



## SEARCH FOR THE PRESIDENT

OPPORTUNITY & CHALLENGE PROFILE







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## **INDIGENOUS PEOPLES' LAND AND TERRITORY ACKNOWLEDGEMENT**

FOUNDED IN 1889, THE UNIVERSITY OF NEW MEXICO SITS ON THE TRADITIONAL HOMELANDS OF THE PUEBLO OF SANDIA. THE ORIGINAL PEOPLES OF NEW MEXICO — PUEBLO, NAVAJO, AND APACHE — SINCE TIME IMMEMORIAL, HAVE DEEP CONNECTIONS TO THE LAND AND HAVE MADE SIGNIFICANT CONTRIBUTIONS TO THE BROADER COMMUNITY STATEWIDE. WE HONOR THE LAND ITSELF AND THOSE WHO REMAIN STEWARDS OF THIS LAND THROUGHOUT THE GENERATIONS AND ALSO ACKNOWLEDGE OUR COMMITTED RELATIONSHIP TO INDIGENOUS PEOPLES.

WE GRATEFULLY RECOGNIZE OUR HISTORY.





The University of New Mexico (UNM), the state's flagship public research institution, seeks a dynamic, visionary, and collaborative leader to serve as its next President. UNM stands at a moment of extraordinary momentum, having experienced nearly a decade of transformative growth across academics, research, health care, economic development, and student success.

The next President will join a thriving institution with a clear strategic direction, strong community partnerships, and a deep commitment to public service. This is a compelling opportunity to lead UNM into its next chapter, building on its strengths, accelerating its impact, and boldly shaping the future for the University and the state it serves.

With the Albuquerque campus occupying 800 acres near historic Route 66, UNM's statewide footprint includes a Health Sciences Center and health system, branch campuses in Gallup, Los Alamos, Taos, and Valencia, a satellite campus in Rio Rancho, technology incubators, and multiple research and education centers throughout the state. UNM serves more than 28,000 students, over 82 percent of whom are New Mexico residents. It is designated a Minority-Serving Institution (MSI) and is a proud member of the Alliance of Hispanic-

Serving Research Universities, one of only 26 campuses designated as both Hispanic-Serving and a Carnegie R1 institution. The student body reflects the highly diverse population of New Mexico, including over 45% Hispanic students and approximately 9% American Indian students representing many of the state's 23 sovereign tribes, nations, and pueblos (the Pueblos of Acoma, Cochiti, Isleta, Jemez, Laguna, Nambe, Ohkay Owingeh, Picuris, Pojoaque, Sandia, San Felipe, San Ildefonso, Santa Ana, Santa Clara, Santo Domingo, Taos, Tesuque, Zuni and Zia; the Fort Sill Apache Tribe, the Jicarilla Apache Nation, the Mescalero Apache Tribe; and the Navajo Nation).

UNM's decades-long commitment to access and affordability is reflected in its effort to maintain low tuition and is powerfully reinforced by New Mexico's statewide investment in higher education. The state offers the New Mexico Opportunity Scholarship and the New Mexico Lottery Scholarship, along with 25 other scholarships, grants, and college financial aid programs - making college attainable for thousands of students each year. As a result, more than three-quarters of UNM students receive significant scholarship or financial aid support, including a substantial percentage who benefit from Pell Grants.



UNM plays a vital role in educating New Mexico's citizens and driving its economy through research excellence, workforce development, and a robust health-science enterprise. Guided by its strategic framework, [\*UNM 2040: Opportunity Defined\*](#), the University has articulated a bold vision for the future—one that informs investments in interdisciplinary research, student success, health care access, and economic development. The [\*Grand Challenges Initiative\*](#), launched in 2019, has attracted over \$100 million in external funding to address pressing societal issues, including sustainable water resources, artificial intelligence, substance use disorders, and child health.

UNM's health enterprise is undergoing unprecedented expansion to meet the state's growing need. Major investments in facilities, including the new Critical Care Tower and the modernization of facilities for the Colleges of Nursing, Pharmacy, and Public Health, are increasing access to care and strengthening the health care workforce. The University is also expanding its medical education pipeline, with plans to double the number of health care profession graduates and the construction of a new School of Medicine building.

As a major economic engine for the state, UNM operates New Mexico's only Level I trauma center and largest teaching hospital, serves as one of the state's largest employers and producers of skilled labor, and attracts over \$500 million annually in contract and grant funding. A 2023 economic impact study estimated UNM's total output in 2022 at nearly \$5.2 billion, including university operations, student expenditures, alumni human capital, and technology innovation and transfer. The creation of the [\*South Campus Tax Increment Development District \(TIDD\)\*](#) and the proposed expansion into downtown Albuquerque are catalyzing new infrastructure, innovation, and community engagement, further embedding the University in the state's social and economic fabric.

