



**A NATIONAL  
SEARCH FOR THE  
NEXT PRESIDENT**

PRESIDENT PROSPECTUS



TEXAS TECH UNIVERSITY  
HEALTH SCIENCES CENTER.™



# THE OPPORTUNITY

Texas Tech University Health Sciences Center (TTUHSC) is in search of its ninth president to continue the noteworthy progress made under the leadership of Dr. Tedd L. Mitchell. Dr. Mitchell served as president of TTUHSC from May 2010 until Nov. 2019, when he was named Chancellor of the Texas Tech University System (TTU System). He and the TTU System Board of Regents invite nominations, inquiries and applications from inspiring, visionary and strategic leaders.

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Texas Tech University Health Sciences Center is a comprehensive, health-related university comprised of five schools across five campuses that has served West Texas for fifty years. With over 30,000 alumni and a 15,000-plus faculty and staff workforce, TTUHSC is one of the largest universities in the United States for depth and breadth of health care programs.

Through education, research and patient care, TTUHSC offers students the opportunity to expand knowledge in diverse programs at the forefront of health care education. An innovative curriculum, community collaborations and state-of-the-art facilities give students and professors the opportunity for hands-on research and clinical experiences that pave the way for the future of health care.

As the chief executive officer of the university, the president is responsible for the executive management of TTUHSC operations. The role provides overall leadership in the planning and management of the academic, administrative, fiscal, managed care, medical, operational, research and service missions of TTUHSC. It is vital that the president exhibits the university's values: One Team, Kindhearted, Visionary, Beyond Service and Integrity. TTUHSC is looking to its next president to provide visionary leadership that expands on, but is not limited to, the university's strategic goals.





# TEXAS TECH UNIVERSITY SYSTEM

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TTUHSC is one of five components in the TTU System. In total, the TTU System consists of a central administration, two health-related institutions and two general academic institutions:

- Texas Tech University System Administration
- Texas Tech University Health Sciences Center
- Texas Tech University Health Sciences Center El Paso
- Texas Tech University
- Angelo State University

Collectively, the TTU System has approximately 55,000 students, 17 campuses statewide and internationally, more than 300,000 alumni and an endowment valued at over \$1.3 billion.

The TTU System Administration provides leadership and support services for its component institutions in the attainment of each university's individual mission. From supporting fundraising efforts, carrying out TTU System Board of Regents' rules and policies and working with the universities on system-wide strategic planning, the TTU System makes it possible for its universities.

During the 86th Texas Legislature under the leadership of Chancellor Tedd L. Mitchell, M.D., legislative funding and authority was provided to establish a new Texas Tech University veterinary school on the TTUHSC Amarillo campus and a new dental school at Texas Tech University Health Sciences Center El Paso. This will be the state's first veterinary school in more than a century and first dental school in over 50 years. The addition of these two schools makes the TTU System one of only nine in the nation to offer programs for undergraduate, medical, law, nursing, pharmacy, dental and veterinary education, among other academic areas.

Learn more at [www.texastech.edu](http://www.texastech.edu).





## TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER™

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West Texas is comprised of 13% of the state's total population, and TTUHSC provides quality education and development of academic, research, patient care and community service programs to meet the health care needs of the region. But the university's impact doesn't end there. With locations, institutes and centers across Texas, state-of-the-art technology and revolutionary medical discoveries, TTUHSC's reach extends around the globe.

[Click here to read the \*2020 Fact Book\*.](#)



# CAMPUS LOCATIONS

The university's distinctive campuses locations are located in the following cities:

## LUBBOCK

- + GRADUATE SCHOOL OF BIOMEDICAL SCIENCES
- + JERRY H. HODGE SCHOOL OF PHARMACY
- + SCHOOL OF HEALTH PROFESSIONS
- + SCHOOL OF MEDICINE
- + SCHOOL OF NURSING

