

# SEARCH PROFILE:

DIRECTOR OF THE SCHOOL OF ART

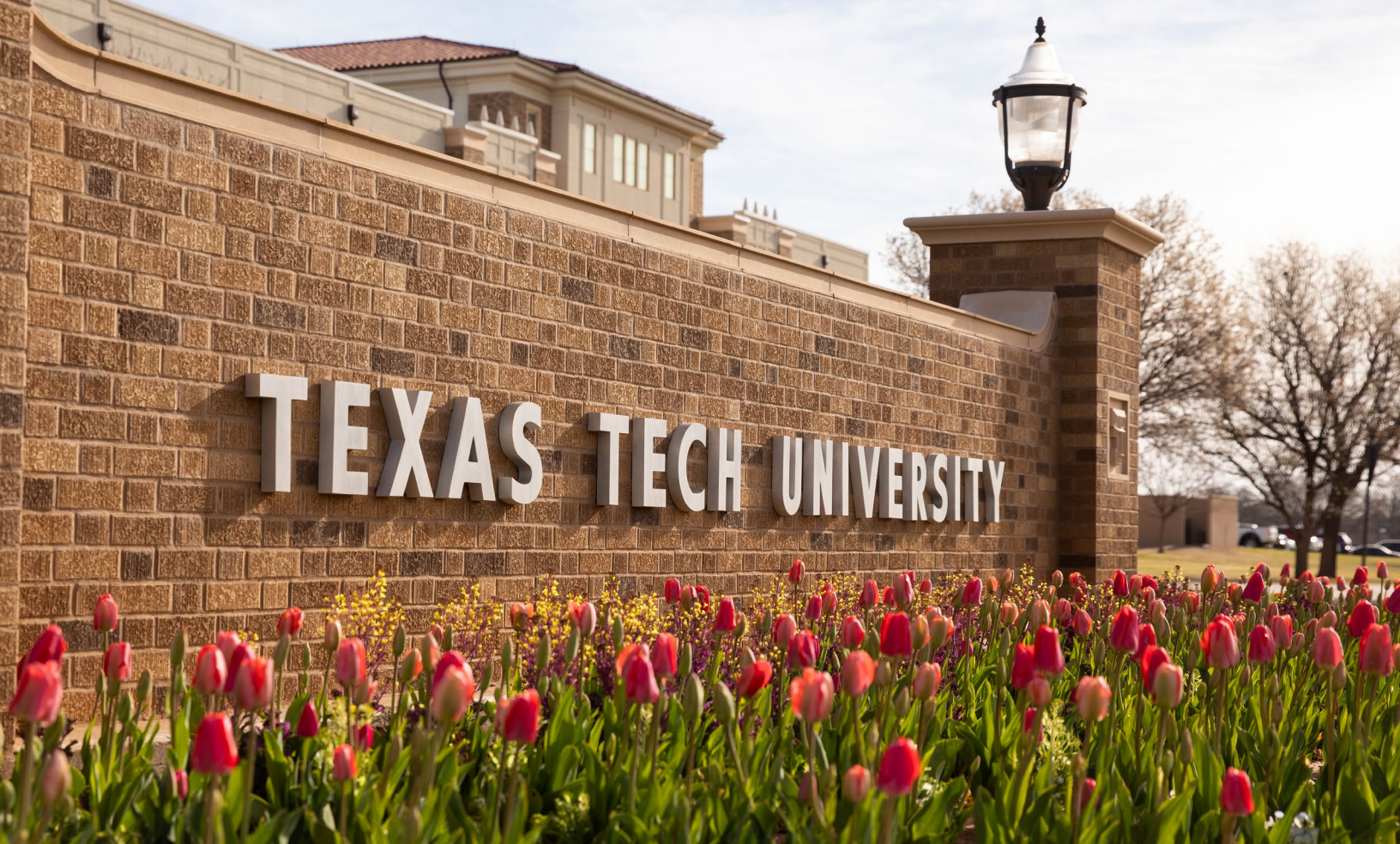


TEXAS TECH UNIVERSITY®

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## THE OPPORTUNITY

The J.T. & Margaret Talkington College of Visual & Performing Arts and the faculty, staff, and students of the School of Art enthusiastically seek nominations and applications for a visionary leader as Director of the School of Art (SOA) at the rank of tenured, full professor. The ideal candidate will lead a thriving program that exemplifies the highest standards of a creative, multi-faceted, and scholarly community. The new Director is expected to assume office in the summer of 2024 and reports to the Dean of the College.

