



Dean of Libraries

Leadership Profile

Summer 2026



WittKieffer

Executive Summary

The University of the Incarnate Word (UIW) seeks a dynamic and forward-thinking Dean of Libraries to lead a multifaceted, mission-driven library system that advances teaching, learning, and scholarship. Reporting to the Provost, the Dean serves as the chief administrative and strategic leader for all library programs, services, and facilities, while also overseeing the Center for Teaching and Learning. This role is central to aligning library operations with institutional priorities, supporting a diverse academic community, and ensuring responsiveness to the rapidly evolving landscape of higher education and academic libraries.



The Dean is responsible for shaping and executing a collaborative strategic vision that enhances student success, faculty research, and academic innovation. Key areas of leadership include advancing information literacy, particularly in the context of emerging technologies such as artificial intelligence; strengthening digital scholarships and open educational initiatives; and expanding access to collections through effective resource management and digitization. The Dean will also play a critical role in accreditation, institutional effectiveness, and assessment efforts while fostering strong partnerships across academic units and external consortia.

The Dean will oversee a \$3.8 million budget and 27 staff and will be responsible for guiding resource allocation in a complex, multi-campus environment. The Dean must serve as a visible advocate for UIW Libraries, leveraging data-informed decision-making and cultivating external funding opportunities through grants and philanthropy. Additionally, the role requires expertise in vendor negotiations, licensing, and collaborative partnerships to ensure the sustainability and growth of library services and infrastructure.

UIW seeks a collaborative and inclusive leader with extensive experience in academic libraries, a deep understanding of evolving trends in scholarly communication and higher education, and a commitment to mission-driven service. The ideal candidate will foster a high-performing team culture, strengthen cross-campus engagement, and position the UIW Libraries as a central driver of learning, discovery, and lifelong intellectual growth within a diverse and globally oriented Catholic institution.

For information regarding how to apply, to submit a nomination, or to inquire about the role, please see the section "Procedure for Candidacy" at the end of this document.

Role of the Dean of Libraries

The Dean of Libraries at the University of the Incarnate Word provides leadership for the programs and services of the UIW Libraries in alignment with the UIW Libraries' mission and in support of the institutional mission and strategic priorities. The Dean is responsible for guiding the libraries within the evolving landscape of academic libraries and ensuring responsiveness to changing user needs.

The Dean oversees the development of a collaborative and responsive library system that supports teaching, learning, and scholarship across a culturally diverse and multifaceted institution. The Dean serves as the official advocate and representative of the UIW Libraries to internal and external stakeholders.

Reporting to the Provost, the Dean of Libraries is the lead administrator for all programs, services, and facilities of the UIW Libraries. The Dean works through the Provost's Council and with the library team to establish policies and oversee programs and services that respond to the needs of students, faculty, staff, and the broader community. This includes oversight of services related to scholarly communication, research support, knowledge dissemination, digital preservation and discovery, contextual information literacy, and open educational initiatives, as well as library facilities aligned with broader campus planning efforts that are centered on the strategic use of space to foster a sense of belonging, learning, and discovery.

The Dean will also oversee the Center for Teaching and Learning, which is responsible, university-wide, for faculty support and development, AI fellowships, new faculty orientation, service-learning activities, the scholarship of teaching and learning, and first-year experience seminars.

As a member of the Institutional Effectiveness Council, the Dean is responsible for overseeing assessment processes for library programs, collections, and services and represents the libraries in regional and discipline-specific accreditation efforts. Additional responsibilities include serving as the primary financial manager for the libraries, overseeing the development and management of operational, grant, and endowment budgets, and serving as the primary advisor on licensing, agreements, and contract negotiations related to library resources, systems, and platforms in collaboration with the libraries' licensing coordinator, the Office of General Counsel, and the Provost's Office.

The Dean of Libraries specifically serves as a member of the Academic Administration Leadership Council and the Provost's Council, participates in the Working Deans / Health Professions Deans meetings, serves on the Graduate Curriculum Council, and serves as the lead for the Faculty Library Advisory Council. The Dean participates in other forums as needed or requested.

The UIW Libraries employs 27 staff and has an annual budget of \$3.8 million, including operations, endowment, and grants. It serves eleven schools in San Antonio and online and collaborates closely with library services housed in UIW's three campuses in Mexico.

The UIW Libraries also collaborate closely with cross-institutional initiatives related to the Catholic Higher Education Alliance of Rising Institutions in Service and Mission (CHARISM), an alliance led by UIW whose members include Dominican University in Chicago, University of Mount Saint Vincent in New York, and Universidad del Sagrado Corazón in San Juan, Puerto Rico.

Essential Duties

Leadership:

- Collaboratively shape and execute the UIW Libraries' strategic vision, master plan, and annual objectives in partnership with University leadership, library staff, and other University stakeholders.