## DALLAS

- + JERRY H. HODGE SCHOOL OF PHARMACY
- + SCHOOL OF NURSING

## PERMIAN BASIN

### ODESSA

- + SCHOOL OF HEALTH PROFESSIONS
- + SCHOOL OF MEDICINE
- + SCHOOL OF NURSING

### MIDLAND

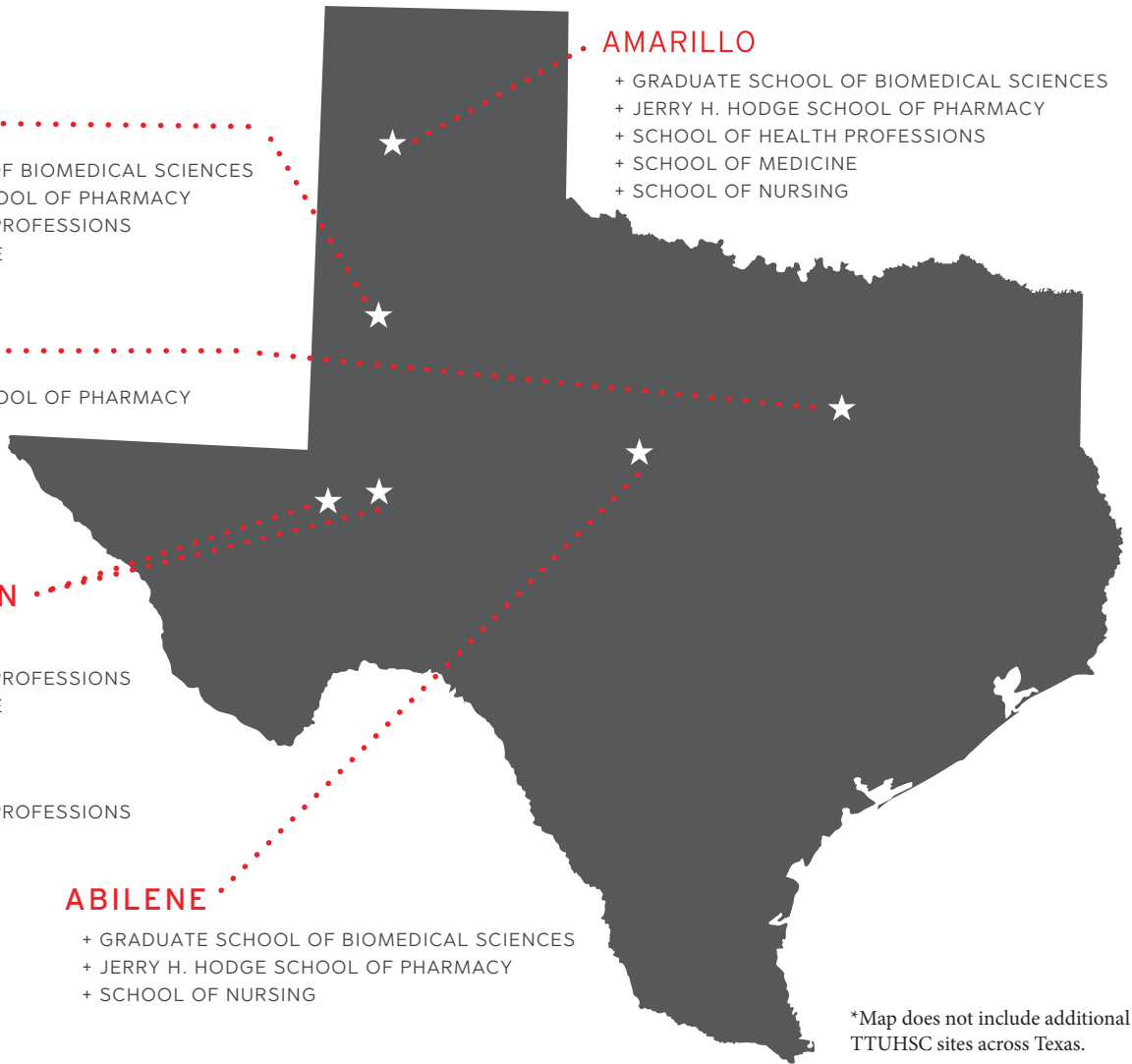
- + SCHOOL OF HEALTH PROFESSIONS

## ABILENE

- + GRADUATE SCHOOL OF BIOMEDICAL SCIENCES
- + JERRY H. HODGE SCHOOL OF PHARMACY
- + SCHOOL OF NURSING

## AMARILLO

- + GRADUATE SCHOOL OF BIOMEDICAL SCIENCES
- + JERRY H. HODGE SCHOOL OF PHARMACY
- + SCHOOL OF HEALTH PROFESSIONS
- + SCHOOL OF MEDICINE
- + SCHOOL OF NURSING



\*Map does not include additional TTUHSC sites across Texas.



