SEARCH PROFILE:

CHIEF FINANCIAL OFFICER AND SENIOR VICE PRESIDENT FOR OPERATIONS

Sam Houston State University
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THE SEARCH

Sam Houston State University (SHSU) seeks the service of a Chief Financial Officer and Senior Vice President for Operations (CFO) to lead and maximize the University’s operating and fiscal performance. The CFO provides leadership in the development and operation of the University. SHSU is an emerging Hispanic-serving institution providing excellence through education, scholarship, and service to a highly diverse student body. SHSU’s motto, “The measure of a Life is its Service,” resonates among the University’s over 21,000 students, eight colleges, and well beyond its historical roots through research, creative endeavors, service learning, volunteering, and more.
ABOUT SAM HOUSTON STATE UNIVERSITY

Home to a diverse student population of over 21,000, Sam Houston State University (SHSU) is located in Huntsville, Texas, with an off-site instructional location in The Woodlands and the College of Osteopathic Medicine located in Conroe. Huntsville is located on the rapidly developing Interstate 45 corridor between Houston and Dallas. SHSU is 70 miles north of downtown Houston and 170 miles south of Dallas, ideally situated between the 4th and 9th largest cities in the country and two of the 10 fastest growing cities in the U.S. This location presents many strategic opportunities for the future of Sam Houston State University.

For nearly 140 years, SHSU has been preparing students for meaningful lives of achievement. Named for Sam Houston, Texas’ greatest hero, SHSU continually strives to honor its historical roots through academic excellence and meeting the workforce needs of Texas. While embracing its legacy, SHSU also strives to meet the needs of contemporary students, both traditional and online. SHSU offers 95 bachelor’s degree programs, more than 60 master’s degree programs, 10 doctoral programs, 1 professional doctorate (DO), and over 60 fully online degrees. The University has launched a new College of Osteopathic Medicine, which enrolled its inaugural class of medical students in Fall 2020.

SHSU is classified as a Carnegie doctoral university with high research activity (R2). It is also a Community Engaged University and a proud AASCU institution, demonstrating a commitment to education for the public good. In the Fall 2020 semester, the University met the requirements to be classified as a Hispanic-Serving Institution. The University has award-winning online programs, nationally and internationally recognized scholars, and innovative initiatives to help students develop and succeed. SHSU is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

SHSU is part of the Texas State University System, the first university system established in Texas, composed of seven institutions with more than 86,000 students and 15,000 faculty and staff. The institutions are located throughout the state, stretching from the Texas-Louisiana border to the Big Bend region of West Texas, and offer a broad range of teaching, research, and service opportunities.

HUNTSVILLE

SHSU’s geographic location combines small town charm, historical importance, nature experiences, and proximity to the greater Houston area. Huntsville was home to General Sam Houston, who served as the first and third president of the Republic of Texas, governor of Texas, governor of Tennessee, U.S. Senator, and Tennessee congressman. It is centrally located between Houston and Dallas and nestled in the Piney Woods. Huntsville offers an array of outdoor activities and hometown hospitality, from culture and creativity to arts, performances, and natural parks. Huntsville’s downtown square boasts an abundance of antique and boutique stores, as well as restaurants and coffee shops. The Cultural District includes museums, art galleries, theaters, and historic sites. The city is home to the Sam Houston Memorial Museum, Texas Prison Museum, the HEARTS Veteran Museum, and the tallest statue of an American hero, the 77-foot statue of Sam Houston, “A Tribute to Courage.” Outdoor adventure is close at hand for exploring East Texas in Huntsville State Park, where hiking, fishing, camping, and boating opportunities abound. Small town appeal, historical distinction, its natural setting, and attractions in nearby Houston, make Huntsville a great place to live and work. Attractive housing options, whether in the small-town atmosphere of Huntsville, surrounding rural areas, or in The Woodlands, offer a range to please any taste.
HISTORY
The third oldest institution in Texas, Sam Houston State University was created by the Texas Legislature in 1879 as Sam Houston Normal Institute to educate teachers for the public schools of Texas. The baccalaureate degree was first awarded in 1919, and in 1923, the institution’s name was changed to Sam Houston State Teachers College.

Graduate degrees were added in 1936, and the curriculum was expanded to emphasize preparation in a variety of fields. Continued growth and diversity in programming prompted the Texas Legislature to change the institution’s name to Sam Houston State College in 1965 and to Sam Houston State University in 1969. The institution offered its first doctorate, a PhD in criminal justice, in the 1970s.

