



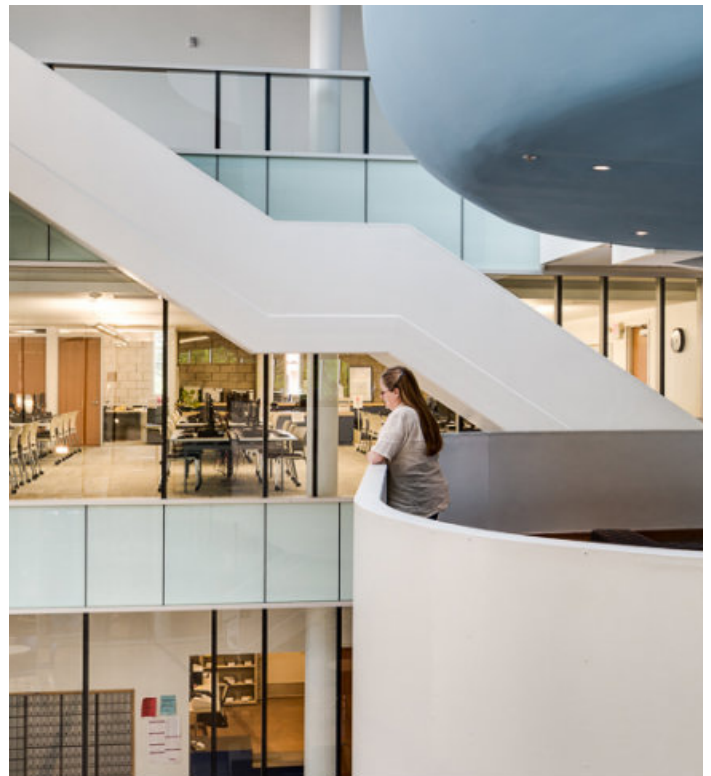
# R.H. PERRY & ASSOCIATES

SEARCH COUNSEL TO HIGHER EDUCATION

## EXECUTIVE SEARCH PROFILE



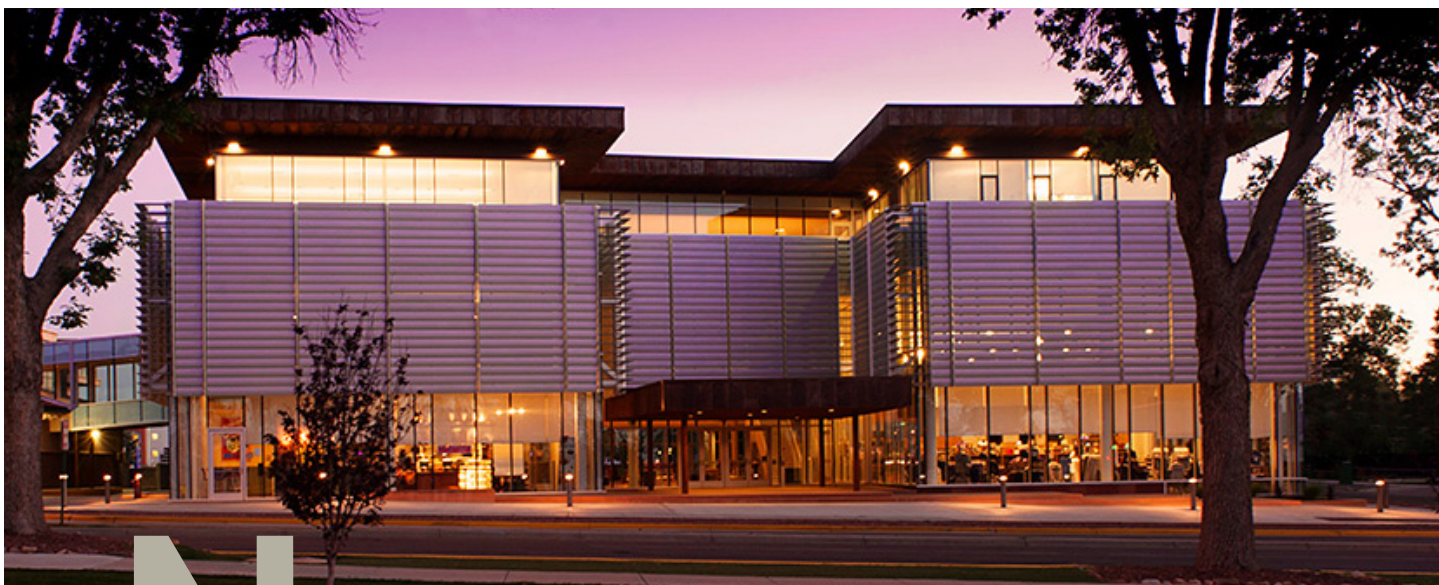
NEW MEXICO  
**HIGHLANDS**  
UNIVERSITY®



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# PRESIDENT

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ew Mexico Highlands University invites nominations and applications for an outstanding and innovative academic leader for President of the University.

