PROSPECTUS

Presidential Search

LAMAR INSTITUTE OF TECHNOLOGY

THE TEXAS STATE UNIVERSITY SYSTEM
THE SEARCH

The Texas State University System Board of Regents, the Chancellor, and the Beaumont community invite nominations and applications for the position of President, Lamar Institute of Technology. The Chancellor and others are seeking a visionary leader focused on the future and committed to innovation and change, while continuing to prioritize student engagement and success, inclusive excellence, strong partnerships with K-12, and enhanced collaboration with its sister institutions in Southeast Texas. The next president will continue to build and enhance innovative opportunities for LIT graduates through business acumen and strengthen the institute’s significant contributions to economic development and quality of life in the region and beyond. It is expected that the new president will assume office by late Summer, 2022.
ABOUT LAMAR INSTITUTE OF TECHNOLOGY

Lamar Institute of Technology offers educational programs and training that expand students’ knowledge, encourage their continued development, and provides high-value marketable skills for today’s workforce.

LIT is a two-year technical college offering associate of applied science degrees and certificates in more than 50 educational programs, including business, allied health, technology, public safety, and continuing education.

LIT is not a typical community college. It is an “Institute of Technology” and distinguishes itself from other institutions in the region and in Texas through the sole purpose of providing high quality technical skills and training needed to transform lives and drive the economic vitality of the communities it serves.

Ranked among the nation’s fastest growing two-year institutions, LIT enrolls 4,500 students in academic programs, including 1,600 dual credit and career and technical education (CTE) students, in addition to serving thousands of additional adult learners through non-credit, workforce training courses, with an unduplicated headcount of 6,200 students.

Over the past several years, LIT has ranked as one of the top two-year institution producers of industrial technology graduates in the nation. It is one of the largest producers of process operators and instrumentation technicians in the world, with more than 500 students continuously enrolled in these programs.

Mission Statement

LIT’s mission is to provide innovative teaching and learning for tomorrow’s workforce.
CAMPUS & FACILITIES

Lamar Institute of Technology’s main campus is in Beaumont, Texas. LIT covers approximately 20 acres and is adjacent to Lamar University (LU), one of its sister institutions in the Texas State University System. The main campus contains 11 buildings and the Institute recently secured $37 million to construct a 51,000 square foot Workforce Training Center. In addition, LIT shares some technology, a library and several other resources with LU, which is located directly across the street from LIT on a 300-acre residential campus with comprehensive university amenities.

A RICH HISTORY

- The academic, technical, and workforce programs offered at Lamar Institute of Technology in the Golden Triangle area were originally associated with Lamar University starting as early as 1946.

- The Texas Higher Education Coordinating Board recommended in 1990 that all two-year programs at Lamar University-Beaumont be combined into Lamar University Institute of Technology and the programs in the former College of Technical Arts, Allied Health, Office Technology, and Restaurant/Institutional Food Management were placed in the new institute.

- On September 1, 1995, the Institute of Technology was established as an educational center of Lamar University and a member of The Texas State University System.

- The Texas Legislature changed the name of the college to Lamar Institute of Technology in 1999.

- Since 1999, LIT has added numerous facilities, programs, faculty, staff, and students to become the institute that exists today.
ACCOLADES

• In terms of economic impact, LIT graduates are responsible for $144.2 million in additional income to Southeast Texas (2014 EMSI study).

• According to the US Department of Education (DoE), of all two-year public colleges, LIT was No.1 in Texas and tied for No. 3 in the nation for highest student median salary 10-years after graduation.

• The “LIT Guarantee!” - Students that complete a two-year program of study will have job skills for entry level employment in the occupational field for which they were trained.

• In 2015, among all two-year public institutions, Community College Week ranked LIT No. 7 in having the most Science Technology graduates in the nation.

• LIT won the Beaumont Enterprise’s 2018 Readers’ Choice Award for “Best Career Training”.

• LIT was named the Best Community College in Texas for 2018 by Niche.com for its academic programs, admissions, affordability, and student life.

• The American Enterprise Institute (AEI), Washington, DC, named three of LIT’s programs among the most highly regarded associate degree programs in Texas with an expected ROI over $1 million: Industrial Mechanics ($1,401,000), Process Technology ($1,352,000) and Instrumentation Technology ($1,154,000).