# \$759,641,340

BUDGET FOR FY 2020

# \$44+

MILLION IN RESEARCH EXPENDITURES  
(FY 2019)



## ACCREDITATION

Texas Tech University Health Sciences Center is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award baccalaureate, masters, doctoral and professional degrees. Contact the Southern Association of Colleges and Schools Commission on Colleges with questions about the accreditation of the Texas Tech University Health Sciences Center. A member of the Texas Tech University System, TTUHSC has been accredited by SACSCOC as a separate institution from Texas Tech University since 2004. TTUHSC received its most recent reaffirmation of accreditation from SACSCOC in 2019.

## TEXAS TECH PHYSICIANS

Texas Tech Physicians is the official medical practice of TTUHSC, offering more than 350 physicians. These physicians are world-class researchers, scientists and educators that serve across the 108-county region with practice locations in Amarillo, Permian Basin and Lubbock.

## MANAGED CARE

Through a contract with the Texas Department of Criminal Justice, TTUHSC's Managed Care division provides health services to 30,000 patients in 23 correctional facilities throughout West Texas.



**5,295**

**STUDENTS ENROLLED**  
(FALL 2019)

**2,300+**


**DISTANCE STUDENTS  
ACROSS THE NATION**  
(FALL 2019)

**30,000+**

**ALUMNI**  
24% OF WHOM REMAIN IN THE  
UNIVERSITY'S 108-COUNTY SERVICE AREA

# POINTS OF PRIDE

The following are few of the many groundbreaking achievements at TTUHSC:

- TTUHSC graduates more health care professionals than any other health care institution in Texas.
-  TTUHSC was named one of the best colleges in the nation to work for in 2019 by ModernThink LLC's Great Colleges to Work For program. TTUHSC was the only health-related university to make the list.
- Multiple degree programs boast a high first-time pass rates on licensing exams.
- TTUHSC was ranked 10th in the country by Military Times as a best university for veterans in 2019.
- According to U.S. News and World Report, the School of Medicine is one of the most affordable medical schools in the country.
- With 20 different degree programs, the School of Health Professions is one of the largest and most diverse schools in Texas.
- TTUHSC has received 13+ patents for the novel work of its faculty and researchers.
- In 2010, TTUHSC created a Family Medicine Accelerated Track, the first of its kind to offer an innovative 3-year accelerated medical school curriculum that culminates into an M.D. degree.
- 85% of patients are likely to recommend TTUHSC's university medical practice, Texas Tech Physicians.
- In Fall 2019, student enrollment at TTUHSC achieved a university record of 5,290 students, a 63% increase since 2009.
- The Graduate School of Biomedical Sciences started an online accelerated Master of Public Health degree program in 2018.
- In 1993, the Jerry H. Hodge School of Pharmacy became the first publicly-supported pharmacy program in five decades.
- The School of Nursing offers an accelerated track for veterans with prior military medical training and experience to earn a Bachelor of Science in Nursing (BSN) degree.

THE CAMPAIGN FOR YOUR  
LIFE, OUR PURPOSE RAISED

**\$102.5**

MILLION SINCE 2014 FOR  
UNIVERSITY EDUCATION,  
SCHOLARSHIPS, RESEARCH  
AND MORE.

PROVIDED ALMOST

**15,000**

JOB STATEWIDE IN 2017.

ADDED

**\$1.89**

BILLION TO THE TEXAS  
ECONOMY IN 2017.





# CELEBRATING 50 YEARS

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In 1969, 23 of the western-most counties in Texas had no hospital, 19 had no physician and the area had only one-half the recommended national physician-to-population ratio.

Today, the health care landscape has changed thanks to the visionary leadership of those who saw a need not only for a medical school in West Texas, but also a full-fledged health sciences center. In May 1969, the 61st Texas Legislature and Gov. Preston Smith created Texas Tech University School of Medicine as a multi-campus institution with campuses in Amarillo, El Paso, Lubbock and Odessa.

Ten years later, the state expanded the charter forming Texas Tech University Health Sciences Center, which included the Schools of Medicine, Nursing, Health Professions, Pharmacy and the Graduate School of Biomedical Sciences. In 2013, the regional campus in El Paso became a freestanding, separate university - Texas Tech University Health Sciences Center El Paso, the fourth in the TTU System.

From the beginning, TTUHSC has increased access to health care for the region, improved quality of care for patients and set the bar for the future of medicine and continues to grow today.





## MISSION

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As a comprehensive health sciences center, our mission is to enrich the lives of others by educating students to become collaborative health care professionals, providing excellent patient care and advancing knowledge through innovative research.



# VISION

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Texas Tech University Health Sciences Center will strengthen its national reputation as it seeks to promote healthier communities across West Texas and beyond.

