



Anthem
Executive

TEXAS TECH UNIVERSITY SYSTEM™

Developing people, advancing tomorrow.®



A SEARCH FOR Chief Audit Executive

POSITION PROSPECTUS

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The Opportunity

CHIEF AUDIT EXECUTIVE

The Texas Tech University System (TTU System), under the transformative leadership of Chancellor Tedd L. Mitchell, M.D., seeks an innovative servant leader with proven experience, comprehensive knowledge and shared values to join the TTU System Administration as Chief Audit Executive (CAE).

Established in 1996 and headquartered in Lubbock, Texas, the TTU System has emerged as one of the top public university systems in the nation, operating at 20 academic sites across the state and globe through its five universities. With the recent additions of a veterinary medicine school in Amarillo and a dental medicine school in El Paso, the TTU System is one of nine higher-education systems in the U.S. to offer programs for undergraduate, medical, law, veterinary, nursing, pharmacy and dental education, among other academic areas.

The TTU System is searching for an accomplished individual to cultivate its success and momentum across its five component institutions and the TTU System Administration. With a \$3 billion annual operating budget and a \$3 billion endowment — both at peak levels in the TTU System's more than 25-year history — and a dynamic leadership team, the TTU System is positioned for continued and unprecedented growth and prosperity.

The CAE is a trusted advisor to the Board of Regents and the Chancellor, serving as a servant leader and chief steward of integrity, accountability and transparency across the TTU System. Reporting functionally to the Board through the Audit Committee, administratively to the Chancellor, the CAE leads a high-performing Office of Audit Services that provides independent, risk-based and objective assurance and advisory services designed to add value, manage risk and enhance operational effectiveness.

The CAE plays a strategic and collaborative role in helping the TTU System's component institutions achieve their missions by anticipating risk, identifying vulnerabilities, and enabling effective management and governance. The CAE must be a forward-thinking leader who brings not only technical expertise but also credibility, collaboration and excellent judgment.

The ideal candidate will be a seasoned, strategic and ethical audit leader who possesses experience and servant leadership skills that will allow them to nurture a strong, diverse set of relationships; inspire others toward ambitious goals; and create exciting synergies among constituent groups in pursuit of collaborative, strategic outcomes.



The Organization

TEXAS TECH UNIVERSITY SYSTEM

The TTU System consists of the TTU System Administration and five universities:

- [Texas Tech University](#) (TTU)
- [Texas Tech University Health Sciences Center](#) (TTUHSC)
- [Angelo State University](#) (ASU)
- [Texas Tech University Health Sciences Center El Paso](#) (Texas Tech Health El Paso)
- [Midwestern State University](#) (MSU Texas)

The TTU System is focused on advancing higher education, health care, research and community outreach. With approximately 21,000 employees, more than 64,000 students and 400,000 alums, and a statewide economic impact of \$19.2 billion, the TTU System has grown tremendously in its short history and is nationally acclaimed, operating at 20 academic locations in 16 cities (15 in Texas and one in Costa Rica).

GOVERNANCE

The TTU System is governed, controlled and directed by a nine-member Board of Regents appointed by the Governor and confirmed by the Texas Legislature. There also is a non-voting student regent appointed by the Governor. The Board of Regents approves all policies and budgets of the TTU System and appoints the Chancellor of the TTU System.

TTU SYSTEM ADMINISTRATION

Fostering a culture of collaboration, sustainability and excellence, the TTU System's mission is to provide its component institutions with leadership and services that support the fulfillment of each component university's mission. The TTU System Administration provides autonomy for the component institutions while ensuring for the overall fiscal health and stability of the TTU System and supporting strategic initiatives of the component institutions.

With an annual operating budget of \$40.4 million (estimated, FY 2026) and more than 300 employees, the functions performed by the TTU System Administration and coordinated between the component institutions have been strategically identified to maximize consolidated expertise and cost-saving measures in areas that include:

- | | |
|--------------------------------------|--------------------------------|
| • Audit Services | • Governmental Relations |
| • Board of Regents | • Information Technology |
| • Chancellor's Office | • Institutional Advancement |
| • Chief Financial Officer | • Investments |
| • Employment & Personnel | • Leader & Culture Development |
| • Equal Opportunity | • Risk Management |
| • Facilities Planning & Construction | • System Relations |
| • General Counsel | • Treasury |

\$3 billion
endowment

\$3 billion
annual
operating
budget

\$19.2 billion
statewide
economic
impact

FY 2025

VALUES CULTURE



A values-based culture provides the TTU System Administration with a set of guiding principles that members can hold themselves and others accountable to each day.

In 2019, the TTU System Administration team embarked on a journey to identify and establish a set of shared values that team members commonly share. Over the years, the team has continued to review and refine the message of these values and define the behaviors associated with those Shared Values.

