THE OPPORTUNITY

Angelo State University (ASU) is searching for its next president to join the Ram Family. The next leader can expect to join energetic faculty and staff members and motivated students in continuing the university’s growth in programs, enrollment and prominence. Dr. Tedd L. Mitchell, chancellor of the Texas Tech University System (TTU System), and the TTU System Board of Regents invite nominations, inquiries and applications from inspiring, visionary and strategic leaders.

Angelo State University is a comprehensive regional university comprised of six academic colleges on a 268-acre campus that has served West Texas since 1928. With a 950-plus faculty and staff workforce and over 10,500 students, ASU provides a significant economic, social and cultural impact on the entire region.

Through education, research and cultural awareness, ASU offers students the opportunity to expand knowledge in diverse academic programs that are tailored to meet the needs of the region, state and nation. An innovative curriculum, community collaborations and state-of-the-art facilities give students the opportunity for hands-on academic and research experiences that pave the way for them to be future leaders and responsible citizens.

As the chief executive officer of the university, the president is responsible for the executive management of ASU operations. The role provides overall leadership in the planning and management of the academic, administrative, fiscal, operational, research and service missions of ASU. It is vital that the president exhibits the university’s values: Opportunity, Innovation and Engagement. ASU is looking to its next president to provide visionary leadership that expands on, but is not limited to, the university’s strategic goals.
Angelo State University is one of five components in the TTU System. In total, the TTU System consists of a central administration, two general academic institutions and two health-related institutions.

- Texas Tech University System Administration
- Texas Tech University
- Angelo State University
- Texas Tech University Health Sciences Center
- Texas Tech University Health Sciences Center El Paso

Collectively, the TTU System has approximately 55,000 students, 17 campuses statewide and internationally, more than 300,000 alumni and an endowment valued at over $1.3 billion.

The TTU System Administration provides leadership and support services for its component institutions in the attainment of each university's individual mission. From supporting fundraising efforts, carrying out TTU System Board of Regents’ rules and policies, and working with the universities on system-wide strategic planning, the TTU System makes it possible for its universities.

During the 86th Texas Legislature under the leadership of Chancellor Tedd L. Mitchell, M.D., legislative funding and authority was provided to establish a new Texas Tech University veterinary school on the TTUHSC Amarillo campus and a new dental school at Texas Tech University Health Sciences Center El Paso. This will be the state’s first veterinary school in more than a century and first dental school in over 50 years. The addition of these two schools makes the TTU System one of only nine in the nation to offer programs for undergraduate, medical, law, nursing, pharmacy, dental and veterinary education, among other academic areas.

Learn more at www.texastech.edu.
Founded as San Angelo Junior College in 1928, ASU has a long and storied history. Continuing in that tradition, Angelo State offers students the complete college experience in a Ram Family campus community that takes a personal interest in their success throughout their journey from admission to graduation. But the university’s impact doesn’t end there. With an increasing number of online degree programs and over 46,000 alumni, ASU’s reach extends around the globe.

Click here to learn more About ASU.
Angelo State University is in San Angelo which is in west central Texas. It is about 200 miles from San Antonio, Austin and Fort Worth.

Our picturesque campus lies in between College Hills and Santa Rita, two of the oldest and most storied residential neighborhoods in San Angelo.

Nearby businesses, including the local Asian Market, support our campus students. Economic potential for businesses lie in the nearby area.

One of our points of pride is the architectural layout of the campus centered around the “university mall,” a spine of sidewalks that run the entire length of campus. Rather than facing towards streets and parking lots, the main entrances to all buildings face inwards towards the mall and the proverbial heart of campus.

Lying outside of the central campus are the ASU Lake House and the ASU Ranch. The Lake House sits on Lake Nasworthy, a regional destination for boating and water sports. The Lake House is a hot spot for student recreation in summer months, with access to kayaks, paddleboards and sand volleyball pits.

