

## **Opportunity and Challenge Profile**

### *Search for the Chancellor University of New Mexico–Gallup Gallup, New Mexico*

The University of New Mexico (UNM), the state’s flagship and minority serving institution, seeks a strategic and experienced academic leader to serve as the Chancellor of the University of New Mexico-Gallup (UNM-Gallup). One of the four branch campuses of UNM, UNM-Gallup is a rigorous and affordable comprehensive community college that provides foundations for transfer, leading-edge career programs, and lifelong learning opportunities. Located in Gallup, McKinley County, and on the border of the Navajo Nation, Gallup is steeped in tradition, and a town surrounded by some of the best outdoor recreation destinations and trails in the Southwest. UNM-Gallup is committed to serving this diverse community with academic, health care and career technical educational opportunities that will build the culture and economy of the region.

This is pivotal time for the next Chancellor to join the campus and the UNM leadership team. Several new leaders at the other UNM branch campuses are coming together to focus on ambitious goals set by the newly adopted UNM 2040 strategic plan. UNM-Gallup has an excellent foundation for even greater impact in its region by further expanding and augmenting relationships and connections and finding new opportunities for growth. The next Chancellor will be a forward-looking and collaborative leader who can be a champion the campus and community college education at large; views their work as essential to the success of students, the campus, the community, and the UNM system; and who can skillfully manage and expand resources for the betterment of UNM-Gallup and for a significant impact on the workforce and economic development of the region.

Reporting to the Provost and Executive Vice President for Academic Affairs for the UNM system, Dr. James Holloway, the Chancellor will serve as the chief executive of UNM-Gallup and will be a critical partner in the overall UNM system to address the following opportunities and challenges:

- Develop a compelling strategic vision and priorities for UNM-Gallup
- Cultivate the resources necessary to better support campus facilities and operations and advance the campus’ aspirations
- Develop the community of staff and faculty to ensure a more sustainable future
- Further engage community partners in the region to support student success, ensure appropriate and competitive programming, and best respond to workforce needs
- Champion and extend the impact of UNM-Gallup among UNM campuses, within the community, and beyond

### **Role of the Chancellor of UNM-Gallup**

The Chancellor of UNM-Gallup provides academic and administrative leadership for the campus and has responsibility for overall campus operations, academics, student affairs, facilities, human resources, administration, fundraising, and financial management. The Chancellor is also responsible for interfacing with and administering a variety of shared services supported by the UNM-Albuquerque campus including student information systems, curriculum approvals, student advising, institutional analytics, contracts and

grants administration through the research office, budgeting and accounting, HR applicant tracking and hiring, compliance reporting systems and services, university counsel services, etc..

The Chancellor participates regularly in the Provost's meeting with all UNM academic leaders and serves as a liaison with outside agencies, community organizations, and governments, the New Mexico Higher Education Department, New Mexico Public Education Department, leaders of UNM's other branch campuses, the UNM Foundation, tribal entities, other colleges, local schools, and UNM Online.

The Chancellor oversees an operating budget of \$15 million and a team of direct reports, which include the Dean of Instruction, Director of Student Affairs, and Director of Business Operations.

### **Key Opportunities and Challenges for the Chancellor of UNM-Gallup**

The next Chancellor will be well-positioned to usher in the next era of excellence for UNM-Gallup by addressing the following opportunities and challenges:

#### ***Develop a compelling strategic vision and priorities for UNM-Gallup***

The Chancellor will take office at an opportune time as the campus is ready to refresh its strategic plan in alignment with [UNM 2040](#) to help ensure continuing impact on the state of New Mexico. Working closely with UNM-G faculty, staff, students, and community partners, the Chancellor will identify opportunities for the evolution of the campus and establish priorities and benchmarks for growth, with the goal of energizing the community around an overarching vision and strategy that will feature the campus as the premier education provider for McKinley County and the region where access and student success are at the forefront. The Chancellor will be expected to understand the diverse perspectives of the campus through a commitment to shared governance, external engagement with key campus partners, thoughtful leadership and management, and decisiveness about directions taken to move the campus forward in the years to come.

#### ***Cultivate the resources necessary to better support campus facilities and operations and advance aspirations***

The incoming Chancellor will be expected to find new ways to support the campus' infrastructure to augment services and fund new opportunities. This will include responsible resource allocation and nurturing and expanding mutually beneficial relationships across the UNM system and with community partners, including local and state elected officials, the New Mexico Legislature, indigenous communities, and local businesses to find new areas for growth. The Chancellor will be expected to work closely with the UNM-Gallup community to discover new opportunities for programming and additional revenue while also engaging them in critical conversations around programming and services that may no longer be effective in order to achieve new aspirations. The incoming Chancellor will also engage the campus community in thoughtful discussions around the best strategy for obtaining and supporting grants in the future, working closely with the UNM system as needed.