As a result of this teamwork and collaboration, the TTU System Administration team has identified the following as its five shared values: **People First**, **Integrity**, **Community**, **Exemplary Service** and **Resilience**.

The Shared Values have become an ingrained part of the day-to-day operations at the TTU System Administration. They guide how team members interact with others and how they approach tasks, and help promote a culture of servant leadership as the team works to fulfill the mission of the TTU System.

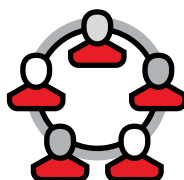
For more information about the Shared Values, see the attached appendix, or visit the [Values Culture webpage](#).



People First



Integrity



Community



Exemplary Service



Resilience

COMPONENT INSTITUTIONS



Texas Tech University

President Lawrence Schovanec, Ph.D.

Texas Tech University, often referred to as Texas Tech or TTU, is the System's flagship institution and a prominent public research institution in the U.S. Established in 1923, TTU now has 13 colleges and schools and is among 21 U.S. institutions with "Very High Research Activity" (as designated by Carnegie) and the distinction of being a Hispanic-Serving Institution. For more than a decade, TTU has consistently broken enrollment records, serving local communities and attracting students worldwide. TTU is dedicated to advancing knowledge through innovative teaching, research and scholarship. Graduates emerge as well-prepared, ethical leaders ready to excel in a globally competitive workforce.

7,417
full-time equivalent

FY 2024 (employees)

40,613
students enrolled

Fall 2024

\$1.79 billion
operating budget

FY 2026 (estimated)

Texas Tech University Health Sciences Center

President Lori Rice-Spearman, Ph.D.

For more than 50 years, Texas Tech University Health Sciences Center (TTUHSC) has been central to health care in West Texas. Created in 1969, TTUHSC has since grown into a complex health sciences center with six schools across five campuses. These schools – Health Professions, Pharmacy, Nursing, Medicine, Graduate School of Biomedical Sciences, and Population and Public Health – serve a 121-county area that includes Abilene, Amarillo, Dallas-Fort Worth, Lubbock, and the Permian Basin. TTUHSC leads the state in graduating health care professionals. In the last year, the university awarded 2,383 degrees, accounting for 24.02% of the state's health care graduates.



4,866
full-time equivalent

FY 2024 (employees)

5,050
students enrolled

Fall 2024

\$1.08 billion
operating budget

FY 2026 (estimated)



Angelo State University

President Ronnie Hawkins Jr.

Located in San Angelo, Angelo State University (ASU) joined the TTU System in 2007, is a Hispanic-Serving Institution and has been ranked by The Princeton Review as one of the nation's Best Colleges since 2010. It is a dynamic learning institution focused on providing highly competitive graduates for the global marketplace through quality programs in a values-focused, student-centered teaching and learning environment. Internationally known for its work in security studies, ASU is an innovative leader in driving educational, cultural and economic initiatives to meet the needs, face the challenges and grasp the opportunities in its region, state and global communities.

999
full-time equivalent

FY 2024 (employees)

10,784
students enrolled

Fall 2024

\$174 million
operating budget

FY 2026 (estimated)

Texas Tech University Health Sciences Center El Paso

President Richard Lange, M.D., M.B.A.

Texas Tech University Health Sciences Center El Paso (Texas Tech Health El Paso) became the fourth official member of the TTU System in 2013 and consists of four schools: Paul L. Foster School of Medicine, Gayle Greve Hunt School of Nursing, L. Frederick Francis Graduate School of Biomedical Sciences and the Woody L. Hunt School of Dental Medicine, which opened in 2021 as the state's first new dental school in more than 50 years. A leader in border health, Texas Tech Health El Paso serves a 108-county area, including many historically underserved communities, and was the first medical school and health-related institution on the nation's southern border. It is a Hispanic-Serving Institution and conducts important research focused on cancer, diabetes, infectious diseases and neurosciences.



1,722
full-time equivalent

FY 2024 (employees)

1,001
students enrolled

Fall 2024

\$512 million
operating budget

FY 2026 (estimated)



Midwestern State University

President Stacia “Stacy” Haynie, Ph.D.

Founded in 1922, Midwestern State University is a distinguished regional institution of higher education committed to providing access and ensuring success for all students. A proud member of the TTU System since 2021, MSU Texas is uniquely positioned in the northwest region of the state, serving as the only public university between Denton and Lubbock and is steadfast in its mission to ensure access and success for all students while educating the Texas workforce for tomorrow. The university has recently strengthened its partnership with Sheppard Air Force Base, resulting in open dialogue to expand its programming and support for military and military-affiliated students. This collaboration is supported by the base, the City of Wichita Falls leadership and local community partners.

