TEXAS A&M UNIVERSITY-SAN ANTONIO

SAME SPIRIT. NEW TRADITIONS.

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PROSPECTUS FOR
PROVOST AND VICE PRESIDENT
FOR ACADEMIC AFFAIRS
The Texas A&M University System has a statewide network of 11 universities, seven state agencies, two service units and a comprehensive health science center. A&M System members educate more than 140,000 students and reach another 22 million additional education contracts through service each year. With more than 24,000 faculty and staff, the A&M system has a physical presence in 250 of the state’s 254 counties and a programmatic presence in every one. In 2012, externally funded research expenditures exceeded $932 million to help drive the state’s economy.

The Texas A&M System was officially recognized in 1948. The original members were Texas A&M, Prairie View A&M University, Tarleton State University, Texas A&M Forest Service, Texas A&M Engineering Experiment Station, Texas A&M Engineering Extension Service, Texas A&M AgriLife Research and Texas A&M AgriLife Extension Service.

The A&M System is governed by a nine-member Board of Regents, who are appointed by the governor and confirmed by the Texas Senate for six-year terms. A non-voting student member was added in 2006. The A&M System chancellor oversees the day-to-day administration, and each of the A&M System’s 19 members has a president, CEO or director. Each university is independent; only Texas A&M at Galveston and Texas A&M at Qatar are branch campuses of the oldest and largest member of the System, Texas A&M.

The A&M System strives for the highest quality undergraduate, graduate, and professional educational programs, outreach and community enhancement services that meet the needs of individuals and organizations, and research and knowledge generation that meets our creative needs and provides the foundation for economic development in Texas.

Each of the 20 members of the A&M System has its own mission, history and goals. The oldest institution and founding member of the A&M System is Texas A&M University, established in 1876. Many of the member universities and agencies joined the A&M System decades after being established. Together, they strive to provide educational programs, outreach and community enhancement services as well as research that will improve the lives of people in Texas and beyond.

A&M System students receive about $253 million in scholarships and grants, annually.


The A&M System’s faculty include recipients of the Nobel Prize, National Medal of Science, Pulitzer Prize, World Food Prize and Wolf Prize, as well as members in the National Academy of Sciences and the National Academy of Engineering.
LETTER FROM THE PRESIDENT

Dr. Cynthia Teniente-Matson
President

It's a great time to be a Jaguar! South San Antonio is abuzz with excitement about our flourishing University, the only major metropolitan campus in the distinguished Texas A&M University System. Texas A&M University-San Antonio is on the cusp of an audacious endeavor, welcoming a new class of lower division students in fall 2016. This will establish the University as a comprehensive, innovative 4-year institution of higher learning. The University is now poised to become a National Model for Academic and Student Success that will change the landscape of San Antonio and the great state of Texas.

At A&M-SA, we are creating a Pathway to Prosperity for students in the San Antonio community and the region. Our three colleges (College of Arts & Sciences, College of Business and College of Education & Human Development) offer students 22 undergraduate degrees and 10 graduate degrees in a variety of in-demand fields with on-line and hyflex, hybrid course options. A&M-SA also offers courses in northeast San Antonio at A&M-SA North and at our Brooks City-Base Campus. The Main Campus continues to expand and we are set to break ground on a new Technology and Science building in the coming year.

A&M-SA celebrates excellence and creates life-changing opportunities by providing a quality education, affordable tuition, numerous scholarships and financial aid opportunities with 67% of our students receiving some form of scholarship or Pell grant. Our exceptional faculty and staff are committed to prepare and empower students to be innovative and contributing members of a global society.

A&M-SA also strives to provide the best resources to our military community students and their families. A&M-SA is proud to be designated as the only Purple Heart University in San Antonio, honoring veterans and recipients of the Purple Heart Medal.

I am truly committed to developing a college-going culture in South San Antonio. If our students want to be the head of the boardroom or the head of a classroom, A&M-San Antonio wants to be part of their educational journey.

