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NEW MEXICO TECH

SCIENCE • ENGINEERING • RESEARCH UNIVERSITY

Position Announcement

President

New Mexico Institute of Mining & Technology

Socorro, New Mexico

January 2026





Presidential Search Prospectus

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| Position | President |
| Institution | New Mexico Institute of Mining & Technology (New Mexico Tech or NMT) |
| Location | Socorro, New Mexico |
| Reporting Relationship | The NMT Board of Regents |
| Institutional Website | www.nmt.edu |

The Opportunity

The New Mexico Institute of Mining and Technology (New Mexico Tech or NMT) invites applications for the position of President at a pivotal moment in the institution's 135-year history. This search represents an opportunity for an accomplished academic and executive leader to guide one of the nation's most distinctive public science and engineering universities toward its next phase of impact and recognition.

The President will serve as the University's chief executive officer, chief academic leader, and principal ambassador, charged with advancing New Mexico Tech's mission of excellence in science, mathematics, technology, engineering, and innovation. Reporting to the Board of Regents, the President will lead the institution through a period of strategic execution focused on research growth, student growth and success, financial resilience, and community engagement.

A central opportunity for the incoming President will be to position New Mexico Tech to achieve Carnegie R1 (Very High Research Activity) classification while preserving the institution's defining characteristics: academic rigor, close faculty-student engagement, and a highly personalized educational environment.

Institutional Overview

Founded in 1889, New Mexico Tech is a public research university located in Socorro, New Mexico. The institution occupies a singular niche within higher education as a specialized STEM university with national and international impact and recognition that far exceeds its size.

New Mexico Tech is consistently recognized as the top public university in New Mexico and is widely regarded for the quality of its graduates, the intensity of its academic programs, and the strength of its research enterprise.

Key Institutional Highlights - Accredited by the Higher Learning Commission as a doctoral-granting institution - Eight ABET-accredited undergraduate engineering programs and an ABET-accredited computer science program - A nationally significant research portfolio supported by federal agencies, national laboratories, and industry partners- Designated Hispanic-Serving Institution (HSI).

The University's research expenditures exceed \$100 million annually, supported by an active external funding portfolio of more than \$300 million. Research activity contributes significantly to the state and regional economy and provides students with immersive, hands-on learning experiences uncommon at larger institutions.



Strategic Context and Presidential Priorities

The President will be responsible for leading the successful execution and evolution of the University's strategic agenda, including the priorities outlined in the NMT 2022 Strategic Plan. While the plan provides a strong foundation, the Board expects the President to exercise judgment, adaptability, and leadership in refining strategies to meet emerging challenges and opportunities. The approved strategic plan can be found on the NMT website.

Academics

The Division of Academic Affairs, led by the Vice President for Academic Affairs, oversees the academic mission of New Mexico Tech (NMT), a federally designated Hispanic-serving institution. The division comprises two academic colleges-the College of Arts and Sciences and the College of Engineering-which together house 14 departments. NMT employs more than 110 tenure-line faculty members, approximately 20 full-time instructors, and additional part time faculty hired as needed. Approximately 90 percent of full-time faculty hold terminal degrees in their disciplines.

New Mexico Tech offers 2 associate degrees, 28 baccalaureate degrees, 25 master's degrees, and 13 doctoral degrees. Accelerated master's degree options are available in select disciplines. NMT is accredited by the Higher Learning Commission, with its last on site visit held in March 2025. Undergraduate computer science and engineering programs are accredited by ABET, and the chemistry B.S. curriculum is approved by the American Chemical Society's Committee on Professional Training.

Faculty engage in a broad range of research and creative activities that are integrated into the curriculum. New Mexico Tech's rigorous academic programs prepare graduates for high-demand careers and advanced study, while earning national recognition. Notably, New Mexico Tech ranks highest among public institutions nationwide for the percentage of bachelor's degree recipients who go on to earn PhDs in science and engineering (National Center for Science and Engineering Statistics). At New Mexico Tech, academic programs underpin the institution's strong focus on science and engineering excellence.

Research

The New Mexico Tech Division of Research fosters interdisciplinary and collaborative research among faculty, students, and external partners, including universities, National Laboratories, federal laboratories, industry and other research organizations. The Research Division provides comprehensive support, financial resources, professional and technical expertise, and specialized services and facilities-to enable high-impact research across the institution. The Research Division leads institutional research administration and policy development while actively advancing New Mexico Tech's research mission and expanding opportunities for sponsored programs.

New Mexico Tech maintains a robust and growing research enterprise, with an external funding portfolio of approximately \$323 million and annual research expenditures exceeding \$100 million. This sustained growth positions NMT on a trajectory to become the smallest Carnegie R1 University in the nation by 2027, reflecting exceptional research productivity and efficiency. The Research Division comprises nine centers and institutes and supports approximately 256 full-time equivalent personnel, providing the infrastructure necessary to manage complex, multi-investigator, and multidisciplinary projects.



A central priority of the Research Division is the strategic identification of emerging research areas and the mentoring of early-career faculty in the development of competitive, externally funded research programs. The division also serves as an institutional advocate for research activities and oversees intellectual property protection, technology transfer, and commercialization, ensuring that research outcomes translate into societal and economic impact.

New Mexico Tech is deeply committed to integrating research and education. The institution recognizes research as a critical component of workforce preparation and student success. All researchers, including non-tenure-track investigators, are strongly encouraged to engage undergraduate and graduate students as active contributors to research projects. This model provides students with hands-on, high-impact research experiences that are uncommon even at significantly larger universities, strengthening the pipeline of skilled scientists and engineers while enhancing project outcomes.

