



PRESIDENTIAL SEARCH

LEADERSHIP PROFILE





INVITATION TO APPLICANTS AND NOMINEES

The University of North Texas System Board of Regents invites applications and nominations for the position of **President of the University of North Texas (UNT)**. As President, the successful candidate will lead one of the nation's largest and fastest-growing public universities, preparing students for the challenges they will meet in our ever-evolving world and leveraging today's momentum to guide the university into its next tier of success.

ABOUT UNT

Founded in 1890, the Texas Normal College and Teacher Training Institute was established with these auspicious words by founding president Joshua C. Chilton: “It will be our aim to become leaders in the education of the young men and women of Texas, fitting them to creditably fill the most important positions in business and professional circles.”

Today, UNT stands as the flagship of the UNT System, is ranked a Research 1 institution by the Carnegie Classification and has earned designation as a Hispanic- and Minority-Serving Institution. Boasting 250 degree programs and a thriving community that reflects the diversity of Texas, UNT helps drive the state’s economy through educational excellence focused on career readiness, innovative research, and a spirit of entrepreneurship. Record-breaking enrollment in Fall 2024 soared to nearly 47,000 students — including more than 7,000 incoming freshmen —



— solidifying UNT’s status as one of the fastest-growing universities in Texas and the nation. UNT’s growth has been instrumental in shaping higher education across Texas — accounting for 52.3% of the growth in new enrollees at state public universities since 2019. UNT now ranks as the 3rd-largest university in Texas — behind only Texas A&M University and The University of Texas at Austin.

As the university has grown, so has its reach and impact with scholarship and research spanning science, engineering, the arts, and everything in between. UNT students are encouraged to discover their passions while faculty and staff strive to provide a supportive and caring environment that helps them achieve their dreams. With a focus on preparing career-ready graduates at an affordable cost, students come from all walks of life and earned 12,000 degrees last year from UNT’s 14 colleges and



schools. Many of UNT's programs are nationally and internationally recognized, and its world-class faculty are known experts in their fields and are making innovative breakthroughs every day.

To achieve its goals and benefit the communities it serves, UNT leverages numerous partnerships with industry and business to ensure students and graduates

have opportunities for internships and job placement while helping create a strong workforce. UNT has more than 476,000 alumni who are creating real-world solutions to change the world around.

UNT has long served as a catalyst for creativity, continually fueling progress, entrepreneurship, and innovation for the North Texas region, the state of Texas, and beyond.



UNT AT FRISCO

Together, with its branch campus in Frisco, UNT is working to close the gap between higher education and the corporate world to provide increased opportunities for students.

Located on 100 acres in one of the fastest-growing cities in the United States, UNT at Frisco opened its first permanent building — Frisco Landing — in 2023. The branch campus offers state-of-the-art technology in classrooms designed for team-based and project-based learning. Its proximity to some of the world's top companies and industries allows for incredible opportunities for students with partners such as the Dallas Cowboys, the OMNI PGA Frisco Resort, Toyota, Sam's Club, and PGA of America.









STUDENT CENTERED

Dedication to student success is a top priority at UNT. From ensuring they feel welcome on campus and providing an atmosphere that encourages engagement to providing access to resources and opportunities for success after graduation, UNT strives to focus on the whole student. Throughout their journey at UNT and beyond, students receive support that fosters growth academically, personally, and professionally.

In recent years, UNT has made significant strides in closing the gap in minority graduation rates and launching new programs to keep university costs affordable while ensuring all students have the necessary support through programming such as the First-Generation Success Center and UNT One Stop, which provides better admissions and financial services.



-  With more than **450 student organizations**, students have plenty of opportunities to find friends with similar interests and backgrounds.
-  UNT annually awards more than **\$450 million in financial aid**, including more than \$70 million in scholarships.
-  UNT's **Texas Academy of Mathematics and Science** was the nation's first accelerated residential program in which talented students complete their **first two years** of college while earning the equivalent of a high school diploma.
-  UNT's undergraduates are **62.1%** minority students, making them the majority of the undergraduate student body.
-  UNT has **14 residence halls** that are home to **6,400 students**, making it one of the **largest residential college campuses in Texas** and the largest in the Dallas-Fort Worth area.
-  UNT has more than **2,000 students** in its Honors College while enrolling **58 Terry Scholars** and leading Texas universities with **71 Goldwater Scholars** named in math, science and engineering since 1996.