We are here to serve students throughout Texas and the nation in their pursuit of discovery and lifelong learning. At A&M-San Antonio, we are agile and audacious in our thinking and the possibilities are boundless.
The College of Arts & Sciences is committed to the development of our students’ academic and professional skills, preparation for postbaccalaureate education, and continued critical thinking after graduation. The curriculum builds on the foundational knowledge required for all academic degree programs at the University, emphasizing communication skills, analytical reasoning, and independent thought. The College’s faculty excels in teaching, scholarship, and service. The faculty and the curriculum engage student learning in a culturally diverse environment, serving the needs of traditional and non-traditional students in South Texas. In pursuit of our mission, the School challenges our students to apply their intellectual curiosity and skills in order to improve their communities.

The College of Business prepares students for a successful career in business or can enhance job placement potential with a bachelor’s or master’s degree. The low student-to teacher ratio and experienced faculty provides for a more personal learning environment that is designed to help students succeed. Financial assistance and scholarship opportunities are available to students as well as seamless transfer plans prepared by the dedicated advisors. The Brooks City-Base Campus is located in southeast San Antonio and offers bachelor’s degrees in accounting, computer information systems, finance, management and marketing. Master of Business Administration (MBA) and Professional Accounting (MPA) are also available. Its evening and Saturday classes are designed to fit the schedule of working professionals at affordable tuition rates.

The College of Education and Human Development has exceptional teacher preparation programs for certification in EC-6 bilingual, ESL endorsement, 4-8 generalist, 4-8 content, 8-12 content, EC-12 special education, EC-12 kinesiology, as well as programs in exercise science and pre-physical therapy. We also have outstanding graduate programs in training teachers, principals, superintendents, school and mental health counselors, as well as a graduate programs in kinesiology. The University’s “Models of Success Initiative” has served as the basis for piloting the “Ready from Day One,” “Ready from Day One-Flex” and the “School Leadership Consortium,” which infuse best practices in the training of educators through the combination of dynamic university-based instruction, field-based residencies as well as the provision of mentorship from district selected best practicing teachers/administrators.
THE UNIVERSITY LIBRARY

The University Library at Texas A&M University-San Antonio is an integral part of the University’s mission to prepare and empower students through a solid foundation for success as the primary learning support service for students on campus. The Library is actively engaged in the teaching, research and public service activities of A&M-SA. The University Library provides research assistance and instruction, curriculum support, access to a wide variety of information resources and facilities that foster independent study and collaborative engagement.

A&M-SA STUDENT SNAPSHOT
FALL 2015 ENROLLMENT

- 4,564 students
- 67% Hispanic
- 57% first generation
- 64% female

A&M-SA BY THE NUMBERS

- 7,495 degrees awarded
- 95% enrollment growth since 2009
- 15% military & veteran students

Faculty Profile

- 104 full-time
- 98 part-time
- 22% Hispanic
- 74% non-Hispanic
- 55% female
- 45% male
- 19% tenure
- 20% tenure track
- 61% non-tenure
ABOUT THE UNIVERSITY

DOWNWARD EXPANSION
A&M-San Antonio, as a young institution, will become a National Model of Student and Academic Success utilizing deliberate, intentional processes to improve student learning. With the rapid approach of Texas A&M University-San Antonio becoming a comprehensive four-year university, accepting first- and second-year students and offering lower level courses.

UNIVERSITY
- Established as stand-alone University: 2009
- FY15 opening budget: $46,653,514
- FY16 opening budget: $54,421,472
- FY16 Academic Affairs budget: $21,327,448
- Mascot: General the Jaguar
- Colors: Black, silver and "Madla" maroon
- Fall 2015 semester credit hours: 40,548

MILITARY
- Home of the Patriots’ Casa
- Only University in San Antonio designated as a Purple Heart University

PROGRAMS
- Offering 22 undergraduate programs and 10 graduate programs

ACCREDITATION
- Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)

EXPANDING HORIZONS
An integral part of the Texas A&M University-San Antonio experience is academic growth. Located on the South Side of the city, A&M-San Antonio is committed to serving the needs of the region by preparing qualified professionals to assume positions of responsibility and leadership in a global society.

PATHWAY TO PROSPERITY
Along with our seamless transfer plans and knowledgeable advisors, A&M-SA guides students through their program and assist them on the road to graduation! Compare our annual tuition rates with other Texas public universities, and the result is that A&M-SA has them beat. Financial aid and numerous scholarship opportunities guarantee that A&M-SA offers a quality education for any budget!