# STRATEGIC PLAN

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TTUHSC has firmly established itself as a national leader among health-related institutions of higher education. Building upon the 2013-2018 strategic plan, the university's 2020 strategic plan, with its five priorities, formalizes the trajectory of TTUHSC by focusing on academics, research, service and outreach, people and administrative operations.

## ACADEMICS

Provide innovative educational programs that prepare students to be competent and caring health care professionals and researchers.

## RESEARCH

Advance our research portfolio with emphasis on areas of strength and collaboration.

## SERVICE AND OUTREACH

Improve overall health and access to health care for communities in our region through the provision of patient care services and community outreach.

## PEOPLE

Create a sustainable, values-based culture.

## OPERATIONS

Ensure the operations and infrastructure effectively and efficiently support the mission of the institution.

More information can be found here: [\*Strategic Plan\*](#).





# VALUES-BASED CULTURE

TTUHSC began its journey to create a sustainable, values-based culture in the spring of 2018. After an initial summit, more than 2,600 TTUHSC team members gave valuable input, from which our core values were established. Visit the [Values-Based Culture](#) web page to learn how team members consistently live our values:



## **ONE TEAM**

*Unite and include diverse perspectives to achieve our mission.*



## **KINDHEARTED**

*Exceed expectations with a kind heart, helping hands and a positive attitude.*



## **INTEGRITY**

*Be honorable and trustworthy even when no one is looking.*



## **VISIONARY**

*Nurture innovative ideas, bold explorations and a pioneering spirit.*



## **BEYOND SERVICE**

*Create and deliver positive defining moments.*

Click here to watch our Values videos: [Defining the Values](#) and [Values Pledge](#).

# THE ROLE OF THE PRESIDENT

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The primary duties and responsibilities of the president include:

- Administers and ensures consistent, high-quality executive leadership and management of all functional areas of TTUHSC, including and not limited to academics, research, clinical operations, physical campus operations, managed care, finance and accounting, compliance, people development, information technology and external relations.
- Establishes a clear vision for the institution and identifies appropriate strategic objectives and the means to successfully achieve goals.
- Serves as the academic leader for TTUHSC, with support from the university's provost, and ensures that TTUHSC provides a high-quality educational curriculum and expert faculty for the benefit of its students and teaching mission.
- Provides executive oversight and supports efforts to ensure accreditation standards for all schools and the institution.
- Nominates members of the faculty and executive administration under the jurisdiction of the president and makes recommendations to the TTU System Board of Regents for the promotion and award of tenure for faculty members.
- Provides leadership in elevating TTUHSC's research enterprise while maintaining excellence in teaching and patient care.
- Champions student learning and success across the academic enterprise.
- Actively works to ensure that the institution acquires the necessary public and private resources to expand its research capabilities and successful achievement of TTUHSC's goals.
- Engages in advancement activities that increase TTUHSC's endowment and growth of its schools.
- Understands and supports the current and ideal culture for TTUHSC based on agreed-upon values.
- Understands the importance of the governmental process and possesses the skills to ensure that legislative goals on the state and federal levels are identified and met.
- Works closely and fosters relationships with regional campus leaders, hospital partners and community leaders at enterprise and campus locations.
- Fosters diversity and inclusion by a commitment to a diverse student body, leadership team, faculty, staff and university community.
- Other duties as assigned by the chancellor and the board.





# DESIRED LEADERSHIP ATTRIBUTES

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Traits and abilities that are key to the success of the president:

- Individual with unquestioned integrity, high energy and demonstrated leadership and administrative abilities who can shape, articulate and implement the dynamic mission of TTUHSC.
- Compelling and energetic personality with a demonstrated history of strategizing, charting a vision, engaging multiple stakeholders, setting appropriate and reasonable fundraising goals, and meeting those objectives with personal integrity and sound financial management.
- Possesses an outstanding reputation for executive-level management with documented ability to administer and coordinate all operations and programs of the institution and to lead and manage change and growth.
- Merits broad-based respect to inspire institutional accountability, efficiency, fiscal responsibility and the ethical and effective performance of all leaders and divisions of TTUHSC.
- Ability to communicate clearly and effectively to ensure efficient operations throughout the organization while fostering growth in enrollment, supporting quality research, creative and scholarly productivity, and upholding high academic and health care standards.
- Successful record leading a financially complex institution to ensure proper administration of the financial affairs of TTUHSC.
- Demonstrates exceptional leadership skills and integrity in an academic, research and/or service environment, including large and comprehensive health care organizations.
- Strong understanding of the workings of a large university system, along with knowledge of and/or experience with the business operations of large and comprehensive organizations.