UNT ATHLETICS

With 16 NCAA Division I sports and more than 140 conference championships, UNT has worked to transform its athletics program in the last decade. Through facility improvements, strategic leadership, donor generosity, and excitement from fans, Mean Green Athletics is building champions and leaders. Now a member of the American Athletic Conference, the rise of UNT's athletics program is a testament to the hard work and top performance of athletes, coaches and athletic staff.

ACADEMICS

Since its founding, UNT has been a place where students have opportunities to transform their lives through education.


UNT offers the most comprehensive academic programs in the North Texas region. Home to the world-renown College of Music — the largest public university music program in the U.S. featuring the nation’s first jazz studies program — and the College of Visual Arts and Design with the top-ranked graphic design program in the Southwest, UNT also includes the G. Brint Ryan College of Business offering top-ranked M.B.A. online programs while the College of Engineering offers many fast-growing programs, among others.



No matter the program, UNT’s top-quality academic experience focuses on excellence, hands-on learning, and thought provoking research to ensure UNT graduates can compete with anyone, anywhere.




UNT COLLEGES

 [College of Applied Arts and Sciences](#)

 [College of Liberal Arts and Social Sciences](#)

 [Honors College](#)

 [College of Education](#)


 [College of Merchandising, Hospitality and Tourism](#)

 [G. Brint Ryan College of Business](#)

 [College of Engineering](#)

 [College of Music](#)

 [Mayborn School of Journalism](#)

 [College of Health and Public Service](#)

 [College of Science](#)

 [Toulouse Graduate School](#)

 [College of Information](#)

 [College of Visual Arts and Design](#)

With 114 bachelor's, 97 master's and 39 doctoral degrees in 14 colleges and schools, UNT fosters an environment of excellence by combining innovative programs and strong faculty and staff mentors dedicated to challenging and nurturing students. As a founding member of the Alliance of Hispanic Serving Research Universities, UNT also is committed to creating access for Hispanic students and growing a diverse faculty to match. UNT takes pride in its outstanding faculty, who are dedicated mentors and are widely known as experts in their fields. Distinguished scholars, researchers, and artists, they include National Academy members and have earned National Science Foundation CAREER awards, National Medal of Arts honors and Texas Institute of Letters.

UNT is blazing its own trail as a major public research university, one that is sought out as much for the arts and social sciences as it is for the hard sciences and engineering. UNT programs cover fundamental professions such as teaching and accounting, as well as fast-growing fields such as computer science, environmental engineering, and biochemistry. Nationally recognized programs include art education, aviation logistics, behavior analysis, electrical engineering, jazz studies, journalism, forensic science, and public administration, to name a few.

UNT also is at the forefront of evolving its program offerings to align with changing industry demands and preparing graduates to be leaders in the workforce. UNT gives students a strong academic foundation, attracting high-caliber students who are serious about their future.

A center for artistic and literary expression throughout the North Texas region, UNT strives to offer a variety of experiences for students and the surrounding areas. As a community partner, UNT offers a vast array of thought-provoking, entertaining, and informative cultural events — from distinguished lectures and prestigious conferences to world-class performances and exhibitions. UNT also is home to several galleries and unique collections.



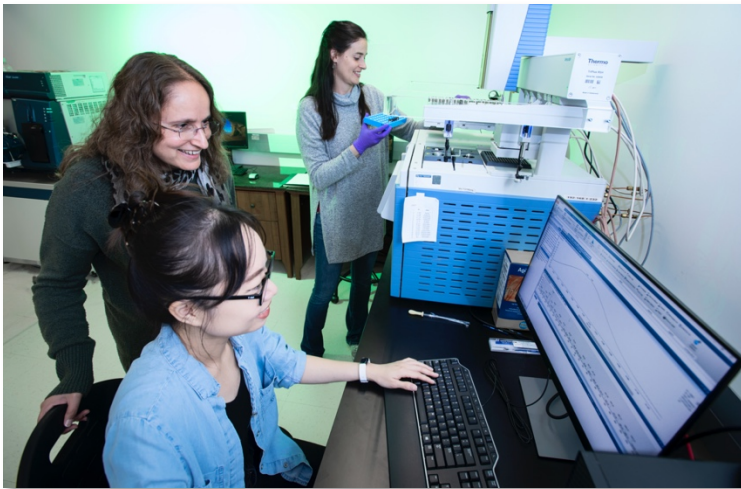
ONE OF 21
CARNEGIE TIER ONE
RESEARCH UNIVERSITIES
NAMED A
HISPANIC-SERVING
INSTITUTION

**250 DEGREE
PROGRAMS**
IN 14 COLLEGES
AND SCHOOLS

106
ACADEMIC
PROGRAMS IN
THE NATION'S
TOP 100

RESEARCH

UNT is focused on carrying out innovative, high-impact research to address scientific, environmental, and societal problems in areas from fine arts to technology, humanities to life sciences, and music to entrepreneurship. In fiscal year 2023, UNT researchers garnered a record high total of sponsored project awards with more than \$86 million in funding from top national agencies such as the U.S. Department of Defense, U.S. National Institutes of Health, U.S. National Science Foundation, and U.S. Department of Education.