UNM's financial foundation reflects both the scale and strategic growth of the institution. The University's 2025-2026 budget is approximately \$4.6 billion, supporting

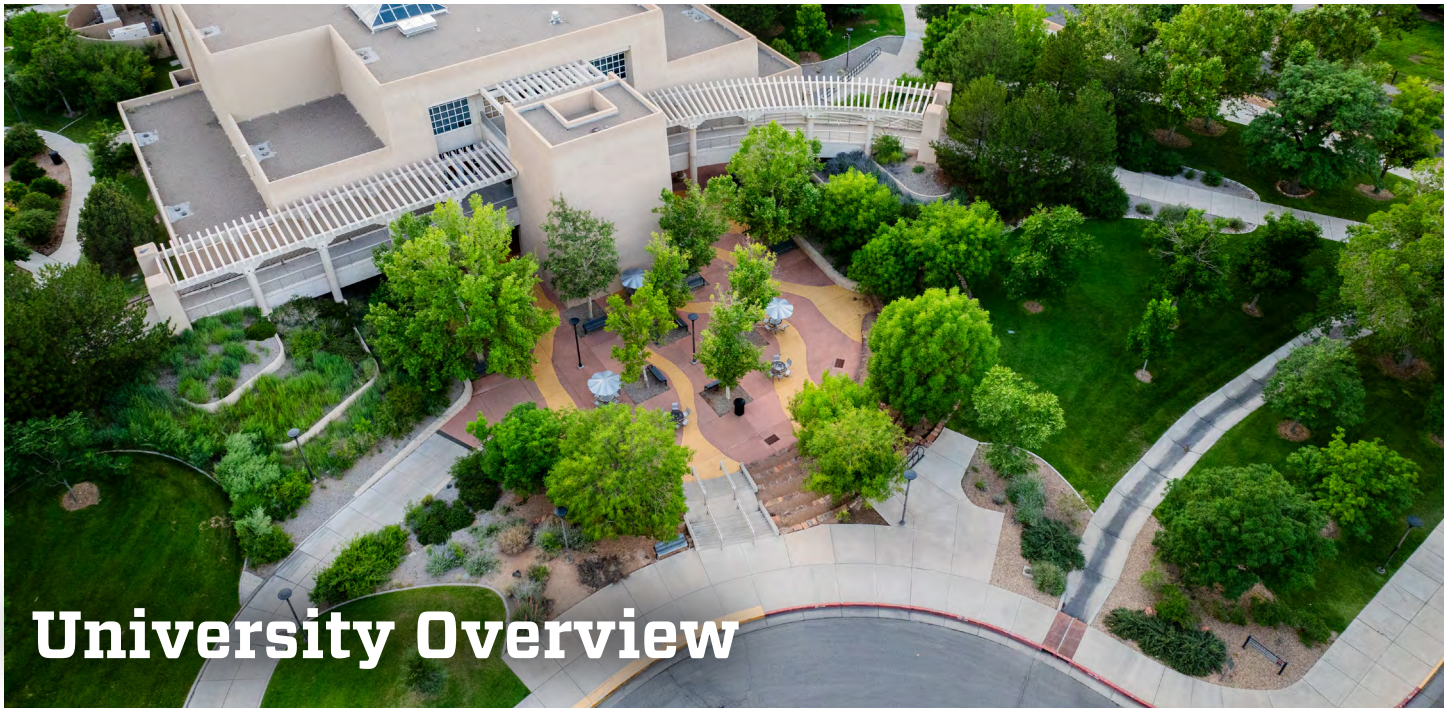
a broad array of academic, research, health care, and public service initiatives. Its endowment reached \$887.1 million at the end of fiscal year 2025, representing a significant growth of more than \$490 million over the past decade.

To continue the University's success, the President will address the following key opportunities and challenges, as described later in this document:

- Advance *UNM 2040: Opportunity Defined*, aligning academic, research, health care, and economic priorities while guiding transformative change
- Strengthen financial resilience through strategic resource management, innovative revenue streams, and expanded philanthropic and public-private partnerships
- Accelerate enrollment growth and student success, positioning UNM as a national model for fostering inclusive excellence
- Expand UNM's research and innovation enterprise through deeper partnerships with national labs, commercialization of discoveries, and leadership in emerging fields
- Enhance UNM's role as New Mexico's health care leader by extending the reach and impact of the Health Sciences Center
- Elevate UNM's visibility and reputation through athletics, academic and research excellence, strategic communications and marketing, and community engagement
- Lead a dynamic organization by fostering strong relationships, streamlined operations, promoting transparency, and embracing inclusive decision-making to achieve operational excellence

A list of the desired qualifications and characteristics may be found at the conclusion of this profile, which was prepared with the assistance of Isaacson, Miller, a national executive search firm. All confidential applications, inquiries, and nominations should be directed to the parties listed at the end of this document.