The 1980s and 1990s saw significant investment in the academic, athletic, and support facilities. In recent years, the University has increased its program offerings, continued to invest in infrastructure and new facilities, and expanded its reach by offering programs online, at The Woodlands Center, and at other off-campus sites. The University strives to preserve enduring traditions, promote academic excellence, facilitate student success, and operate efficiently in an innovation-focused environment.

SHSU recently completed a successful five-year capital campaign, “Honoring Traditions, Creating Futures,” which raised $145 million for the university, well above the initial $125 million goal. With priorities for funding academic support and student enrichment, facility upgrades and renovations, and expansion of health professions programs, SHSU is well-positioned to provide a stimulating learning environment that strives for continued growth and strength in the future.

MOTTO
The measure of a Life is its Service.

MISSION
Provide high quality education, scholarship and service to qualified students for the benefit of regional, state, national, and international constituencies.
CAMPUS & FACILITIES

SHSU has been rated the fourth-safest campus in Texas and 28th in the nation. The beautiful and attractive main campus sits on 316 acres in the central area of Huntsville and features a planetarium, an observatory, an 18-hole golf course, and athletic and academic facilities. Campus highlights include: the James & Nancy Gaertner Performing Arts Center, a showcase for artistic talent and creative work in the community and the region; the Lowman Student Center, which underwent a $14 million expansion in 2019; Johnson Coliseum and Bowers Stadium, home to Bearkat NCAA Division I athletic teams; and Piney Woods Hall, the most recent addition to on-campus residential housing.

Additional campus facilities located nearby include:

The Gibbs Ranch Education and Research Center, a 1,740-acre ranch located approximately 10 minutes from campus, is maintained as a teaching and research farm to serve as an integral component of the instructional and research programs for SHSU’s agriculture students and faculty.

The Woodlands Center, located 40 miles south on I-45 just outside Houston in The Woodlands, is a 144,000 square-foot facility with 32 high-tech classrooms and a 125-seat auditorium. The full-service education center offers courses for 10 bachelors, 8 masters, and three doctoral degree programs.

The College of Osteopathic Medicine, which is housed in a newly constructed, four-story, 107,000 square-foot building on seven acres in Conroe is 30 miles south of Huntsville on I-45.

FACULTY & STUDENT-CENTERED PROGRAMMING

Of the University’s 1,003 faculty members, 58% are tenure/tenure track, 44% are women, and 24% are from underrepresented groups. The student/faculty ratio is 24:1 and fewer than 2% of courses have greater than 100 students.

SHSU’s talented faculty secured more than 84 sponsored research initiatives and grants in 2021, from federal, state, and private sources totaling more than $21 million.

SHSU continually strives to meet the needs of students with new programs and innovative teaching and services that help to maximize student engagement and success. In the past 10 years, SHSU has added 18 undergraduate programs, 13 master’s programs, three doctoral programs, one professional doctorate, and 22 certificates.

The University continues to be intentional in its efforts to ensure success for all students, particularly those who have been historically underserved by higher education. The “Establishing Leadership In and Through Education” or “ELITE” program has been recognized by Excelencia in Education for accelerating degree completion among minority male students. The university subsequently added “evolve” to establish a belonging community for female students who transfer into the institution. SHSU was also selected to participate in the “Frontier Set” initiative, funded by the Bill & Melinda Gates Foundation, to identify strategies for improving graduation rates, especially for low-income, first generation, and minority students. Selected to participate in AASCU’s Re-Imagining the First Year program, SHSU engaged in a three-year program to transform the first-year experience for students and improve student success. SHSU has been recognized as one of the top public institutions for improving minority graduation rates.

The University’s Center for Community Engagement certifies academic community engaged courses as an essential part of the student’s academic experience. SHSU’s talented faculty have developed a curriculum that provides numerous opportunities for students to gain and apply knowledge and skills to make life better. While students attend SHSU, and as they continue their professional and personal lives, they are encouraged and challenged to live out the SHSU motto, “The measure of a Life is its Service.”
Housed in the James & Nancy Gaertner Performing Arts Center, the College of the Arts and Media (CAM) offers undergraduate degrees through the departments of Art, Dance, Mass Communication, Theatre and Musical Theatre, and the School of Music. CAM also offers master’s degrees in Mass Communication, Dance, and Music.