UNT continues to climb as a Carnegie-ranked Research 1 university and is bolstering its national reputation in research. In 2023, for example, UNT forged collaborations across the region, state and nation, including an NSF-funded effort to develop new vehicle technologies, a U.S. Department of Energy consortium on emerging semiconductors and technologies, and an Army Research Office-

funded project to create a one-of-a-kind X-ray diffraction system to test the suitability of aerospace materials for hypersonic speeds. Faculty and students have earned prestigious recognitions from Fulbright awards to early career and student researcher awards from national agencies.



TEXAS UNIVERSITY FUND

UNT recently became one of only four universities eligible for a newly created permanent endowment known as the Texas University Fund (TUF). The TUF will provide millions of dollars annually in sustainable funding to UNT to support research, economic growth, educational access, and institutional excellence.

DISCOVERY PARK

As the North Texas region's largest research park with nearly 300 acres of space dedicated to the sciences, technology, and engineering, UNT's Discovery Park is located 5 miles north of the UNT main campus in Denton, Texas. It includes a 590,000 square foot building, which supports interactive and multidisciplinary STEM research, education and training that benefits student, faculty, and the community, and expands economic development by developing industry partnerships.

UNT's Discovery Park features state-of-the-art research labs such as the Materials Research Facility (MRF), a facility with high-powered microscopes for 3-D characterization and processing, and the Greenhouse Complex, a climate-controlled facility equipped with an expandable infrastructure to accommodate diverse growing conditions.

Discovery Park also is home to the Center for Agile and Adaptive Additive Manufacturing (CAAAM), which has garnered more than \$30 million in state and federal funding. This innovative center works to transform manufacturing technologies to create market-based solutions impacting everything from medical implants to next-generation drones and encouraging new industry and global collaborations while ensuring a workforce of engineers trained to lead in this disruptive new technology space.

Located at Discovery Park, the UNT Advanced Air Mobility (UAAM) Test Facility is the largest in Texas and one of the top drone test facilities in the nation. The new facility is significantly increasing the research capacity for unmanned aerial vehicles and other emerging research in the North Texas region and beyond.



ABOUT NORTH TEXAS

As the North Texas region's population continues to soar and is expected to expand to more than 10 million within the next decade, UNT's standing in the region will ensure it plays a critical higher education role. Despite a nationwide trend of downward enrollment, UNT has increased its student enrollment each year while simultaneously increasing its number of graduates annually.



20%

20% GROWTH OF NORTH TEXAS REGION SINCE 2010

24

HOME TO 24 OF THE STATE'S 53 FORTUNE 500 COMPANY HEADQUARTERS, TRAILING ONLY NEW YORK CITY AND CHICAGO

10M

REGION IS PROJECTED TO GROW TO 10 MILLION PEOPLE OVER THE NEXT DECADE, TO BECOME AMERICA'S THIRD-LARGEST METRO AREA

ABOUT THE UNT SYSTEM

The University of North Texas System is the only university system based exclusively in the robust North Texas region. The UNT System includes three institutions — the University of North Texas, the University of North Texas Health Science Center at Fort Worth, and the University of North Texas at Dallas — serving students at 5 campuses that span the entire region. The UNT System is led by Chancellor Michael R. Williams and governed by a Board of Regents composed of nine distinguished and dedicated Texans. UNT System Regents are appointed by the Governor and confirmed by the Texas Senate to serve six-year terms. The Governor also appoints a non-voting Student Regent for a one-year term.

Across its campuses, UNT System institutions offer a wide range of degree programs and academic initiatives in fields such as business, engineering, teaching, medicine, and law. The UNT System inspires courageous discovery that empowers its students, campuses, and communities to pursue a brighter vision for tomorrow while embracing its role in creating opportunities through education and developing the workforce of tomorrow.

THE POSITION

POSITION SUMMARY

Appointed by the University of North Texas System Board of Regents and reporting to the UNT System Chancellor, the President serves as UNT's chief executive officer and is responsible for the effective administration of the university. The President oversees university administration and operations and sets the institution's vision and strategic objectives. With the support of a strong leadership team, the President will drive the university toward achieving its mission to empower students to thrive in a rapidly changing world.

