

**Greenwood  
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**The University of Texas**  
**Rio Grande Valley**

## **The University of Texas Rio Grande Valley**

Chair, Department of Organization and School  
Leadership

## **Position Profile**





# The Opportunity

The University of Texas Rio Grande Valley (UTRGV) invites nominations and applications for the position of chair of the Department of Organization and School Leadership. Reporting directly to the dean of the College of Education and P-16 Integration, this dynamic leader will be responsible for setting strategic, operational, and financial direction for the Organization and School Leadership department. This individual will work in concert with faculty, staff, and students to promote a culture of excellence and carry out a vision that leads the department to greater prominence in the Rio Grande Valley and beyond.



## Role of the Chair of Organization and School Leadership

The Department of Organization and School Leadership offers the following programs:

- › Masters of Education in Educational Leadership
- › Masters of Arts in Higher Education Administration
- › Doctorate of Education in Educational Leadership with specializations in Higher Education Administration, PK-12 Administration and Special Education
- › Certification in PK-12 Superintendency

Key responsibilities for this role include:

- › Inspire and support faculty, staff, and students and foster an environment of collegiality, transparency, teamwork, and respect.
- › Provide leadership and oversight of the department including budget, faculty, and student productivity and development, research, external relations, and multi-disciplinary collaborations within the university.
- › Interact with all stakeholders to determine the priorities and direction of the department.
- › Support the expansion of the research capabilities of the department while maintaining excellence in teaching.
- › Ensure that the department is aligned with the priorities of the college and UTRGV as a whole.
- › Maintain a physical presence at all campuses including, Edinburg and Brownsville.
- › Recruit and retain faculty, staff, and students.
- › Fully embrace UTRGV's mission to achieve R1 "very high research activity" distinction by the Carnegie Commission of Higher Education and provide leadership in research and scholarly activity at the department level.
- › Foster student success and satisfaction.
- › As a faculty member, the chair will also be expected to teach a reduced load and participate in research and service activities.

## Required Qualifications

- › Earned doctorate in educational leadership or related field.
- › Must be eligible for the rank of Associate Professor in the department.

- › Demonstrated leadership at large and complex institutions with the ability to navigate systems and structures.
- › A demonstrated commitment to student success and satisfaction.
- › Strong organizational, management, financial, and budgetary skills with a demonstrated ability to lead a complex department.
- › Exceptional communication skills with a demonstrated ability to communicate clearly and effectively.
- › An established record of scholarship appropriate to the rank
- › A demonstrated ability to secure grants and external funding.
- › Experience at a Carnegie classified R2 doctoral university – high research activity – or higher.
- › Knowledge of current trends and the current state of the field.
- › Proven experience in doctorate programs in educational leadership or closely related field.

## Preferred Qualifications

- › Earned doctorate in higher education administration/ leadership
- › Eligible for the rank of Full Professor in the Department
- › An established record of scholarship appropriate to the rank
- › Experience at a Carnegie classified R1 doctoral university – very high research activity.
- › Experience and/or knowledge of distributed campus models.
- › Experience with accreditation and faculty development
- › Leadership positions in professional state or national leadership organizations.
- › Experience in principal and superintendent preparation programs in the state of Texas



# About The University of Texas Rio Grande Valley

Innovation. Opportunity. Purpose. That's what the University of Texas Rio Grande Valley is about. With campuses throughout the Valley, UTRGV empowers successful futures, enhances daily life, and lets our region shine as a global innovator in higher education, bilingual education, health education, biomedical research, and emerging technology that inspires positive change.

UTRGV was created by the Texas Legislature in 2013 as the first major public university of the 21<sup>st</sup> century in Texas. This transformative initiative provided the opportunity to expand educational opportunities in the Rio Grande Valley, including a new School of Medicine, and made it possible for residents of the region to benefit from the Permanent University Fund – a public endowment contributing support to the University of Texas System and other institutions.

UTRGV is the second largest Hispanic Serving Institution in the United States in a growing region on the border with Mexico, where most of the students are bilingual and bicultural. The University of Texas system offers a competitive [benefits package](#) including health insurance, a state pension, and fertility insurance.

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# Mission Statement

UTRGV serves the Rio Grande Valley and beyond via an innovative and unique multicultural education dedicated to student access and success. By championing leading research, healthcare, and application of university discoveries, we support sustainable development, community engagement, and well-being.

## Vision

Drawing on our unique identity as the leading Hispanic-Serving Institution in a bilingual and bicultural environment, UTRGV will promote student access and success by building from strength in education and creating a vibrant campus experience. By 2027, we will accelerate transformation in the Rio Grande Valley and beyond by driving meaningful advancements in research and creative works, expanding access to high-quality and affordable healthcare, and fostering authentic community engagement and integration.

## Core Values

**Excellence:** We commit to cultivating the best academic, cultural, and service-oriented experience for all members of the UTRGV community.

**Advance Cultural and Community Awareness:** We cultivate a multicultural and welcoming environment that grants all members of our community ample opportunities to thrive.