This is an outstanding opportunity to join a community of dedicated educators and artists who are developing the next generation of artists, art educators, and art scholars for Texas, the nation, and the world. The next Director will work with an engaged faculty and appreciative students who value relationships, respect one another's research and artistry, and are committed to excellence in scholarship and creative endeavors. The potential for collaboration, internally and externally, is compelling. This is a unique opportunity to join as a leader of a school that is poised to expand opportunities and collaboration with the other two schools in the college, the School of Theatre and Dance, and the School of Music, and with the new department of Interdisciplinary Arts.

The Director will be an inspirational and accomplished professional who, in coordination with the Dean and Provost, will provide vision, leadership, and overall academic, administrative, and financial management of the School. Activities, in cooperation with the faculty, include but are not limited to, support for instruction and research; mentoring of faculty, staff, and students; personnel evaluations; recommendations for appointment; class and events scheduling; preparation and management of budgets; support of faculty development and external grant writing; coordination of community and engagement activities; recruitment and retention; management of facilities; curriculum development; leadership in prospect cultivation, donor development and fundraising; and strategic planning and execution in coordination with the College and the University. In addition, the Director will oversee program assessment and accreditation, particularly the renewal processes through the National Association of Schools of Art and Design (NASAD) in 2024-25.



# THE SCHOOL OF ART

As one of three schools within the J.T. & Margaret Talkington College of Visual & Performing Arts, the School of Art is dedicated to creating a space for students, faculty, staff, alumni, and community partners to genuinely inspire others through a shared passion for art.

The School of Art at Texas Tech University is a community of voices that share a common belief in hands-on learning, experimentation, and an always-evolving approach to education in the visual arts. The School of Art offers undergraduate and graduate programs at the creative intersection of rigor and innovation to prepare students for successful careers in their chosen fields.

The School of Art engages students in an interdisciplinary, collaborative exploration of the creative process, visual history, pedagogical innovation, and original design. Students are engaged in classroom and studio pedagogies that demonstrate values of experimentation, creative and critical thinking, and research. Students and faculty enjoy a variety of facilities that enable cutting-edge and traditional curriculum including studio classrooms with manual and digital fabrication equipment, hi-tech design labs, and comfortable spaces for learning and exchanging ideas. The creative and academic work of students is recognized with scholarships, awards, exhibitions, public presentations, and galleries both on- and off-campus.

Landmark Arts, the signature exhibitions and speakers program of the SOA, supports the presentation of student and faculty creative and scholarly research via its galleries. More importantly Landmark Arts presents contemporary art exhibitions of regional and national significance, not provided by other local institutions, and supports a strong visiting artists and scholars program to augment the program curricula.

The School of Art faculty and staff are nationally and internationally recognized for their creative and scholarly research, studio art practice, and community leadership. School of Art faculty members present artworks and scholarly research in national and international exhibitions and conferences. Their artworks and scholarship are published in major journals, books, and displayed in major museums. While achieving important recognition, faculty members are committed to offering students a small-school feel within the larger resources afforded by a Tier-One Carnegie Research University classification. The School of Art has maintained an 8:1 student-to-faculty ratio, which fosters program cohorts that allow faculty and staff to provide individual mentorship and guidance for students seeking their expertise.

School of Art alumni have demonstrated success in careers that span nearly every industry nationwide. The variety of education offered in the visual arts has proven to empower professional careers that can adapt



## ENROLLMENT AND DEGREE INFORMATION – SCHOOL OF ART

Total [college](#) enrollment ethnicity breakdown:

- American Indian/Alaskan Native: 0.3%
- Asian: 2.5%
- Black or African American: 4.0%
- Hispanic: 25.1%
- Non-Resident International: 6.3%
- Two or more races: 5.2%
- Unknown: 0.7%
- White: 55.9% School of Art enrollment numbers (fall [2023](#)): 256 undergraduate, 37 graduate
- School of Art faculty FTE and headcount (fall 2022): Headcount – 40, FTE 35.71
- Student Headcount per Faculty FTE, SOA (fall 2022): 7.42
- SOA degrees (combined Bachelors, Masters) awarded in FY2021, 2022, 2023: 179

to our quickly evolving world. For example, alumni have served as award-winning Art Directors at *Texas Monthly* magazine, creative professionals at companies ranging from Nike to the *New York Times*, and as distinguished educators and administrators, thriving entrepreneurs, and creative social leaders.