On the northern edge of town is the ASU Ranch, home to the MRI Center, where agriculture students get hands-on experience with every aspect of livestock and ranch management, meat processing and production, range and wildlife management, agribusiness and marketing, and agriculture education.
Accreditation

Angelo State University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award baccalaureate, master’s and doctoral degrees. A member of the Texas Tech University System, ASU has been accredited since 1967 and received its most recent reaffirmation of accreditation from SACSCOC in 2013. The reaffirmation process will begin again in 2022.

Contact the Southern Association of Colleges and Schools Commission on Colleges with questions about the accreditation of Angelo State University.

10,568 Students Enrolled (Fall 2019)

22 Online Undergraduate and Graduate Degrees

68% of Graduate Students are Online Only

46,000+ Alumni

Distance Learning (Fall 2019)
POINTS OF PRIDE

- ASU has been listed by The Princeton Review as one of the nation’s “Best Colleges” every year since 2010.

- ASU’s Carr Academic Scholarship Program is funded by one of the largest endowments at a U.S. regional university. It provides scholarships to nearly 40% of ASU students, and has awarded over $87 million to students since its inception in 1981.

- The U.S. Department of Education has designated ASU as a Hispanic Serving Institution since 2010.

- In Fall 2019, enrollment at ASU reached a record-high 10,568 students, a 65% increase since 2009, making ASU one of the fastest-growing colleges in the U.S.

- ASU has been named a “Military Friendly School” by Victory Media and G.I. Jobs magazine every year since 2010 – and has been designated a “Best for Vets College” by the Military Times annually since 2014.

- Students graduating through ASU’s Pre-Health Professions program boast a 65% acceptance rate to medical school, well above the national average of 41%.

- Over the past three years, ASU has constructed three state-of-the-art academic facilities, a new residence hall wing, a new chapel, a new football press box, and a new sports medicine facility. The ASU Mayer Museum is currently under construction.

- ASU has been named one of the nation’s “Great Colleges to Work For” by ModernThink LLC and the Chronicle of Higher Education every year since 2015.

- Several ASU residence halls and the Library Learning Commons have received architectural design awards. The Houston Harte University Center has also been rated among the best in the U.S.

- The ASU Rams and Rambelles intercollegiate athletic teams compete in some of the finest facilities in all of NCAA Division II. They have won 18 Lone Star Conference titles since 2016-17 and two NCAA D-II national titles - softball in 2004 and women’s outdoor track and field in 2010.

- ASU graduates have posted a pass rate of over 90% on licensure exams for nursing, physical therapy and other allied health professions.

- ASU received U.S. Department of Education grants totaling over $5.6 million to fund new civil engineering and mechanical engineering bachelor’s degree programs.

OVER THE LAST DECADE, ASU HAS RECEIVED MORE THAN $122 MILLION IN PRIVATE GIFTS AND DONATIONS.

PROVIDED ALMOST 5,222 JOBS STATEWIDE IN 2015.

ADDED $308.5 MILLION TO THE TEXAS ECONOMY IN 2015.
For nearly a century, ASU and San Angelo have been marching shoulder to shoulder into the future, to the benefit of the entire region.

After an unsuccessful 1923 bid to be selected as the home of Texas Technological College, the residents of San Angelo decided they would create their own college, even if they had to pay for it themselves. Funded by local contributions and a self-imposed county tax, San Angelo Junior College opened its doors in 1928 near downtown San Angelo.

SAC survived the downturn of the Depression and the World War II years with an eye toward the future. Having outgrown its downtown campus, the college looked to move to its current location, though tax monies were inadequate for a new campus. The residents of San Angelo stepped in and raised $300,000 to help make the transition. The university broke ground on the Administration Building in 1947.

In 1965, what had become Angelo State College became Angelo State University. Students at the time were excited at the opportunity to earn their bachelors degrees and continue playing sports two more years for a school they loved.