## THE UNIVERSITY

A center for affordable excellence and a Hispanic Serving Institution, New Mexico Highlands University (NMHU) is an open admissions and master's level university serving more than 70% Hispanic, Native American, and African American students with nearly 40% studying at the master's degree level. Serving approximately 2,400 undergraduate and graduate students at the main campus, the university is committed to student success and improving retention and graduation rates.

In 1997-1998, NMHU established its first extended learning center in Rio Rancho, which began offering upper division undergraduate and graduate courses in business, accounting, education, and social work. Since that time, the University has expanded its curriculum offerings and created other branch campuses in Albuquerque, Santa Fe, Farmington, and Roswell with a total enrollment at the branch campuses of 1,300 students. NMHU enrolls students from 42 states, 19 tribes, and 35 foreign countries. The University is currently in the process of reviewing and updating its 2009 Five Year Strategic Plan to identify strategic planning priorities for the year 2020.

### Vision, Mission and Core Values

**Vision:** The vision of New Mexico Highlands University will provide an inspiring multicultural learning environment that promotes excellence, empowerment, transformation, and global understanding.

**Mission:** The mission of New Mexico Highlands is "Education through teaching, research, and service." The primary mission is to advance student knowledge and promote student success. In order to achieve this, all members of the university community will endeavor to promote a respectful and stimulating living and learning environment. To succeed in meeting and, more importantly, maintaining these goals, we will develop effective and efficient academic and administrative processes, systems, and structures that support continuous improvement.





## **Vision, Mission and Core Values (continued)**

**Core values:** Advancement of knowledge, student success, a diversity of ideas, accessible education, community, individual well-being, sustainable practices, and multiculturalism.

New Mexico Highlands University was first established as a Normal School in 1893, with prominent archaeologist Edgar Lee Hewett as its first president. The institution became New Mexico Highlands Normal University in 1902 and then expanded to New Mexico Highlands University in 1941.

## **Location**

Las Vegas, New Mexico sits at the confluence of the Great Plains and the southern Rockies at an elevation of 6,400 feet and is a rural community rich in history and cultural diversity. The city of Las Vegas is the county seat of San Miguel County, New Mexico. Established in 1835 by a group of settlers receiving a land grant from the Mexican government, it soon prospered as a stop on the Santa Fe Trail and during the Mexican-American War was the site of General Stephen Kearny's address claiming New Mexico for the United States in 1847. In 1880, a railroad was established one mile from the original Old Town Plaza, creating a separate, rival New Town.

Although the two towns have been combined, separate school districts have been maintained to this day. During the railroad era Las Vegas boomed, and became one of the largest cities in the American Southwest. By the turn of the century it featured all the modern amenities, including an electric street railway, the Duncan Opera House, and Carnegie Library. The Carnegie Library, with its Neo-Classical Revival architecture resembles Thomas Jefferson's Monticello, and occupies an entire city block, bordered by Victorian style homes and buildings. The City of Las Vegas Museum & Rough Riders Memorial was dedicated in 1940 and was first established by Theodore Roosevelt's Rough Riders regiment who named Las Vegas their official reunion home, holding their first reunion in 1899.

As early as 1913, Las Vegas and the surrounding area became a favorite film location including numerous western films starring Tom Mix and through the years has been the site for such noted movies as "Easy Rider", "Speechless", "All the Pretty Horses", "The Astronaut Farmer", "Red Sky at Morning", "No Country for Old Men", and recently, the TV series "Longmire".