# EDUCATION, EXPERIENCES & QUALIFICATIONS

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TTUHSC seeks a strong and visionary leader with the following:

- Earned doctorate or equivalent terminal professional degree.
- Extensive professional, administrative and public experience, including experience relating to an institution of higher education or professional school.
- Demonstrated exceptional leadership skills and integrity in an academic, research and health care environment.
- An exemplary record of scholarly, professional and individual credentials.
- An established record of forward-thinking vision and innovation with proven significant results.
- A commitment to applied research and interprofessional collaboration.
- A commitment to diversity and a culture where values are forefront.



# OPPORTUNITIES FOR THE NEXT PRESIDENT

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As president, there are many opportunities to help foster growth. They include, but are not limited to, the following:

## **INTERPROFESSIONAL COLLABORATION AMONG HEALTH CARE DISCIPLINES**

From the beginning, TTUHSC has taken huge strides in collaborative health care by becoming a leading comprehensive health care institution. A large contributor is the university's focus on interprofessional education. TTUHSC provides opportunities for students to learn about, from and with other disciplines to enable effective cooperation and improve health outcomes. The next president will play a pivotal role in creating more opportunities for collaboration among health care disciplines.

## **UPHOLDING THE FOUNDING EDUCATIONAL MISSION**

As a comprehensive health sciences center, the mission of TTUHSC is to enrich the lives of others by educating students to become collaborative health care professionals, providing excellent patient care and advancing knowledge through innovative research. The next president will help maintain and bolster the founding educational mission to accomplish what the university was created to do.

## **PROGRAM DEVELOPMENT**

TTUHSC strives to be at the forefront of health care education by continuously developing and evolving the university's programs. The next president has the opportunity to develop the future of the Public Health program, explore ways to collaborate with the TTU School of Veterinary Medicine located on the TTUHSC Amarillo campus, enhance existing rural health programs and much more.

## **PARTNERSHIPS AND COLLABORATION**

Collaboration is a high priority for TTUHSC. As a major research university and fellow charter in the system, TTU has been an integral partner in several dual degree and research opportunities at TTUHSC. The next president will foster partnerships and collaboration with TTU, along with each of the TTU System's component institutions, hospital partners throughout the region and other colleges and universities of higher education.

## **BUILDING ON NATIONAL PROMINENCE**

TTUHSC has been positioned as a leader in preparing health care professionals to meet the demands of the ever-changing health care environment – whether that be in a classroom, clinic or lab. The next leader of TTUHSC will build on the national recognition the university has in health care education, patient care and research.



# THE PROCEDURE OF CANDIDACY

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Inquiries, applications and nominations may be submitted electronically in confidence. The 14-member search committee is chaired by Mark Griffin, member of the Texas Tech University System Board of Regents.

Inquiries regarding the search may be directed to:

Dailey Fuller  
Chief of Staff | Office of the Chancellor  
Texas Tech University System  
dailey.fuller@ttu.edu | 806-742-0012

Initial application materials should include:

- Letter of interest
- A curriculum vitae and/or biographical profile
- Names, addresses, telephone numbers and email addresses of five references (who will not be contacted without permission)

Nominations and applications may be submitted electronically (PDF format) in confidence to: [ttus.hsc.pressearch@ttu.edu](mailto:ttus.hsc.pressearch@ttu.edu).

Interested individuals are encouraged to visit the website for TTUHSC at [www.ttuhsc.edu](http://www.ttuhsc.edu).

More information can be found at [www.texastech.edu/ttuhsc-presidential-search](http://www.texastech.edu/ttuhsc-presidential-search).

## Notices

*The intent of this job advertisement is to provide a representative and level of the types of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the total of the specific duties and responsibilities of any particular position. Employees may be directed to perform job-related tasks other than those specifically presented in this description.*

*As an EEO/AA/Vet/Disability employer, the Texas Tech University System and its components will not discriminate in its employment practices based on an applicant's race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information or status as a protected veteran.*