699
full-time equivalent

FY 2024 (employees)

5,312
students enrolled

Fall 2024

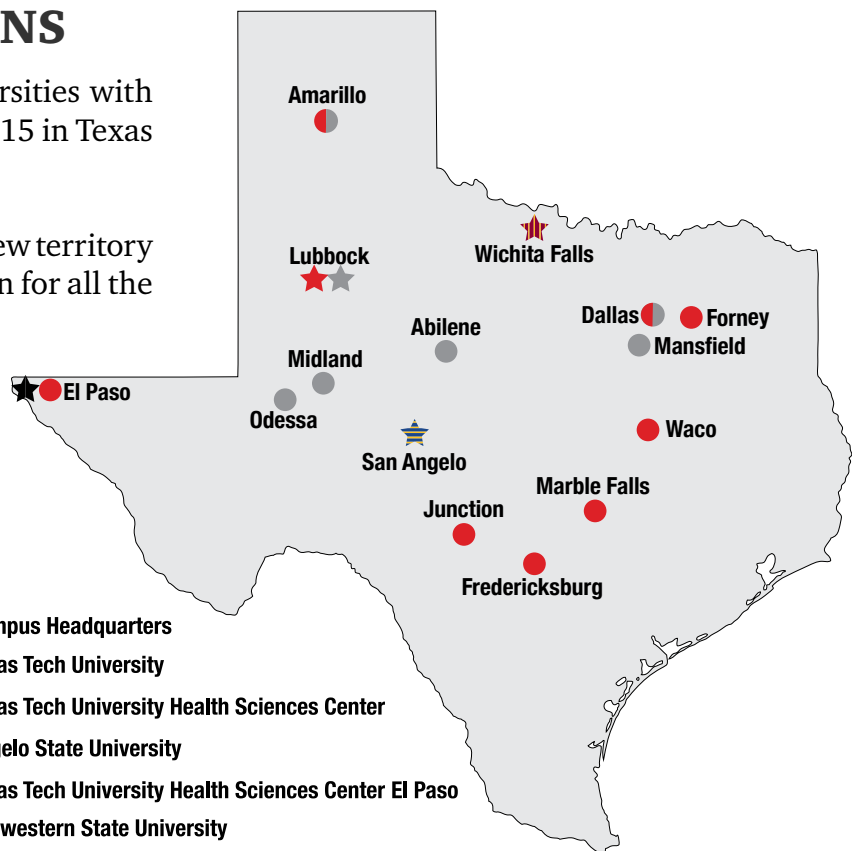
\$132 million
operating budget

FY 2026 (estimated)

ACADEMIC LOCATIONS

The TTU System includes five universities with 20 academic locations in 16 cities — 15 in Texas and one in Costa Rica.

The TTU System continues to chart new territory through innovation and collaboration for all the communities it serves.