Today, Las Vegas maintains its historical flavor with a central plaza and over 900 historical structures listed on the National Register of Historic Places. A town of approximately 15,000 people with 83% Hispanic, Las Vegas is the home of New Mexico Highlands University, Luna Community College and the United World College in Montezuma, New Mexico, a two-year international high school. Las Vegas is approximately a one hour drive east of Santa Fe and two hours from Albuquerque accessed by Interstate 25, with additional transportation services of Amtrak and a municipal airport. The 2011 Las Vegas Master Plan calls for continued economic growth through increased development of small businesses, recreation, tourism, and the film industry.





## Governance

New Mexico Highlands is one of six original institutions dedicated to higher education for the State of New Mexico. NMHU is governed by a Board of Regents comprised of five members appointed by the Governor of New Mexico, and includes one student member. Leveo V. Sanchez, a New Mexico native and graduate of NMHU, serves as its chair. Dr. James Fries is the 17th president of NMHU and has served in that capacity since 2007. He has worked with several national and local non-profit, educational and community organizations, and has been dedicated to the expansion of NMHU's educational, cultural and economic leadership as a regional university with a national and international impact. Dr. Fries' focused leadership has provided needed stability on campus during his tenure and he oversaw significant construction and renovation of campus facilities and buildings.

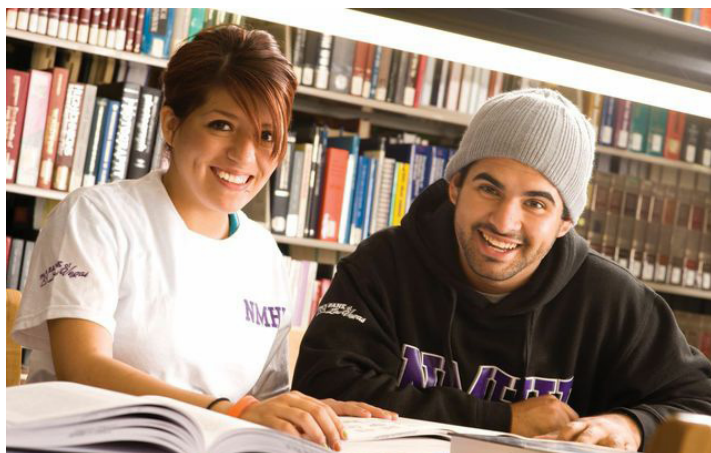
Governor Susana Martinez's Fiscal Year 2016 Executive Budget Recommendation calls for an increase of \$6.1 million in instruction and general category in the budgets of New Mexico's current twenty-eight higher education institutions. The funding is distributed through a formula that rewards institutions based on their performance in producing state-desired outcomes. There is also a recommendation to provide \$1 million for a Social Worker Loan Repayment program for students attending New Mexico institutions in order to increase the supply of social workers in the state.

## Facilities

The main campus of NMHU is located on an 85-acre campus with 44 buildings and an additional 165-acre golf course. 10 residential buildings with a capacity of approximately 700 students also include accommodations for students with families. In 2012, NMHU was the only university in the state to be honored for sustainable building practices by *Pgy "Ogzkeq Dmkpguu"Y ggmf0*. A new 67,000 square-foot student union building, opened in Spring of 2013, is certified as LEED Gold. This building includes dining facilities, a ballroom, flexible theater space, the campus bookstore, post office, computer lab, classrooms, conference space, game room, and a convenience store. This new facility is the home to university offices for Campus Life, Housing, International Education Center, Native American Student Services, the Center for Advocacy Resources Education and Support, and student government. It is seen not only as the heart of the campus but the bridge between Highlands and the Las Vegas community.

Other LEED Gold awards have been received for the remodeling projects for the Felix Martinez Building, Lora Shields Building, and the Natatorium. In 2010, the Highlands Viles & Crimmin Residence Hall was the first university dormitory in the state to earn the LEED Silver certification. The Adele Ifeld Auditorium, which is listed on the National Register of Historic Places, was renovated in 1996. This hundred-year old sandstone landmark has borne the test of time. Closed for more than a year for renovations, the 727-seat auditorium reopened in 1996 and is the only major theatre in northeastern New Mexico and a premier contemporary performance arts center.





## Academics

The University is accredited by the Higher Learning Commission of the North Central Association of Colleges and Universities. The institution received a 10-year accreditation in 2009 and is scheduled for its interim visit in the Fall of 2015. It also holds specialty accreditations by NCATE, ACBSP, CSWE, and the School of Social and Behavioral Sciences is accredited by the Master's Psychology and Counseling Accreditation Council.