#### ***Develop and support the community of staff and faculty to ensure a more sustainable future***

The incoming Chancellor will be joining a strong team of dedicated, talented, and passionate professionals. It will be important for the incoming Chancellor to evaluate operations and determine opportunities for growth and new revenue to help ensure a more sustainable future, which could include

growing student enrollment and augmenting the number of faculty and staff. In doing so, the Chancellor will engage the community in thoughtful discussions to foster a culture of trust, collaboration, and transparency while empowering all staff and faculty to offer new ideas for how to best support them in their work and the students they serve. This will include working together to establish reasonable priorities and providing thoughtful delegation for the implementation of those priorities, leveraging other UNM resources where possible to best support the campus in fulfilling its mission. The Chancellor will be expected to keep equity, diversity and inclusion at the heart of their work and actively advocate for faculty and staff where possible to best support their success.

***Further engage community partners in the region to support student success, ensure appropriate and competitive programming, and best respond to workforce needs***

Building upon a strong foundation of collaboration with community partners, the Chancellor will identify ways to bring new opportunities to the campus and its communities, staying ahead of workforce needs while keeping an eye on student success and long-term sustainability. This may include, but is not limited to, addressing the needs of the local K-12 schools in educating new teachers and providing dual enrollment programs, supporting adult learners and part-time students, collaborating with local employers to address the needs of local workforce, and finding new opportunities to collaborate with UNM-Albuquerque on new degree programs and transfer agreements. Growing the partnership with the College of Education and Human Sciences in Albuquerque, and further developing nursing programs might be programs deserving special attention. In doing so, the Chancellor will need to make sure all students feel supported, especially first-generation and Native American students, to ensure all students feel welcome and complete their programs. The Chancellor will also cultivate more opportunities for students to work in and with the community through internships and jobs. With measurable results, this is a great opportunity for the Chancellor to make a case for more resources, as state budget allocations are dependent on student outcomes, and providing economic impact in the region and state is highly valued.

***Champion and extend the impact of UNM-Gallup among UNM campuses, within the community, and beyond***

The Chancellor will play a significant role in building support for community college education throughout the state as part of the UNM system and will leverage the network and support of the UNM Provost's office, the Chancellors of other UNM branch campuses, and the UNM Gallup Advisory Board to build long-term partnerships with local and statewide key stakeholders. The Chancellor will be a well-connected, resourceful, and enthusiastic spokesperson for UNM-Gallup and will possess the political adeptness and entrepreneurial capacity to balance the advocacy and executive management needed to represent UNM-Gallup well. This will entail having the ability to champion the great attributes and contributions of UNM-Gallup and UNM more broadly across the state and tell their story well. This will include the message that UNM-Gallup provides a high-quality education at good value; that equity, diversity, inclusion, and student access and success are at the core of its work; that it is a major economic engine for the region; that it cares deeply about the heritage and future of the state and its people; and that it embraces partnerships with public and private entities to share its knowledge and expertise for mutually beneficial collaborations.

**Qualifications and Characteristics**

While no one person will possess them all, the successful candidate will embody many of the following qualifications, characteristics, and attributes:

- An earned doctoral degree or equivalent terminal degree and demonstrated scholarly, teaching, and service achievements that would qualify them to hold tenure as a member of the UNM-Gallup faculty
- Executive administrative experience in higher education or a comparable setting, including in a setting involving adult learners
- Experience providing high quality services directly to students through teaching, student support, or other areas of professional service
- Evidence of demonstrated and sustained commitment to diversity, equity, accessibility, and inclusion across faculty, staff, and student communities, as well as working with broadly diverse communities
- Understanding of and commitment to the mission of a comprehensive community college and the delivery of academic, career and technical, transitional programs, and non-credit workforce training, as well as student support services
- Experience developing and implementing strategic plans and goals to ensure student and campus success.
- Experience and disposition to maintain productive working relations and collaboration with the Advisory Board
- Excellent written and oral communications skills and ability to be an effective spokesperson for the campus with multiple audiences
- Experience formulating and managing large complex budgets at the institutional or campus level
- Ability to acquire and develop internal and external financial support for the campus, including fundraising activities and legislative outreach
- Ability to work collaboratively with local businesses, advisory board, school districts, governmental entities, civic organizations, and the community at large to identify and meet educational and workforce needs while building community support
- Commitment to equal opportunity and the recruitment and retention of a culturally diverse faculty and staff
- Ability to promote collegiality and make difficult decisions in a transparent and collaborative manner and a commitment to shared governance
- Commitment to ethical principles that reflect the highest standards of personal integrity

### **Applications, Inquiries, and Nominations**

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals should be sent to [provost@unm.edu](mailto:provost@unm.edu). Electronic submission of application materials is required (CV and cover letter) through [UNMJobs Req22501](#).

*UNM is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, citizenship, disability or protected veteran status.*