



## Huston-Tillotson University President and CEO

The Board of Trustees and its Presidential Search Committee invite nominations for and expressions of interest in Huston-Tillotson University's sixth presidency. The search is launched in response to President Larry L. Earvin's decision to retire on June 30, 2015, after 15 years of extraordinary leadership and service.

### ABOUT HUSTON-TILLOTSON UNIVERSITY

Huston-Tillotson University (HT) is a private, historically black institution located in Austin, Texas, and is affiliated with The United Methodist Church, the United Church of Christ, and the United Negro College Fund. Huston-Tillotson University's mission is to provide opportunities to a diverse population for academic achievement with an emphasis on academic excellence, spiritual and ethical development, civic engagement, and leadership in a nurturing environment. Huston-Tillotson prepares students to thrive in an increasingly diverse society, while fostering integrity and spiritual development.

With roots dating back to 1875, HT has the proud distinction of being Austin's first institution of higher education. Chartered in 1952 by the State of Texas, HT represents the merger of Tillotson College, founded in 1875, and Samuel Huston College, founded in 1876. The new institution united the missionary zeal and historic commitments to the education of the "Freedmen," the descendants of slavery, of the Congregationalists (now known as the United Church of Christ) and the Methodist Episcopal Church (now known as The United Methodist Church), under the motto, "In Union, Strength." HT achieved university status in 2005, and remains a private, church-based institution. A multi-cultural, multi-ethnic, and multi-faith institution, Huston-Tillotson University welcomes students of all ages, races, and religions.

## **Academic Programs**

Huston-Tillotson University is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award baccalaureate degrees. (Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Huston-Tillotson University.) HT awards Bachelor of Arts and Bachelor of Science degrees through the College of Arts & Sciences and the School of Business & Technology. Degrees are offered in 20 areas of study, including business administration, communication, computer science, criminal justice, and education. In addition, minors are offered in African American studies, environmental studies, pre-engineering, pre-law, professional writing, and religious studies. The University also offers an adult degree program for working adults and, beginning in January 2015, will offer its first Master's degree program in Educational Leadership, including a principal certification program.

## **Faculty**

HT is known for its exceptionally strong faculty, which is dedicated to the University's mission of intellectually challenging well prepared students while offering the less prepared an opportunity to reach their full potential. There are 49 full-time and 38 part-time faculty members. The faculty is diverse, with a 49:51 male-female ratio and comprised of 44.7% African American, 12.8% Hispanic and 38.3% White. Seventy-two percent of full-time faculty hold terminal degrees in their teaching fields. The student-faculty ratio is 15:1.

## **Students**

HT is home to 1,031 students, half of whom are first generation college students. One of the many strengths of the Huston-Tillotson student body is its diversity. African Americans comprise 70% of the student body, while 19% of students are Hispanic, 5% are White, and 6% are international or not reported. While the majority of the student body (90%) hails from the state of Texas, 21 other U.S. states are represented, as are 18 countries. Ninety-five percent of students receive some form of financial aid.

Outside of their academic endeavors, students are encouraged to participate in co-curricular activities to further enhance their overall collegiate experience. A host of learning opportunities exist within the residence halls, national fraternities and sororities, performing arts, publications, and intramurals.

Huston-Tillotson athletics has a rich history of tradition and excellence. Currently, HT competes in the National Association of Intercollegiate Athletics (NAIA), Red River Athletic Conference (RRAC) and offers men's basketball, baseball, cross country, soccer, track and field; and women's basketball, soccer, softball, track and field, and volleyball.

## **Campus Life**

The 19-acre, tree-lined HT campus is located in the Bluebonnet Hill neighborhood of East Austin. The campus boasts beautiful historic buildings, such as the 101-year old Anthony and Louise Viaer-Alumni Hall, listed in the National Register of Historic Places and designated as a Texas Historical Site. In recent years, HT has completed a \$2.3 million renovation of the 16,000 square-foot Downs-Jones Library, retrofitted and upgraded the

Dickey-Lawless Science building, and opened a new Communications Center. During the summer of 2014, both residence halls, Allen-Frazier and Beard-Burrowes, were renovated at a cost of \$4.5 million.