Texas Tech University
International campus
Established 2018

● San Jose, Costa Rica

☆ Campus Headquarters

● Texas Tech University

● Texas Tech University Health Sciences Center

● Angelo State University

● Texas Tech University Health Sciences Center El Paso

● Midwestern State University

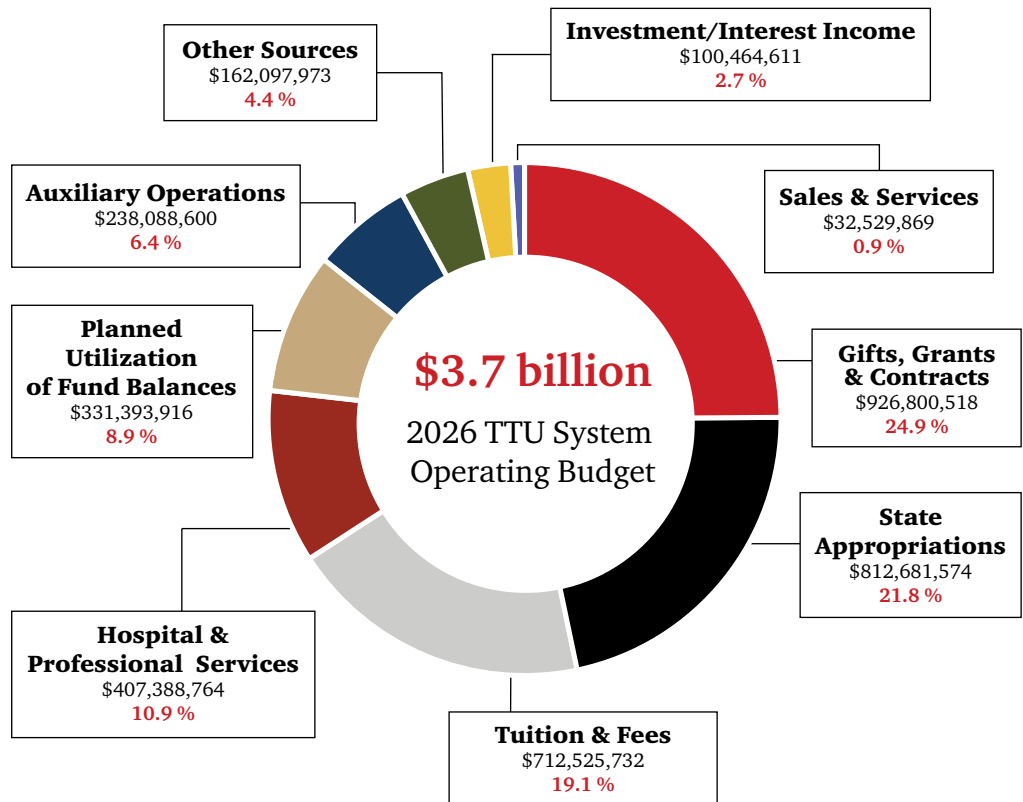
Last updated: July 2025

ANNUAL BUDGET

The estimated annual budget for the TTU System Administration and all five component universities is just over \$3.7 billion.

The estimated annual budget for the TTU System Administration is \$40.4 million.

FY 2026



SIGNIFICANT ACCOMPLISHMENTS

Focused on advancing higher education, health care, research and outreach, the TTU System has experienced unprecedented success during the past two decades.

- The TTU System has more than doubled in size, growing from two to five universities with the addition of ASU in 2007, the establishment of Texas Tech Health El Paso as a standalone institution in 2013 and the addition of MSU Texas as the fifth member institution of the System in 2021.
- Enrollment across the System has increased by nearly 144% since its creation, totaling more than 64,000 students during fall 2024. The number of employees has more than doubled during the same time period.
- Following the creation of the Texas University Fund in 2023, the TTU System's endowment has grown to \$3 billion.
- Universities across the TTU System awarded 15,675 degrees in 2024, up 32.26% percent from 2015 (11,852).
- Three of the component institutions are recognized as Military Friendly Institutions: TTU, ASU and TTUHSC.
- TTU, ASU and TTUHSC have also consistently been recognized among the nation's Great Colleges to Work For® by The Chronicle of Higher Education.

Credit Ratings

AA+ Stable

Fitch Ratings

AA+ Stable

Standard & Poors

Aa1 Stable

Moody's

Economic Impact

\$10.3 billion

Annual workforce contribution of graduates from TTU System institutions

57,000

Total jobs created & sustained from operations, employees, research, students & university-related visitors

FY 2024

The Role

OFFICE OF AUDIT SERVICES

The Texas Tech University System (TTU System) Office of Audit Services is an independent department reporting directly to the Board of Regents, with offices in Lubbock, San Angelo, El Paso and Wichita Falls. The team assists the executive leadership teams of the TTU System and its component institutions in identifying, avoiding and mitigating risks.

The mission and purpose of the Office of Audit Services is to strengthen TTU System's ability to create, protect and sustain value by providing the board and management with independent, risk-based and objective assurance, advice, insight, and foresight. Audit Services accomplishes its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes.

The vision of Audit Services is to be regarded as a valued, trusted partner by the board and component institutions of the TTU System and to remain an industry leader through continuous innovation and sustained engagement with the profession. Audit Services' culture is exemplified through servant leadership principles built upon a foundation of shared values. The team believes in authenticity, open communication, integrity, compassion, empowerment, continuous improvement, and putting others first helps promote trust, both within our own staff and with those we impact through our services.

CHIEF AUDIT EXECUTIVE

The Chief Audit Executive (CAE) is a trusted advisor to the Board of Regents and the Chancellor, serving as the chief steward of integrity, accountability, and transparency across the TTU System. Reporting functionally to the Board through the Audit Committee and administratively to the Chancellor, the CAE leads a high-performing Office of Audit Services that provides independent, objective assurance and advisory services designed to add value, manage risk and enhance operational effectiveness.

The CAE plays a strategic and collaborative role in helping TTUS's component institutions achieve their missions by anticipating risk, identifying vulnerabilities, and enabling effective management and governance. The CAE must be a forward-thinking leader who brings not only technical expertise but also credibility, collaboration, and excellent judgment.

RESPONSIBILITIES & MAJOR/ESSENTIAL FUNCTIONS

Strategic Leadership & Board Partnership

- Serves as the principal advisor to the Audit Committee, Board of Regents, Chancellor and TTU System on internal audit, risk management, governance, control, compliance and management matters.
- Builds trusted relationships with the Board of Regents, the Chancellor, TTU System Administration executives, university presidents, university administration and key stakeholders to support risk-informed decision-making.
- Keeps the Audit Committee, Chancellor and TTU System informed of significant risks, emerging issues and innovations in the audit profession and higher education.