## ABOUT THE UNIVERSITY OF NEW MEXICO

Founded by an act of the New Mexico Territorial Legislature in 1889, The University of New Mexico opened its doors in June 1892, 20 years before its namesake would become a state. The University now offers more than 220 degree and certificate programs, including 98 baccalaureate, 84 master's, and 49 doctoral degrees through 14 schools and colleges.

In 2022, UNM launched [\*UNM 2040: Opportunity Defined\*](#) - a bold, long-term strategic framework shaping the University's campus ethos, teaching, research, health care, and economic missions. The plan's five distinctive goals are reflected in every facet of UNM's ongoing transformation:

- Advance New Mexico
- Student experience and educational innovation
- Inclusive excellence
- Sustainability
- One University

UNM is in the midst of a dynamic period of transformation, marked by major investments in infrastructure, research, and student success. Recently completed projects include:

- The new [UNM Hospital Critical Care Tower](#) (opened in fall 2025), expanding ICU capacity and surgical suites.
- The [Behavioral Health Crisis Center](#) (2024), addressing urgent mental health needs statewide.
- The [College of Nursing and Public Health Excellence Building](#) (2024), supporting expanded training for health care professionals.
- The renovated and reimagined [Lobo Welcome Center](#) (2024), designed to invite future Lobos to explore UNM.
- The [New Mexico Mutual Champions Training Center](#) (2023), enhancing student-athlete development.
- The [Physics & Astronomy and Interdisciplinary Science](#) (PAÍS) Building (2020), fostering cross-disciplinary research.



Major construction currently underway includes the Center for Collaborative Arts & Technology, Humanities & Social Sciences Facility, UNM Police Department Headquarters, and a new School of Medicine building. A recently launched [feasibility and development plan study](#) will create a long-term vision to modernize University Stadium and revitalize UNM's South Campus as a mixed-use economic development district. The campus continues to evolve with a focus on sustainability and accessibility, earning recognition as a Level I Arboretum and offering one of Albuquerque's most vibrant environments for living, working, and learning.

Enrollment has steadily increased over the past several years, supported by expanded student services, academic advising, and open educational resources. UNM continues to strengthen its Carnegie R1 research status through interdisciplinary collaborations across health sciences, engineering, the arts, sustainability, and emerging fields such as quantum science. The University is also investing in interdisciplinary research facilities and deepening partnerships with national laboratories, while advancing groundbreaking work in quantum computing, technology transfer, and entrepreneurship through UNM Rainforest Innovations.

UNM also plays a pivotal role in New Mexico's creative economy, supporting Albuquerque's emergence as a premier film production hub, including hosting Netflix



Studios Albuquerque and other major film productions. The University's Film & Digital Arts program, part of the College of Fine Arts, is among its fastest-growing programs, fueling the state's cultural and economic vitality as film and digital media production spending surpassed \$2.2 billion in 2023.

UNM is nationally recognized for excellence across disciplines. Many UNM departments and programs rank among the best in the nation, including photography at #8, nursing-midwifery at #10, clinical law at #14, and nuclear engineering at #15. The UNM School of Law—New Mexico's only law school—has shaped generations of the state's judges, attorneys, legislators, and state government officials.





#### UNM's 14 Schools and Colleges include:

- Anderson School of Management
- College of Arts & Sciences
- College of Education & Human Sciences
- College of Fine Arts
- College of Nursing
- College of Pharmacy
- College of Population Health
- College of University Libraries & Learning Sciences
- Honors College
- School of Architecture & Planning
- School of Engineering
- School of Law
- School of Medicine
- University College

UNM employs more than 15,000 people statewide, including employees of the University hospital. It has more than 200,000 active alumni, with Lobos in every state and over 1,400 alumni residing outside the U.S. More than half of UNM's alumni choose to remain in New Mexico.

UNM's flagship Albuquerque campus offers a vibrant university experience with substantial high-quality on-campus housing, 16 NCAA Division I athletic

programs, and a rich array of academic and research opportunities. The central campus supports several nationally recognized interdisciplinary research groups, focusing on ecology, climatology, and bioinformatics; human evolution, social and behavioral dynamics, and addictions; and photonic, microelectronic, and energy materials research. Additional areas of distinction include computational and data sciences, high-energy density physics, medieval studies, quantum information science, regional resource economics, Southwest anthropological research, Latin American Studies, and land arts of the American West. A balanced approach toward promoting both funded and unfunded scholarship, research, and creative activity amongst faculty, students, and staff, as well as community engagement, makes UNM a comprehensive intellectual resource for its region.