- Develop and implement policies, procedures, and assessments that advance library programs and services focused on student success and faculty support.
- Develop a team that can serve as a resource to faculty and students regarding copyright, fair use, and creative commons licensing.
- Provide support to the Director of the Center of Teaching and Learning and ensure faculty development initiatives impact student outcomes.
- Assist the Provost and collaborate with other leaders in Academic Affairs in building understanding and capacity to support open educational objectives such as open pedagogy, open data, open access, and open educational resources access.

Budget and Personnel Management:

- Develop and administer library operational, grant, and endowment budgets in alignment with strategic objectives.
- Oversee the Libraries' Collection Development and Access plan using evidence-informed processes for new and renewing resources and in support of established, new, and substantively changed programs, through consultation with all related subject area liaison librarians.
- Submit reports and required data to consortia partners and federal and state agencies.
- Provide guidelines for licensing, agreements, endowment terms, and contract negotiations related to library operations.
- Where appropriate, work with UIW Advancement to identify and obtain external funding in support of library projects, programs, and services.
- Serve as lead in personnel issues and staffing as well as leadership in library staff development as it relates to unit development, strategic planning, and the implementation of AI related work-assisted processes.
- Provide direct supervision of senior library leadership and other direct reports.

Co-curricular Instruction, Research, and Discovery:

- Lead the UIW Libraries team in the cultivation of co-curricular partnerships in the development of a robust and scaffolded information literacy program that is reflective of changing needs such as the evolution of meta-literacies, including evolving AI Information Literacy standards.
- Collaborate with internal partners to build programs of support for digital scholarship, knowledge dissemination and discovery, and open educational and access initiatives.
- Enhance discovery to unique collections through digitization, data management, and marketing.

Advocacy and Representation:

- Represent the University in regional, state, and national consortia and any regulatory agencies focused on academic library concerns.
- Serve on various committees including Academic Administration Leadership Council, Provost's Council, Graduate Curriculum Council, Institutional Effectiveness Council, and provide leadership for the Faculty Library Advisory Council.

Resources and Facilities:

- Ensure the libraries are included in Campus Master Planning and meet evolving space needs for the institution.
- Provide leadership with reports and usage data about facilities uses and emerging needs.
- Ensure UIW Libraries online platforms and resources are accessible and are compatible with the standards of Universal Design for Learning.

Institutional Effectiveness and Accreditation:

- Work collaboratively with the Institutional Effectiveness Council in representing the UIW Libraries in all discipline specific and institutional accreditation requirements.
- Assist with the analysis of annual and five-year academic program reviews related to UIW Libraries services and programs.
- Collaborate with the Provost to develop the Libraries' Academic Master Plan in alignment with the strategic goals of the University and the strategic priorities within Academic Affairs.



Opportunities and Expectations for Leadership

Lead Effectively in a Complex Academic Environment

The Dean must provide leadership across a highly complex environment that includes the Broadway Campus, multiple health sciences libraries on four additional campuses across San Antonio, and online and workforce development programs offered through the School of Professional Studies. Libraries at the University's three campuses in Mexico report up through the Division of International Affairs, but the Dean will be a close collaborator with these libraries. Success in this role will depend on providing high-quality library services and resources for all users across a dynamic academic enterprise characterized by a broad portfolio of programs (over 100 undergraduate and more than 25 master's and doctoral programs) and an extensive framework of programmatic accreditation. The role also demands the ability to work across a wide range of disciplines, including the health sciences, and the ability to strengthen coordination, communication, integration, and collaboration across a complex and decentralized organization.

Steward Resources Strategically and Serve as a Strong Advocate for the Libraries

The Dean will serve as a visible, compelling advocate for the libraries, elevating their value across the institution while strategically managing and stewarding resources in a constrained financial environment. This leader will oversee comprehensive fiscal planning and budgeting, ensuring resources are allocated effectively, equitably, and in alignment with evolving academic priorities. A data-informed approach will be essential to guide decision-making; optimize the use of space, technology, and collections; and ensure library facilities and services meet the academic and social needs of students and faculty. The Dean should also bring expertise in vendor negotiations and licensing and will actively expand and leverage partnerships such as [Amigos](#), [TexShare](#), and [SCELC](#); institutional alliances, including UIW's partners in the [CHARISM](#) alliance; and professional associations such as the American Library Association and the Association of College and Research Libraries. In addition, the role calls for a proactive communicator and spokesperson who can raise awareness of library services, deepen engagement across campus and beyond, and advance philanthropic support through grant writing and fundraising. Through a combination of strategic insight, advocacy, and resourcefulness, the Dean will position the libraries as essential contributors to institutional success.