# APPLICANT REVIEW

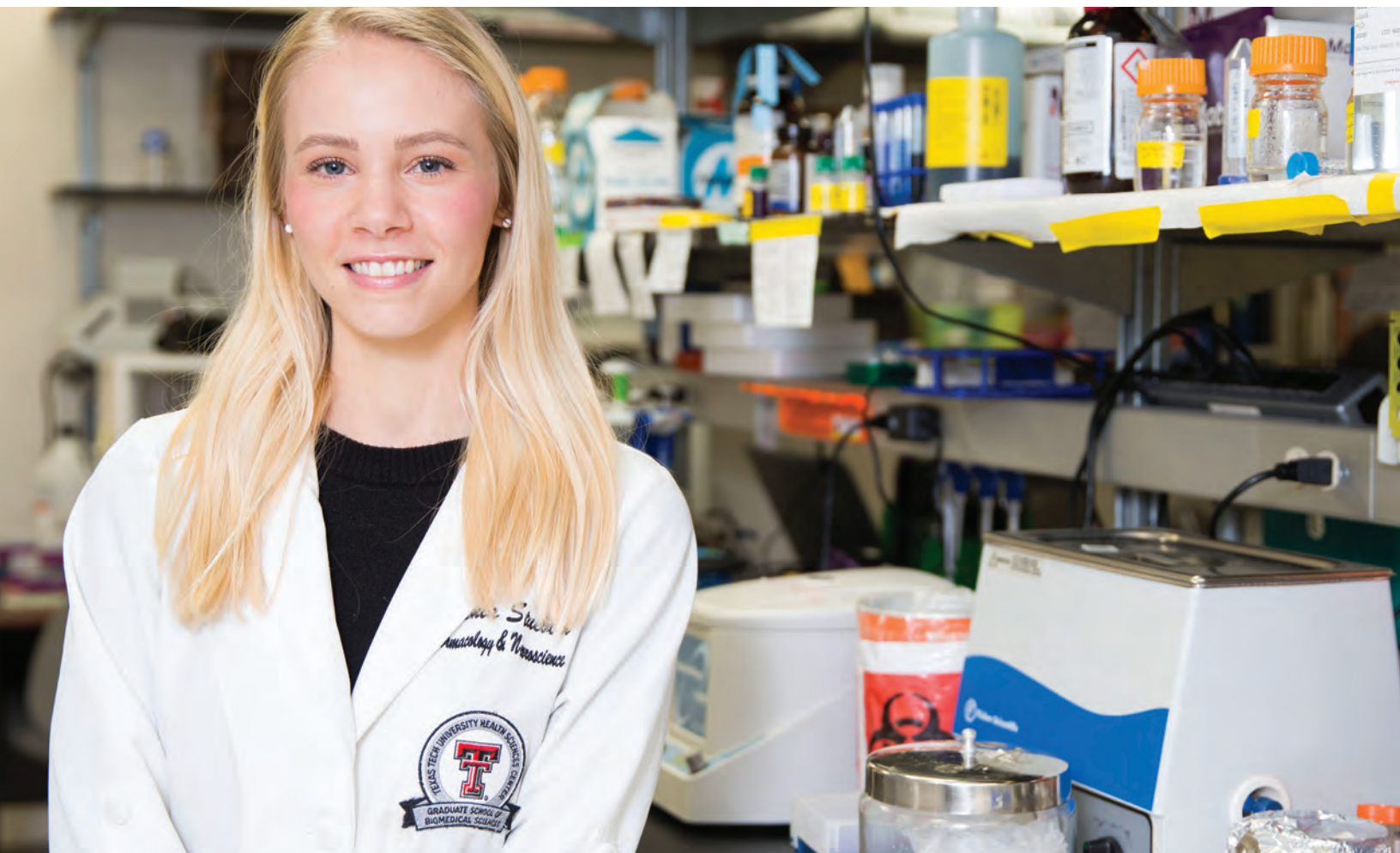
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Confidential applications and nominations will be accepted until the position is filled. Applications should be submitted no later than March 9, 2020, in order to assure full consideration by the search committee.

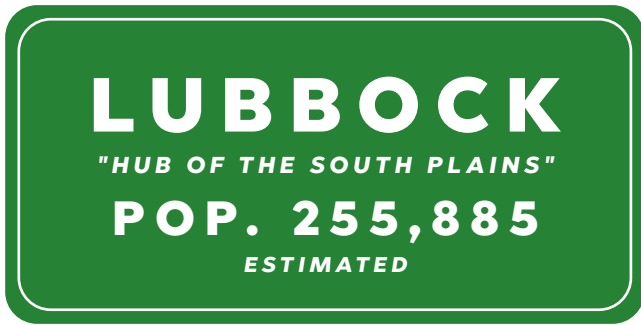
# COMPENSATION

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The range of compensation for the position shall be set by the TTU System Board of Regents, in consultation with the chancellor, with compensation being competitive and commensurate with the candidate's qualifications and experience and the university's peer institutions.