The University's commitment to research and innovation is reflected in its initiatives and centers, such as:

- [Accelerating Resilience Innovations in Drylands Institute \(ARID\)](#)
- [Bureau of Business and Economic Research \(BBER\)](#)
- [Center for Advanced Research Computing \(CARC\)](#)
- [Center on Alcohol, Substance Use, and Addictions \(CASAA\)](#)
- [Center for High Technology Materials \(CHTM\)](#)



- [Center for Micro-Engineered Materials \(CMEM\)](#)
- [Extension for Community Health Outcomes Institute \(Project ECHO\)](#)
- [Geospatial and Population Studies](#)
- [New Mexico's Established Program to Stimulate Competitive Research \(NM EPSCoR\)](#)
- [Quantum New Mexico Institute \(QNM-I\)](#)
- [Southwest Hispanic Research Institute \(SHRI\)](#)
- [Clinical and Translational Science Center \(CTSC\)](#)
- [Comprehensive Cancer Center](#)
- [Center for Quantum Information and Control \(CQuIC\)](#)
- [Latin American and Iberian Institute \(LAI\)](#)

UNM offers a wide range of learning options, expanding access to affordable, attainable, top-tier education across the state through branch campuses in Gallup, Los Alamos, Taos, and Valencia county; a satellite campus in Rio Rancho; and robust UNM Online offerings. These campuses provide community-focused and regionally specific education that supports local workforces and offers a pathway to four-year degrees. The Gallup campus features the largest Native American enrollment of any publicly funded two-year institution in the

nation, while Taos is the fastest-growing campus in the state over the past decade. The Los Alamos campus collaborates with the Los Alamos National Laboratory, and the Valencia campus serves a rapidly growing area south of Albuquerque. UNM Online offers more than 1,000 course sections, including undergraduate degree-completion programs, fully online graduate degrees, and several certificate programs - many in accelerated formats to meet the needs of an ever-advanced degree-seeking demographic.

UNM boasts an outstanding faculty that includes four National Academy of Sciences/Engineering Members, five National Academy of Inventors Fellows, one National Academy of Medicine member, 60 Fulbright Scholar program awardees, and many fellows of various other associations and societies. Faculty publish in high-impact professional journals such as *Science*, *The New England Journal of Medicine*, *The Lancet*, *Nature*, *Biological Psychiatry*, *Proceedings of the National Academy of Sciences*, *Journal of the American Chemical Society*, *Physical Review Letters*, *International Journal of Art and Design Education*, and *Journal of Politics*, as well as with major academic publishers such as Cambridge University Press and Oxford University Press, and with The





University of New Mexico Press. UNM professors have been quoted in local media and national publications such as *Business Week*, *Los Angeles Times*, *The New York Times*, *The New Yorker*, *Newsweek*, and *U.S. News & World Report*. They have shared their expertise on CNN, Good Morning America, National Geographic, the Today Show, National Public Radio, local news stations, and other television and radio shows. As a dynamic visual and performing arts center for the vibrant arts community of Albuquerque, the University presents over 300 public performances, exhibitions, installations, and art lectures annually.

UNM has a strong tradition of faculty governance as outlined in the Faculty Constitution established in 1949. UNM faculty have broad powers delegated from the Board of Regents and outlined in the Faculty Constitution. In October 2019, both full- and part-time faculty at UNM, not including those in the Health Sciences Center (HSC), voted to form a union affiliated with the American Federation of Teachers and the American Association of University Professors. Adjuncts and full-time faculty are represented in separate bargaining units. In the spring of 2022, the state

labor board certified a union for all graduate students employed in assistantship positions, represented by UE, the United Electrical, Radio, and Machine Workers of America.

The University is governed by a seven-member [Board of Regents](#), appointed by the Governor with the consent of the State Senate. Regents serve staggered six-year terms, with one student regent serving a two-year term. The Board holds fiduciary responsibility for the University's assets and programs, establishes goals and policies, and oversees the functioning of the University. The Board vests responsibility for the operation and management of the University in the President.

To strengthen private financial support for the University, the Board of Regents established [the UNM Foundation](#) in 1979 as an incorporated nonprofit organization dedicated to advancing UNM's mission through philanthropy. In 1989, the Regents delegated oversight of University assets and investments to the Foundation's Investment Committee. Today, these assets exceed \$940 million and represent a long horizon of stability, disciplined stewardship, and strategic growth.