Champion Accreditation Excellence and Strengthen Academic Support

The Dean will serve as the institutional leader for the libraries' contributions to accreditation, providing strategic oversight and expertise across both institutional accreditation and a wide range of programmatic accreditations (16 different accrediting bodies accredit close to 50 of UIW's programs, many of which prepare students for licensure). The Dean will need to ensure that library operations, collections, and services meet diverse and rigorous accreditation standards through the development and maintenance of clear, compliant policies, procedures, and documentation. In parallel, the Dean will ensure that the libraries provide robust, high-quality support for faculty research and teaching, contribute meaningfully to curriculum development, and sustain the advanced scholarly needs of graduate and doctoral programs, reinforcing the libraries' integral role in academic excellence.

Advance Student Success and Educational Innovation

The Dean will play a pivotal role in advancing student academic success by fostering an inclusive, innovative, and student-centered library environment. As a key partner in the University's educational mission, the Dean will ensure that library services, resources, and spaces are aligned with the evolving needs of undergraduates (66% of enrolled students), students in research or applied master's or doctoral programs (14%), and students in professional doctoral programs (19%), while strengthening collaboration across academic and co-curricular units. The Dean will provide strategic oversight of the Center for Teaching and Learning, which is responsible for faculty support and development, AI fellowships, new faculty orientation, service-learning activities, the scholarship of teaching and learning, and first-year experience seminars. The Dean will champion information literacy (particularly in the age of generative AI), support curriculum development, and work closely with faculty to integrate library instruction into academic programs. In addition, the Dean will lead the development of innovative

programming and services that demystify the Library; increase engagement among first-generation, commuter, veteran, and online learners; and enhance access to digital and physical collections. Through these efforts, the Dean will position the Library as a central driver of student learning, empowering students to become critical thinkers, effective researchers, and lifelong learners.

Lead Organizational Effectiveness and Empower High-Performing Teams

The next Dean of Libraries will be expected to ensure organizational effectiveness by assessing the Libraries' structures and identifying opportunities to improve efficiency, sustainability, and alignment with institutional priorities. The Dean will advance a distributed and empowered leadership model by effectively delegating and leveraging the expertise of directors and staff. Central to this work is strengthening and optimizing the liaison model to deepen engagement with academic units and enhance partnerships with faculty. Through transparent communication, and inclusive decision-making, the Dean will promote clarity and alignment in goals, resource allocation, and processes, while cultivating a collaborative culture that supports innovation, builds trust, and reinforces a sense of community among staff.

Professional Qualifications and Personal Qualities

The next Dean of Libraries will be an accomplished and forward-thinking leader who serves as a strong advocate for the Libraries and their role within the institution. The candidate will have most, if not all, of the following qualities and qualifications.

- **Academic credentials:** A graduate degree is required. A Master's of Library / Information Science from an ALA Accredited Program is preferred.
- **Comprehensive experience in libraries:** Progressively responsible administrative leadership in academic or research libraries, including oversight of budgets, operations, facilities, and other key functional areas; experience contributing to accreditation processes; familiarity with negotiating agreements for library resources, systems, or services; and demonstrated experience supporting strategic planning efforts and advancing library programs, services, and digital research platforms.
- **Deep knowledge of current and future trends impacting libraries:** An understanding of the challenges facing higher education libraries and the intellectual ability to envision opportunities for innovation in academic/research libraries; awareness and ability to ensure compliance with state and federal regulations; a thorough knowledge of the changing scholarly communication model and the ability to implement policies and practices that benefit academic/research library users; a thorough understanding of copyright and fair use as well as open licensing; an understanding of how to effectively utilize space to meet the evolving needs of students and faculty; and the ability to provide leadership as the University navigates the impacts of artificial intelligence.
- **Ability to develop a team environment:** The ability to develop a high-functioning, collaborative environment for a multifaceted organization; a deep commitment to supporting the professional development and success of library staff; and a record of creating a welcoming and inclusive work environment.
- **Ability to cultivate and secure philanthropic and other sources of external funding:** The ability to effectively engage donors and identify grant opportunities that will provide additional resources to further the goals of the Libraries and the University.

- **Commitment to student engagement:** A record of commitment to enhancing student engagement and success while ensuring access and affordability of information, including a keen understanding of undergraduate and graduate experiences and how libraries support these learners.
- **Collaboration and partnership:** A commitment to building partnerships across a complex university, with other institutions and consortia, and within the broader San Antonio community.
- **Effective communication and interpersonal skills:** Excellent active listening, spoken, and written communication skills.
- **Mission alignment:** A passion for the value and opportunities inherent in contemporary Catholic higher education, along with an unwavering commitment to the University's mission and values.