**Trusted
Adviser**

**Strategic
Partner**

**Servant
Leader**

**Effective
Communicator**

RESPONSIBILITIES & MAJOR/ESSENTIAL FUNCTIONS (CONT.)

Audit Strategy & Execution

- Develops and leads a dynamic, risk-based audit strategy aligned with the system's strategic goals.
- Designs and presents an annual audit plan for approval by the Audit Committee; oversees its execution and proactively communicates progress, findings, and resource needs to the TTU System and university leadership throughout the year.
- Ensures continuous evaluation of audit methodologies, integrating advanced tools such as data analytics, predictive indicators and AI-assisted audit capabilities.

Risk & Controls

- Supports and enhances system-wide risk management with the Risk & Compliance Officer and compliance officer at each component institution.
- Advises on new or evolving services, systems, initiatives or compliance matters—including IT, enterprise systems, cybersecurity and compliance risk.
- Monitors and reports on management's response to audit recommendations and the status of management's action plans.

Investigations & Integrity

- Oversees investigations involving fraud, waste or abuse, and supports other investigations involving audit-related misconduct in partnership with respective areas.
- Ensures proper audit-related reporting of suspected audit-related irregularities to appropriate authorities, in support of compliance with state laws, system regulations and university policies.
- Escalates issues to the Audit Committee when residual risk is deemed unacceptable.

Stakeholder Collaboration

- Maintains effective coordination and collaboration with the Chancellor, university presidents, General Counsel, compliance offices, campus police, the State Auditor's Office and external auditors to avoid duplication and enhance oversight.
- Coordinates risk assessment and compliance-related activities with the Chief Compliance Officer for each institutional component.
- Provides advisory services, training and internal consultation to help leaders strengthen internal processes and controls.

Talent & Team Development

- Leads and develops a team of audit professionals who demonstrate the highest standards of ethics, performance and professional growth.
- Ensures the department maintains current knowledge and certifications relevant to internal audit, risk and higher education.
- Fosters a culture of support, collaboration and continuous improvement through servant leadership.

Compliance & Reporting

- Ensures compliance with the Texas Internal Auditing Act (Texas Government Code, Chapter 2102) and follows the Institute of Internal Auditors (2024) Global Internal Auditing Standards, generally accepted government auditing standards, and other regulatory requirements.
- Prepares and submits required reports to the Board, Chancellor, State Auditor, Governor and external agencies, in compliance with state and federal statutes.
- Establishes a robust internal quality assurance and improvement program to maintain high audit standards in coordination with the Chancellor and university presidents.

IDEAL CANDIDATE PROFILE

The next CAE will be a seasoned, strategic, and ethical audit leader who:

- Leads with humility, courage and transparency, and embodies the TTU System's core values and culture.
- Embraces innovation in risk assessment, internal controls, and data-informed auditing, and stays ahead of emerging risks, including cybersecurity, AI, compliance, and financial pressures.
- Brings experience from higher education, corporate, government, health care or other complex sectors, with the ability to translate industry best practices to a public university system setting.
- Demonstrates impeccable integrity, objectivity and communication skills, including the ability to deliver hard truths constructively and impartially.
- Has the presence, discretion and judgment to navigate a political and public-facing environment, and operates from a place of understanding..
- Is viewed as a valued partner and trusted adviser, not just a monitor—offering insights that help the organization grow stronger, not just identifying problems.
- Embraces a servant leader philosophy that builds collaborative partnerships with individuals at all levels, including subject matter experts to ensure effective audits.
- Can operate confidently, confidentially and transparently in board-level conversations, offering assurance, honesty and professional courage.

QUALIFICATIONS

- Bachelor's degree required. Master's degree in accounting, business, law, public policy, or related field preferred.
- Credentialing as a Certified Public Accountant (CPA) or Certified Internal Auditor (CIA) required; Certified Information Systems Auditor (CISA) or equivalent professional certification also preferred.
- Minimum of 7 years of progressively responsible experience in audit, enterprise risk management, financial controls, or regulatory oversight—with at least 3 years of auditing experience and 5 years in a leadership role.
- Prior experience reporting directly to a governing board or audit committee is highly desirable.
- Deep understanding of governmental regulations, higher education governance, and enterprise risk management practices.

The intent of this job description is to provide a representative and level of the types of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the total of the specific duties and responsibilities of any particular position. Employees may be directed to perform job-related tasks other than those specifically presented in this description.