The AACSB-accredited College of Business Administration offers the bachelor’s of business administration degree in twelve major fields of study, as well as a 4.5 year degree program for qualified students leading to a specialization in PGA Golf Management. At the graduate level, the College offers the MBA, MS in Accounting, MS in Project Management, and an online Executive MBA in Banking and Financial Institutions. The College is home to three centers: Gibson D. Lewis Center for Business and Economic Development, Small Business Development Center, and the Center for Innovation and Technology.

Housing one of the largest and oldest criminal justice programs in the nation, the College of Criminal Justice (COCJ) offers undergraduate and graduate degrees in Criminal Justice and Criminology, Homeland Security Studies, and Victim Studies. Doctorate degrees are offered in Criminal Justice and Forensic Science. The College of Criminal Justice is home to several prestigious training and research institutes dedicated to advancing the criminal justice field through professional development and investigation of key issues.

With its roots as the oldest teacher training institution in the state of Texas, the College of Education (COE) offers a broad range of programs at the undergraduate and graduate level in both face-to-face and online formats. Masters and doctoral programs are offered in a variety of fields through the departments of Educational Leadership, Counselor Education, Library Science and Technology, and Teaching and Learning. Teacher certification is also under the purview of the College of Education.

The College of Health Sciences (COHS) offers a variety of undergraduate and graduate degrees spanning four academic departments: Kinesiology, Family and Consumer Sciences, Population Health, and Nursing. Undergraduate degrees within the College range from Athletic Training, Health Care Administration, and Nursing to Fashion Merchandising and Interior Design. At the graduate level, the College offers master’s degrees in Health, Kinesiology, Dietetics, Family and Consumer Sciences, Health Care Quality and Safety, and Sport Management.

The College of Humanities and Social Sciences provides the essential components of a liberal arts education. The College of Humanities and Social Sciences (CHSS) consists of Communication Studies, English, History, Political Science, Psychology & Philosophy, Sociology and World Languages and Cultures. CHSS is home to the APA-accredited doctoral (PhD) in Clinical Psychology and 12 master’s programs.
ACADEMICS (CONT.)

The College of Science and Engineering Technology (COSET) offers a wide variety of programs, including 27 undergraduate degrees, 11 master’s degrees, and one PhD program. Degrees range from Animal Science and Biology to Construction Management and Physics. Three Pre-Engineering programs are offered as well as degrees leading to entry into professional degree programs in Medicine, Dentistry, Pharmacy, and Veterinary Science. The college is also home to the nationally recognized SHSU rodeo team.

The newest college, the College of Osteopathic Medicine, located in nearby Conroe, welcomed its inaugural class of medical students during Fall 2020. Designed to address a shortage of primary care doctors in the State of Texas, the college offers the Doctor of Osteopathic Medicine with an emphasis toward primary care, and rural and underserved practice.

SHSU Online offers over 60 degree programs and dozens of professional certificates and graduate certificates entirely online. These accredited programs are taught by the same faculty that teach on campus.

The Elliott T. Bowers Honors College enhances the university experience with intellectually stimulating academic, cultural, and social experiences, dedicated Honors housing and facilities, and faculty mentorship.

The Student Advising and Mentoring (SAM) Center provides centralized, integrated advising services for SHSU undergraduates. Advisors assist students with holistic, success-based academic advising and support to help with student achievement, retention, and degree completion.

ACCOLADES & ACCOMPLISHMENTS

- The newest U.S. News & World Report 2022 Best Colleges rankings highlight SHSU’s success in advancing social mobility. The university is listed at No. 1 in Texas and No. 24 (out of 391) nationally in the category of Top Performers on Social Mobility. According to the report, Top Performers on Social Mobility status is given to schools that put a focus on economically disadvantaged students.

- The 2021 Social Mobility Index ranked SHSU No. 3 in Texas and 58th nationally among 1,550 institutions.

- Nationally ranked among the top 100 colleges and universities for Hispanic students, according to the latest report from The Hispanic Outlook on Education Magazine.

- Awarded top ranking status for multiple degree programs by Intelligent.com. SHSU made it to the final list for 37 degree programs, including 20 programs ranking in the top 10 and earned the No. 1 ranking for its Project Management degree program.

- Ranked No. 1 in the new OnlineColleges.com study of the best online colleges in Texas for 2020-2021. Nationally, SHSU ranks 12th. This is the third consecutive year the University’s online degree program leads in the report.

- SHSU is the fourth safest university in Texas.

