



Position Specification

President

**New Mexico Institute of Mining & Technology
Socorro, New Mexico**

July 2023



POSITION SPECIFICATION

Position	President
Institution	New Mexico Institute of Mining & Technology (New Mexico Tech or NMT)
Location	Socorro, New Mexico
Reporting Relationship	The NMT Board of Regents
Institutional Website	www.nmt.edu

Executive Summary

New Mexico Tech (“NMT or Tech”), a public research university, seeks a president who, with the Board of Regents, will lead the institution to its next level of distinction, embrace the faculty’s commitment to academic excellence, public education and research, prioritize student success and wellbeing, promote a work culture that embraces staff career development, and engage the surrounding community with a goal of mutual growth and prosperity.

As the leading advocate of New Mexico Tech, the President will work tirelessly to promote the reputation of the institution, secure resources from public and private sources, and develop an outstanding executive team. This position requires excellent communication and interpersonal skills, decisive leadership, integrity, and an exceptional ability to connect with multiple constituencies.

The qualified candidate has successfully led a complex organization, consistently demonstrated a commitment to diversity, equity, and inclusion, optimized opportunities for shared governance, and has experience in working successfully with external communities and government agencies.

About New Mexico Tech

New Mexico Tech was founded as the New Mexico School of Mines in 1889, when it was established by an act of the Territorial Legislature. In recognition of the growing role of the Institute, the State Legislature changed the name in 1951 from “New Mexico School of Mines” to “New Mexico Institute of Mining and Technology,” the official name.

Over the years, Tech’s emphasis has expanded, first into the area of petroleum engineering, and then, in the 1940s, into physics research. Today, New Mexico Tech is known for its expertise in highly specialized areas such as earth and atmospheric sciences, astrophysics, energetic materials, cybersecurity, and chemical, civil, electrical, materials, mechanical, environmental, petroleum, and mineral engineering.



Vision

New Mexico Tech aspires to be a preeminent community of scholars dedicated to research, education, and innovation – advancing science, technology, engineering, and mathematics – to meet the challenges of tomorrow. We drive innovation and education through transdisciplinary collaborations.

Mission

New Mexico Tech serves the state and beyond through education, research, and service, focused on science, technology, engineering, and mathematics. Involved faculty educate a diverse student body in rigorous and collaborative programs, preparing scientists and engineers for the future. Our innovative and interdisciplinary research expands the reach of humanity's knowledge and capabilities. Researchers, faculty, and students work together to solve real world problems. Our economic development and technology transfer benefit the economy of the state and create opportunities for success. We serve the public through applied research, professional development, and teacher education, benefitting the people of New Mexico.

Strategic Plan

NMT's 2027 Five-Year Strategic Plan has six strategic themes: Empowering Student Success, Enriching Engaged Learning, DEI Driven Excellence, Amplifying Research, Energizing Community, and Financial Resilience. The plan was approved by the Board of Regents on 12/15/2022 and is available online.

Academics

The Division of Academic Affairs, led by its Vice President, oversees the academic mission of New Mexico Tech (NMT), a Hispanic-serving institution. There are two academic colleges, the College of Arts and Sciences and the College of Engineering, that house a combined 14 departments. There are over 110 tenure-line faculty, approximately 20 full-time instructors, and additional part-time faculty hired on an as-needed basis. About 90% of our full-time faculty have their disciplinary terminal degree.

NMT offers two Associate degrees, 28 Baccalaureate degrees, 25 Master-level degrees, and 13 Doctoral degrees that serve approximately 1,150 degree seeking undergraduate students and 410 degree seeking graduate students. There are also options for students to pursue an accelerated Master's degree in select disciplines. NMT is accredited by the Higher Learning Commission, with an on-site reaffirmation visit scheduled for March 2025. Our undergraduate computer science and engineering programs are accredited by ABET while the chemistry B.S. curriculum is approved by the Committee on Professional Training of the American Chemical Society.

Faculty are engaged in a range of research and creative activities that are integrated, when possible, into the curriculum. We are proud of the fact that our strong academic programs place students in high-demand areas within the job market, prepares them well for graduate school, and brings distinction through recognition in national rankings and by outside organizations. For example, New Mexico Tech ranks highest amongst public institutions in the country for the percentage of its bachelors graduates that go on to earn PhDs in Science and Engineering (National Center for Science and Engineering Statistics). At New Mexico Tech, our academic programs underpin the institute's focus on science,



technology, engineering, entrepreneurship, and mathematics, making NMT a STE²M campus.