## DEGREES AND CREDENTIALS

### DEGREES AND CREDENTIALS

#### CERTIFICATES

##### • Undergraduate Certificates

- Visual and Performing Arts
  - Animation Studies
  - Arts Entrepreneurship
  - Motion Picture Production (*in partnership with the College of Media and Communication*)

##### • Graduate Certificates

- Art
  - Art History, Criticism, and Theory
- Visual and Performing Arts
  - Arts Entrepreneurism
  - Interdisciplinary Arts

#### MINORS

##### • Undergraduate

- Art
  - Minor in Art History
  - Minor in Fine Arts Photography
  - Minor in Studio Art – Drawing
  - Minor in Studio Art – Painting
  - Minor in Studio Art – Printmaking
  - Minor in Studio Art – Ceramics
  - Minor in Studio Art – Metals/Jewelry
  - Minor in Studio Art – Sculpture
  - Minor in Transmedia

### UNDERGRADUATE DEGREES

#### BACHELOR OF ARTS (B.A.)

##### • Major in Art

- Concentration in Art History
- Concentration in Studio Art

##### • Major in Interdisciplinary Arts Studies

#### BACHELOR OF FINE ARTS (B.F.A.)

##### • Major in Art

- Concentration in Art Education
  - Specialization: Ceramics
  - Specialization: Drawing
  - Specialization: Jewelry Design & Metalsmithing
  - Specialization: Painting
  - Specialization: Photography
  - Specialization: Printmaking
  - Specialization: Sculpture
- Concentration in Graphic Design
- Concentration in Studio Art
  - Specialization: Ceramics
  - Specialization: Jewelry Design & Metalsmithing
  - Specialization: Painting
  - Specialization: Photography
  - Specialization: Printmaking
  - Specialization: Sculpture
  - Specialization: Transmedia



# DEGREES AND CREDENTIALS (CONT.)

## GRADUATE DEGREES

### MASTER OF ARTS (M.A.)

- Major in Art
  - Concentration in Art History

### MASTER OF FINE ARTS (M.F.A.)

- Major in Art
  - Track in Studio Art
    - Concentration: Ceramics
    - Concentration: Jewelry Design & Metalsmithing
    - Concentration: Painting
    - Concentration: Photography
    - Concentration: Printmaking
    - Concentration: Sculpture
    - Secondary Studio Option – Drawing
    - Studio Electives
      - Drawing
      - Transmedia

### MASTER OF ART EDUCATION (M.A.E.)

### DOCTOR OF PHILOSOPHY (Ph.D.)

- Major in Fine Arts
  - Track in Art
    - Concentration in Critical Studies and Artistic Practice
  - Track in Interdisciplinary Arts
    - Major Field 1
    - Major Field 2
    - *Optional Major Field 3*







## LEADERSHIP AGENDA

### **IMPROVE RECRUITMENT, ENROLLMENT, AND RETENTION STRATEGIES AND OUTCOMES**

The new Director will work to improve enrollment and retention levels. New ideas and approaches towards growing and managing a balance in student enrollment, both majors and minors, and also non-majors. The Director will lead the development of strategic recruitment and will work with faculty and staff to attract students for all areas.

### **NURTURE NEW AND EXISTING GROWTH AREAS**

Art areas are being transformed by advances in technology and new techniques and students are increasingly attracted to these new applications. The director will stay abreast of new opportunities and challenges, including but not limited to, advances in environmental humanities; art & social practice; Native & Indigenous studies; technological changes including Artificial Intelligence (AI) software applications, and by enhancing the curriculum with global and multicultural understandings and new ways of thinking. Working in a collaborative way with the faculty to develop the direction of emerging opportunities, the Director will bring an entrepreneurial and growth mindset to the School, seeking ways to serve growing areas of interest for students.