To support innovation and entrepreneurship, the Board of Regents established the Sciences & Technology Corporation in 1996, which later became [UNM Rainforest Innovations \(UNMRI\)](#). This nonprofit 501(c)(3) technology-transfer organization, owned entirely by the Board of Regents, helps UNM researchers protect and commercialize their intellectual property. Located in the heart of the developing Innovation District, between the UNM central campus and Downtown Albuquerque, UNMRI is surrounded by R&D and laboratory facilities and other technology-based companies, many of which it helped launch. UNMRI is committed to matching UNM technologies with market opportunities to catalyze economic development.

In addition to the UNM Foundation and UNMRI, the University operates several other wholly-owned 501(c)3 corporations, including the [Lobo Development Corporation](#) and [Lobo Energy, Incorporated](#), which support UNM's infrastructure, sustainability, and long-term growth.

The campus fosters a vibrant and inclusive environment, featuring over 300 student organizations and a diverse array of [resource centers](#) that promote a sense of belonging and academic success. Beyond academics, the campus offers a dynamic atmosphere for students, staff, faculty, and the general public, featuring athletic events, Broadway shows, dance companies, and other national acts at the renowned Popejoy Hall Performing Arts

Center, as well as museums and art shows that showcase New Mexico's cultural richness.

UNM athletics, home to the Lobos, is a source of pride and community engagement for students, alumni, and the broader community, attracting fans from all over the state. All teams compete at the NCAA Division I level in the Mountain West Conference and other leagues. UNM's iconic Pit basketball arena was ranked 8th in the nation by NCAA college basketball correspondent Andy Katz in his 2024 list of Top 10 College Basketball Arenas. The University continues to invest in athletic facilities and programs, reinforcing pride and integrity in its Lobo sports tradition.

The UNM Health Sciences Center (HSC) is New Mexico's largest integrated health care treatment, research, and education organization. It includes the School of Medicine and the Colleges of Nursing, Pharmacy, and Population Health, as well as the state's only Level 1 Trauma Center and its largest academic teaching hospital, along with clinics statewide.

The UNM Health System is dedicated to delivering high-quality, accessible health care to all New Mexicans through UNM Hospital (UNMH), which includes the Sandoval Regional Medical Center (SRMC), UNM Children's Hospital, Carrie Tingley Hospital, UNM Psychiatric Center, UNM Children's Psychiatric Center, and a National Cancer Institute (NCI)-Designated





Comprehensive Cancer Center. In 2025, UNM Hospital opened its new Critical Care Tower, increasing patient capacity with nearly 100 inpatient beds, 18 operating rooms, and an expanded emergency department to meet the state's intensive health care needs.

UNM Health Sciences is one of only 50 academic medical centers in the U.S. to be awarded both a federal NCI-designated Comprehensive Cancer Center and an NIH-funded Clinical and Translational Sciences Center. With over \$230 million in annual research funding, UNM HSC advances research in the areas of translational research, brain recovery and repair, behavioral health, cancer, cardiovascular and metabolic diseases, child health, environmental health, and infectious disease and immunity.

UNM Hospitals care for a large, diverse population with significant disparities in disease incidence and outcomes as well as complex and urgent health needs, providing more than \$115 million of uncompensated care last fiscal year. UNM HSC also plays a critical role in developing New Mexico's health care workforce, training more than 2,000 health care professionals annually. In Fall 2025, enrollment included 426 MD, 215 PharmD, and 859

Nursing students. Importantly, a significant percentage of graduates remain in-state: over one-third of MDs, 80 percent of the College of Nursing, and 70 percent of the College of Pharmacy. UNM Health Sciences is also home to Project ECHO, a globally recognized tele-mentoring model improving health outcomes in rural and underserved areas around the world. In 2025, *U.S. News and World Report* ranked the UNM School of Medicine in Tier 1 for Best Medical Schools: Primary Care and Tier 3 for Best Medical Schools: Research.











# The President

## ROLE OF THE PRESIDENT

The President reports to the 7-member Board of Regents and is responsible for leading the entire University, inclusive of the central and Health Sciences Center campuses in Albuquerque, the UNM Health Sciences Rio Rancho campus, and four branch campuses across the state. The President will collaborate with a wide range of internal and external stakeholders to define the vision and set the direction for the institution. The President must convey an enthusiasm for UNM's strategic goals and clearly communicate its vision to build broad support among faculty, staff, students, alumni, the Board of Regents, the Foundation, local communities, government, business leaders, media, and the public.