MORE THAN A UNIVERSITY—WE’RE A JAGUAR FAMILY
In joining the fastest growing university in Texas, you will be a part of creating new traditions and strengthening the Jaguar community. Numerous student organizations give students the opportunity to enrich their college experience with extracurricular activities and social events.
Texas A&M University-San Antonio is located just seventeen miles from the heart of the seventh largest city in America and the second largest in Texas. The city of San Antonio offers a unique blend of metropolitan energy and small town charm. San Antonio is home to five Fortune 500 companies and the San Antonio International Airport.

San Antonio is renowned for its culture blending southern charm with international flair; big-city opportunities and excitement with small-town familiarity. You will find influences of the city’s Spanish founding, its Mexican American upbringing, its Texas pride and its German influences.

A&M-SA employees enjoy entertainment and cultural offerings including the San Antonio Symphony. The San Antonio region offers easy access to a variety of attractions and activities for all ages. Residents can enjoy city-wide shopping, dining and entertainment.

Residents of San Antonio enjoy a multitude of area attraction such as:

- The Alamo
- San Antonio Riverwalk
- Sea World San Antonio
- Six Flags Fiesta Texas McNay
- Art Museum
- Witte Museum
- La Villita Historic Arts Village
- Majestic Theatre
- Market Square (El Mercado)
- San Antonio Zoo

San Antonio is also home for professional sports teams:

- San Antonio Spurs, NBA
- San Antonio Stars, WNBA
- San Antonio Rampage, AHL
- San Antonio Scorpions, NASL
- San Antonio Stock Show & Rodeo, PRCA
- San Antonio Missions, Double-A, MLB

Information courtesy of San Antonio Chamber of Commerce. More information can be found at www.sachamber.org
ABOUT THE POSITION

Reporting to the President, the Provost and Vice President for Academic Affairs is the chief academic officer for the university. The Provost is a strategic academic leader with expertise in teaching, scholarship, research and administrative duties with a deep understanding of a comprehensive regional university. S/He provides leadership and direction of all academic units and programs through the academic plan and is responsible for assuring continued expansion of academic programs and promoting student academic success. The position has overall responsibility for managing an E&G budget of around $21 million dollars.

The Provost serves on the President’s Cabinet and collaborates with the President and other cabinet members to develop, implement and assess comprehensive and innovative academic programs and academic support services aligned with the institution’s mission, vision, values and strategic plan.

The Provost role is a highly visible position contributing to the overall leadership of the University. S/he will be a strong advocate for the University and represent the campus at the A&M-System Board of Regents (BOR) and A&M-academic system meetings. The Provost is engaged with the entire University, interacting with all departments at all levels and inspiring innovation and vision. Directly reporting to the Provost are:

- Three Deans
- Associate Vice President for Academic Affairs
- Assistant Vice president for Academic Affairs
- Two part-time faculty appointments: Director of International Education and Director of Graduate Studies.
- University Librarian

RESPONSIBILITIES OF THE PROVOST AND VP FOR ACADEMIC AFFAIRS

- Leads the academic plan that guides academic affairs through a comprehensive downward expansion and continued academic growth for all students, faculty and staff. The provost advocate for the creation and maintenance of an academic environment focused on quality and student success and leads the alignment with the campus strategic plan and overall growth initiatives. S/he facilitates the advancement of the University’s academic programs by establishing systems that encourage and reinforce the goals and priorities of the University.

- Oversees all aspects of academic programming, research and programs through the deans of the various colleges, locations and modalities serving traditional and continuing adult students at the Main Campus, Brooks City-Base and A&M-SA North.

- Responsible for ensuring curriculum development, program review and assessment; development and implementation of educational policies; accreditation management; academic affairs planning and monitoring of budgets; hiring of new faculty and staff; and supervision of deans, faculty and academic support personnel.
• Responsible for leading a **National Model for Student and Academic Success** as a core component of the comprehensive four-year expansion. Leads innovative approaches to enhance retention, time to degree, Gardner’s Foundations of Excellence, and other academic support initiatives such as learning communities and experiential learning to enhance student and faculty engagement and student academic access.

• Focus efforts on becoming a four-year university to include continuing the strong partnership and collaboration with the **Alamo Colleges, the Early College High Schools/Academies and all the university’s feeder schools.**

• Inspires, leads and creates institutional academic support expansion for: The University Library, Center for Teaching and Learning, Academic Technology initiatives, Institutional Research and Assessment, Applied Research and International programs.