Research

The New Mexico Tech Office of Research encourages interdisciplinary and collaborative work between faculty, students, and other universities and research entities. The Office of Research provides financial support, professional and technical expertise, and special services and facilities to assist researchers at New Mexico Tech. The Research Division is responsible for championing Tech's numerous research programs and for leading the division's administrative and policy making activities, as well as advocating for New Mexico Tech's research mission and opportunities throughout the Institute.

The NMT Research Division currently maintains an external funding portfolio of approximately \$323 million and current annual research expenditures exceeding \$100 million, putting NMT on a trajectory to displace Caltech as the smallest Carnegie R1 university in the nation by 2027. The Division includes nine centers & institutes with approximately 256 FTEs overall. A major priority of the Research Office is the identification of emerging research opportunities, and the mentoring of new faculty members with their research programs. In addition, the Research Office acts as an external advocate research activities, and oversees efforts in IP protection, technology transfer, and commercialization.

New Mexico Tech recognizes the importance of research projects to prepare all students for their careers. Therefore, all researchers, even those who are not tenure-tracked faculty members, are strongly encouraged to hire both undergraduate and graduate students and give them active roles in projects, giving NMT students rich research experiences unparalleled even by universities many times larger than NMT.

Special Research Programs

The office of the Vice President of Special Research Programs oversees external funding and programs for special research and research-related programs including large projects that encompass both academic departments and research centers. This office reports directly to the University President and oversees several science and engineering research centers, some of which perform classified activities. The mission of this office is to guide research, and enhance University funds, and sponsored programs. The office is responsible for connecting staff and external entities to enable funding development for transdisciplinary research opportunities and special research programs campus-wide to enhance one of NMT's roles as a driver of research and development in the State of New Mexico and globally.

The Office includes the following key positions: Director of EMRTC, HDIHC, MRO, Geophysical Research Center, and Langmuir Lab. A second component of the Vice President's role includes oversight of the Advancement Office, Government Affairs, and special projects to enhance research development through philanthropic activities.

Student Life

The Division of Student Life has five overarching strategic themes that support the university: support student success; celebrate differences; promote well-being; cultivate innovation and collaboration; and financial resiliency and stewardship. These themes and goals and the strategies behind them support the university's efforts to create a culture where students, faculty and staff thrive and where a sense of belonging is paramount to developing tomorrow's leaders today.



The Division includes traditional student life functions such as the dean of student's office, housing, student leadership and engagement and a broad spectrum of health and wellness services and opportunities. Additionally, the Division provides direct oversight of strategic enrollment management services including undergraduate admissions, financial aid, registrar, and dean of student success initiatives.

The Division of Student Life enhances the New Mexico Tech Mission through the creation of holistic growth opportunities that promote well-being, diversity, and the development of interpersonal skills that support students to engage as inclusive global citizens. The Division aspires to empower students to be engaged, inclusive, and courageous collaborative innovators. Over the past three years the office of admission has seen an average of 25% yield rate for completed undergraduate applications and provides an average of \$13.6 million in federal, state, and institutional scholarships. Housing and Residential Life has a capacity of 714 undergraduate beds and grosses an average of \$3.2 million. Auxiliary services provides gross income averaging \$4 million annually and includes 97 apartment units for graduate student and graduate student families and a PGA 18-hole championship golf course.

Finances and Operating Budget

New Mexico Tech continues a strong financial tradition of successfully managing its resources. The school once again received an unqualified opinion from its Independent Auditors on the university's FY 2022 annual financial statements.

Like many of the schools and businesses across the country, New Mexico Tech has struggled with the financial aftermath of COVID-19; however, the financial numbers are trending in a favorable direction. Moody's Investors Service recent credit profile for New Mexico Tech -- "The institute's wealth level is strong... direct debt remains relatively low. NMT's wealth relative to its size is materially stronger than similarly rated peers. Total cash and investments to operating expenses of 1.1x in fiscal 2022 provided good financial flexibility to respond to operating volatility. NMT's monthly liquidity is favorable at \$71 million, providing 187 monthly days cash, while exposure to potential liquidity risks remain low."

Campus and Facilities

New Mexico Tech's beautifully landscaped campus is an oasis of green in the desert, with tall trees, grassy lawns, and flowerbeds. The central section of Tech's 320 acres contains academic buildings, laboratories, residence halls, family housing, and recreational areas. An additional 40 square-mile area adjoining the main campus is used for research and testing activities. Socorro Peak, with an elevation of 2,208 m (7,243 ft) above sea level, is immediately west of the campus quadrangle and contains a mine now used for seismic studies. Recreational areas on campus include the Joseph A. Fidel Student Services Center, Student Activities Center (SAC), Swim Center, tennis courts, Macey Theater/Conference Center, the Etscorn Campus Observatory, the Gymnasium, and an 18-hole Golf Course.