The President is responsible for overseeing both human and financial resources in a manner that ensures accountability and transparency. The President oversees a \$4.6 billion operating budget and a \$248.7 million capital budget, with an endowment of \$945.9 million, and research expenditures exceeding \$280.6 million annually. The University currently receives 12% of its operating budget from the state.

**The President directs an executive leadership team that includes the following direct reports:**

- Provost and Executive Vice President of Academic Affairs
- Executive Vice President for HSC and CEO of the UNM Health System
- Executive Vice President of Finance & Administration
- General Counsel
- Vice President, Division for Change and Empowerment
- Vice President, Lobo Athletics
- Chief of Staff
- Chief Government Relations Officer
- Vice President, Alumni Relations
- Director, Internal Audit
- Executive Director, Strategic Communications
- Chief Compliance Officer
- University Ombudsperson



## KEY OPPORTUNITIES AND CHALLENGES FOR THE PRESIDENT

UNM is entering a consequential chapter - poised to accelerate its path as New Mexico's flagship, R1 university and a national model for inclusive excellence as both a Hispanic-Serving Institution (HSI) and Minority-Serving Institution (MSI). The next President will be asked to translate institutional momentum into durable impact, lifting student success, research distinction, health care impact, and statewide economic vitality with a leadership style that is approachable, accountable, and collaborative. Success will require fluency in shared governance, respect for academic freedom, and adept navigation of a complex portfolio that encompasses multiple campuses, the Health Sciences Center, and Division I athletics. This is a role for a seasoned leader who can listen deeply, engage authentically with sovereign tribal nations, diverse communities, alumni, and public-private partners, and steward UNM's mission with both rigor and empathy.

### **Advance UNM 2040: Opportunity Defined, aligning academic, research, health care, and economic priorities while guiding transformative change**

*UNM 2040: Opportunity Defined* represents a bold, institution-wide commitment to shaping the future of New Mexico's flagship university. With broad buy-in from faculty, staff, students, the Board of Regents, and the branch campuses this strategic framework is more than a plan - it is a shared vision for academic distinction, research innovation, health care leadership, and economic impact. The next President will be called to serve as both architect and steward of this vision, fostering a culture of collaboration and transparency that unites diverse constituencies under the banner of One University.

The President must harmonize academic excellence with the expansion of research and clinical programs, ensuring that every initiative - from new degree pathways to interdisciplinary research clusters - advances both institutional priorities and the needs of New Mexico's communities. This requires a sophisticated approach to change management, especially as UNM

embarks on enterprise-scale transformations, such as ERP modernization, the expansion of the School of Medicine, the development of South Campus, and the renewal of capital and IT infrastructure. The President will need to balance the urgency of innovation with the continuity of UNM's distinctive culture, honoring the operational realities and local authority of branch campuses while establishing systemwide standards for cybersecurity, data integration, and compliance. By anchoring UNM 2040 in transparent governance, the President will reinforce trust, empower faculty to guide student success, and keep the institution aligned around measurable outcomes that matter for students, faculty, and the state.

### **Strengthen financial resilience through strategic resource management, innovative revenue streams, and expanded philanthropic and public-private partnerships**

UNM's momentum in philanthropy and public support has laid the foundation for a transformative, ten year, campaign - one that will empower the next President to shape the University's future through strategic investment and broad-based engagement. The President will lead the public phase of this campaign, serving as the chief messenger for a persuasive return-on-investment narrative that resonates with alumni, business leaders, foundations, and policymakers, demonstrating how philanthropic support directly advances UNM's academic, research, and health care missions.

At the same time, the evolving fiscal landscape presents real challenges. With state revenues from oil and gas projected to flatten or decline, Medicaid funding pressures mounting, and technology costs rising sharply, UNM must diversify its financial portfolio to ensure long-term stability. The President will champion innovative approaches such as expanding public-private partnerships, accelerating research commercialization, and developing alternative program revenues while maintaining a steadfast commitment to affordability and access for students.

This work demands rigorous stewardship and transparent communication. The President will engage faculty, staff, and campus leaders in resource planning, openly discussing tradeoffs and linking budget decisions to measurable academic and societal impact. By investing strategically in high-impact priorities, the President will build a resilient financial foundation that supports UNM's mission, empowers its people, and positions the University to thrive in a rapidly changing environment.

**Accelerate enrollment growth and student success, positioning UNM as a national model for fostering inclusive excellence**

UNM's identity as one of the most economically accessible flagship universities in the country is both a strategic advantage and a reflection of its commitment to inclusive excellence. The next President will inherit a university that has consistently increased enrollment over the past four years, with more than 80% of students coming from New Mexico - a testament to UNM's deep roots in the state and its role as a gateway to opportunity for diverse communities. As an HSI and MSI with the second largest number of Native American undergraduates in the nation, UNM is uniquely positioned to serve as a national model for access, equity, and student success. The President will build on this foundation, leveraging the Opportunity Scholarship and tailored student supports to further improve retention and graduation rates, expand pathways for career development, and increase the number of international students.