• LIT has over a 90% job placement rate, with a median salary of $46,700, and some graduates earn over $100,000 per year.

• According to a study featured in the New York Times, students that graduate from LIT have a 30% chance to move up two or more income quintiles, 21st in the nation for two-year colleges.
STUDENTS & DEMOGRAPHICS

Despite many weather and pandemic related challenges, LIT has experienced significant growth over the past five years in its student body, growing its academic student headcount from 2,800 in 2016 to 4,500 in 2021, an increase of 61%. LIT is a significant provider of dual credit in the region, with over 1,600 students served this past year. In addition, the Institute serves thousands of students through non-credit, workforce training courses, with an unduplicated total student headcount of 6,200 in 2021.

**LIT welcomes and celebrates a diverse student body as well.** It is a minority serving institution with over 58% of its students being non-white, including approximately 30% Black/African American, 23% Hispanic (designated as an Emerging Hispanic Serving Institution), and 3% Asian. Approximately 56% of its students are female, 69% are part-time, 20% are first-generation, and over 80% of its full-time students receive financial aid.

LIT’s top enrolling programs include process operating technology, associate of arts in general studies, instrumentation technology, and radiologic technology. LIT’s graduates report earning the highest median salary 10 years post-graduation at $46,700 among all two-year institutions in Texas.

Lamar Institute of Technology students get the best of two worlds: Specialized training for the jobs of the future, plus the perks of its sister institution, Lamar University, across the street. This partnership gives students many of the same services and supports as students attending larger four-year colleges.
STRATEGIC GOALS

1. **Increase Student Access, Success, and Reduce Debt** - We will eliminate enrollment barriers, create a positive culture that encourages educational attainment, and control student costs.

2. **Be more Responsive to the Community and Industry** - While the ‘LIT brand’ expands statewide, we will remain a neighborhood college, bridging the gap between community revitalization and future workforce development.

3. **Promote Institutional Excellence** - LIT employees will be ‘active partners’ in meaningful training and innovation that leads to institutional excellence.

CORE VALUES

**Community** - We cultivate partnerships that develop solutions to community challenges which are important to economic vitality and quality of life.

**Excellence** - We strive for excellence in instruction and service by upholding high academic and professional standards, providing a quality educational environment, and continuously seeking improvement in all aspects of our work.

**Innovation** - We pursue innovation in teaching and learning through encouragement and support of creativity, experimentation, imagination, originality, entrepreneurial spirit, and visionary leadership.

**Integrity** - We strive to demonstrate high standards of ethical conduct and to celebrate honesty, openness and trust.

**Civility** - We are committed to diversity, inclusion, and respect the opinions and perspectives of others, even if they differ from our own. At LIT, everyone is welcome.
ACADEMICS & WORKFORCE TRAINING

Lamar Institute of Technology offers more than 50 academic and technical programs, including 36 certificates, 28 Associate of Applied Science (AAS) degrees, and 6 Academic Transfer Associate (AA/AS) degrees, and are grouped into six major areas including:

**Business** - Students can earn a degree or certificate in a field such as Office Administration, Web Design & Development or Real Estate. The Department of Business Technologies offers these and other programs that prepare students for careers in business settings through lectures and hands-on laboratory classes.

**Health & Sciences** - Work in the health industry in a field such as Sonography, Dental Hygiene or Pharmacy. The Healthcare and Sciences Department houses these and other programs that prepare students to provide specialized services in a variety of healthcare settings, industries, and businesses.

**Technology** - Find success in an industrial field such as Welding, Diesel Mechanics, or working as a Lineman. The Department of Technology offers a wide variety of certificate and degree programs, each preparing students for jobs in high-demand areas in the Golden Triangle area (or in the Beaumont-Port Arthur vicinity) through real-world, hands-on training.

**General Education** - Students can take a variety of courses to broaden their education or earn credits for a transfer degree. Students in LIT degree programs complete credit hours in general education courses, from humanities and fine arts, social and behavioral sciences, to natural sciences and mathematics. Developmental Studies courses provide basic skills in writing, mathematics and reading necessary for college-level study.

