SEARCH PROSPECTUS:
SUL ROSS STATE UNIVERSITY
Vice President of Middle Rio Grande Campuses
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Sul Ross State University invites applications, nominations and inquiries for the position of Vice President of its Middle Rio Grande Campuses (VP MRGC). Comprised of three unique and well-established institutions, the Middle Rio Grande Campuses are located in the Texas cities of Del Rio, Eagle Pass and Uvalde.

The Vice President reports to the President of Sul Ross State University and serves as the chief operating officer and administrative leader of the Del Rio, Eagle Pass, and Uvalde campuses. The MRGC are separately funded, upper-level institutions that are integral to the mission of Sul Ross State University.
THE MIDDLE RIO GRANDE CAMPUSSES
OF SUL ROSS STATE UNIVERSITY

Sul Ross State University is a public, comprehensive, Master’s degree granting, multi-campus university, providing on-site and distance education in the Big Bend area of Texas and in the Middle Rio Grande Valley region. It is unique in its culture as a land grant college; its price as that of a public college; its tuition-dependent resource base similar to that of a private institution; and its teaching and learning commitment to the liberal arts, personal attention and student success.

IDENTITY AND GEOGRAPHY
In 2018, Sul Ross adopted the concept of “One University --- Four Campuses” to reflect the vast area of Texas that is served by a single university through its residential campus located in Alpine, TX and the three commuter campuses in Del Rio, Eagle Pass and Uvalde. The distinguishing features of this model are driven by the co-location of university programs on the campuses of Southwest Texas Junior College (SWTJC) and the strong collaboration that exists between the university and the junior college to support respective faculty and staff and the academic aspirations of students.

Sul Ross is the primary institution of higher education serving a 19-county area and is a vital force for the economic development of the region. The three Middle Rio Grande Campuses use innovative strategies to reach growing, diverse populations that historically have not been adequately served by facility, geographical, and resource constraints. The university is designated a Hispanic Serving Institution (HSI) with approximately 75% of its students being of Hispanic origin. The open-door philosophy and practices of the president, cabinet, faculty, and staff create a particularly welcoming environment for all.

The student population is primarily part-time, working adults; 89 percent are parents or care givers. Many are single parents and students who regularly commute across the border to complete a certificate and undergraduate and graduate degrees. A strong, legislatively-supported partnership engages Southwest Texas Junior College and Sul Ross State University in offering students a seamless pathway to a bachelor’s degree.

There are 113 full-time faculty at the university, of which 25 are located on the Middle Rio Grande campuses. Shared governance is a cherished principle at Sul Ross. The academic atmosphere is informal, collegial, and collaborative, as is often found at smaller institutions. The faculty prides itself as teachers first and foremost, yet there is admirable evidence of scholarship and research, as well as interdisciplinary cooperation and integration within the curriculum.

MISSION
Rooted in the distinctive surroundings and history of the Big Bend and the US-México border regions of Texas, Sul Ross State University provides accessible, comprehensive, and life changing education through high quality teaching, research, cultural awareness, creativity and service.
Although they are only an hour apart from each other, each Middle Rio Grande Campus has a distinct personality and unique student base:

**Sul Ross State University – Del Rio**
Del Rio, Texas is located about 150 miles west of San Antonio; it has a population of approximately 40,000. As a border city in the county seat of Val Verde County, Del Rio is connected with Mexico’s Ciudad Acuña via the Lake Amistad Dam International Crossing and Del Río – Ciudad Acuña International Bridge. Lake Amistad offers year-round recreational opportunities including world class hunting and fishing. Del Rio is home to Laughlin Air Force Base, the busiest United States Air Force pilot-training complex in the world and the largest employer in Del Rio; American Airlines offers regular flights at the DRT airport. See [www.cityofdelrio.com](http://www.cityofdelrio.com) for more about Del Rio.
Sul Ross State University – Eagle Pass:
Eagle Pass, Texas is located on the border of the Rio Grande River, 55 miles south of Del Rio and 143 miles west of San Antonio. Eagle Pass is the county seat of Maverick County and home to historical Fort Duncan, a US Army base established in 1749. Eagle Pass is a fast-growing community, with a current population of approximately 30,000. The city has 16 parks across more than 170 acres of land and is home to the Lucky Eagle Casino and Hotel, Texas’s only casino, which is on the Kickapoo Indian Reservation. Eagle Pass has two international bridges across the United States-Mexican border from its Sister City of Piedras Negras in Coahuila, Mexico. See www.eaglepasstx.us for more on Eagle Pass.
Sul Ross State University – Uvalde:
Uvalde, Texas is located 86 miles west of San Antonio and 70 miles east of Del Rio at the junction of two of the longest highways in the country—US 90 and US 83. First settled in 1853, Uvalde is usually considered the southern limit of the Texas Hill Country or the most northerly part of South Texas. The current population is 16,181. Uvalde is now a Federal Enterprise Community and Empowerment Zone. It is known as the Honey Capital of the World for its Huajillo honey production and one of the best locations in the United States for soaring. Uvalde has hosted the World Gliding Championships twice and several National competitions of the Soaring Society of Americas. It is also the home of the Aviation Museum of Texas. See www.uvaldetx.com for more on Uvalde.
ACADEMICS
The Middle Rio Grande campuses offer upper-level courses for transfer students to earn bachelor’s and master’s degrees. Undergraduate students with 42 credit hours or more from any accredited college or university are welcome. The collaboration between SRSU and SWTJC enables student access to undergraduate and graduate programs in a variety of fields:

- Bachelor’s degrees include: nursing, education, business, biology, criminal justice, English, Spanish, history, mathematics, psychology, social science as well as child development and organizational leadership. Students may also earn teacher certification at the elementary or secondary level.
- Master’s degrees include: English, history, public administration, business, education, criminal justice and health and human performance.

SMALL BUSINESS DEVELOPMENT CENTER
The Middle Rio Grande Campuses are highly engaged with their respective communities. A primary example of this is the Small Business Development Center (SBDC), which is a state and federal partnership program delivering business advising and management training to small businesses across nine counties in the Middle Rio Grande Region. The SBDC offices are housed on the Sul Ross State University campuses in Eagle Pass, Del Rio and Uvalde. The SBDC is funded through a cooperative agreement with Sul Ross State University, UTSA and the Small Business Administration.

With a motto of “Helping Small Businesses Start and Grow,” the SBC assists established firms, growth companies, and start-up enterprises to meet the challenges in today’s evolving global marketplace through training programs, webinars, and individual assessments. SR-MRGC-SBDC’s confidential bi-lingual business advising services are provided at no cost to the client and cover topics such as: strategic and business planning, performance.

MRGC ACADEMIC PROGRAMS

BACHELOR OF APPLIED SCIENCE
- Multi/Interdisciplinary Studies
- Child Development Specialization
- Organizational Leadership Specialization

BACHELOR OF ARTS
- English
- History
- Psychology
- Social Science
- Spanish

BACHELOR OF SCIENCE
- Criminal Justice
- Mathematics
- Biology
- Nursing

BACHELOR OF BUSINESS ADMINISTRATION
- General Business

BACHELOR OF ARTS-EDUCATION
- Interdisciplinary Studies

MASTER OF EDUCATION
- Counseling
- General
- Specializations
- Bilingual Education
- College Teaching
- Reading Specialist
- School Administration

Master of Business Administration
- General Business
financing, accounting, human resources, capital sources, operations, industry research, international trade, competitive market studies, import/export assistance, government contracting opportunities, information technology, minority entrepreneurship and taxes. Additionally, there are specialized services available through an International Trade Center, Government Contracting Center and the SBDCNet site. This easy access to resources and professional referral networks greatly increases the chance of success for small businesses and builds economic growth and lifelong business partnerships in the community.
LEADERSHIP
Dr. William L. “Bill” Kibler was confirmed as the 12th President of Sul Ross State University by the Board of Regents of the Texas State University System on July 9, 2014. He brings nearly 40 years of experience in higher education administration. He previously served for 10 years as Vice President for Student Affairs at Mississippi State University. He served Texas A&M University for 24 years in ascending student affairs positions, the last year as Vice President. President Kibler earned a bachelor’s degree in economics and a master’s degree and a specialist’s degree in counselor education from the University of Florida. He earned his Ph.D. in educational administration from Texas A&M University.

GOVERNANCE
SRSU is part of the Texas State University System, the oldest and third largest university system in Texas. In addition to SRSU, the Texas State University System includes Texas State University, Sam Houston State University, Lamar University, Lamar Institute of Technology, Lamar State College Orange, and Lamar State College Port Arthur. Sul Ross operates under the auspices of the Chancellor and the Board of Regents of the Texas State University System.

ACCREDITATION
Sul Ross State University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate, bachelor's and master's degrees. The most recent visit for reaffirmation of accreditation took place in April 2018. In December 2018, the university received full reaffirmation of accreditation for 10 years.