# THE COMMUNITY



**AVERAGE TEMPERATURE:**  
60.65 F



**AVERAGE COMMUTE TIME:**  
16 MINS



**AVERAGE SUNNY DAYS:**  
264 DAYS

**COST OF LIVING:**  
**\$21,620**  
8% BELOW THE NATIONAL AVERAGE

**HOME TO THE REGION'S ONLY LEVEL ONE TRAUMA CENTER**

**KNOWN FOR:** COTTON, BUDDY HOLLY AND TEXAS TECH ATHLETICS

**LUBBOCK ATTRACTIONS:** BALLET, MUSEUMS, MONTHLY ART TRAIL, ARCHEOLOGICAL SITES, FIVE AWARD-WINNING WINERIES, SYMPHONY ORCHESTRA, BUDDY HOLLY HALL OF PERFORMING ARTS & SCIENCES

Lubbock is known for the charm and hospitality of its people. It's a thriving city that has developed into the cultural, economic and medical center of a 26-county region across the South Plains and Eastern New Mexico.

- In a 2018 study, Lubbock was ranked fourth of the country's 100 largest cities for the best work-life balance, with the TTU System being the largest employer in the region.
- Health care and social assistance are among Lubbock's largest industries. Lubbock is also home to two major health systems: Covenant Health and UMC.
- Nearly 90% of Texas grapes are grown in the region.
- Lubbock is the 11th largest city in Texas and projected to grow seven percent through 2022.
- Lubbock has two private airports and an international airport, Lubbock Preston Smith International Airport, which boasts minimal wait times and multiple commercial passenger airlines.
- Lubbock is the resting place of Buddy Holly, and his musical spirit lives on through several live venues and music festivals that attract artists and fans from around the world. The United Supermarkets Arena at Texas Tech University has hosted concerts showcasing top entertainers such as George Strait, Taylor Swift, Paul McCartney, Elton John and many more.
- Cotton remains the major crop of the region with 2 to 3 million bales of cotton produced annually in an area considered the largest contiguous cotton-growing region in the world.





# CHANCELLOR TEDD L. MITCHELL, M.D.

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Dr. Tedd L. Mitchell was named the fifth chancellor of the Texas Tech University System on Oct. 25, 2018.

As chancellor, Dr. Mitchell is the chief executive officer of a \$2 billion, four-university higher education enterprise consisting of Texas Tech University, Texas Tech University Health Sciences Center, Angelo State University and Texas Tech University Health Sciences Center El Paso. Collectively, the TTU System enrolls approximately 55,000 students, operates on more than 15 campuses statewide and internationally, and has an endowment valued over \$1.3 billion.

Dr. Mitchell works collaboratively with the TTU System Board of Regents, system administration and each university president to enhance the TTU System's profile and support shared missions of advancing higher education, health care, research and community outreach. Additionally, Dr. Mitchell guides the TTU System's engagement with state elected officials in Austin and federal leaders in Washington, D.C., to further enhance funding and support.