**Inquiry, Discovery, and Creativity:** We push boundaries in research and scholarship, welcome diverse perspectives, and value creative problem-solving.

**Shared Leadership and Accountability:** We commit to our responsibility as leaders on our campuses and in our community and we take ownership for our actions and our results.

**Student-centricity:** We recognize that students are central to our mission, and we provide valuable and diverse opportunities from them to learn, lead, and serve.

**Collaboration:** We encourage a spirit of collegiality and mutual respect among all members of our community in pursuit of our shared goals.

**Adaptability:** We commit to being flexible and agile and maintaining a positive mindset to change.

## About the Rio Grande Valley

UTRGV extends throughout the Rio Grande Valley, from Starr County to South Padre Island, and ranks as one of the most beautiful campuses in the state of Texas. It's home to state-of-the-art facilities and classic structures that make UTRGV unique.

The Rio Grande Valley is located in the southernmost part of Texas. At the meeting point of Mexico and the USA, the 4-county region called *The Valley* is one of the fastest growing areas of the United States. The



northernmost established city, Edinburg, is the region's "college town." It is home to one of the main campuses belonging to the University of Texas Rio Grande Valley and is the site of the largest arena in the region. To locals, it is regarded as the Gateway City to the Rio Grande Valley. Brownsville is the southernmost port city of the continental U.S. It is bordered by the Gulf of Mexico along with three international bridges that connect Brownsville with its neighboring border town, Matamoros, Mexico. The two major languages you will find in the Valley are Spanish and English. Approximately 80% to 90% of the Valley's population is Mexican American, so a working knowledge of Spanish is helpful, but not necessary.

The Valley has some of the richest history and tradition found anywhere in the US. Its culture and identity are based on adaptation to movement and change, perseverance, and resiliency. The Valley is an ideal area in which to live, combining a modern infrastructure, multicultural population, rich history and cultural heritage, and a beautiful natural environment with an excellent quality of life, reasons why UTRGV is becoming a major international education destination. The Valley also enjoys a vigorous and growing economy with a high standard of living that has one of the lowest costs of living in the country. What Winter Texans, Spring Breakers, and families looking for fun in the sun most associate with our area is one of the best beaches anywhere in the USA: South Padre Island. The Rio Grande Valley encompasses many landmarks that attract tourists. Popular destinations include Laguna Atascosa National Wildlife Refuge, Santa Ana National Wildlife Refuge, 9 World Birding Centers, Bentsen-Rio Grande Valley State Park, Brazos Island, a SpaceX launch site, and the Port Isabel Lighthouse.

The region offers a wonderful subtropical climate, with sunny weather and warm-to-hot temperatures prevailing all year long, including excellent facilities for sport, leisure and shopping, and a varied nightlife. Plus, the natural beauty of the Valley is one of a kind. Beyond our beautiful beaches and palm trees, there are wildlife preserves that are international hot spots for birders and others who enjoy watching the butterflies, amphibians, reptiles, and small mammals inhabiting the area. The area supports one of the best sites for deep sea fishing and, for the past 77 years, has hosted the Texas International Fishing Tournament. The region features abundant historical and cultural sites, honoring traditions of military and public service as well as the shared ties with Mexico. The people of the Valley are famous for their warmth and friendly dispositions, making it a welcoming environment for all. Taken together, the hospitality, relaxed pace of life, safe neighborhoods, and emphasis on community involvement, inclusion and education make the Valley a place where life is to be enjoyed and lived to its fullest.

# Nomination and Application Process



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# Compensation

Salary will be competitive and commensurate with qualification and experience.

## How to Apply

Greenwood Asher & Associates is assisting The University of Texas Rio Grande Valley in this search. Applications and nominations are now being accepted. For a full application package, please submit a cover letter and CV to [UTRGVOrgLeadershipChair@greenwoodsearch.com](mailto:UTRGVOrgLeadershipChair@greenwoodsearch.com). Submission of application materials as PDF attachments is strongly encouraged.

The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

## Please direct inquiries and nominations to:

### **Itza Walters**

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*The University of Texas Rio Grande Valley (UTRGV) is an Equal Employment Opportunity/Affirmative Action employer. UTRGV promotes and ensures equal employment opportunities for all individuals without regard to race, color, national origin, sex, age, religion, disability, sexual orientation, gender identity or expression, genetic information, or protected veteran status. Our University is committed to complying with all government requirements and ensures nondiscrimination in our education programs and activities, including employment. An eligible veteran, surviving spouse of a veteran, or an orphan of a veteran is entitled to preference in the selection process over other applicants who do not have greater qualifications. Further, we grant an employment preference to former foster youth who were in the permanent managing conservatorship of the Texas Department of Family and Protective Services on the day preceding the individual's 18th birthday over other applicants for the same position who do not have a greater qualification. We encourage women, minorities, and differently-abled persons to apply for employment positions of interest.*

*The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from The University of Texas Rio Grande Valley documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.*