University of Houston-Downtown

2nd Largest University in the 4th Largest City in the U.S.

President

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President Role Specifications and Expectations

The University of Houston-Downtown (UHD) 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 the University. The President will continue to lead UHD 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 UHD will also:

- Strengthen, identify, and provide entrepreneurial, strategic, visionary leadership in the fulfillment of the University’s mission and vision.
- Guide the development of the University’s 50th anniversary strategic plan.
- Position the University as a national model for urban higher education for the diverse American population.
- Maintain and strengthen relations with other members of the UH System to include Regents, Chancellor, and other UHS Presidents.
- 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.
- Foster continued growth of the academic enterprise surrounding teaching, scholarship, and creative activity.
- Thrive in a rapidly changing, globalized, technology-driven higher education environment that includes capitalizing on and other digital technologies to expand educational opportunities.
- Promote a multicultural environment including a firm commitment to cultivating a diverse student body, faculty, staff, and administration.

- Actively foster a campus culture that values diversity, promotes equity, and pursues inclusion for UHD’s students, staff and faculty across the University.
- 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 collaborative, shared governance.
• Promote international outreach and programs to further the development of students, faculty and staff, and increase UHD’s visibility internationally.

• Build upon and develop excellent community relations, successfully partnering with the media to showcase the University.
• Lead major fundraising initiatives for the University and foster relationships with the philanthropic community.
• Build on and further develop the vibrant culture present at UHD.

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

Founded in 1974, UHD is one of four distinct universities in the University of Houston System (UHS) governed by the UHS Board of Regents. UHD is a comprehensive, Hispanic and Minority serving, urban public university committed to providing quality academic programs that serve the needs of the diverse population of Houston and the surrounding region. It is one of the most diverse institutions in the nation with a student body that mirrors Houston population demographics. UHD enrolls over 14,640 students and is the second largest university in the Greater Houston area. Through instructional excellence, scholarly activities and community involvement, the University makes a significant contribution to the city’s economic development.

The main campus of UHD is located at the north end of Downtown Houston and the south end of Northside. The growing campus includes a new Welcome Center and a new Sciences and Technology building. The Sciences and Technology building is the first GOLD LEED certified building in the University of Houston System with urban gardens, home to the Center for Urban Agriculture and Sustainability (CUAS). A new Student Wellness and Success Center is currently under construction. The completion of the Wellness and Success Center will make UHD a major destination center.

UHD’s many centers address critical needs of the city. For instance, the CUAS, Center for Critical Race Studies, Center for Latino Studies, Center for Public Deliberation, O’Kane Gallery, O’Kane Theatre, Center for Public Service and Community Research, Criminal Justice Training Center, Center for Retail Management, Insurance and Risk Management Center and the Cultural Enrichment Center.

UHD offers 44 bachelor’s and 9 master’s degree programs as well as 15 online undergraduate degree-completion programs and 4 fully online master’s degrees that prepare students for professional careers and leadership roles. UHD has five degree-granting colleges: Marilyn Davies College of Business, College of Humanities and Social Sciences, College of Public Service, College of Sciences and Technology, and University College.

UHD’s unique programming puts Social Work, Criminal Justice, and Urban Education in one college, and UHD has master’s programs in non-profit management, data analytics, and a large array of graduate certificates for professionals and educators. The UHD Scholars Academy for STEM students has earned the first UHS award for Academic Excellence, statewide awards (including the Star Award) and national attention in NSF Annual Report to the President.

With an 18:1 student-to-faculty ratio, UHD provides a unique hands-on learning environment for each student, and an affordable education with one of the lowest tuition rates among state colleges and universities.

Mission: The University of Houston-Downtown is a comprehensive four-year university offering bachelor's and selected master's degree programs and providing strong academic and career preparation as well as life-long learning opportunities. Located in the heart of the city, the University reflects the diversity of the Greater Houston Area, and through its academic programs, engages with the community to address the needs and advance the development of
the region. UHD is an inclusive community dedicated to integrating teaching, service and scholarly research to develop students' talents and prepare them for success in a dynamic global society.

**Vision:** The University of Houston-Downtown will be a premier city university engaging every student in high-impact educational experiences and ensuring that students graduate with 21st century skills.

**A Diverse Campus in a Diverse City**

UHD is located in the heart of Downtown Houston, one of the nation’s most culturally diverse metropolitan areas. So naturally, we've created an environment that welcomes and embraces students from all backgrounds.