Texas Tech University Health Sciences Center El Paso

The Community

LUBBOCK, TEXAS

Located at the intersection of Interstate 27 and four major U.S. highways in the center of the South Plains of the Texas Panhandle, Lubbock is a vibrant and diverse community of people from across the globe. Founded with just 50 residents in 1890 as a ranching center, it has grown to be the 10th largest city in Texas with more than 260,000 people in the city and 319,000 in the Lubbock area.

The city includes two private airports and an international public airport, Lubbock Preston Smith International Airport, and is a thriving hub of agribusiness, medicine and education. Lubbock is part of the largest contiguous cotton-growing region in the world, which produces about 30 to 35% of the country's cotton. It is home to many of the region's major health care providers — including Covenant Health System and University Medical Center — and a multitude of educational institutions, including Texas Tech University, Texas Tech University Health Sciences Center, Lubbock Christian University, South Plains College, Wayland Baptist University; three primary independent school districts — Lubbock, Frenship and Lubbock-Cooper — and several private and charter schools.

As it has grown, Lubbock has become a major center for food, shopping and the arts. It is designated as a cultural district of Texas and certified by the state as a film, music, digital media and tourism friendly community. The city boasts a regional mall and numerous open-air retail complexes offering a mix of local and national retailers, upscale shops, restaurants, personal care services and entertainment. Lubbock is the birthplace of Buddy Holly and has a flourishing music scene, with all types of live music found in venues across the city. It is the heart of the West Texas wine industry and is emerging as a viticulture leader in the state with five award-winning wineries located in the area.

The National Ranching Heritage Center (NRHC) and The Museum of Texas Tech University sit at the north edge of the TTU campus. Both host yearly events, including Christmas and summer programs, and the NRHC features a 19-acre historical park with 50 restored ranch-life structures while the museum includes the Moody Planetarium, the Natural Science Research Laboratory and Lubbock Lake Landmark.



In other areas of the city, the American Windmill Museum features the largest windmill collection in the world, the Silent Wings Museum highlights World War II glider pilots, and the Science Spectrum and IMAX Dome Theater have permanent and rotating interactive exhibits and Lubbock's only public aquarium.

Every month, the Louise Hopkins Underwood Center for the Arts (LHUCA) hosts the First Friday Art Trail across the downtown area, showcasing galleries, restaurants and businesses. The event brings more than 5,000 people to the LHUCA campus and within walking distance of the world-class Buddy Holly Hall of Performing Arts and Sciences. Together with the United Supermarkets Arena at TTU, the venues have featured concerts with top entertainers such as George Strait, Taylor Swift, Paul McCartney and Elton John, acclaimed Broadway shows and the Lubbock Symphony Orchestra, Ballet Lubbock and the Lubbock Chorale.

The Procedure for Candidacy



NOMINATIONS & EXPRESSIONS OF INTEREST

Anthem Executive is pleased to assist the TTU System and Board of Regents with this national search. Primary Anthem Executive consultants on this search include:

- **Scott Watson**, Co-Founder and Principal
- **Michael Ballew**, Co-Founder and Principal
- **Mike “JR” Wheless**, Co-Founder, Chief Marketing Officer
- **Florene Stawowy**, Senior Executive Search Consultant

While letters of interest may be accepted until the position is filled, interested parties are strongly encouraged to submit their materials as soon as possible to assure full consideration. Anthem and the TTU System reserve the right to end or extend the expression of interest, application and nomination process at any time. Expressing interest is the first step in receiving consideration and does not make one an applicant for the position.

To express interest, you are requested to submit the following:

- A letter of interest stating how your experience is applicable to the position and its opportunities, responsibilities, and requirements expressed in the leadership profile.
- A curriculum vitae or resume.
- Up to five professional references with email addresses and telephone numbers. (References will not be contacted without your prior authorization.).

Materials should be submitted electronically to: SystemCAE@AnthemExecutive.com.

For more information about the TTU System, please visit www.texastech.edu.