Local residents once again demonstrated their support of the institution when they petitioned legislators in 2007 to move ASU from the Texas State University System to the Texas Tech University System. With legislative approval and the governor’s signature, that move became effective on Sept. 1, 2007.

When classes first began in 1928, enrollment was 112 students. Today, enrollment has surpassed 10,000, and ASU has more than 46,000 alumni around the globe. The partnership between the ASU Ram Family and the San Angelo community has never been stronger.
MISSION

Angelo State University, a member of the Texas Tech University System, delivers undergraduate and graduate programs in the liberal arts, sciences, and professional disciplines. In a learning-centered environment distinguished by its integration of teaching, research, creative endeavor, service, and co-curricular experiences, ASU prepares students to be responsible citizens and to have productive careers.
VISION

ASU strives for excellence by fostering an innovative, collaborative and supportive learning environment that enables a diverse student body to achieve success as citizens and professionals.

VALUES

• Opportunity
• Innovation
• Engagement

STRATEGIC PLAN

ASU’s strategic plan, “Envisioning 100 Years and Beyond”, developed in July 2019, was the result of over a year of planning and dialogue about the fundamental direction of the university for the 21st century. With its seven priorities, the strategic plan formalizes the trajectory of ASU by focusing on faculty and staff, facilities, students, learning, environment, partnerships and continuous improvement.

FACULTY AND STAFF
Recruit, retain and recognize diverse, high-quality faculty and staff.

FACILITIES
Provide and maintain facilities and services appropriate for the university’s academic and co-curricular programs to support a stimulating and safe learning environment.

STUDENTS
Recruit, retain and graduate, in numbers consistent with increased goals for enrollment, retention and student achievement, an academically qualified and diverse student body reflecting the region, state and nation.

LEARNING
Offer undergraduate and graduate curricula and co-curricula to support students’ intellectual and personal growth, to address issues relevant to society, and to meet the demands of State of Texas initiatives and the marketplace.

ENVIRONMENT
Maintain a supportive, helpful environment for students, faculty, staff, the community and alumni.

PARTNERSHIPS
Develop and enhance external partnerships, collaborations and funding opportunities.

CONTINUOUS IMPROVEMENT
Within an integrated planning and resource allocation model, make data driven decision and regularly assess and evaluate institutional functions, programs and processes to assure continuous improvement, maximizing efficiencies.
The President is responsible for providing transformative leadership, focus and strategic vision for Angelo State University (ASU) in collaboration with the Chancellor and the Board of Regents.

The primary duties and responsibilities of the President include:

- Develops, administers and coordinates all operations and programs of the institution.
- Establishes a clear vision for the institution and identifies appropriate strategic objectives, priorities and the means to successfully achieve goals.
- Serves as an academic leader for ASU, with support from the university’s provost, to ensure that ASU provides a high-quality educational curriculum and talented faculty for the benefit of its students and teaching mission.
- Develops and implements plans and policies to ensure that ASU remains in compliance with any accreditation requirements appropriate to the university.
- Provides leadership in elevating ASU’s research enterprise while maintaining excellence in teaching and advancing creative scholarship.
- Advances recruitment and enrollment efforts at the undergraduate and graduate levels to attract high-achieving, scholarly students.
- Champions enhanced opportunities for student success, preparedness and achievement through innovative learning, research and creative scholarship, as well as fellowship programs, across the academic enterprise and university experience.
- Actively works to ensure that the institution acquires the necessary public and private resources for successful achievement of ASU’s goals and objectives.
- Engages in fundraising activities that increase the ASU’s endowment and address the needs of all ASU’s colleges and programs.
- Understands the importance of and provides proper oversight of ASU’s intercollegiate athletic programs and Department of Athletics to ensure compliance and the highest standards of the National Collegiate Athletic Association and the athletic conference of which ASU is a member.
- Works closely and fosters relationships with internal and external stakeholders, 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.
- Fosters diversity and inclusion through a commitment to a diverse student body, faculty and staff, and encourages cultural diversity throughout the institution’s curriculum, activities and community involvement.
- Carry out other leadership duties and responsibilities as assigned by the Board and the Chancellor.
DESIRED LEADERSHIP ATTRIBUTES

Traits and abilities that are key to the success of the President:

• Individual with unquestioned integrity, high energy, and demonstrated leadership and administrative abilities who can shape, articulate and implement the dynamic mission of ASU.