In addition to the extensive research on campus, the university also boasts four world-renowned research centers:

- Energetic Materials Research and Testing Center (EMRTC): A leader in explosive research and national security.
- Magdalena Ridge Observatory (MRO): A premier site for astronomical and atmospheric studies.
- Petroleum Recovery Research Center (PRRC): A critical arm of the oil and gas industry's transition to translational research.
- Bureau of Geology: The Bureau of Geology is the state's geological survey and the primary organization for gathering and sharing scientific information on the geological framework, natural resources and hazards of New Mexico as established by statute. The Bureau integrates with New Mexico Tech's academic mission through teaching and student advising and through our laboratory facilities.

Student Life

The Division of Student Life at the New Mexico Tech plays a critical role in supporting student retention and academic persistence through an integrated, student-centered support infrastructure. Guided by strategic priorities that emphasize student success, well-being, inclusion, collaboration, and responsible stewardship, the Division fosters a campus environment in which students are supported holistically and remain engaged through degree completion.

The Division oversees core student support functions including; the Dean of Students Office, housing and residential life, student engagement, health and wellness services, and strategic enrollment management operations such as undergraduate admissions, financial aid, the registrar, and student success initiatives. This coordinated structure enables early intervention, sustained engagement, and seamless support across the student lifecycle.

Institutional outcomes demonstrate the effectiveness of these efforts. Undergraduate admissions maintains an average of \$13.6 million annually in federal, state, and institutional scholarships that support student access and persistence. Housing and Residential Life provides capacity for approximately 714 undergraduate students, reinforcing a strong residential experience shown to support retention, while Auxiliary Services further enhance student engagement and institutional sustainability.



Role of the President

The President provides strategic, academic, and administrative leadership for the University and is accountable for institutional performance across all dimensions. Working closely with the Board of Regents, the President leads the senior leadership team and collaborates with faculty, staff, students, alumni, and external partners.

Primary responsibilities include: Communicating a clear institutional vision and mission, ensuring academic quality and research excellence, providing effective financial and operational oversight, supporting and respecting shared governance processes, serving as the University's chief spokesperson and advocate for the recruitment, development, and retention of outstanding faculty and staff.

Key Leadership Priorities Include:

Academic Excellence and Student Success

- Safeguard and strengthen the rigor and reputation of New Mexico Tech's academic programs
- Promote innovative and engaged teaching practices grounded in experiential and inquiry-based learning
- Support student persistence, well-being, and degree completion across undergraduate and graduate populations

Research Growth and Innovation

- Expand research productivity and impact through transdisciplinary collaboration
- Streamline administrative processes that support the research lifecycle
- Advance the University toward Carnegie R1 classification in a manner consistent with institutional values
- Safeguard and enhance research opportunities for undergraduate and graduate students

Financial Sustainability and Resource Development

- Strengthen financial resilience through diversified revenue streams
- Enhance fundraising and philanthropic engagement in partnership with the NMT Foundation
- Maximize the strategic use of research indirect cost recovery and public-private partnerships
- Foster recruitment and enrollment in undergraduate and graduate programs

Equity, Inclusion, and Institutional Culture

- Foster an inclusive campus environment where individuals from all backgrounds can thrive
- Advance the University's role as a primary pathway to opportunity for Hispanic, Native American, and other underrepresented students
- Lead with transparency, integrity, and respect for shared governance

Community and External Engagement

- Strengthen mutually beneficial relationships with the City of Socorro, Socorro County, state and regional partners
- Represent the University effectively to state and federal government leaders, National Laboratories, and industry
- Enhance the visibility and reputation of New Mexico Tech at the national and global levels



Qualifications and Leadership Characteristics

The Board of Regents seeks a President who combines academic credibility with executive leadership experience and a demonstrated capacity to lead complex organizations.

Required Qualifications: Earned doctorate degree, significant senior leadership experience in higher education or a comparably complex research-driven organization, demonstrated understanding of academic culture and shared governance, proven ability to manage financial resources and lead the university.

Doctorate in a STEM or closely related field, leadership experience at a doctoral-granting or research-intensive institution, record of success in advancing research growth and external funding, experience working with governing boards and public stakeholders, a record of academic achievement and teaching that commands the respect of a world-class faculty, ability to move the university to R1 status.

Personal and Leadership Attributes: Strategic, forward-looking, and results-oriented, collaborative, transparent, and inclusive. Committed to academic excellence and student success. Politically astute and externally engaged. A commanding presence to represent NMT before the New Mexico Legislature, federal agencies, and National Laboratories like Sandia and Los Alamos.

Governance and Key Relationships

The President reports directly to the New Mexico Tech Board of Regents and works closely with: Faculty governance bodies and academic leadership, senior administrative leadership, student leadership organizations, alumni, donors, the NMT Foundation and the NMT Research Park, state and federal officials, industry partners, and National Laboratories.

Compensation and Appointment

New Mexico Tech offers a competitive compensation and benefits package commensurate with experience and qualifications. The appointment will be made under terms and conditions established by the Board of Regents.

Search Process and Confidentiality

The Board of Regents is committed to a thorough, fair, and inclusive search process. Applications will be handled with appropriate confidentiality consistent with public institution requirements.

Application materials will include a letter of interest, curriculum vitae, and references. Review of applications will begin immediately and continue until the position is filled. Applications should be sent to nmtjobapps@npe.nmt.edu or mailed to

New Mexico Tech
c/o Human Resources Department
801 Leroy Place
Socorro, NM 87801

Equal Opportunity Statement

New Mexico Tech is an equal opportunity employer and is committed to building a diverse and inclusive academic community.