**Public Service & Safety** - Prepare for a career in the public sector by studying to be a Paramedic, work in Homeland Security or Forensic Science. The Public Service and Safety Department offers certificate and degree programs that prepare you for federal, state, local and private sector jobs in criminal justice, law enforcement, fire protection, emergency medical services and homeland security.

**Workforce Training & Continuing Education** - Students can further their career or develop a new skill in workforce classes, including corporate training and Safety Awareness Institute. The Department of Workforce Training and Continuing Education offers services, some at no cost, to Beaumont-area businesses and industry.
ADMINISTRATIVE STRUCTURE

Lamar Institute of Technology is a member of the Texas State University System (TSUS). TSUS, founded in 1911, is the first higher education system established in Texas. Beginning as an administrative means to consolidate the support and management of state teacher colleges, the System has evolved into a network of higher education institutions stretching from the Texas–Louisiana border to the Big Bend region of west Texas.

Today, seven component institutions enroll over 87,000 students and offer a broad range of academic programs and career opportunities. Throughout the System, faculty and staff are preparing students to work in and contribute to our global society.

LIT’s sister institutions in the System are:

- Lamar State College Orange
- Lamar State College Port Arthur
- Lamar University (Beaumont)
- Sam Houston State University (Huntsville, Conroe, and The Woodlands)
- Sul Ross State University (Alpine, Del Rio, Eagle Pass, and Uvalde)
- Texas State University (San Marcos and Round Rock)

TSUS is governed by a nine-member Board of Regents appointed by the governor. A non-voting student regent is also appointed annually to the board. The System is led by a board-appointed chancellor, and the president of Lamar Institute of Technology reports directly to the chancellor.

LIT employs approximately 185 faculty and 85 staff.
The annual operating budget of Lamar Institute of Technology is approximately $34 million, with assets totaling $60 million as of the most recent year-end. Net tuition revenue was $6.2 million and state appropriations totaled about $17.3 million. LIT’s endowment is currently valued at approximately $7.5 million. Annual giving for FY2021 totaled more than $1.1 million and grants received over past the two years total over $13 million.

Lamar Institute of Technology is located in Beaumont, Texas, one of the world’s largest petrochemical centers. Beaumont is a culturally diverse, bio-diverse, and historic locale situated in the middle of the Texas Gulf Coast in the far southeast corner of Texas - truly a unique part of the country with rich traditions and cultures, and attractive geographic locations.

Beaumont is 25 miles west of Louisiana, 90 miles east of Houston, and within a 4-hour drive of Dallas, Austin, San Antonio, New Orleans, and Baton Rouge. Beaumont is also close to national forests, numerous lakes, and the Gulf of Mexico. Seven highways, three airports, multiple waterways, and railroads connect Beaumont with regional, national, and global commercial hubs. However, Beaumont’s average commute time is only 18 minutes.

In addition to its cultural and entertainment offerings, Beaumont is the fourth most affordable city in the state of Texas and the eleventh city with the lowest cost of living in America.

Beaumont is in Jefferson County, one of nine counties considered the Southeast Texas region, an area renowned for outdoor opportunities including fishing, hunting, birding, hiking, paddling, boating, and more.

The population of Beaumont is approximately 119,000, with the Beaumont-Port Arthur MSA population of nearly 400,000. The five largest ethnic groups in Beaumont are Black or African American (48%), White (32%), Hispanic (12%), Asian (3%), and Other (2%).

The cultural richness of the area lends to culinary delicacies like crawfish, margaritas, fried alligator, and TexMex. The barbeque is spectacular and the gumbo remarkable!
LEADERSHIP AGENDA

Lamar Institute of Technology is in a class by itself! The next President of LIT will be presented with the exciting and challenging opportunity to lead the Institute to even greater heights. The next President will assume leadership at an extraordinary time - a point where the Institute has recently experienced significant growth and expansion during an unprecedented period of uncertainty due to health and weather-related crises, yet it will need visionary direction to continue to evolve as a national leader in technical education and a preferred provider of high-quality, workforce training for Southeast Texas and beyond.