With a student enrollment of nearly 47,000 students, the next President of UNT will lead one of the nation's largest universities. As a Carnegie R1 designated research university and a Hispanic- and Minority-Serving Institution, the next leader of the institution will work with educational, business, and community partners along with UNT's faculty and staff to prepare students for the future.

The President of UNT will be a leader in higher education innovation, prioritizing accountability and integrity, and approaching issues with an entrepreneurial mindset. They will be prepared to respond to the evolving higher education environment, while remaining focused on academic excellence, research growth, and student outcomes. The President will be an authentic communicator who effectively builds and strengthens relationships with strategic partners, earns the trust of stakeholders, and generates support for the institution.



OPPORTUNITIES AND PRIORITIES

As an institution with a vibrant student-focused culture, UNT is deeply dedicated to the success of its students and has achieved major university benefits while maintaining its unique history. In order for UNT to continue providing an exceptional student experience, the next President will provide focused leadership in the following areas: enhancing the university's academic quality and strengthening its portfolio of research, scholarship, and creative activity; protecting the university's student-focused identity and environment; and promoting its commitment to access and community partnership.

Building upon UNT's accomplishments, the next President will provide forward-thinking leadership to guide the university into its next tier of success in areas including:

Strategic Vision and Innovative Leadership

The President must be committed to both the university's mission and the UNT System's Values. As the leader of the 3rd-largest university in Texas and one of the largest universities in the nation, it will be imperative that the President work collaboratively with the UNT System Board of Regents and Chancellor to develop and implement strategic priorities to further advance the university. Ideally, the individual will possess a strong understanding of Texas higher education funding and policy opportunities.

The President should demonstrate a clear vision, with the ability to manage and lead through change, demonstrating adaptability, resilience, and the flexibility to thrive in the rapidly changing higher education environment and lead the institution through future transformations. The President will have a strong background in establishing clear performance metrics, considering new models for how the university operates and delivers education, and holding institutional leaders accountable to ensure alignment with the university's strategic objectives.

Academic Excellence and Research Growth

Teaching, research, and service are foundational to the mission of higher education, and the President must advance the academic interests of the university, while growing UNT's prominence as a Carnegie R1 research university. Critical to this endeavor is the recruitment, development, and retention of world-class faculty and staff. The next President of UNT should explore new methods to promote excellence in teaching, research, and service that will further elevate the institution and its students.

UNT has a unique opportunity to capitalize on a newly created Texas University Fund (TUF) research endowment and the next President must prioritize growth in research expenditures to secure additional funding resources that will support the university's research enterprise, innovation, economic development, and overall institutional excellence.

Student Success and Workforce Alignment

To solidify the value proposition for public higher education, the President must be committed to student success and meeting the highly skilled workforce needs of the state of Texas and the rapidly growing North Texas region.

The next President will maintain an unwavering dedication to UNT's students, developing data-driven strategies to enhance student retention, high-impact programs that support students, and improved outcomes. This will require a committed partnership with faculty, staff, students, and external stakeholders while leveraging UNT's proximity to Fortune 500 businesses and other major employers.

The President should foster the creation and facilitation of partnerships to create work-based learning opportunities for students that encourage entrepreneurship, innovation, and community service to enhance the university's stature as a top contributor to the Texas workforce and economy.

Communications and Relationship Building

As the chief spokesperson for the university, the President will be a champion for UNT with the ability to effectively and proactively engage with internal and external constituencies, including students, faculty, staff, the UNT System Board of Regents, elected officials, businesses and employers, alumni, and community and nonprofit leaders.

UNT enriches, inspires, and helps the communities of the North Texas region in many ways. The next President must nurture longstanding relationships throughout the region and within the Denton community, while expanding its efforts in Frisco. This is a pivotal moment to strengthen existing partnerships and create new networks for higher education access, workforce development, and social mobility for the rapidly growing communities of North Texas.

Philanthropy and Alumni Relations

The President should foster relationships with alumni and the philanthropic community to inspire meaningful support for the university to invest in key initiatives and provide opportunities for student success. They must be committed to raising the visibility of the university by highlighting UNT's meaningful contributions to students and families, the economy, and global outreach.

UNT has an alumni network of more than 476,000 with more than 324,000 living and working in the North Texas region. The next President should develop and enhance relationships between the university and these alumni to inspire engagement, investment, and support. The President must create new and expand existing revenue streams for increased philanthropic support and grow UNT brand awareness to contribute to UNT's future success.

