



**TEXAS TECH UNIVERSITY**  
Costa Rica™

Campus Dean  
Texas Tech University - Costa Rica  
Escazú, San José, Costa Rica

## THE SEARCH

For a candidate for Campus Dean of Texas Tech University - Costa Rica (TTU-CR) offers a distinctive leadership platform: steward a cross-border partnership with institutional gravitas, shape a growing suite of professional and degree programs, and drive measurable impact on regional workforce and innovation ecosystems — all while stewarding the academic integrity of a major U.S. research university. The Campus Dean will also steward significant growth, not only in terms of the number of academic programs, but also in the number of students and faculty. The role will require a leader who can blend strategic vision, international partnership acumen, and operational rigor to translate TTU-CR's promising foundation into sustained institutional maturity and regional leadership.

Texas Tech University - Costa Rica has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. Please direct all inquiries, nominations, and applications to the search firm, as indicated at the end of this document.

## ABOUT TEXAS TECH UNIVERSITY

Established in 1923, Texas Tech University is a Carnegie R1 (very high research activity) Doctoral/Research-Extensive, Hispanic Serving, and state-assisted institution. Located on a beautiful 1,850-acre campus in Lubbock, a city in West Texas with a growing metropolitan-area population of over 300,000, the university enrolls over 40,000 students with 33,000 undergraduate and 7,000 graduate students. As the primary research institution in the western two-thirds of the state, Texas Tech University is home to 10 colleges, the Schools of Law and Veterinary Medicine, and the Graduate School. The flagship of the Texas Tech University System, Texas Tech is dedicated to student success by preparing learners to be ethical leaders for a diverse and globally competitive workforce. It is committed to enhancing the cultural and economic development of the state, nation, and world.

Referred to as the “Hub City” because it serves as the educational, cultural, economic, and health care hub of the South Plains region, Lubbock boasts a diverse population and a strong connection to community, history, and land. With a mild climate, highly rated public schools, and a low cost of living,

Lubbock is a family-friendly community that is ranked as one of the best places to live in Texas. Lubbock is home to a celebrated and ever-evolving music scene, a vibrant arts community, and is within driving distance of Dallas, Austin, Santa Fe, and other major metropolitan cities. Lubbock's Convention & Visitors Bureau provides a comprehensive overview of the Lubbock community and its resources, programs, events, and histories.

## ABOUT TEXAS TECH UNIVERSITY - COSTA RICA

Housed in a purpose-built campus opened in 2018, Texas Tech University - Costa Rica offers six English-medium bachelor's degree programs in STEM and management fields. Assisted by a resident Texas Tech Dean and Associate Dean, colleges and departments oversee each degree program, ensuring the delivery of the same curricula, learning outcomes, academic standards, and syllabi delivered on the main campus. The campus also sustains a vibrant student life, providing students with the full benefits of one of the United States' leading public research universities in a close-knit, student-centered environment. Graduates are prepared to compete globally through accessible academic and co-curricular programs that emphasize innovation, leadership, and cross-cultural engagement. The campus, located in the lifestyle center of Avenida Escazú in proximity to the business and technology hub of the 250 multinational companies in San José.

Texas Tech University - Costa Rica is included within the University's accreditation by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). Texas Tech's local partner is Edulink, a subsidiary of the Promérica Group, a conglomerate with operations across Latin America and the Caribbean.

### Founding & Mission

Texas Tech University - Costa Rica is a mission-driven extension of a major American research university created to bring high-quality, U.S. undergraduate degree programs and applied executive education to the heart of Central America. Launched through a public-partnership between Texas Tech University and Edulink (a Promérica Group company), TTU-CR was announced in 2016 and welcomed its first cohort of students in Fall 2018. From the outset, the campus was conceived as a high-quality, accredited, degree-granting institution that combines Texas Tech's academic standards with Costa Rica's vibrant economy and regional talent.

The mission of TTU-CR is to educate leaders in business and technology who can compete in the global economy. Delivering Texas Tech programs aligned with the region's economic opportunities, TTU-CR educates students in an environment that nurtures experiential learning, meaningful faculty and staff engagement with students, and a love of learning. The work of TTU-CR centers on expanding educational opportunity, producing globally competitive graduates, and catalyzing innovation and workforce development in Costa Rica and the surrounding region.