• Individual who understands, embraces and can represent the unique and ideal culture of the ASU and San Angelo community.

• Compelling and energetic personality with a demonstrated history of strategizing, charting a vision, engaging multiple stakeholders, setting appropriate and reasonable fundraising goals, and meeting those objectives, with personal integrity and sound financial management.

• Significant understanding of the public higher education landscape and its future challenges and opportunities, including but not limited to online education and curriculum delivery.

• Possesses an outstanding reputation for executive-level management with documented ability to administer and coordinate all operations and programs of the institution and to lead and manage change and growth.

• Merits broad-based respect to inspire institutional accountability, efficiency, fiscal responsibility, and the ethical and effective performance of all leaders and divisions of ASU.

• Ability to communicate clearly and effectively to ensure efficient operations throughout the organization while fostering growth in enrollment, supporting quality research, creative and scholarly productivity, and upholding high academic standards.

• Successful record leading a financially complex institution to ensure proper administration of the financial affairs of ASU.

• Understanding of the workings of a large university system, along with knowledge of and/or experience with the business operations of large and comprehensive organizations.
EDUCATION, EXPERIENCES & QUALIFICATIONS

Angelo State University seeks an innovative and visionary leader with the following:

• Earned doctorate or equivalent terminal professional degree.

• Extensive professional, administrative and public experience, including experience relating to higher education administration or a university college.

• Demonstrated exceptional leadership and integrity in an academic, research and/or service environment.

• An exemplary record of scholarly, professional and individual credentials.

• An established record of forward-thinking vision and innovation with proven significant results.

• A commitment to applied research, diversity and interprofessional collaboration.
As president, there are many opportunities to help foster growth. They include, but are not limited to, the following:

**INSPIRED AND COLLABORATIVE LEADERSHIP**

The Ram Family is not a slogan. It is a culture. The new president can take this culture to a new level with inclusive, professional and dynamic leadership, engaging the faculty, staff and students in discussions about decisions and keeping them informed. With continuing dialogue, the president’s leadership team and the campus community will generate ideas, break down silos, learn from one another and work together to benefit the institution.

**PROGRAM DEVELOPMENT AND PROMOTING OUR GRADUATES**

Angelo State University has successfully expanded program offerings with the support of partnerships, grants and major gifts. The new president in collaboration with the Provost and Vice President for Academic Affairs has the opportunity to explore addition of new programs, based on market demand and available resources. Based on program quality, there is vast opportunity to promote our students to alumni and other employers as job-prepared, not just in subject matter, but as critical thinkers, problem solvers and well informed participants in a democratic society.

**PARTNERSHIPS AND COLLABORATION**

Angelo State joined the Texas Tech University System in 2007 and is a strong regional university that has diversified its offerings and student population through local, regional and global partnerships. The next president has the opportunity to strengthen Angelo State’s research and engagement opportunities leveraging partnerships with its fellow TTU System component institutions: Texas Tech University, Texas Tech University Health Sciences Center and Texas Tech University Health Sciences Center El Paso. A new veterinary school and dental school are being added to the TTU System, which expands pipeline opportunities for pre-professional students. Additionally, existing dual-credit partnerships with high schools and articulation agreements with Goodfellow Air Force Base, NSA and the Department of Defense merit exploration and expansion.