The challenge ahead is to address shifting demographics and reverse the trend of graduates leaving New Mexico by strengthening career-connected learning and employer partnerships that lead to local employment. The President must champion a holistic approach to student success, supporting basic needs, fostering a sense of belonging, and expanding experiential learning, while articulating UNM's values to students, families, and employers. By advancing these priorities, the President will help UNM define the future of higher education for New Mexico and the nation.

**Expand UNM's research and innovation enterprise through deeper partnerships with national labs, commercialization of discoveries, and leadership in emerging fields**

In recent years, UNM has achieved significant growth in its research enterprise, expanding its patent portfolio and technology transfer activities to levels that rival those of much larger institutions. UNM's excellent faculty, robust research portfolio, and proximity to Sandia and Los Alamos National Labs offer a distinctive platform for advancing research and innovation in emerging fields such as AI, quantum science, national security, and sustainability. The next President will formalize and deepen these partnerships, establishing joint appointments, shared research agendas, and collaborative core facilities, while accelerating commercialization, supporting entrepreneurship among faculty and students, and implementing founder-friendly policies that keep startups rooted in New Mexico.

In a competitive national landscape where talent and funding are highly sought after, the President must articulate an ambitious yet realistic research agenda that attracts and retains top scholars, secures federal funding, and invests strategically in intellectual property protection and innovation infrastructure. By turning discovery into enterprise and telling UNM's research story with clarity and ambition, the President will ensure the University's continued growth and impact as a hub for community-engaged innovation.

**Enhance UNM's role as New Mexico's health care leader by extending the reach and impact of the Health Sciences Center**

UNM stands as the state's largest educator of physicians, nurses, and allied health professionals, and in recent years has seen notable growth in its health sciences enterprise. The next President will build on this momentum, with a goal of doubling the number of health profession graduates by 2035, expanding graduate medical education slots, and deepening clinical training opportunities in rural, tribal, and underserved communities. This system-level effort will require aligning



facilities, licensure pathways, and retention incentives with the evolving needs of New Mexico's diverse populations.

Given clinical capacity constraints, medical liability pressures, and complex visa pathways for critical talent, all of which complicate scaling, the President must work collaboratively to address provider shortages, advocate for expanded resources, and ensure that UNM's health workforce pipeline remains robust and responsive. By extending the reach and impact of the HSC, the President will secure UNM's reputation as New Mexico's health anchor - delivering improved access, workforce stability, and lasting community impact across the state.

**Elevate UNM's visibility and reputation through athletics, academic and research excellence, strategic communications and marketing, and community engagement**

The next President will serve as UNM's prime ambassador, projecting a confident and energetic presence that strengthens the University's reputation locally, nationally and globally. They will cultivate strong relationships across Albuquerque, with sovereign nations, Hispanic communities, alumni, business leaders, and state partners.

The President will invest strategically in Division I athletics as a platform to amplify UNM's brand, deepen stakeholder pride, and expand national exposure. They will champion a bold, cohesive communications and marketing strategy that celebrates academic excellence, research impact, and the University's distinctive cultural and geographic strengths.

By engaging authentically with New Mexico's diverse communities and collaborating with civic partners on shared challenges such as campus safety, homelessness and wellbeing, the President will help articulate a clear, compelling identity for UNM, one that resonates across the state and positions the University as a respected academic leader and cultural anchor.



**Lead a dynamic organization by fostering strong relationships, streamlined operations, promoting transparency, and embracing inclusive decision-making to achieve operational excellence**

UNM's multidimensional structure - spanning multiple campuses, a comprehensive Health Sciences Center, and Division I athletics - demands a President who is both a strategic integrator and a champion of collaborative leadership. The next President will model accountability, respect, and transparency, engaging regularly with the Faculty Senate, Staff Council, student leadership, branch campuses, and the Board of Regents to ensure inclusive decision-making and operational excellence. Navigating relationships with a new Governor, new Regents, and the legislature will require deft political acumen, clear communication, and a commitment to data-driven advocacy that highlights UNM's impact on workforce development, health outcomes, research, and student success.

Internally, the President must advance faculty retention, graduate student support, and staff wellness within sustainable budget frameworks, while building a culture of safety - physical, clinical, research, and compliance (including Title IX) - across all operations. By fostering collaboration, promoting transparency, and empowering campus stakeholders, the President will safeguard institutional autonomy and create the conditions for durable excellence, positioning UNM as a responsive, mission-driven leader in higher education.