### **MENTOR AND SUPPORT FACULTY AND STAFF**

The Director will implement professional development programs that assist staff and all faculty members, specifically cultivating opportunities for faculty development, tenure and promotion processes, and faculty and staff recruitment and retention. Advances in supporting and retaining staff are underway, and the director will play a pivotal role in solidifying those efforts. The Director will be a unifying voice who appreciates and nurtures all of the School's disciplines and traditions, from art history to art education to studio art, from prioritizing traditional art media to the incorporation of new computer technologies and hi-tech labs, from general education to teacher preparation, from supportive and collaborative communities to artists who create with individual vision.

### **BUILD TRUST WITH CLEAR COMMUNICATION AND ACCESSIBILITY**

Drawing on the considerable knowledge and talent of the faculty and staff, the Director will lead with openness, willingness to learn, transparency and integrity. The Director will begin planning and budgeting with feedback from the faculty, staff, and students to shape decisions through a visible commitment to shared governance. With a deep respect for high-quality academic programs and effective teaching and learning, the School's next Director will encourage, support, and enhance the trust and



## LEADERSHIP AGENDA (CONT.)

confidence of a campus community focused on meeting the needs of students. The next leader will recognize, value, and engage every employee in realizing the daily fulfillment of the School's mission. The next Director will be a superior communicator who builds bridges with all constituent groups.

The School of Art's scope, operations, and complexity require a leader to handle a position of great responsibility and impact, while internal and external constituents expect direct access to the Director. The Director will be a strong advocate for the unit and build trust across the school and community.

### **MANAGE AND LEAD EFFORTS TO PROMOTE INNOVATION, OUTREACH AND ENGAGED SCHOLARSHIP**

Faculty and students in the School of Art are highly engaged researchers, artists, creators, educators, and scholars. The new Director will support an environment of innovation and collaboration both within the arts and across disciplines. In addition, scholarship, outreach, and research, integrated with community development and the environment, have tremendous potential for continued growth in the School of Art through multiple community partnerships. The director will expand engagement with outside institutions and constituencies to include alumni, donors, visitors, museums, galleries, foundations, and others.





**J.T. & MARGARET TALKINGTON COLLEGE  
OF VISUAL & PERFORMING ARTS**

The mission of the J.T. & Margaret Talkington College of Visual & Performing Arts (TCVPA) is to inspire and educate students by instilling the intellectual, artistic, and communication skills that prepare them for success in disciplinary achievement and in interdisciplinary collaboration, whether as performers, creators, investigators, or educators in visual arts, dance, music, or theatre. We prioritize students: world-class professionals offer programs that emphasize practice, theory, and experience in creating and studying imaginative work in traditional and contemporary formats. We provide all essential training for an outstanding education in art, dance, music, and theatre disciplines in integrative programs such as arts administration, and in interdisciplinary programs, whether within the Fine Arts, at the intersection of arts and medicine, or in new entrepreneurial areas emerging in the arts. We impart a distinctive education that bridges the gap between university and workplace.

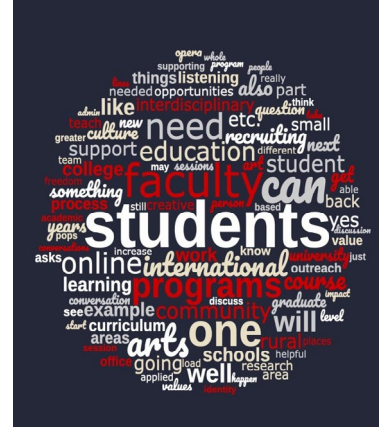
The beating heart of Texas Tech University, the College is a creative community with the resources of a world-class public university. Students from all over the world shine with Texas-sized ambition, curiosity, and compassion. The College cultivates confidence-building artistic journeys with an infinite number of destinations. The Schools in the College maintain accreditation, making Texas Tech University one of only two public universities in the state accredited by all four national arts accrediting bodies. The schools of the J.T. & Margaret Talkington College of Visual & Performing Arts provide a supportive visual and performing arts education. Students join a community of 1100 arts-dedicated undergraduate and graduate students that includes D.M.A. and Ph.D. candidates.