**Recent Accomplishments, Awards, and Recognition**

- University of Houston-Downtown 6-year graduation rate is on track to hit an all-time high of 30% from 9% in just over 5 years. UHD’s 2019 retention rate for first-time, full-time degree seeking students is 73% which exceeds the national average.
- Entering third consecutive year of increasing enrollment following several years of decline. On track to exceed 15,000 students enrolled in Fall 2020.
- The University exceeded its $25 million goal for the UHD Here, We Go campaign, raising $33 million for scholarships, capital projects and institutional endowment.
- Among the campaign commitments was a gift of $10 million to name the Marilyn Davies College of Business and endow faculty and student services support in the College.
- UHD was one of only 33 institutions nationwide and the only Texas institution to receive a $1 million Inclusive Excellence grant from the Howard Hughes Medical Institute. The grant will enable the institution to develop educational programs that engage and support students from non-traditional backgrounds, under-represented ethnicities and working students.
- UHD received rankings in U.S. News & World Report’s 2020 round-up of Best Online Bachelor’s Programs for its Bachelor of Applied Arts & Sciences in Applied Administration (BAAS-AA) degree offered through University College.
- U.S. News & World Report recognizes the best of the best in its annual assessment of online higher education programs. The University’s online Master of Science in Criminal Justice program, based within the College of Public
Service, is ranked No. 21 in the nation in 2020. It also is ranked No. 14 in U.S. News & World Report’s rankings for Best Online Master’s in Criminal Justice Programs for Veterans.

- College Consensus recognized UHD as one of country's Best Online Master’s in Nonprofit Management for 2020. UHD is ranked No. 24 for its online Master of Arts in Nonprofit Management offered in the College of Humanities & Social Sciences.

- The Chronicle of Higher Education listed UHD among the top 10 U.S. public four-year universities graduating the highest percentages of students by their fifth or sixth year. UHD and other recognized institutions were measured in 2018 for their cohorts of first-time, full-time students who first enrolled in 2012. UHD ranked No. 6 in the publication’s list of public universities and is the only Texas institution in the top 10.

- The University of Houston-Downtown is a national recipient of the 2020 Higher Education Excellence in Diversity (HEED) Award from INSIGHT into Diversity magazine for the second year in a row. UHD was among 92 honorees from across the United States recognized for their outstanding commitment to diversity and inclusion and academic success rates.

- Additional recognition may be found on the UHD website at https://www.uhd.edu/about/Pages/UHD-points-of-pride.aspx

**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. The UH System 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 includes the University of Houston, UH-Clear Lake, UH-Downtown and UH-Victoria, and instructional sites in Katy, Northwest Houston, Pearland and Sugar Land. Also, at the University of Houston is Houston Public Media, home to 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.
The Community

The selected candidate will discover in Houston an environment where professional satisfaction and career achievement are paired with optimal quality of life in an economically thriving and highly desirable metropolitan area. The fourth largest city in the country, Houston is vibrant and diverse allowing students, faculty and staff to draw on a wealth of resources. The city is rich in the arts and culture world-class performing arts organizations and renowned museum exhibitions. Houston is one of America’s major economic and business hubs, with a strong, entrepreneurially-spirited economy and a population that is growing at a rate of 1 million people every 10 years. Twenty-five Fortune 500 companies are headquartered in Houston - second only to New York City. Houston is also one of the most racially and ethnically diverse cities in the country. It is home to more than 650 municipal, city and state parks in the region and has more golf courses per capita than anywhere else in the country.

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 Attractions

- Career making opportunity to lead, enhance, promote and grow academics of a comprehensive, Hispanic and Minority serving, urban public university, which is one of the most diverse institutions in the nation.
- Serve as the 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.
- 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. Make your mark, build a legacy of success and take the institution to the next levels of accomplishment and achievement.
- Benefit and grow from the opportunity to work in a collaborative, collegial environment with strong support at the highest levels of influence within the system, the institution and the community.
- Geography, climate, demographics, and ambiance combine to offer you a truly excellent place to live. Family members will discover a warm, open community that offers an attractive array of activities, amenities, services and opportunities.
Qualifications and 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.
- Thorough understanding of the functioning of, and challenges facing urban public universities.
- A visionary leader who exhibits passion for and a deep understanding of the role of UHD 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.
- 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.
- Innovative, strategic, and visionary, not afraid to fail, and a willingness to try new approaches and ideas.
- 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.
- An earned doctorate or terminal degree is preferred.

Application Process

The Search Committee invites applications to be submitted directly to the search firm, Anthem Executive. Review of completed applications will continue until the position is filled; however, completed applications should be received as quickly as possible, for optimal and full consideration. Candidates should include, with their curriculum vitae, a letter of application describing their relevant experiences and interest in the position. Please submit all nominations, applications, and communications directly to Anthem Executive at the below email address:

Scott Watson, Mike JR Wheless, Michael Ballew
or Florene Stawowy
UHDPresident@AnthemExecutive.com
Phone: 941-240-8847
UHD will provide equal opportunity for employment to all persons regardless of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation or gender identity and will strive to achieve full and equal employment opportunity throughout the University.