- In the Office of Research & Sponsored Programs 2016-2020 Impact Report, the University has received over $60 million in external research funding over the past five years. Compared to last year, the amount of externally awarded funding doubled, 84 proposals were awarded (up 25%), and 219 proposals were submitted (up 18%).
STUDENTS

Sam Houston’s 21,612 students (total fall 2021) are comprised of 18,288 undergraduates, 166 post-baccalaureate students, 2,586 master’s students, 387 students pursuing doctoral studies, and 185 medical students at the College of Osteopathic Medicine. Applications and enrollments for undergraduate programs have been strong, and in Fall 2021, SHSU welcomed over 5,300 first-time undergraduate students, with 45% being transfers. While 96% of students come from Texas, the University draws from 49 states and the District of Columbia and from more than 50 countries. More than 3,000 students live on campus in 14 different residence halls or apartments. SHSU’s 100% online student headcount in undergraduate and graduate programs increased to nearly 5,300 in 2021.

Across SHSU’s diverse and hardworking student body, 72% are full-time, 64% are female, 46% are Pell eligible, and approximately 50% come from underrepresented groups.

STUDENT LIFE

The campus has a robust student life program with more than 250 student clubs and organizations, including honor societies, religious and spiritual groups, and interest clubs ranging from business to politics, fitness, cultural, music, and community service. Sam Houston is also home to an active Greek Life, where more than 1,000 students participate in one of the 30 fraternities or sororities on campus.

In keeping with the institution’s motto, “The measure of a Life is its Service,” SHSU offers a variety of service opportunities for students, from the Welcome Week Service Project to Bearkat Service Break trips.

SPORTS & RECREATION

The Bearkats compete in 17 NCAA Division I sports in the Western Athletic Conference (WAC). SHSU moved from the Southland Conference to the WAC in 2021 and subsequently accepted an invitation to Conference USA for membership in fall 2023. The conference membership move requires a two-year NCAA Football Bowl Subdivision transition to be completed by fall 2024.

Women’s teams include basketball, bowling, cross country, golf, indoor and outdoor track & field, soccer, softball, tennis, and volleyball. Men’s teams include baseball, basketball, cross country, football, golf, and indoor and outdoor track & field.

The Bearkat football team was the NCAA Football Championship Subdivision (FCS) national champion in 2020, making SHSU the first Texas institution to hold that title since the tournament began in 1978.

For the third straight season, the Sam Houston men’s golfers are the champions of the Southland Conference. After guiding the Sam Houston Bearkats to the most successful season in program history, the Golf Coaches Association of America awarded Brandt Kieschnick with the Dave Williams Award for the top Division I coach in the country.

Sam Houston outfielder Colton Cowser became the highest draft pick in Bearkat history when he was selected with the fifth overall pick by the Baltimore Orioles in the opening round of the MLB Draft.

Students can participate in recreational sports through intramurals, outdoor recreational programming, fitness classes, or by joining one of more than 18 club sports, including women’s lacrosse, men’s volleyball, e-sports, soccer, wrestling, rugby, and even Quidditch.

The Recreational Sports Center is available to all students and offers a weight room, cardio area, 34-foot climbing and bouldering walls, a swimming pool, an indoor track, and basketball and volleyball courts. Additional facilities include the Johnson Coliseum – home to SHSU Volleyball as well as the SHSU Men’s and Women’s Basketball teams, the University Camp – located on 345 acres of land approximately 15 miles from Huntsville, the Raven Nest Golf Course – an 18-hole daily-fee course managed by the Sam Houston State PGA Golf Management program, as well as tennis courts, a turf field, sand volleyball courts, and more.
ADMINISTRATIVE STRUCTURE

Sam Houston State University is a member of the Texas State University System. The System is governed by a nine-member Board of Regents appointed by the governor. A non-voting student regent is also appointed annually to the board. The System is led by a board-appointed chancellor, and the president of Sam Houston State University reports directly to the Chancellor.

In addition to the Chief Financial Officer and Senior Vice President for Finance and Operations, the SHSU President's Cabinet includes the Provost and Senior Vice President for Academic Affairs, the Senior Vice President for Strategic Enrollment & Innovation, the Vice President for University Advancement, the Vice President for Student Affairs, the Chief Strategy Officer, the Director of Athletics, and the Deputy to the President. The President's Extended Cabinet also includes the Chief Diversity Officer, the Vice Provost for Academic Affairs, the Vice President for Enrollment Success, the Vice President for Information Technology, and the Vice President for Facilities Operations and Management.

Other leadership bodies include the Faculty Senate, Council of Academic Deans, Academic Policy Council, Academic Affairs Council, and Staff Senate.