The diversity and breadth of the faculty community's expertise are staggering--theatrical sound designers, independent filmmakers, modern dance teachers, gallery owners, experimental sculptors, symphony conductors, opera singers, Broadway performers, and researchers exploring the intersection of the arts with multiple disciplines.

The College is engaged in strategic planning to establish direction for the next several years. During the 2023 spring semester, the college held listening sessions with faculty and staff regarding strategic initiatives. The initial guidance received during the listening sessions of 2023 gave us many valuable ideas on the topics of Artificial Intelligence, Curriculum, Interdisciplinary opportunities, Outreach, Recruitment, Support for faculty, staff, and students, and international opportunities.

In Fall 2023, the College began an initiative towards becoming a Values Based organization and engaged its constituents in a process that culminated with the identification of the College's Core Values. The core values the representatives at the summit identified are Curiosity, Creativity, Care, Principled Conduct, and Sense of Community. Please see the Values Culture on the [website](#).

During the 2024 academic year, the College will continue having listening sessions and conversations, centered around our core values to move ahead in forming a detailed strategic plan.



# COLLEGE LEADERSHIP

The Director of the School of Art reports to a dean who understands that the arts are relevant, critical, and essential to contemporary life through his own lived experience, performance, and research.

Martin Camacho, D.M.A., M.B.A, is the Dean of the J.T. & Margaret Talkington College of Visual & Performing Arts at Texas Tech University. Before his appointment at Texas Tech, Dr. Camacho served for eight years as the Dean of the Fain College of Fine Arts at Midwestern State University and as interim Provost for 2021-2022. Previous leadership appointments include assistant chair in the Department of Fine Arts at Barry University, Chair of Music at Alabama State University, and

Dean of Arts, Humanities and Social Sciences at the Community College of Rhode Island. His administrative experience includes a special focus on student retention, enhancement, expansion, and renovation of facilities; community collaborations and partnerships; innovative curricula offerings; expansion of fundraising efforts; and a deep commitment to the promotion social issues as well as global experiences for students and faculty. He is an active promoter of the arts, and his leadership includes serving in national organizations such as the International Council of Fine Arts Deans (ICFAD) where he spearheaded a highly successful 2023 ICFAD Symposium in Mexico.





## TEXAS TECH UNIVERSITY

Texas Tech University was created by legislative action in 1923 and has the distinction of being the largest comprehensive higher education institution in the western two-thirds of the state of Texas. The university is the major institution of higher education in a region larger than 46 of the nation's 50 states. It is the only campus in Texas home to a major university, law school, and medical school.

Originally named Texas Technological College, the college opened in 1925 with six buildings and an enrollment of 914. Graduate instruction did not begin until 1927 within the School of Liberal Arts. A "Division of Graduate Studies" was established in 1935 and became known as the Graduate School in 1954. By action of the Texas State Legislature, Texas Technological College formally became Texas Tech University on September 1, 1969.

Texas Tech University is among 131 universities and colleges in the Carnegie Classification of Institutions of Higher Education's "Very High Research Activity" category. The University is also only one of 94 public institutions listed. The list is updated every three years, and universities must maintain specific criteria to achieve designation. Texas Tech first made the list in 2015 and was reaffirmed in 2018.

In 2019, Texas Tech achieved full status as a Hispanic Serving Institution (HSI). In the Fall of 2019, the institution recorded an undergraduate Hispanic student population of 29.2%. While HSI status is determined based on an undergraduate student body above 25% Hispanic, Texas Tech offers a comprehensive series of programs, services, initiatives, and organizations to underrepresented students, students of color, and first-generation students, many of whom are Hispanic.



## TEXAS TECH UNIVERSITY (CONT.)

The campus, which boasts Spanish Renaissance architecture, was described by American author James A. Michener as the “most beautiful west of the Mississippi until you get to Stanford” and by Stewart Mandel of Sports Illustrated as “easily one of the ten most beautiful campuses” he had seen. Many newly constructed buildings qualify for LEED certification yet maintain the consistent Spanish theme throughout campus.