In June, 2014, HT received a \$3 million gift—the largest in the history of the University—for the Sandra Joy Anderson Community Health and Wellness Center. Construction of this phase will begin in early 2015, and subsequent phases will include a gymnasium and classrooms, as well as dedicated space for health-service learning. The new Center will allow students to study holistic approaches to healthcare, specifically in the areas of recreation, evaluation, education, and human performance. The three-pronged approach of patient care, research, and community interventions will significantly improve the quality of care for communities of color in East Austin.

In addition to the main campus, the University owns 6 acres of property adjacent to the campus for future expansion and development. The Board has approved a public-private partnership to meet new strategic needs for the University and to create a revenue stream through long-term opportunities to monetize the vacant land. HT also maintains a biological field station south of the city used by faculty and students for environmental research.

In the past five years, HT has enhanced its Science, Technology, Engineering, and Mathematics (“STEM”) offerings by developing new Environmental Studies courses, renovating the Dickey-Lawless Science Building, retrofitting and upgrading the laboratories, incorporating energy efficient lighting with sensors, and installing new heating and air conditioning units throughout the campus to support carbon footprint reduction and sustainability efforts.

Huston-Tillotson has taken efforts to reduce campus waste by more than 80%, and in 2008 received an award from the National Wildlife Federation for its sustainability efforts and commitment to creating a campus community that prioritizes recycling, energy conservation, and waste reduction. HT is also home to the innovative Dumpster Project, a program that explores the potential for minimalistic, sustainable living by transforming a 33-square foot dumpster into a fully functioning home ([www.dumpsterproject.org](http://www.dumpsterproject.org)).

In 2011, HT led its peers as the first institution of higher education in Central Texas and the first historically black institution in the state to prohibit the use of tobacco on campus.

### **Location**

Known as the “live music capital of the world,” Austin, the state capital of Texas, offers a wealth of entertainment and cultural attractions, including world-class museums, live performances, festivals and sporting events. Austin boasts a professional symphony, ballet, opera and theater, and dozens of galleries showcasing local, regional and international artists.

Austin's climate offers year-round opportunities to enjoy the outdoors, and with over 18,900 acres of city parks and miles of cycling and running trails, opportunities for outdoor activities are numerous. Lake Travis, the largest lake in the region covering over 18,600

acres, is a popular location for water skiing, sailing, fishing and swimming.

For additional information about Austin, please visit:

- Austin Convention and Visitors Bureau: <http://www.austintexas.org>
- Austin Chamber of Commerce: <http://www.austinchamber.com>
- Greater Austin Black Chamber of Commerce: <http://austinbcc.org>

## LEADERSHIP PRIORITIES

Huston-Tillotson University is a not-for-profit corporation. The President reports to the Board of Trustees and serves as chief executive officer of the corporation. The operating budget of the University is \$21.9 million and the endowment is \$10 million. HT has 92 staff (81 full-time and 11 part-time) and 87 faculty (49 full-time and 38 part-time). Total student enrollment for the 2014-2015 academic year is 1,031.

### Strengths

The new President of Huston-Tillotson University will find an institution of exceptional strengths.

- Administration, faculty and staff are committed to the HBCU mission of the institution, and there is a strong student-focus on the campus.
- The campus is well maintained and beautifully landscaped, with historic buildings and a view of the Austin skyline. In recent years, major renovations have been made on many campus structures, including the Anthony and Louise Viera-Alumni Hall, the Evans Industrial Building, the Downs-Jones Library, the Dickey-Lawless Science building, both residence halls, and the Campanile. In 2015, construction will begin on the new, state-of-the-art Sandra Joy Anderson Community Health and Wellness Center.
- Austin is a vibrant, culturally rich location. In addition to offering a great quality of life, the growing high tech and healthcare industries offer opportunities for student jobs and internships, for academic program development, and for fundraising.
- The University is stable and poised for growth. Enrollment has increased from 596 in 2000 to more than 1,000 today. The institution is financially sound, and there has been solid growth in academic programs, including the new Adult Degree Program and the Master's in Educational Leadership program with a principal certification. HT has a strong, passionate and engaged faculty, committed and hard-working staff and administrators, and a diverse and motivated student body, and is well positioned to become a premier HBCU.
- The Sandra Joy Anderson Community Health and Wellness Center, one of five key initiatives approved by the Board of Trustees, will serve the healthcare needs of the