To view an organizational chart, click here.

FINANCIAL RESOURCES

The annual operating budget of Sam Houston State University is $435 million, exclusive of restricted funds, with assets totaling over $1 billion as of the most recent year-end. Net tuition revenue was $180 million and state appropriations totaled about $70 million. The Composite Financial Index for the University has ranged from 2.13 to 4.15 in the most recent five years.

The endowment is currently valued at approximately $150 million. A four-year, comprehensive capital campaign was successfully completed August 31, 2020.

THE DIVISION OF FINANCE AND OPERATIONS

The Division of Finance and Operations offers a broad range of critical infrastructure and services in the support of the academic mission of Sam Houston State University, including Facilities Operations and Management, the Controller’s Office, Financial Planning and Budget, Procurement and Business Services, Human Resources, Payroll, Auxiliary Services, Compliance, and Public Safety Services.

Key services provided by the Division include:

- Human Resources
- Campus Store
- KatSafe Emergency Alert System and Preparedness Program
- Parking and Transportation
- Facilities Management
- Payroll Services
- Controller’s Office
- Financial Planning and Budget
- Procurement and Business Services
- Travel

An organizational chart for the Division can be found here. To view SHSU’s annual financial reports, click here.
The CFO ensures the fiduciary integrity of the University, its investments, and the SHSU Foundation. As a strategic leader serving as a member of the President’s Cabinet, reporting directly to the President, the CFO leads the Division of Finance and Operations and oversees Division leaders including the Controller, Vice President of Facilities, Associate or Assistant Vice Presidents or equivalent leaders in financial and operational areas. The CFO leads and maximizes the University’s operating and fiscal performance, while assisting the President and President’s Cabinet in providing expertise and leadership in the development and operation of the University.

**PRIMARY RESPONSIBILITIES**

The CFO:

- Ensures the fiduciary integrity of the University, its investments, and the SHSU Foundation.
- Leads the Division of Finance and Operations, and is responsible for planning, coordination, direction, and outcomes of fiscal, facilities, and human capital matters including oversight of Facilities Operations and Management, the Controller’s Office, Financial Planning and Budget, Procurement and Business Services, Human Resources, Payroll, Auxiliary Services, Compliance, and Public Safety Services.
- Supports the academic mission of SHSU by pursuing continuous improvement to deliver efficient and high-quality service to internal customers and external constituents.
- Plays a key role as a member of the President’s Cabinet in institutional planning and positioning, community partnerships, and in advancing SHSU’s presence in the region, state, and nation.
- Analyzes and makes decisions of a final nature for the institution limited only by law, System regulations, and University policies.
- Performs other duties as delegated by the President.

**QUALIFICATIONS**

Degree in a business or financially related field or a combination of education, experience, and training demonstrating the required knowledge and abilities to be successful in the role. Proven and substantive administrative experience with a record of proven accomplishments as an administrator at a senior educational institution or equivalent.

**OTHER SPECIFICATIONS**

This position requires a comprehensive knowledge and understanding of financial markets, general accounting principles, state and federal fiscal reporting requirements, the higher education environment and funding, university structure, institutional policies and procedures, and commitment to the University’s diversity, equity, and inclusion initiatives. The incumbent must possess and demonstrate leadership, professionalism, confidentiality, organization, prioritization, and the ability to create and maintain interpersonal connections, and garner respect and confidence of colleagues through listening, learning, and forging working relationships and synergies with internal and external constituencies. This position is designated as a Campus Security Authority (CSA).
HOW TO APPLY

The position is open until filled, but applications received by **Tuesday, July 5, 2022**, will be given full consideration. Applications should include: 1) a detailed letter of interest; 2) a current resume; and 3) a list of five professional references with contact information. References will not be contacted without explicit permission from the candidate. Inquiries, nominations, and applications may be sent in confidence to: **SHSUCFO@academicsearch.org**

Sam Houston State University is being assisted by Academic Search. Confidential discussions may be arranged by contacting Ann Hasselmo (**ann.hasselmo@academicsearch.org**) or Chris Butler (**chris.butler@academicsearch.org**).

Sam Houston State University is an Equal Opportunity/Affirmative Action Plan Employer and Smoke/Drug-Free Workplace. All qualified applicants will receive consideration for employment without regard to race, creed, ancestry, marital status, citizenship, color, religion, sex, national origin, age, veteran status, disability status, sexual orientation, or gender identity.
ABOUT ACADEMIC SEARCH

Academic Search is assisting Sam Houston State University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.