In the fall of 2023, 40,944 students were enrolled in the university. Of those, 32,806 were undergraduate and 7,893 were graduate and law students. In the fall of 2020, a record number of National Merit Finalists were on campus, including 20 in the incoming first-year class, to bring the total to 72. Texas Tech’s total is among the top 50 nationally, per the Center for Measuring University Performance. Over the span of Texas Tech University’s history, 41 students have received the prestigious Goldwater Scholarship, and 34 have been named Fulbright Finalists in the last ten years, including a record four in 2017 and in October of 2022 Texas Tech University was recognized as a Fulbright HSI Leader.

Thirteen colleges and schools make up the academic areas at Texas Tech University and offer more than 150 undergraduate degrees, 100 graduate degrees, and 50 doctoral degrees. There are more than 450 organizations at Texas Tech University in which students can get involved. 1,384 students participated in Study Abroad by traveling to other countries and engaging in scholarship during the 2018-19 academic year. The Texas Tech Parents Association was founded in 1956 and provides a network for parents, student scholarships and achievement awards, faculty awards, and various programs and services to help make the family experience at Texas Tech memorable.

Texas Tech University’s Red Raiders are members of the Big 12 Conference and compete in 17 varsity sports, including nine women’s and eight men’s programs.

### POINTS OF PRIDE

- #10 Best Value rank of Visual & Performing Arts program, per College Factual, 2021.
- More than 500 organizations are available to students—everything from religious to service to Greek organizations to offer ample opportunity for student involvement.
- Students are engaged in cultural activities throughout the academic year with concerts, movies, performances, and much more in the Allen Theatre in the Student Union Building. Events like the Presidential Lecture and Performance Series bring to campus the very best of local, national, and international talent, including Cheech Marin, Cokie Roberts, The Manhattan Transfer, and Garrison Keillor.
- The Center for Measuring University Performance ranks Texas Tech No. 62 overall and No. 46 among public research.
- In Newsweek’s inaugural “Best Online Learning Schools 2022” list, Texas Tech ranked as the No. 1 school for online education.
- Texas Tech has had 184 Fulbright Scholars selected from its faculty.
- Texas Tech has set enrollment records for each of the last 13 years. With 40,666 students recorded in Fall 2021, the university continues to be one of the fastest-growing institutions of higher education in the U.S. in the last ten years.





# THE CITY OF LUBBOCK, TEXAS

Texas Tech University is located on the south plains of West Texas in Lubbock. With a metro population of about 330,000, Lubbock is “right-sized” and able to provide an outstanding quality of life for residents who come from all over the world.

Lubbock's nickname is Hub City because it is the economic, education, health care, and cultural center of the south plains. The city is home to more than 52,000 college students enrolled at one of the five institutions of higher education made up of four universities and one of the state's strongest community colleges. The city is ranked among the nation's [top cities for college graduates](#).

Culturally, the new Director of the School of Art will discover well-educated residents who enjoy arts and culture in this vibrant, forward-looking community. As many as 5000 people relish the monthly “[First Friday Art Trail](#),” which brings together visual and musical artists, collectors, and fine arts appreciators to more than two dozen venues in the [Lubbock Cultural District](#). The January 2024 issue of Texas Monthly Magazine's article “[Lubbock is for Art Lovers](#)” by Courtney Bond, mentions “Much of the art on display along the trail has been created by the students, professors, and alumni of Texas Tech University, which has long drawn those who aspire to careers in visual arts and graphic design.” The School of Art's partnerships with the [Louise Hopkins Underwoods Center for the Arts](#) (LHUCA) and the District's [Charles Adams Studio Project](#) (CASP) offer employment, internships, networking, entertainment, and friendships for students.

Art lovers enjoy a robust monthly calendar of Broadway shows, ballet, symphony, comedy shows, exhibitions, and educational programs at the vibrant [Buddy Holly Hall of Performing Arts and Sciences](#). The School of Music's impressive [slate of events](#) features an ongoing cornucopia of musical excellence with symphony, chamber music, opera, jazz, and instrument performances that are well-attended and complemented by a menu of streamed performances from Hemmle Recital Hall. The School of Theatre & Dance offers a robust calendar of performances at the [Maedgen Theatre](#).