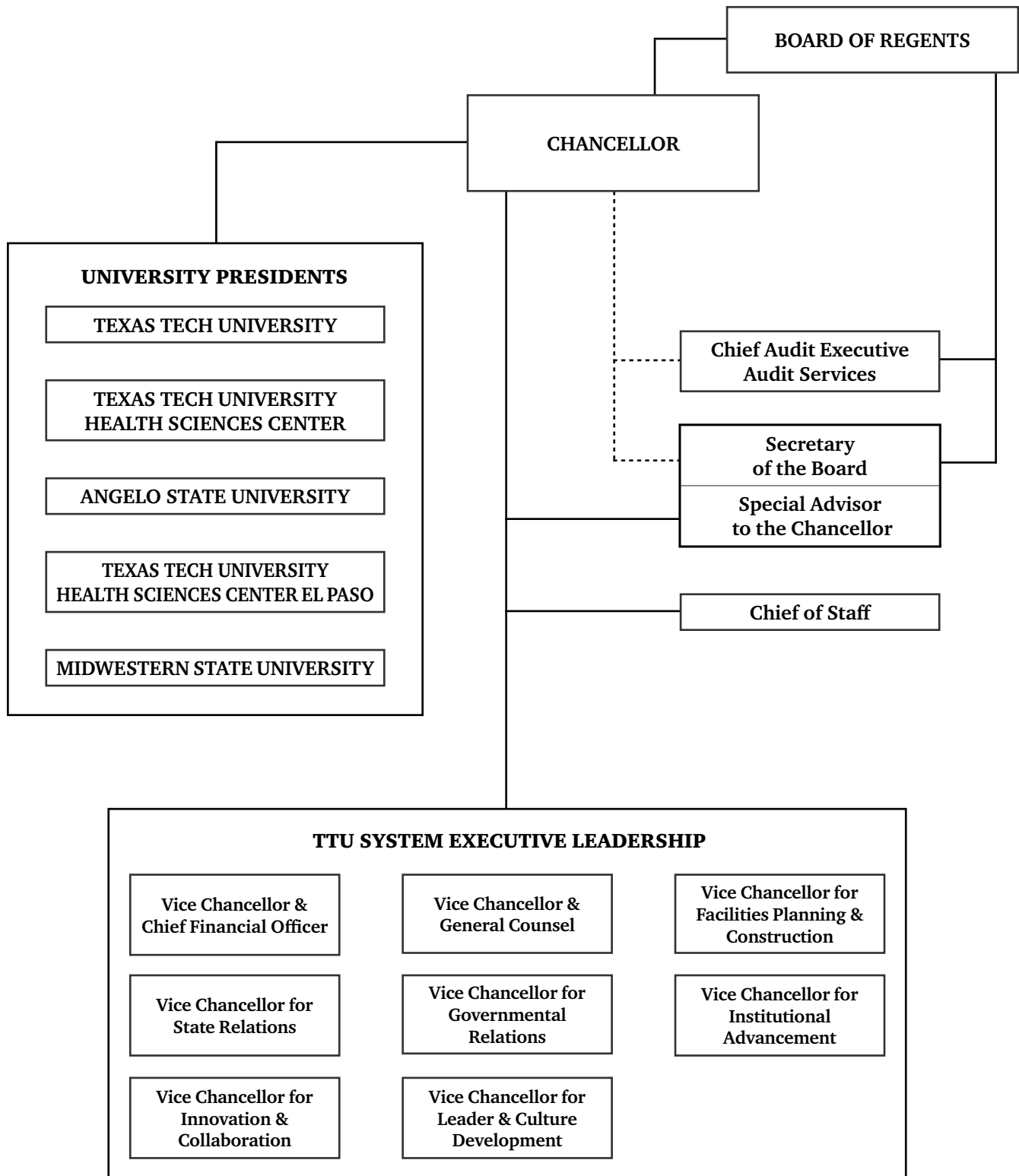


TEXAS TECH UNIVERSITY SYSTEM



Appendix A

ORGANIZATIONAL CHART | **TTU SYSTEM ADMINISTRATION**



Last updated: August 2025

Appendix B



CHANCELLOR TEDD L. MITCHELL, M.D.

Tedd L. Mitchell, M.D., was named the fifth chancellor and CEO of the TTU System on Oct. 25, 2018. In his role, Dr. Mitchell works collaboratively with the Board of Regents, the TTU System Administration and university presidents to enhance the system's profile and support shared missions of advancing higher education, health care, research and community outreach.

He also guides the TTU System's engagement with elected officials in Austin and federal leaders in Washington, D.C. During his tenure, the TTU System and its universities have achieved significant and consistent success including the addition of MSU Texas as the system's fifth institution in 2021, and TTU's veterinary school in Amarillo and the dental school at Texas Tech Health El Paso in 2019. In 2025, Dr. Mitchell led the TTU System to monumental success during the 89th Texas legislative session, which brought increases in formula funding, financial aid and grant funding for the TTU System's institutions, including support for graduate medical education, campus infrastructure and information technology.

Dr. Mitchell first joined the TTU System family in May 2010 when he became the eighth president of TTUHSC. As the university's longest-tenured president, Dr. Mitchell successfully led TTUHSC through a period of record growth in student enrollment, academic excellence and physical campus expansion.

A Longview native, Dr. Mitchell earned his bachelor's degree from Stephen F. Austin State University and his medical degree from University of Texas Medical Branch. He is married to Janet Tornelli-Mitchell, M.D. They met while in medical school and practiced together for nearly two decades. As the TTU System's first lady, Tornelli-Mitchell has led a health and wellness initiative that is offered to employees of the TTU System through the Employees Retirement System of Texas benefits program.