SRSU TOMORROW
SRSU is entering a time of expansion with a goal to increase enrollment by three-fold and create a 21st Century General Academic Institution and Educational Network in the Middle Rio Grande Region that will be a model for Texas and the nation in educational attainment, economic development, and the transform of the health and vitality of citizens in communities that remain to be reached in a period of many constraints and opportunities. Developed in 2016, SRSU’s Strategic plan, Strategies for the Second Century, can be viewed at:

THE POSITION: VICE PRESIDENT OF MIDDLE RIO GRANDE CAMPUS

The University seeks a leader who will embrace the faculty, students, and unique culture of three campuses and bring each to its full potential programatically and through effective relationship-building. The Vice President directly supervises the Dean of MRGC, non-academic department heads, and the Executive Assistant to the VP; indirectly supervises all MRGC personnel; serves as the chief operating officer and administrative leader of the Sul Ross State University campuses located in Del Rio, Eagle Pass, and Uvalde. The MRGC are separately funded, upper level institutions that are integral to the mission of Sul Ross State University. The VP MRGC will report directly to President Kibler.

DUTIES
The Vice President is responsible for the oversight of all phases of administrative, academic affairs and student affairs functions of the campuses, including:

• The quality of programs in teaching, research, and service;
• Strategic planning; budgeting; fund-raising; alumni relations and outreach; management of the college’s facilities and day-to-day operations;
• Supervises the Dean of the Middle Rio Grande Campuses and the Dean’s functions;
• Makes recommendations to the President and Executive Cabinet for any changes in the inventory of courses or degrees; supervises the department heads;
• Provide for or supervise evaluation of all personnel; makes recommendations on appointments and salary increments;
• In consultation with the Dean, provides to the President and Executive Cabinet recommendations for faculty hiring, evaluation, promotion, tenure, and terminations;
• Through consultation with the Dean, provides oversight of all undergraduate and graduate programs, courses, admission standards, and advising;
• Coordinates contacts and interaction with community leadership and agencies in the region and areas served;
• Represents the Middle Rio Grande Campuses on various boards and other agencies as directed by the President;
• Participation in community events and activities in the region;
• Communicates with, coordinates with and maintains a positive relationship with Southwest Texas Junior College (SWTJC);
• Periodic attendance at SWTJC board meetings, as invited;
• Responsible for Middle Rio Grande Campuses commencement ceremonies, in consultation with the Executive Vice President and Provost;
• Responsible for personal safety and the safety of others; must exercise due caution and practice safe work habits at all times;
• Other duties as assigned commensurate with the Vice President position (e.g., develops philanthropic opportunities for Middle Rio Grande Campuses; attends meetings of the Texas State University System Board of Regents as requested by the President; and develops grant applications and opportunities as appropriate.)
QUALIFICATIONS

Required Education: The next VP MRGC will have a terminal degree.

Required Professional Experience: The next VP MRGC should have a minimum of:
- Three years of higher education teaching;
- Five years of administrative experience in upper level or multi-campus settings with increasing levels of responsibility for personnel, programs, and resources;
- Experience as Dean or Department Chair

Required Skills: The next VP MRGC should have a history of leadership experience that balances:
- advocacy for the Middle Rio Grande Colleges and loyalty to Sul Ross University;
- empathy and effective decision making; and
- ability to manage internal and external demands on time.

Preferred Skills: The following attributes will contribute to the next VP MRGC’s success:
- experience in on-line and distance learning;
- grant writing;
- program development;
- fund raising;
- bilingual ability or sensibility (English and Spanish)
Applications, nominations and expressions of interest can be sent in confidence to: srsuvp@academicsearch.org. For full consideration by the search committee, applications should be submitted by February 7, 2020. Applications should consist of a substantive cover letter, a curriculum vitae and a list of five professional references with full contact information. No references will be contacted without the explicit permission of the candidate. Applications should be submitted electronically in .pdf or .doc format.

The University is being assisted by Academic Search, Inc. Dr. Tessa Martinez Pollack, Senior Consultant, is leading the search, assisted by Disa Mason. For a confidential conversation, they can be reached at tessa.pollack@academicsearch.org (210-669-3332) and disa.mason@academicsearch.org (817-401-9257). Additional information about Sul Ross State University can be found at www.sulross.edu.

Non-Discrimination Statement
No person shall be excluded from participation in, denied the benefits of, or be subject to discrimination under any program or activity sponsored by Sul Ross State University on any basis prohibited by applicable law, including but not limited to race, color, national origin, religion, sex, age, disability, sexual orientation, or gender identity.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting Sul Ross State University in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academicsearch.org/.

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