## ***Artistically, Lubbock is a happening town!***

Lubbock was also named one of the “[Top 5 Cities with Best Traffic and Work-Life Balance](#),” which includes the nation's top-ranked city for the shortest commute time. The city was named among the [Top 10 Cities for Families](#) because of its low cost of living, affordable childcare, and low crime rate. The median home price is approximately \$150,000, making Lubbock one of the fastest-growing cities still affordable for homebuyers.

Lubbock averages 265 days of sunshine with a mild climate. Summers are hot and dry with cool nights, and the winters are mild. At 3200 feet above sea level, with precipitation of 18-20 inches per year, the prairie grasslands are home to burrowing owls, prairie dogs, sagebrush, desert willows, and different varieties of cactus.







## MINIMUM QUALIFICATIONS

The successful candidate will possess, at minimum:

1. Terminal degree in a discipline taught in the School of Art.
2. Academic and professional accomplishments and experience commensurate for an appointment at, or promotion to, the rank of Full Professor with tenure.
3. A record of administrative experience and achievement in an academic setting.
4. A demonstrated experience in shared governance, transparency, collaboration, and servant leadership.
5. Experience engaging with community, alumni, and donor relations.
6. Be conversant in, and able to navigate, all disciplines represented in the School of Art.
7. As per HR requirements
  - Language Skills: Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.
  - Mathematical Skills: Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.
  - Reasoning Ability: Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

## ADDITIONAL PROFILE QUALITIES, EXPECTATIONS, AND DUTIES

1. Demonstrate a commitment to excellence in the study and practice of art, scholarly rigor, shared governance, collegiality, and a willingness to engage faculty in strategic planning and decision-making.
2. Integrate innovation and cutting-edge technology to advance and shape School of Art programming.
3. Be able to retain, mentor, and advise a diverse and supportive faculty and staff cohort and graduate and undergraduate student body.
4. Promote and market the School of Art regionally, nationally, and internationally.
5. Provide executive financial oversight of the School of Art, including a comprehensive understanding of the budget and other resource allocations in support of the College and School's mission, vision, and strategic planning, in addition to being able to recommend strategies to expand and contract that budget as demanded by enrollment and the financial abilities of the State, University, and College.
6. Demonstrate outstanding verbal, written, electronic, and interpersonal communication skills, and the ability to work effectively with individuals and groups in a wide variety of contexts, and foster transdisciplinary collaboration and interdisciplinary study within and among disparate colleges at TTU, and other universities and/or partners, nationally, and internationally.



## APPLICATION AND NOMINATING PROCEDURE

Texas Tech University is being assisted in this search by Academic Search. Nominations, applications, and inquiries may be sent in complete confidence to [SOADIRECTOR@academicsearch.org](mailto:SOADIRECTOR@academicsearch.org).

In addition to submission to Academic Search, candidates must complete an application submission via the Texas Tech University website, pursuant to Texas state law. Please click [here](#) to be routed to the website.

### **Applications are due by February 12, 2024.**

Application materials should include:

- A letter of application that addresses the expectations discussed in the Qualifications and Leadership Agenda.
- A maximum one-page statement addressing the candidate's leadership and administrative philosophy and experience.
- A list of at least five professional/personal references with contact information, including telephone and email, and a note indicating the candidate's working relationship with each. References will not be contacted without the explicit permission of the candidate.
- Curriculum vitae.

Nominators and prospective candidates may also arrange a confidential conversation about this opportunity with Rich Cummins, Senior Consultant, at [rich.cummins@academicsearch.org](mailto:rich.cummins@academicsearch.org).

### **EQUAL OPPORTUNITY STATEMENT:**

*All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, disability, genetic information or status as a protected veteran.*

*Texas Tech University is a Hispanic-Serving Institution (HSI).*



# ABOUT ACADEMIC SEARCH

Academic Search is assisting Texas Tech University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit [www.academicsearch.org](http://www.academicsearch.org).



Committed to IDENTIFYING  
AND DEVELOPING LEADERS  
by providing the highest  
level of EXECUTIVE  
SEARCH to our  
higher education  
partners.