**COMMUNITY AND ALUMNI RELATIONS AND PHILANTHROPY**

The next president will work closely with the Vice President for Development and Alumni Relations and should bring enthusiasm for fundraising and passion for the mission. The new leader should sustain the successful precedent for fundraising and build community and alumni support. There is an opportunity to lead the development of a long-term, sustainable strategy and legacy program to grow and diversify the base of brand loyalty and financial support.
THE PROCEDURE OF CANDIDACY

Inquiries, applications and nominations may be submitted electronically in confidence. The 9-member search committee is chaired by Mickey Long, member of the Texas Tech University System Board of Regents.

Inquiries regarding the search may be directed to:

Dailey Fuller  
Chief of Staff | Office of the Chancellor  
Texas Tech University System  
dailey.fuller@ttu.edu | 806-742-0012

Initial application materials should include:

• Letter of interest  
• A curriculum vitae and/or biographical profile  
• Names, addresses, telephone numbers and email addresses of five references  
  (who will not be contacted without permission)

Nominations and applications may be submitted electronically (PDF format) in confidence to:

ttus.angelostate.pressearch@ttu.edu.

Interested individual are encouraged to visit the website for ASU at www.angelo.edu.

More information can be found at www.angelo.edu/asu-presidential-search.

Notices

The intent of this job advertisement 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.

As an EEO/AA/Vet/Disability employer, the Texas Tech University System and its components will not discriminate in their employment practices based on an applicant’s race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information or status as a protected veteran.
APPLICANT REVIEW

Confidential applications and nominations will be accepted until the position is filled. Applications should be submitted no later than June 15, 2020 in order to assure full consideration by the search committee.

COMPENSATION

The range of compensation for the position shall be set by the TTU System Board of Regents, in consultation with the chancellor, with compensation being competitive and commensurate with the candidate’s qualifications and experience, and with the university’s peer institutions.
San Angelo is known for the friendliness and charm of its people. A virtual oasis in West Texas, it has developed into the economic and cultural center of the 13-county Concho Valley.

- The Concho River Walk has been designated one of the Great Public Spaces by the American Planning Association.
- The Concho Valley produces more wool than 46 states.
- Earlier this year, San Angelo was ranked the No. 1 Top Western Town by True West magazine.
- San Angelo is a regional medical hub with two health care systems that will soon both be under the Shannon Medical Center umbrella.
- San Angelo has been named an Outstanding Main Street City by the National Main Street Center and the Texas Historical Commission.
- Bordering the Permian Basin oil field, San Angelo is home to the corporate and regional headquarters of several oil and gas and solar energy companies.
- In 2019, San Angelo won its second Altus Trophy for best community support for a local military installation.
- Cotton, wheat and grain sorghum are the major crops in the region, contributing over $100 million to the state economy.
- Forbes magazine has named San Angelo one of the 25 Best Places to Retire.
- The Princeton Review has ranked ASU No. 13 in the nation for “Town-Gown Relations are Great.”

Dr. Tedd L. Mitchell was named the fifth chancellor of the Texas Tech University System on Oct. 25, 2018.

As chancellor, Dr. Mitchell is the chief executive officer of a $2 billion, four-university higher education enterprise consisting of Texas Tech University, Texas Tech University Health Sciences Center, Angelo State University and Texas Tech University Health Sciences Center El Paso. Collectively, the TTU System enrolls approximately 55,000 students, operates on more than 15 campuses statewide and internationally, and has an endowment valued over $1.3 billion.

Dr. Mitchell works collaboratively with the TTU System Board of Regents, system administration and each university president to enhance the TTU System’s profile and support shared missions of advancing higher education, health care, research and community outreach. Additionally, Dr. Mitchell guides the TTU System’s engagement with state elected officials in Austin and federal leaders in Washington, D.C., to further enhance funding and support.

Dr. Mitchell first joined the TTU System as the eighth president of TTUHSC in May 2010. He held a dual appointment as chancellor and president for approximately one year until deciding to close his tenure, effective Nov. 1, 2019, after nearly a decade at the helm of TTUHSC.

Click here to read Dr. Mitchell’s full bio.
ORGANIZATIONAL CHARTS