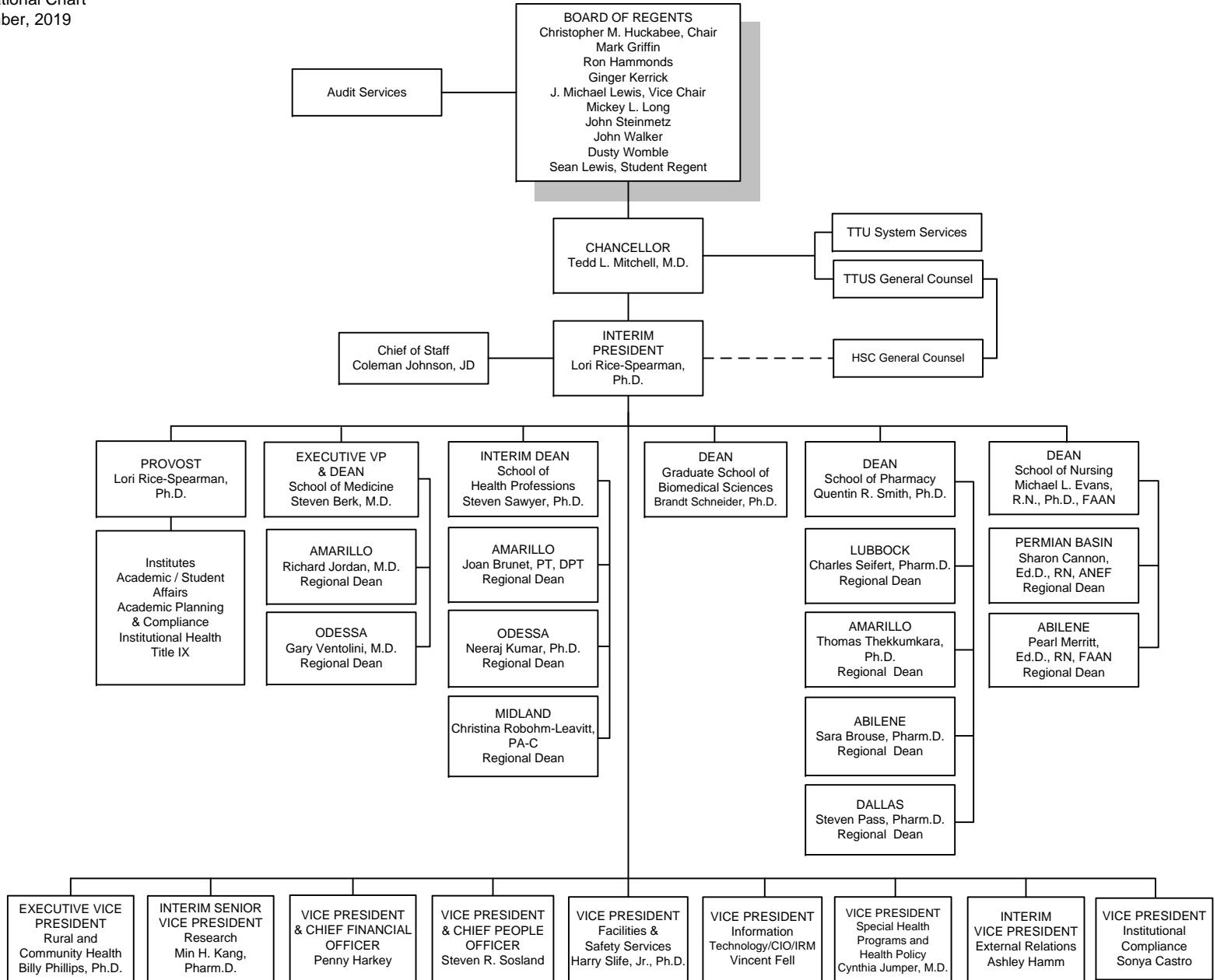
Dr. Mitchell first joined the TTU System as the eighth president of TTUHSC in May 2010. He held a dual appointment as chancellor and president for approximately one year until deciding to close his tenure, effective Nov. 1, 2019, after nearly a decade at the helm of TTUHSC.

Click here read [\*Dr. Mitchell's full bio.\*](#)

# ORGANIZATIONAL CHARTS



TEXAS TECH UNIVERSITY  
 HEALTH SCIENCES CENTER  
 Organizational Chart  
 December, 2019





# TEXAS TECH UNIVERSITY SYSTEM™

**BOARD OF REGENTS**  
 Christopher Huckabee, Chairman  
 J Michael Lewis, Vice Chairman  
 Mark Griffin  
 Ronnie “Ron” Hammonds  
 Ginger Kerrick  
 Mickey L. Long  
 John Steinmetz  
 John Walker  
 Dusty Womble  
 Sean Lewis (Student Regent)

Chief Audit Executive,  
Audit Services  
 Kim Turner, CPA

TEXAS TECH UNIVERSITY  
 Lawrence Schovanec, Ph.D.  
 President

TEXAS TECH UNIVERSITY  
 HEALTH SCIENCES CENTER  
 Lori Rice-Spearman, Ph.D.  
 Interim President

ANGELO STATE UNIVERSITY  
 Brian May, Ph.D.  
 President

TEXAS TECH UNIVERSITY HEALTH  
 SCIENCES CENTER EL PASO  
 Richard Lange, M.D.  
 President

Chancellor  
 Tedd L. Mitchell, M.D.

Deputy Chancellor  
 Kendra Burris

Chief of Staff  
 Dailey Fuller

Vice Chancellor &  
 Chief Financial  
 Officer  
Gary Barnes

Vice Chancellor for  
 Governmental  
 Relations  
Kristina Butts

Vice Chancellor for  
 State  
 Relations  
Martha Brown

Vice Chancellor  
 for Institutional  
 Advancement  
Patrick Kramer

Vice Chancellor for  
 Facilities Planning  
 and Construction  
Billy Breedlove

Vice Chancellor &  
 General Counsel  
Eric D. Bentley