• Contributes to the long-term vitality and culture of faculty excellence throughout the University through intentional professional development strategies for personal growth and professional development.

• **Collaborates with the Faculty Senate** for the overall exchange of ideas, shared governance and involvement in collective decision-making.

• Through outwardly visible leadership builds and guides an inclusive environment that fosters a commitment to diversity, equity and inclusive excellence throughout the University for students, faculty and staff.

• Oversees all requirements of the Board of Regents and the Texas Coordinating Board and ensures compliance. Oversees relevant system policies, regulations, rules and procedures as well as state and federal laws to ensure compliance. Involves the Academic Affairs leadership in establishing academic and student conduct standards and procedures.

• Represents the University to external constituents and maintains active involvement at events, meetings and conferences as needed.

**QUALIFICATIONS INCLUDE:**
• Earned doctorate from a regionally accredited institution. Ability to be appointed to a tenured professor in one of the A&M-SA Colleges.

• Five to seven years of academic administrative experience in progressively responsible positions, preferably at the dean or associate VP level or higher.

• Experience with various higher education accreditation and/or higher education coordinating bodies.

• Experience leading visionary academic program development that integrates contemporary needs for workforce demands, alignment with community colleges and/or alignment with early college high school or dual-credit programs.

• Experience leading the development of new modalities including on-line education, dual-enrollment programs and/or international education.

• Experience leading research development, academic centers and institutes and graduate programs.

• Experience developing poly-technical and/or STEM focused program expansion.

• Experience developing or implementing AAC&U high-impact practices.

• Demonstrated integrity with excellent interpersonal and communication skills.
TERMS OF APPOINTMENT

The new Provost and Vice President for Academic Affairs should be prepared to begin July 1, 2016.

APPLICATION PROCESS

The search is being assisted by AGB Search, Inc.

For a confidential discussion of this position prior to applying or nominating, contact Dr. Robert W. Lawless at rwl@agbsearch.com; (806) 799-1329 or (918)284-1395. The position will remain open until filled but only applications received by 4 p.m. Central Time, April 6, 2016, can be assured full consideration.

Application materials should consist of a curriculum vitae or resume, a substantive cover letter addressing qualifications listed above and a list of three references with phone and email contact information, who will not be contacted without the explicit permission of the candidate. Applications and nominations should be submitted electronically to:

TAMUSAProvost@agbsearch.com

Interested individuals are encouraged to visit the web site for Texas A&M University-San Antonio at www.tamusa.edu. A position profile for the Provost may be accessed at www.agbsearch.com under “Current Searches.”
MISSION STATEMENT
Texas A&M University-San Antonio faculty and staff prepare and empower students through innovative and challenging academic and co-curricular programs that contribute to and enrich the economic and social development of the community and region. A solid foundation for success is established through dynamic teaching, scholarship, research and public service that inspire graduates to lifelong learning and responsible global citizenship.

VISION STATEMENT
Texas A&M University-San Antonio will become the second-largest comprehensive university in the Texas A&M University System by the year 2025. The University will gain renown for its well-versed graduates, highly sought-after experts in their chosen fields of study who develop and enrich the communities they serve.

A&M-SA ANNUAL SECURITY AND FIRE SAFETY
Texas A&M University-San Antonio's Campus Security Police and Campus Crime and Fire Statistics Report is published annually on October 1 and includes statistics for the previous three years concerning reported crimes that occurred on-campus and the campus fire log; in certain off-campus buildings or property owned or controlled by Texas A&M University-San Antonio; and on public property within, or immediately adjacent to and accessible from, the campus. The report also includes institutional policies concerning campus security, fire safety, sexual assault and other matters. The report for 2015 (includes years 2012, 2013 and 2014) is available at www.tamusa.edu or a copy may be obtained by contacting Officer Karen Tucker-Engel, A&M-SA Police Department, Frank L. Madla Building, Suite 120, One University Way, San Antonio, TX 78224.

EQUAL OPPORTUNITY EMPLOYER
Texas A&M University-San Antonio is an equal opportunity/affirmative action employer committed to provide equal employment opportunity to all persons regardless of race, color, sex, religion, national origin, age, disability, genetic information or veteran status.