TTU-CR grew from a clear institutional ambition: to make the teaching, research, and applied learning strengths of a top U.S. public research university accessible to Latin American students and others interested in living and learning in the heart of Central America. The arrangement pairs Texas Tech's curricular model, learning outcomes, and quality assurance processes with Edulink's local operating capacity and market knowledge. Operational governance was structured with joint oversight — including a steering committee that blends representatives from both Edulink and Texas Tech to set annual budgets and strategic direction — reflecting a model designed for mutual partnership.

### **Academic Programs & Campus Overview**

From the planning phase, TTU-CR was built with growth and scale in mind. The founding agreement envisioned a full-capacity enrollment of roughly 1,300 students — a realistic mid-sized target that allows for strong student experience, faculty engagement, and program quality while delivering measurable regional impact. Approximately 250 students are currently enrolled. TTU-CR will welcome its largest first-year student class next year and expects continued growth in student enrollment. Approximately 45% of the student population are from countries other than Costa Rica. The student-to-faculty classroom ratio is 1:15. Since admitting its first students in 2018, the campus has incrementally expanded program offerings and short-term visiting/continuing education cohorts to build pipelines from local secondary schools, regional employers, and international exchange partners.

The TTU-CR campus is a 45,000 square foot purpose-built modern academic facility located in Avenida Escazú, one of San José's premier mixed-use districts. The campus is a state-of-the-art building designed by Fielding International, an award-winning international education design firm. Designed to reflect Texas Tech's style and Costa Rica's commitment to sustainability, the campus features high-tech classrooms, engineering and computer science labs, abundant spaces for students to gather, and collaborative learning spaces that support hands-on, interdisciplinary education. Students have access to Texas Tech's extensive online library system, global learning technologies, and small class sizes that promote close interaction with faculty. Currently, the University utilizes four out of the seven floors of the purpose-built campus. The other floors are sub-leased and will be converted as the institution grows. Additionally, the construction of a residence hall just next door to campus is currently underway.

TTU-CR offers 6 [undergraduate degree programs](#) in business, computer science and engineering, and hospitality and retail management fields. [Executive education](#) programs, developed in collaboration with corporate partners, are also offered in tourism, management, and information technology. All courses are taught in English. TTU-CR also has study abroad and exchange programs for students based in Lubbock.

### **Edulink Partnership**

Edulink serves as the operational partner to Texas Tech University and the legal entity that manages daily operations, facilities, and local accreditation processes for TTU-CR. While Edulink manages the operations of the campus, Texas Tech maintains oversight of all academic and student services, including student body and faculty size, curriculum design and development, faculty rights, selection and appointment,

student admissions, student affairs, and the conferring of degrees. It is important to note that regardless of the organizational arrangement or affiliation, all staff, faculty, and students are part of a unified TTU-CR. All members of the community, regardless of role or affiliation, work towards a shared mission, vision, and set of objectives through a collaborative and supportive culture.

The partnership arrangement leverages Edulink's market knowledge, regulatory relationships, and logistical infrastructure while preserving Texas Tech's academic governance, program oversight, and degree standards. The design is intentionally hybrid: local leadership and networks enable rapid responsiveness to employer needs, while Texas Tech's academic oversight ensures degree portability, rigorous assessment, and alignment with U.S. accreditation expectations. Recent national accreditation recognition strengthens the partnership's credibility in the Costa Rican higher-education ecosystem. The Campus Dean works closely with the Executive Director, who leads the campus' operations and the Edulink team.

## ESCAZÚ, SAN JOSÉ, COSTA RICA

Located in the vibrant city of Escazú, just west of downtown San José, Texas Tech University - Costa Rica sits at the center of one of Latin America's most dynamic and desirable regions. Known as one of the most cosmopolitan areas of Costa Rica, Escazú combines the amenities of a global city with the charm and natural beauty that define the country's identity. The area is home to international businesses, embassies, and modern infrastructure—offering high-quality healthcare, excellent schools, and a thriving culinary and cultural scene. Escazú provides a high quality of life and a temperate, spring-like climate year-round.

Beyond Escazú, Costa Rica itself offers an exceptional environment in which to live and work. Renowned for its strong democracy and commitment to sustainability, the country consistently ranks among the happiest and most peaceful nations in the world. More than a quarter of its land is protected as national parks and reserves, giving residents access to beaches, mountains, and rainforests within hours of the capital. Costa Rica's economy is among the most innovative in Latin America, driven by technology, tourism, and renewable energy. Its welcoming culture, bilingual population, and emphasis on education make it a natural home for global collaboration and academic enterprise. For faculty, students, and leaders alike, life in Costa Rica offers the rare opportunity to pursue meaningful work amid extraordinary natural and cultural richness.