The University is composed of the College of Arts and Sciences; School of Business, Media and Technology; School of Education; and, the School of Social Work. The College of Arts and Sciences delivers the majority of the university's core courses with 21 BA and 10 BS degrees including graduate programs in applied chemistry, computer science, English, human performance and sport, geology, media arts and computer science, natural science, psychology, public affairs, software development and design, and southwest studies. It provides the only undergraduate accredited forestry major in the state and a BSN offered totally on line. It is also noted for its focus on STEM disciplines and success in advancing students toward doctoral studies.

The School of Education offers BAs in Early Childhood Multicultural Education, Elementary Education, Special Education, and a dual BA in Elementary/Special Education with a variety of minors such as Early Childhood Education, Bilingual Education/TESOL, ESL, Secondary Education, and General Sciences for Elementary School Teachers. Its graduate offerings include a MA in Education with concentration in guidance and counseling, curriculum and instruction, educational leadership, and special education.

The School of Business, Media, and Technology offers a BBA with concentrations in accounting, finance, management, marketing, media marketing, oil and gas management, and general business with a MBA including a dual master's degree in Business and Social Work with Certificates in accounting, finance, human resources management, and media marketing. The MBA degree and concentrations are also offered completely online.

The School of Social Work is the oldest school of social work in New Mexico, dating back to 1974 and is also the oldest school accredited by the Council of Social Work in the Southwest. It offers both the BSW and MSW degree programs on the main campus and some of these programs at the branch campuses.

NMHU offers numerous online courses through its Desire2Learn learning management tool, which is used to host all internet-only classes, to provide course materials for ITV classes, and to enhance traditional classes both on and off campus locations. The University also provides a Dual Credit Program allowing high school juniors and seniors to enroll in college courses prior to high school graduation.



## Student Life and Athletics

At Highlands, students can enjoy a variety of clubs and social activities ranging from social, educational, religious, professional, performing arts, ethnic, environmental, exercise and sports, fraternity and sorority, honorary, and community service and civic engagement.

NMHU is a Division II institution and is a member of the Rocky Mountain Athletic Conference, supporting five men's sports in basketball, baseball, football, cross-country, and wrestling; and six women's sports in basketball, softball, volleyball, cross-country, track and field, and soccer. The John A. Wilson Complex is the home of the Cowgirl Volleyball, and Cowboy and Cowgirl Basketball teams with a seating capacity of 4,250, and houses the student wellness center and recreational activity areas. Approximately one in four undergraduates at the main campus is a student athlete.



## THE POSITION

The President serves as chief executive officer of the University and reports to the Board of Regents. The President is expected to effectively execute the University's Strategic Plan; commit to the excellence in teaching, research, and public service; communicate the University's mission and goals to a broad constituency; and to raise the revenue required for the successful execution of the University's Strategic Plan.