LIT is not a typical community college. It is an “Institute of Technology” and distinguishes itself from other institutions in the region and in Texas through the sole purpose of providing high quality technical skills and training needed to transform lives and drive the economic vitality of the communities it serves. LIT does grant some associate and academic transfer degrees, and receives public funding directly from the state, rather than traditional local support of two-year public institutions. LIT is laser-focused on providing career and technical training and meeting the upskilling and reskilling needs of the current and future workforce.

As the Chief Executive Officer and reporting to the Chancellor of the Texas State University System, the next president of LIT will:

- Build on the Institute’s 2020-25 Strategic Plan and its recent successes;
- Serve as the leading advocate and spokesperson for LIT and assemble a team of highly capable members of their senior leadership team;
- Grow and strengthen partnerships with business and industry locally, regionally, and statewide;
- Lead in the development of a comprehensive, strategic vision and plan for the future of LIT that leverages the accelerated pace of technology-based changes to meet labor market demand;
- Enhance LIT’s relationships with local independent school districts in providing career and technical education programs, as well as dual credit courses to local high school students;
- Work collaboratively with sister TSUS institutions in the region to maximize resources and increase education attainment;
- Create an institutional culture of support, inclusion, and engagement for its students, and for the entire LIT community;
- Continue to increase the visibility of LIT as an institute of choice for adult learners interested in pursuing high-value, marketable skills and technical credentials;
- Develop an effective branding strategy that differentiates LIT locally, regionally, nationally, and internationally;
- Secure the financial, human, physical and technical resources necessary to support the growth of LIT in the future; and
- Cultivate the support of community leaders, legislators, and other key stakeholders to achieve LIT’s mission, vision, and strategic goals.

LIT’s Executive Team, as currently organized, includes the following senior administrative officers who report directly to the President:

- Vice President of Finance and Operations
- Vice President of Instruction and Provost
- Associate Vice President of Instruction
- Associate Vice President of Workforce and Strategic Initiatives

Other leadership bodies at LIT include the Faculty Senate, the Staff Council, and the Student Government Association.
DESIRED ATTRIBUTES

Lamar Institute of Technology offers a remarkable opportunity for a visionary and accomplished educational leader to serve as the next president. A pioneer in hands-on, technical education, LIT is an economic engine for the region and is experiencing tremendous growth. LIT is looking for a visionary leader focused on the future and committed to innovation and change, while continuing to prioritize student success and building opportunities for graduates and contributing economic vitality locally, statewide, and nationally.

Desired attributes in the next president include, but are not limited to the following:

**Mission-Driven Visionary Leadership**

LIT provides quality education and training that enable a diverse student population to achieve its educational goals. The institution is building the workforce for tomorrow, locally, regionally, and nationally. The next president has the fortunate opportunity to amplify the value proposition for LIT as a leader in workforce and economic development. As a supportive and strong mentor for faculty and staff, the next president must display integrity, transparency, and courage in behavior and decision making. The ideal candidate should walk the talk, earning the team’s respect and admiration. As an enthusiastic and visionary leader, the president should demonstrate sound judgment, strong knowledge of business/industry operations, and a relentlessly positive and supportive approach in providing the strategic direction necessary to remain at the leading edge of technology-related career and technical education and training.

**Servant Leader**

Strong supervisory and management skills are essential, including the ability to recruit, retain, and lead a productive and effective team whose members are committed to the organization and feel ownership and pride in their work. The president will need to foster an environment in which openness and communication are mutually valued, and their actions demonstrate a deep commitment to advancing diversity and inclusive excellence as a strategic priority. The next president of LIT should represent the epitome of servant leadership, one who commands respect and engenders the trust of faculty, staff, students, alumni, and the broader LIT community of stakeholders. Strong emotional intelligence is essential.

**Data-Driven Continuous Improvement**

LIT delivers graduates to meet the needs of various industries for skilled workers. Those needs are not static, and success requires constant analysis to understand changes in demand levels and special skills. Each program must also be assessed with data to determine if it is meeting the defined objectives regarding student progression, graduation, and job placement. The ideal leader
will have their finger on the pulse about business and industry trends, higher education issues, and how they intersect and impact LIT.