## KEY OPPORTUNITIES AND CHALLENGES FOR THE CAMPUS DEAN

To be successful, the next campus dean will address the following key opportunities and challenges:

### **Lead a unique public-private partnership to build a world-class institution that is responsive to the needs of Costa Rica and the broader region**

In the less than ten years since its inception, Texas Tech University – Costa Rica has established a strong operational foundation, a thriving and collaborative workplace, an engaged and supportive student community, and maintains the highest levels of educational quality and rigor consistent with the standards of Texas Tech University. The next campus dean will inherit a strong foundation. The dean will need to quickly and effectively engage with the TTU-CR community, understand what makes it unique, and set their efforts on elevating the institutional profile and academic offerings in ways that align with the educational and workforce demands of the region.

TTU-CR is establishing itself in Costa Rica as a premier academic institution and has had success in doing so. The dean must capitalize on this momentum and further raise awareness of TTU-CR and deliver on institutional outcomes that help prepare students to succeed in the classroom and transition successfully into their careers. The dean is ultimately responsible for stewarding the academic program of the University. They must ensure alignment with Texas Tech's standards, including the Texas Core Curriculum. The dean collaborates with key stakeholders to ensure a rigorous and responsive academic foundation that prepares students to meet the challenges of a rapidly evolving world through relevant, industry-aligned, forward-looking skills and competencies.

### **Drive strategic enrollment growth**

TTU-CR is primed for its growth stage, and the dean will play a pivotal role in facilitating enrollment growth. It is vital that TTU-CR fosters sustainable enrollment growth in an increasingly competitive landscape. Enrollment growth goals are a collaborative and collective effort. The dean will work closely with a talented marketing and recruitment team that will attract and retain a talented and increasingly international student body. There are also opportunities to develop enrollments by growing study abroad and visiting student pathways with Texas Tech and other universities. The dean should bring creativity and discipline to enrollment planning, such as identifying new markets and refining outreach strategies.

Enrollment growth should be achieved strategically and sensibly. As the University grows, its operational model will likely need to evolve as well. The dean will need to tend to operational needs, especially retaining, developing, and growing the faculty. Together with TTU-CR colleagues, the dean will work collaboratively to identify mission-consistent opportunities to grow talent as well as scale operations in ways that maximize resource effectiveness and efficiency without compromising the quality and character that define Texas Tech Costa Rica.

### **Continue to build excellent relationships with the broader Texas Tech University and Costa Rican communities**

To advance the university into its next chapter, the dean must invest time and energy in forging and sustaining relationships with the university's broad and diverse community of stakeholders in Texas, Costa Rica, and beyond. The dean must be sophisticated, sincere, and adept at making connections and representing TTU-CR. In Lubbock, the dean serves as the link between both institutions and must, therefore, get to know and work closely with the provost, the provost's office, academic deans, program chairs, and others positioned to support TTU-CR's continued growth and development. Ultimately, the dean is responsible for the success of a diverse and evolving set of academic programs that are embedded in several Texas Tech University colleges and schools.

Locally, the dean will continue the symbiotic relationship with Edulink and the steering committee. Additionally, the dean will serve as the primary external representative and engage with the Costa Rican community, including government officials, business leaders, prospective faculty, students, and their parents. Being accredited by SACSOC, CONESUP and other discipline-specific accreditation bodies like ABET and AACSB, the dean also preserves the standards and relationships that retain and advance TTU-CR's quality and accreditation. It is important that the dean understands and respects the local and Latin American context and culture and embodies a global mindset and eagerness to immerse themselves in the local culture. With adept cultural humility, the dean must be proactive, tactful, and resourceful in engaging partners and exploring opportunities to connect TTU-CR with opportunities aligned with the University's educational mission and ambitions. The dean should also broadcast the exciting narrative about TTU-CR, proclaiming the institution's value propositions to students, the public, including prospective employers of TTU-CR students, and government partners. As TTU-CR continues to gain international recognition and enrollments, the dean may also be called upon to forge pathways throughout the region beyond Costa Rica.