The university owns over 2,000 acres of land but only irrigates and landscapes 130 acres of the core campus. The main campus consists of 1.2 million square feet of Spanish Colonial style buildings and amenities to support the growth and active lifestyle of our students. Maintenance, renovation, and expansion of instructional space is supported by the state through formula funding and a robust General Obligation Bond capital improvement effort. This spring the university completed an \$8.6 million renovation to Brown Hall, which is occupied by the Administration and other centralized administrative offices.

Development Campaign for NMT

In 2019, with the full support of the New Mexico Tech Foundation, the Office for Advancement and Alumni Relations, launched New Mexico Tech's comprehensive Campaign, "Launching Tech to New Heights", with a goal of raising \$89 million dollars for student, faculty and research support. With a base of less than 14,000 alumni, there is a deep love of New Mexico Tech among its constituents. New Mexico Tech's alumni often become industry leaders and give back to their alma mater.

Points of Pride:

Tech boasts a highly dedicated faculty and institution-wide commitment to excellence. Graduate and undergraduate students are highly sought after with starting salaries among the highest in the nation. Tech is a distinguished STEM institution with a rich legacy of excellence in research and education. As the Niche.com ranked 2023 #1 Top Public University in New Mexico and the #1 Best College in the state, we are committed to providing our students with unparalleled academic opportunities and fostering a supportive and collaborative learning environment.

Home to the New Mexico Bureau of Geology & Mineral Resources and the state geologist, Tech is a leader in hydrology, astrophysics, atmospheric physics, geophysics, information technology, information security, earth science, energetic materials engineering, and petroleum recovery. Recognized by the National Science Foundation as a leading institution, New Mexico Tech stands 18th among the top 50 universities producing Ph.D. students and ranks sixth nationwide in physical science and earth science.

A Unique Opportunity

NMT's culture offers an opportunity for faculty and students to form authentic relationships, similar to what one might find at a private institution, despite its public status. Given NMT's outstanding reputation and low tuition coupled with support from the state of New Mexico Lottery and Opportunity scholarships, most New Mexico undergraduate students can attend with free tuition and out-of-state tuition is reasonable by comparison. Graduate enrollment has been on the rise and with an increase of over 35% of full-time PhD students over the past three years the institution is on the right path towards R1 classification, a tremendous accomplishment.

SOCORRO, NEW MEXICO

The name Socorro means "help" or "aid" in Spanish. In 1598 the explorers of the Juan de Oñate expedition first gave this name to the Pilabo Pueblo because the Pueblo people provided needed food and shelter for the explorers as they made their way north. That same year the Old San Miguel Mission was established by two Franciscan priests who arrived with Oñate.



With an atomic energy and mining history and advanced research at Sandia National Laboratories, the regional economy today is fueled by technology-based enterprises. The Karl G. Jansky Very Large Array Radio Telescopes (VLA), New Mexico Institute of Mining and Technology and White Sands Missile Range attract scientists and engineers from across the globe.

Socorro is home to a wide array of art, music, golfing, biking, hiking, rock hounding, rock climbing, and gallery hopping, as well as, wildlife refuges, radio telescopes, a mineral museum, university, historical mission church and an incredible performing arts series. With easy access to wilderness areas, Elephant Butte Lake and State Park, the VLA and beautiful Ruidoso, Socorro is a haven for outdoor enthusiasts with its temperate climate.

Credentials

The President must have a record of signature leadership accomplishments. He/She must have demonstrated transformational success as an executive leading a higher education enterprise with proven management capabilities, financial acumen, and social intelligence. Candidates from non-academic sectors, who have non-traditional but comparable skill sets, will be fully considered. Candidates who have an earned doctorate, or terminal degree, with transferable experience are preferred.

Compensation

New Mexico Tech offers an attractive compensation and benefits package, commensurate with the successful candidate’s background and experience.

How to Apply

New Mexico Tech has retained the services of the executive search firm Korn Ferry to conduct this important search. All inquiries, nominations, and applications should be submitted to Korn Ferry at the e-mail address below. Initial applications should consist of two documents. First, a full-length curriculum vitae. Second, a letter of interest describing why you are interested in both the role and NMT, why you are a good fit for the position based on your experience, and why now is a good time for you to consider the opportunity. For priority consideration, please submit application materials in confidence by **September 15, 2023**.

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New Mexico Tech is an Equal Opportunity/Affirmative Action Employer and Educator.