Long-term Enrollment Strategies

UNT has defied national trends, growing student enrollment by nearly 15 percent over the past five years and playing a significant role in meeting the needs in Texas higher education for students, the workforce, and the economy. Today and into the future, more jobs will require a higher education credential, and given the rapid population and workforce growth in the state of Texas, and particularly the North Texas region, UNT will be an essential partner.

However, the President must develop a coordinated long-term enrollment strategy that reflects the university's future goals and ambitions, the growing student and workforce demands, and the changing higher education landscape. This will require ensuring resources are appropriately allocated to support student and academic success in a rapidly evolving and competitive landscape.

Strengthening Community Ties and Promoting a Welcoming Campus Environment

Serving as a highly visible and influential leader within the North Texas community, UNT's next President must be prepared to capitalize on the platform provided to them by the university's stature, reputation, and history of engagement. The President will have the opportunity to enhance relationships with highly engaged influential stakeholders and guide discussions toward developing new, mutually beneficial partnerships.

UNT's faculty, staff, and students have historically demonstrated a strong commitment to creating a welcoming campus that serves all students and strengthens the community. Building upon UNT's success in achieving designations as a Hispanic- and Minority-Serving Institution, the next President also must possess a strong passion and demonstrated commitment to serving all students. This will allow the President to partner with the UNT community to strengthen the university's supportive environment.

Leadership Qualities and Qualifications

The ideal candidate for the UNT presidency should exhibit the following experiences, knowledge, skills, and abilities:

- Demonstrated track-record of success working in a complex organization where accomplishments are reached through partnership and collaboration rather than solely through direct authority.
- Deep appreciation for the mission of public higher education and an understanding of contemporary issues impacting institutions of postsecondary education, with the ability to provide visionary leadership in strategic planning and implementation necessary to accomplish the ambitious goals a large public R1 research university.
- Experience as a President or higher education senior executive or equivalent experience as a senior executive in a complex organization outside higher education.
- Excellent operational skills and a history of successful leadership in a complex, multi-faceted organization, particularly in times of transition and growth.

- A student-focused leader who recognizes the unique responsibility UNT has as a Hispanic- and Minority-Serving Institution and is able to reinvigorate its commitment to all students.
- A proven track record in student success outcomes and a commitment to eliminate barriers to student persistence, retention, and timely degree completion.
- A bold leader who can foster an innovative and entrepreneurial spirit with exceptional collaboration and listening skills, the ability to engage with other points of view and competing ideas, and the ability to define a best path forward.
- Demonstrated commitment to academic excellence and the recruitment, development, and retention of exceptional students, faculty, staff, and a highly effective leadership team.
- Demonstrated financial acumen, including experience and accountability for financial and budgetary decisions, and a record of success in creating financially sustainable budget models for large, complex institutions.
- Proven success in fundraising and generating new revenue, including growing philanthropic support, improving outreach with alumni, and engaging with elected officials and community members, private organizations, and others to advance long-term support for UNT's mission.
- Demonstrated ability to work with policymakers at all levels of government to effectively represent the university's interests.
- Knowledge and commitment to shared governance models and appreciation for the relationship of an institution and its governing board, including an ability to effectively partner with the UNT System Board of Regents to achieve impact and success.
- Demonstrated commitment to working with both faculty and staff, and an appreciation of the critical role they play in student success and institutional progress.
- Demonstrated understanding of the role and impact of intercollegiate athletics within a higher education institution.
- Exceptional interpersonal and communication skills with a commitment to the university community through transparent and consistent messaging and visible engagement in the life of the campus.

Although a terminal degree and exceptional academic and administrative accomplishment and experience are highly preferred, the UNT welcomes and encourages candidates who have achieved noteworthy success in their respective fields to apply.

Application and Nomination Process

The Search Advisory Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit a current curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submission of materials via email is strongly encouraged. Nomination letters should include contact information for the nominee. All nominations and applications will be handled in confidence.

APPLICATION PROCESS

Applications, inquiries, and letters of nomination should be submitted to:



Alberto Pimentel, Managing Partner

Sal Venegas Jr., Partner

6512 Painter Avenue

Whittier, CA 90601

562-360-1353 (FAX)

Email: apsearch@spaexec.com

Refer to code “UNT-President” in subject line.

EEO STATEMENT

The University of North Texas System and its component institutions are committed to equal opportunity and comply with all applicable federal and state laws regarding nondiscrimination and affirmative action. The University of North Texas System and its component institutions do not discriminate on the basis of race, color, sex, sexual orientation, gender identity, gender expression, religion, national origin, age, disability, genetic information, or veteran status in its application and admission processes, educational programs and activities, and employment practices.