campus and surrounding community, and offers the potential for academic program growth and collaboration in allied health with Austin's growing healthcare industry and the University of Texas at Austin's new Dell Medical School.

- The Board of Trustees is diverse, supportive, engaged, and has many years of business experience.
- Huston-Tillotson has a supportive and passionate base of alumni who care about the institution, and would welcome greater opportunity to enhance fundraising and student recruitment efforts and to help raise the visibility of the institution.
- A 10-year vision and strategic planning process has been underway since February 2014, a 10-year master planning process has been initiated, and the institution is in the early stages of planning its first comprehensive campaign.
- HT's small size and caring faculty provide a supportive environment and family feel for students.

### **Challenges and Opportunities**

While financially stable, Huston-Tillotson is heavily dependent on tuition. Fundraising will be a major priority of the new President, as will developing alternative revenue streams. Because of limited resources, current leaders are assuming multiple roles, providing the new President with the opportunity to fill key leadership positions.

The new President will have the opportunity to work with the campus community to help identify HT's strengths and what makes it unique among the academic institutions in the city of Austin, as well as regionally and nationally. This process was begun during the information gathering stage of the strategic planning process, which was recently completed and included input from the entire campus community.

### **DESIRED ATTRIBUTES FOR THE NEW PRESIDENT**

The next President will have significant and successful leadership experience and must be committed to the HT mission and to the transformational nature of education. The search committee welcomes expressions of interest from candidates from traditional academic settings as well as those outside the academy, but specific attributes continue to be important. The Huston-Tillotson University President will be:

- A moral and ethical leader with an understanding of leadership in a setting that is inclusive and grounded in a historic mission based upon a Christian foundation.
- A proven fundraiser and financial manager, able to stimulate a more robust culture of philanthropy at HT and to generate increased contributions, to identify and capitalize on alternative revenue streams, and to manage resources effectively.

- An innovative and strategic thinker and planner, who will identify existing strengths, nurture creative priorities, build consensus around future objectives, and implement appropriate change.
- A visible presence in the city of Austin, able to establish collaborative relationships with businesses, government, and other academic institutions, and to raise the profile of Huston-Tillotson University locally, regionally, and nationally.
- A strong administrator, effective communicator and inspirational leader who values, motivates, and develops talent, and is able to delegate and empower while establishing accountability for performance.
- A person who understands the emerging higher education environment and how to position Huston-Tillotson to thrive within it.
- A student-focused leader who participates in the life of the campus community, and who enjoys the opportunity to engage with students, faculty, staff, alumni and parents.
- A collegial and collaborative leader with a professional presence, energy, enthusiasm, integrity, humility and a sense of humor.

## NOMINATIONS, APPLICATIONS AND INQUIRIES

To assure full consideration, applications should be received by **January 5, 2015**, and include a letter of interest, curriculum vitae, and five professional references with e-mail addresses and telephone numbers. References will not be contacted without prior authorization from the applicant. Applications should be sent electronically (MS Word or PDF format) to [HTpresident@agbsearch.com](mailto:HTpresident@agbsearch.com).

The search is being assisted by John W. Garland, Consultant, AGB Search, [jwg@agbsearch.com](mailto:jwg@agbsearch.com), (937) 416-5819, and Laird Desmond, Consultant, AGB Search, [laird.desmond@agbsearch.com](mailto:laird.desmond@agbsearch.com), (253) 566-6830.

Additional information may be obtained by visiting the HT presidential search website: <http://htu.edu/offices/office-of-the-president/governance/presidential-search>.

*Huston-Tillotson University is an affirmative action/equal opportunity employer*