**Student-Centered Leader**

The next president of LIT should possess a deep understanding of the needs of the student body and enhance the sense of community felt on campus. They should engage authentically with students, faculty, and staff. The ideal candidate should have an appreciation for the unique aspects of the LIT experience. They should demonstrate the ability to inspire students, faculty, staff, alumni, and donors to amplify the value of a LIT education and connect them to the institute in meaningful ways.

**Exceptional Communicator and Community Builder**

The next president should possess the ability to communicate effectively with all stakeholders, in a way that elevates and differentiates the LIT brand. The ability to link LIT’s applied-learning approach and the high industry demand for its graduates is a critical skill set for the ideal candidate. The president should possess superior, and persuasive written and verbal communication skills and be an active listener; articulate in honoring the Institute’s Southeast Texas culture, while bringing new ideas and a mindful approach to leading change. The next president should have the ability to influence others and serve as a powerful and effective spokesperson for the LIT community to prospective students and their families, and Institute supporters.

**Strategic Collaborator**

The next president must be a strategic thinker, able to lead the institution in visualizing and implementing dynamic priorities. The ideal candidate should exhibit significant successful senior leadership experience with demonstrated ability to act decisively and effectively to bring about change that strengthens institutional reputation and position. The next president must possess a collaborative, consensus-building leadership style and be open to thoughtful and appropriate innovation. A talent for building morale, leading across silos, harnessing and facilitating the potential for collaboration is essential.

**Knowledgeable of Technical Education and Business Operations**

The president of LIT must have a mastery of its core business, which is to provide career and technical education that meets the workforce needs of business and industry. At LIT, this includes a variety of certificate programs and customized workforce training and assessments requested by local employers, in addition to traditional associate degree programs.
Financial Acumen and Resource Development

The next president must possess substantial management, planning, and financial skills, as well as an astute understanding of the institution’s resources and the relationships among academic priorities, budgeting, and fundraising. The ideal candidate must demonstrate a commitment to, and passion for communicating with alumni, friends of the institute, legislators, and corporate donors necessary to acquire the vital financial resources and public support needed to sustain LIT now and in the future.

Change Management for Strategic Growth

LIT has been growing due to its success in meeting the needs of businesses with high-quality graduates for technical jobs. With that growth comes increased demands and changes to the Institute’s infrastructure, support systems, policies and personnel that warrant attention corresponding to the enhanced volume of students. The new president will be expected to work strategically to improve LIT’s effectiveness with a futuristic growth mindset. The ideal candidate must demonstrate experience in managing the complexities of institutional change and the interpersonal skills to attain consensus thoughtfully and purposefully and make timely decisions.

Advance Diversity and Inclusive Excellence

The workforce of the future is changing. LIT is committed to continuing this upward momentum while fully supporting each student and establishing a faculty, staff, and administration that reflects the next generation of LIT students. The next president should be a strong advocate, passionate, and sincere in their support of initiatives that advance diversity, equity, and inclusion in all aspects of LIT’s programs and services.

Other Qualities

- Earned doctorate or terminal degree preferred.
- Significant academic leadership experience, including knowledge of teaching and accreditation, and a progressive record of executive level management.
- Demonstrated record of innovation, business acumen, and success.
- Strong mentor and expert at recruiting, retaining, and developing talent.
HOW TO APPLY

To assure full consideration, applications should be received by June 13, 2022, and include a letter of interest, curriculum vitae, and five professional references with e-mail addresses and telephone numbers. Applications should be sent electronically (MS Word or PDF format) to LITpresident2022@agbsearch.com.

All inquiries, nominations, and applications will be held in strictest confidence; references will not be contacted without the applicant’s expressed permission.

Inquiries, applications, and nominations should be sent to LITPresident2022@agbsearch.com or directed to:

**Kim Bobby, Ed.D.**  
Principal  
AGB Search  
253.861.7738  
Kim.bobby@agbsearch.com  

**Wayne M. Wormley, Ph.D.**  
Executive Search Consultant  
AGB Search  
215.432.7913 Cell (Direct)  
202.776.0866 Office  
wayne.wormley@agbsearch.com

Additional information may be obtained by visiting the LIT presidential search website: [www.lit.edu/about/presidential-search](http://www.lit.edu/about/presidential-search).

Lamar Institute of Technology is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability or protected veteran status.