## QUALIFICATIONS AND CHARACTERISTICS

The next President of UNM will possess many, if not all, of the following qualifications and characteristics:

- An earned terminal degree with a record of distinguished research, teaching, and scholarly activities commensurate with an appointment as a full Professor
- A deep commitment to the mission of a public institution of higher education
- A clear vision for the future of higher education and its dynamic landscape
- A record of innovation and the ability to both anticipate and react to change
- Experience in the administration of large and complex organizations, particularly in an academic setting
- Strong communication skills, approachability, and a record of collaboration
- Demonstrated experience in, appreciation of, and support for scholarly work and academic excellence
- A record of leadership in promoting inclusive excellence
- A passion for students and the belief in the power of education and research to change lives
- A commitment to work with undergraduate, graduate and professional student body governments to keep students' unique needs, concerns, and well-being at the forefront when considering university priorities and decisions
- A demonstrated ability to work effectively and build relationships with a full range of external constituents, including alumni, donors, media, community members, government officials, and leaders in the private sector
- An ability to lead improvement of academic performance to promote student success, particularly for retention and graduation
- An ability to lead improvement of academic performance to promote faculty and staff success, particularly for recruiting, retention, and promotion
- A highly ethical, collegial, accessible, collaborative, transparent, and consultative style
- Experience working with a governing board
- The ability to thrive in the public sector with well-developed political and diplomatic skills; adept at representing the institution's missions and goals with both the executive and legislative branches
- Understanding of the needs and administrative complexities of a health science center
- A comprehension of and experience in balancing the complex needs of an intercollegiate athletics program or an equivalent enterprise with the priorities linked to fulfilling an organization's teaching, research, and service missions
- A demonstrated understanding and experience with philanthropic fundraising
- Eligibility to qualify for a Top Secret security clearance
- Ability to integrate societal and cultural changes in society
- Familiarity with a diverse, multi-cultural environment similar to New Mexico











## Location

### A STUDY OF ENCHANTMENT IN THE LAND OF ACHIEVEMENT®

New Mexico is known as “The Land of Enchantment” because of its scenic beauty and rich history. New Mexico offers a wide variety of adventures, art, music, and dance, breathtaking landscapes, and a heritage of Indian, Anglo, and Hispanic cultures that cannot be found in any other state in the U.S. New Mexico has the highest percentage of Hispanics, including descendants of the original Spanish colonists who have lived in the area for more than 400 years. It has the second-highest percentage of Native Americans as a proportion of the population after Alaska, and the fourth-highest total number of Native Americans after California, Oklahoma, and Arizona. The major Native American nations in the state are the Navajo, Pueblo, and Apache peoples.

Oil and gas production, agriculture, the arts, tourism, and federal government spending are important drivers of the state economy. State and local governments have a comprehensive system of tax credits and technical assistance to promote job growth and business investment, especially in new technologies. The state is home to more PhD holders per capita than any other state in the country, thanks to the presence of Sandia National Laboratories, Los Alamos National Laboratory,

Intel, numerous other research facilities, and several land management agencies, including the Forest Service and the National Park Service.

New Mexico boasts one of the most diverse landscapes in the world, complemented by a range of incredible outdoor adventures. The geography ranges from snow-capped 13,000ft peaks, wildflower fields, thick forests of cottonwoods, white sand dunes, and vast expanses of prairie.





The University of New Mexico flagship campus is located in Albuquerque, the most populous city in New Mexico, with its own rich culture and heritage as one of the oldest cities in the U.S. It has a multicultural heritage and history where Native American, Hispanic and Latino, Anglo, and other cultural influences are a part of everyday life. Averaging 310 days of sunshine a year, it is also a great place for outdoor activities, including biking, skiing, or playing golf on one of the best golf

courses in the Southwest. The city is home to countless traditional New Mexican restaurants, world-class visual and performing arts, and the International Balloon Fiesta, the world's largest gathering of hot-air balloons. The Sandia Mountains run along the eastern side of Albuquerque, and the Rio Grande flows through the city, north to south. More information about Albuquerque can be found at: <http://www.visitalbuquerque.org>.





# Applications, Inquiries, and Nominations

Applications, including a CV and letter of interest, as well as inquiries, nominations, and referrals, should be submitted via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-new-mexico/president>. Pursuant to New Mexico law and University of New Mexico Board of Regents Policy, the Board will select and publicly announce at least five finalists who will be invited to the campus for interviews.



Julie Filizetti, Joe Kralick, Phuong Ta, Gabi Nayar  
Isaacson, Miller

*UNM is an Equal Opportunity employer, making decisions without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected class.*

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