### **Lead a community of dedicated faculty and professional staff deeply committed to providing the highest quality educational experience for students**

The dean will have the opportunity to lead a talented and mission-driven community of faculty and staff who share a deep commitment to student success and academic excellence. It is important that the dean be visible and engaged with the campus community. Given the dean's responsibilities for overseeing academic affairs, the dean's leadership and support of faculty are particularly critical. Texas Tech Costa Rica is home to a dedicated and growing faculty. Presently, TTU-CR employs 10 full-time and 35 part-time faculty.

Attracting and retaining world-class faculty to the campus is a critical aspect of the position. The new dean will think about how to recognize and support excellence in teaching, including being called upon to come up with creative solutions related to recruitment, recognition, development, and promotion of faculty. The dean will work to enhance an attractive working environment, which should include competitive recruitment and compensation as well as creating career development and advancement opportunities

for faculty. Relatedly, staff play a critical role in supporting students and enriching their collegiate experience. The dean is a key partner in collaborating with staff and fostering excellence and innovation in student support, such as enrollment and advising, programming, tutoring, and career development.

The challenge ahead is sustaining academic quality and faculty excellence amid growth and evolving student and employer expectations, competitive international markets, and shifting enrollment dynamics. Success requires a leader who can unite the Texas Tech Costa Rica community around a shared vision and strategy, foster a culture of continuous improvement, and position the university to thrive in a rapidly changing higher education landscape while preserving a remarkable workplace and student learning culture.

## RESPONSIBILITIES OF THE CAMPUS DEAN

The Dean's duties will include:

- Hire, manage, and evaluate campus faculty in collaboration with TTU's departments aimed at developing excellence in teaching, research, and service.
- Oversee academic advising and student success staff, promoting student achievement and compliance with all of Texas Tech's policies and requirements.
- Administer the degree programs in alignment with the requirements of Texas Tech's college and department leaders.
- Work in collaboration with TTU-CR staff to promote strategic growth in enrollment and academic program offerings.
- Oversee Student Life, promoting alignment with the ethos of Texas Tech's student-centered programs and experiences.
- Monitor compliance with all relevant accreditation standards.
- Work in collaboration with the Campus Executive Director to develop and sustain partnerships with industry, the public sector, and the NGO communities in Costa Rica and the region.
- Further establish the value proposition of TTU-CR and lead students to gainful employment and/or postgraduate education.
- Work in collaboration with the Campus Executive Director and the TTU-Costa Rica Steering Committee to develop and monitor strategic and operational planning that will take the campus into the next phase of its development.
- Effectively manage budgets to sustain a culture of fiscal responsibility and promote the success of the faculty, staff, and students.

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## QUALIFICATIONS & CHARACTERISTICS

### Major & Essential Functions:

In line with TTU's strategic priorities to engage and empower a dynamic student body, enable innovative research and creative activities, and transform lives and communities through outreach and engaged scholarship, applicants should have experience working with dynamic student populations at the undergraduate and/or graduate levels within individual or across the areas of teaching, research/creative activity, and service.

### Required Qualifications:

- A doctoral or terminal degree in an academic discipline offered at Texas Tech University.
- A minimum of 3 years in academic or related industry.
- Previous or current leadership roles, with experience in areas like strategic planning and program development.
- Experience with international campuses.

### Preferred Qualifications:

In addition to the required qualifications, individuals with the following preferred qualifications are strongly encouraged to apply:

- Proficient in both English and Spanish languages.
- Experience with faculty development, mentoring, and performance evaluation.
- Experience with the American public higher education system.
- Experience with cross-departmental or cross-functional collaboration.
- Record of entrepreneurial leadership supporting organizational growth.
- Knowledge and experience with curriculum development, assessment, and the accreditation process.
- Exceptional communication and interpersonal skills as evidenced by a record of effectively engaging varied stakeholders towards a shared purpose and set of accomplishments.

### Safety Information:

Adherence to robust safety practices and compliance with all applicable health and safety regulations are the responsibilities of all TTU employees.



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## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Please include the following documents in your application:

- Curriculum Vitae
- A 2–3-page cover letter explaining interest in the position and focused on experiences and innovations related to the position’s responsibilities
- List of at least five references

Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website:

<https://www.imsearch.com/open-searches/texas-tech-university-costa-rica/campus-dean>

Sean Farrell, Partner  
Ivan Ceballos, Managing Associate  
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*The University does not tolerate discrimination or harassment of any employee or applicant for employment because of sex, race, color, national origin, religion, age, disability, protected veteran status, genetic information, or any other legally protected category, class, or characteristic.*

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