The Mitchells have three children: Katherine, an assistant district attorney in Dallas; Charlie, a petroleum engineer in Dallas and a Texas Tech graduate; and Chris, a Texas Tech and Villanova alumnus, who is pursuing a career in the military.

They have four grandchildren – Isabelle Grace, Cooper Benjamin, Luisa Blake and Charlotte

Appendix C

TEXAS TECH UNIVERSITY SYSTEM REGENTS NAME SENATOR BRANDON CREIGHTON AS SOLE FINALIST FOR CHANCELLOR

Sept. 4, 2025

During a special-called meeting of the Texas Tech University System (TTU System) Board of Regents today (Sept. 4), Texas Senator Brandon Creighton was unanimously selected as the sole finalist for the chancellor and chief executive officer position.

“The Texas Tech University System has a proud history and limitless potential,” said Creighton. “From research and innovation to nationally prominent academic programs, it represents the very best of Texas. I am honored to be named sole finalist for chancellor and look forward to building on this momentum and leading the TTU System into its next era of success.”

An eighth-generation Texan from Conroe, Creighton began his legislative career in 2007, serving District 16 in the Texas House of Representatives. In 2014, Creighton was sworn into the Texas Senate representing District 4, which includes parts of Montgomery, Harris, Chambers, Jefferson and Galveston counties. As chair of the Senate Committee on Education K-16, Creighton has championed significant reforms, promoted research investments like the Texas University Fund, and shaped policies that directly support students, faculty and communities across Texas. His vision for opportunity, innovation and economic growth strongly aligns with the TTU System’s mission.



A rancher, attorney and lifelong Texan, Creighton has served in the Texas Legislature as state representative and senator for nearly two decades.

“The Texas Tech University System is at a pivotal moment,” said Cody Campbell, chairman of the TTU System Board of Regents. “With Senator Creighton as our next chancellor, I am confident we will continue to accelerate our progress, strengthen our communities, and expand our impact across the state and beyond.”

Creighton earned his bachelor’s degree in government from the University of Texas at Austin and his Juris Doctor degree from Oklahoma City University School of Law. An attorney, real-estate developer and rancher in Texas and New Mexico, Creighton has long-standing ties to West Texas, rural communities and the many academic locations of the TTU System.

Appendix C

(continued)

He has partnered with West Texas leaders on higher education, energy, agriculture and economic development priorities throughout his nearly 20 years in the Texas Legislature. His record reflects a strong understanding of the culture, history and challenges of rural Texas, and he has consistently advanced policies that support access to higher education, rural health care and workforce development in the region.

“The Texas Tech University System Board of Regents conducted a comprehensive search with numerous outstanding candidates,” said Dustin R. Womble, vice chairman of the TTU System Board of Regents. “Senator Brandon Creighton stood out as the right person to guide the Texas Tech University System into its next era of success. We are confident he will provide strong, steady leadership during this transition and build on the System’s momentum for years to come.”

State law requires that 21 days must pass before final action can be taken on employment. Chancellor Tedd L. Mitchell, M.D., will continue to serve during this period and remain in an advisory role to ensure a thoughtful and effective transition.

Mitchell announced his plans to retire on July 11, 2025, after 15 years with the TTU System. He began his tenure as president of Texas Tech University Health Sciences Center in 2010. Mitchell was named chancellor of the TTU System on Oct. 25, 2018, and held a dual appointment as chancellor and president from 2018 to 2019, until deciding to close his presidency after nearly a decade at the helm of TTUHSC.



Appendix D



TEXAS TECH UNIVERSITY SYSTEM™

SHARED VALUES



PEOPLE FIRST

Value and support those around us

- > Acknowledge and respond to the needs of others
- > Treat people with empathy and dignity
- > Be considerate and respectful
- > Cultivate growth and continuous learning



INTEGRITY

Commit to our Shared Values

- > Be transparent in your purpose, expectations, and actions
- > Honor commitments and responsibilities
- > Lead with honesty, accountability, and fairness
- > Have the courage to do what is right



COMMUNITY

Work together to achieve mutual success

- > Foster meaningful connections
- > Build relationships based on mutual trust and teamwork
- > Engage purposefully with others
- > Celebrate and enjoy each other's successes



EXEMPLARY SERVICE

Exceed expectations

- > Strive to do your best
- > Lead and serve with humility
- > Anticipate needs and provide visionary solutions
- > Build a reputation of excellence



RESILIENCE

Persevere through obstacles, setbacks, and difficulties

- > Show up every day ready to contribute to the team's success
- > Adapt to change and focus on finding solutions
- > Accept challenges as opportunities for growth
- > Learn from mistakes and use them to improve

04/27/2025