standards and Integrity**

- A reputation for principled leadership, transparency, and accountability.

**Terminal degree or other evidence of significant achievement.**

**Demonstrated appreciation for and understanding of the role of research in a comprehensive university, and a commitment to advancing the institution's aspiration to achieve Carnegie R2 status. TAMIU seeks to position itself as a destination university known for both teaching excellence and impactful research.**

## **Preferred Qualifications**

### **Experience in Higher Education or a Comparable Mission-Driven Environment**

- For non-traditional candidates: Experience working with or within educational institutions, governing boards, or mission-aligned organizations.
- For traditional candidates: Experience as a senior academic leader (e.g., dean, provost, vice president, president) in a college or university setting.

### **Fundraising and External Engagement**

- Demonstrated success in securing philanthropic support and cultivating partnerships with external stakeholders, including industry, government, and community organizations.

### **Experience with Governance and Policymaking**

- Familiarity with shared governance, policy development, and working effectively with boards, regulatory bodies, agencies, and legislators.

### **Track Record of Innovation and Change Management**

- Demonstrated ability to lead transformational initiatives in response to evolving needs and opportunities.

### **Demonstrated Ability to Improve Student Outcomes**

- A track record of developing and implementing strategies that strengthen enrollment, retention, and graduation rates, particularly among 1<sup>st</sup> generation and economically disadvantaged populations.

### **Commitment to Talent Development**

- Evidence of mentoring and developing faculty, staff, and leadership teams; building a positive organizational culture that supports professional growth and employee well-being.

### **Business and Industry Engagement**

- Demonstrated ability to build strong partnerships with business, industry, and workforce sectors to expand student opportunities, including internships, experiential learning, and



career placement. A commitment to aligning academic programs with workforce needs and preparing graduates for success in a competitive job market.

## Desired Leadership Attributes

- A leader of unquestioned integrity and high energy who can shape, articulate, and implement the dynamic mission of TAMIU.
- A compelling and visionary strategist with a history of setting and meeting ambitious goals through inclusive engagement, sound financial management, and personal integrity.
- An exceptional communicator who fosters operational excellence supports academic quality, encourages scholarly and creative activity, and promotes enrollment and student success.
- Forward-thinking and innovative, with the ability to bring together stakeholders at all levels to achieve common goals.
- Genuinely committed to enhancing student life, engagement, and success inside and outside the classroom.
- A collaborative and approachable consensus-builder who listens actively leads decisively and turns vision into action.
- Proven entrepreneurial leadership with a track record of managing people and programs effectively while empowering others—without micromanaging.
- Ability to balance a strong, visible campus presence with an external focus on cultivating partnerships, philanthropy, and alumni engagement to support university priorities.



# 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. Submit materials to JR Wheless, Michael Ballew, Scott Watson, or Florene Stawowy at:

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

While applications and nominations will be accepted until a president is selected, interested parties are strongly encouraged to submit their materials as soon as possible to assure 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)

Texas A&M International University shall provide equal opportunity for employment to all persons regardless of race, color, sex, religion, national origin, age, disability, genetic information or veteran status, sexual orientation, or gender identity and shall strive to achieve full and equal employment opportunity for its employees.