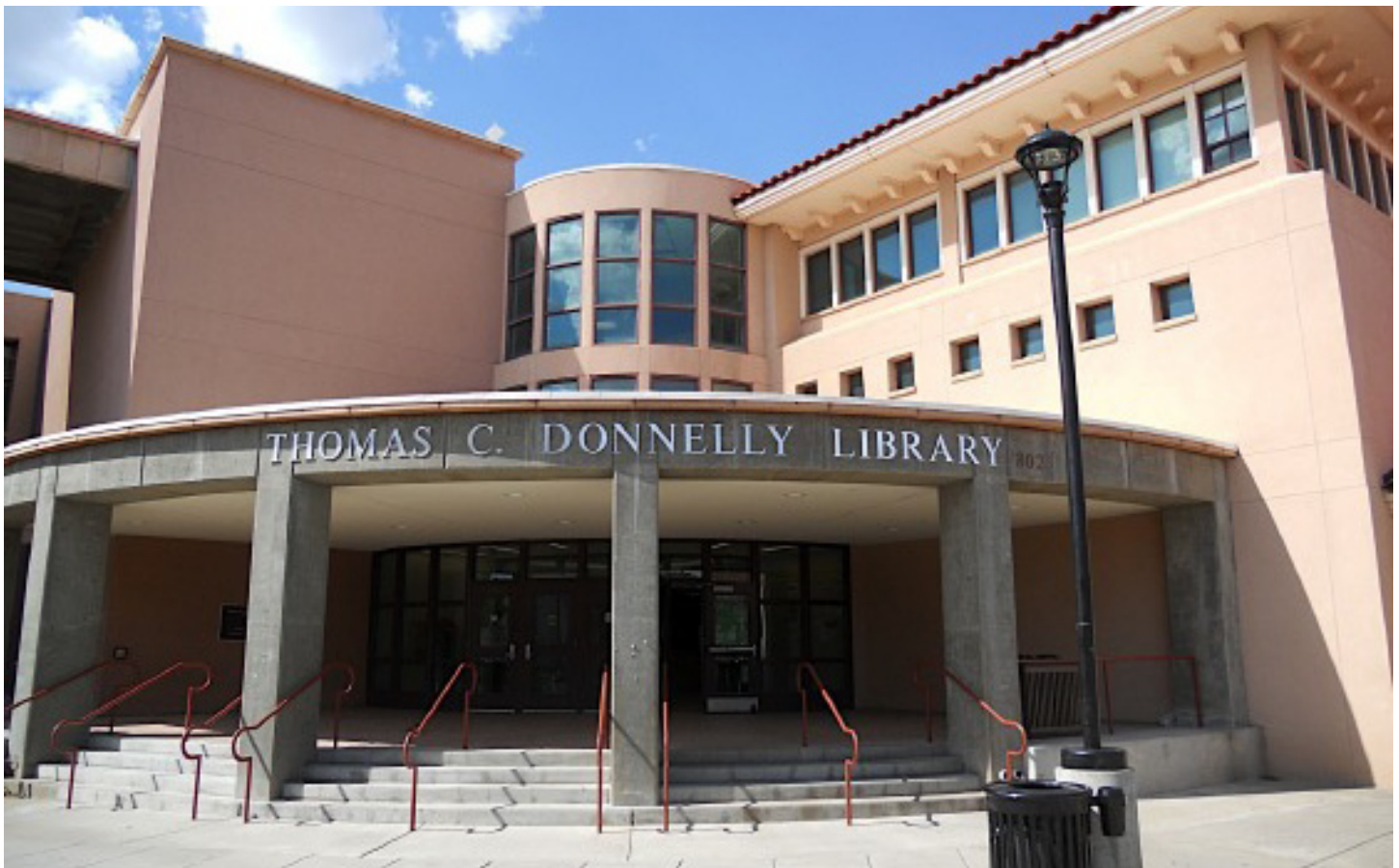
Reporting to the President is the Vice President for Academic Affairs; the Vice President for Finance and Administration; the Vice President for Advancement; the Dean of Student Affairs; and, the Director of Athletics.

## OPPORTUNITIES AND CHALLENGES

The challenges and opportunities for the next President of New Mexico Highlands University are broad in scope, and include:

- Overseeing a complex and diverse institution embracing open admissions for its undergraduates while supporting quality graduate programs and providing educational opportunities in five branch centers throughout the state.
- Creating an efficient and effective enrollment management plan calling for greater alignment and coordination among academics, student services, and athletics; innovative marketing initiatives; increased recruitment of regional high school feeder schools while the region faces a declining population; greater outreach to state community colleges; improved application yield rate; and, improved retention and graduation rates.





## OPPORTUNITIES AND CHALLENGES (*continued*)

- Establishing a greater presence of the University in the community and region, strengthening its image and identity.
- Providing leadership in fundraising and friend raising by identifying and cultivating potential local and regional donors; greater outreach and communication with alumni; establishing a strong advancement office and annual fund; increasing visibility and involvement of the president; conducting feasibility studies; and, increasing grant and research opportunities.
- Enhancing the University's presence and recognition in the community and region by strengthening relationships and forming innovative partnerships with businesses, public schools, hospital and medical services, and state service entities; and, increasing the visibility of the president, faculty and students within the community.
- Capitalizing on the institution's reputation as the state's first wireless university to further explore the role of technology to advance the institution's services and educational offerings.
- Taking advantage of the locations of the branch educational centers to meet the needs of those communities and increase enrollments.
- Continuing and increasing the progress of the institution within the performance indicators required by the state.
- Engaging a campus that is supportive of and collaborative with administration in a shared governance environment; is highly student-centered and welcomes open communication and participation in planning and problem solving among constituents.
- Embracing diversity and acknowledging the role it plays in providing a robust, high quality education and environment for students.



## QUALIFICATIONS

The University seeks a leader with the skills and experience to effectively manage the personnel, finances, and facilities of a complex university in a multicultural environment. He or she will have the highest personal integrity, the vision to lead and advance NMHU as a Hispanic Serving Institution, and the enthusiasm required to meet the rigorous demands placed on a university president.

The following qualifications and characteristics are highly desired in the successful candidate:

- Be an accomplished higher education senior administrator with an earned terminal degree from a regionally accredited institution; or a senior manager/leader with a distinguished record of accomplishment who is also knowledgeable about higher education;
- Understanding of the logistics of strategic enrollment growth and development of effective marketing and branding, recruitment and retention strategies;
- A successful record of attracting financial support from foundations, corporations, private donors and governmental sources;
- Ability to promote and advocate effectively for NMHU with local and state legislative entities;
- Sound financial acumen with skills in strategic planning and budgeting with available resources, and knowledge of performance-based funding;
- A commitment to enhancing campus life, student support services and student co-curricular activities, and experience working with off-campus centers;
- A demonstrated commitment to shared governance and promoting transparency in decision-making processes;
- An accessible, visible leadership style that is inclusive and collaborative and the ability to relate to people of diverse backgrounds, with a demonstrated commitment to cultural diversity and global education;
- Experience in creating partnerships with local and regional businesses and the non-profit community to address economic needs in the region;
- Knowledge of current transitions and dynamics occurring within higher education at both the state and national level, including the expanding role of technology and online education;
- An understanding of the cultures of New Mexico and a willingness to promote programs to enhance them; Spanish language competency is highly desired but not required;
- Collective bargaining experience within the higher education environment; and,
- Experience with the role and impact of intercollegiate athletics within a university community.



# KEY INDICATORS 2015

Investment in Plant, Less Depreciation:	\$82,801,278
Plant Replacement Insured Value:	Building Value: ..... \$169,515,321 Contents Value: ..... \$41,389,402
Cost of Operating Physical Plant:	\$4,980,208
Foundation (Net Assets):	\$10.5 million
University Budget:	\$69,329,541
In-State Tuition and Fees (Annual)	\$4,500 in-state, undergraduate \$7,104 out-of-state, undergraduate \$4,776 in-state, graduate \$7,260 out-of-state graduate
Student Enrollment for Fall 2013:	2408 (undergraduates)
Total:	1332 (graduates) 3740
Average ACT Score:	18.3
High School Rankings:	Top 25% = 28% Top 50% = 56% Average GPA = 2.97
Freshman Retention Rate (2013):	48.4% fall to fall
Graduation Rate:	IPEDS 6 year rate: 17.2% Freshman; 55-60% transfers
Living Alumni:	≈16,000 graduates
Number of Full-time Faculty:	144
Tenured:	38%
Faculty Salaries:	Professor: ..... \$68,805 Associate Professor: ..... \$60,422 Assistant Professor: ..... \$50,511
Student/Teacher Ratio:	15 to 1
Degrees:	AA, AS, BA, BS, BFA, MA, MS, MBA, 1-2 year undergrad certificates, Post-BA certificates
Library Volumes:	612,978
Athletics:	Rocky Mountain Athletics Conference, Division II with 11 sports



## APPLICATION PROCEDURES

To ensure full consideration, applications are due by **March 27, 2015**; screening will begin immediately and continue until the position is filled. Candidates should e-mail the following as Microsoft Word or Adobe Acrobat attachments: 1) a cover letter that addresses the position responsibilities and qualifications listed above; 2) a current curriculum vitae; and 3) the contact information for five professional references to [NMHUPresident@rhperry.com](mailto:NMHUPresident@rhperry.com)

## FOR FURTHER INFORMATION, PLEASE CONTACT:

**DR. TULLISSE (TONI) MURDOCK**, *Senior Consultant*  
(206) 795-7252

**MR. PAUL G. DOEG**, *Chief Operating Officer*  
(406) 220-2129

or

**R. H. PERRY & ASSOCIATES**  
2607 31st Street, NW  
Washington, DC 20008

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## RHPA POLICY

R. H. Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without consent of the applicant prior to her or his becoming a candidate.

Additional information about New Mexico Highlands University can be found at:

[www.nmhu.edu](http://www.nmhu.edu)