About University of Incarnate Word Libraries

Mission

The UIW Libraries actively participate in the life of the University with a focus on developing partnerships and services in support of teaching, learning, and scholarship. Through the use of co-curricular instructional methodologies, innovative approaches in support of scholarship and research, the use of technologies that enhance discovery and knowledge dissemination, as well as providing access to appropriate resources and a knowledgeable staff, UIW Libraries help to advance intellectual and lifelong learning of students, faculty, and staff. The programs, services, and collections of the UIW Libraries reflect differing points of view, various cultures, and a global perspective. UIW Libraries, in all their activities, encompass the Catholic social teaching and social justice issues espoused by the Sisters of Charity of the Incarnate Word and the University of the Incarnate Word Mission.

Objectives

UIW Libraries will partner in teaching, learning, and scholarship by developing and supporting information-literate learners who can discover, assess, and use information effectively to their defined purpose, who will embrace the value of life-long learning, and through the development of programs focused on the support of scholarly communication, information access, and research.

UIW Libraries will continue to innovate and improve through enhancements in their programs/systems/processes in all structural core services and identify and implement processes and programs that enhance access to appropriate collections and resources, discoverability, knowledge dissemination and scholarship, and interconnectivity in support of the UIW Mission.

The UIW Libraries will respond to the needs of users related to Space as a Service, facility functionality, adequacy of space, and innovative technologies supported by knowledgeable professionals and appropriately trained staff in support of the institutional mission and the strategic objectives.



Library Locations

- **J.E. & L.E. Mabee Library**: The Mabee Library is a student-centered facility that serves as the central library for UIW. Located on the UIW Broadway Campus, it is in close physical proximity to the College of Humanities, Arts, and Social Sciences and to the Schools of Business and Administration; Education; Math, Science, and Engineering; Media and Design; and Nursing and Health Professions. The Mabee Library houses a rapidly growing resources collection with a significant digital footprint. Instructional and discipline librarians and staff facilitate research and reference in support of curricular and course requirements. The Mabee Library also provides individual and collaborative learning spaces equipped with flexible and highly accessible technology. The centralized Technical Service Department and Licensing and System Team at the Mabee Library manages print and digital resource acquisition and access throughout all five campus libraries, as well as interlibrary loan services.
- **Pharmacy Library**: The Pharmacy Library serves the students, faculty, and staff of the Feik School of Pharmacy, which offers the Doctor of Pharmacy program, a Master of Science in Applied Pharmaceutical Sciences, and various other programs and certifications in this discipline. The Pharmacy Library collection contains print copies of pharmacy texts, journals, and related publications, as well as online resources. The Pharmacy Library also serves as a place for independent study.

- **Optometry Library:** The George W. Brackenridge Optometry Library at the Rosenberg School of Optometry supports the research and teaching activities of UIW's Doctor of Optometry program and a Master of Science and a Doctor of Philosophy program in Vision Science. Library staff serve as co-curricular partners with faculty, providing reference assistance, research consultation, and information literacy instruction. The Optometry Library offers study spaces with computers and Wi-Fi access and houses an extensive collection of optometry and related research resources. The Library also provides printers, copiers, and equipment circulation services.
- **Rehabilitation Sciences Library:** Founded in August 2012, the Geneva R. Johnson Library, located in the Saidoff Center, acts as a scholarly information commons, offering space and resources for research and communication to the School's faculty, staff, and students. This School houses UIW's Doctor of Physical Therapy, Doctor of Occupational Therapy, and Master of Science in Athletic Training programs.
- **Medical Library:** The Medical Library serves the students, faculty, residents/fellows, and staff of the UIW School of Osteopathic Medicine. The School offers a Doctor of Osteopathic Medicine, a Master of Science in Biomedical Sciences, and a Master of Science in Public Health. The Library also supports medical residency/fellowship programs. Medical Library staff serve as co-curricular partners with faculty, providing scholarly and clinical research/publication consultation and information literacy instruction. The Medical Library provides one large open study space, eight group study spaces with audiovisual setups for collaborative study, a selected print collection of medicine/health sciences and related research resources, and a broad range of digital resources.



Special Collections

- **Kingsborough Collection:** The Kingsborough Collection is a nine-volume set written by Edward King Kingsborough, *Viscount of Mexico: Antiquities of Mexico: Compromising Facsimiles of Ancient Mexican Paintings and Hieroglyphics...* London: 1830 – 1849. Of those Kingsborough sets that exist, few are as distinctive as the one at UIW. The set is a first edition with all nine volumes, and all the illustrations in the volumes that are supposed to be colored are hand-tinted. Because the *Antiquities of Mexico* set is considered to be an important and beautiful artifact, it was included in exhibitions and projects at the San Antonio Museum of Art. SAMA borrowed four of the *Antiquities* volumes to include in the art exhibit “Mexico: Splendors of Thirty Centuries” in 1991 (it was exhibited in only two other cities: New York and Mexico City). One volume of the set was loaned to SAMA in 1995 for inclusion in the exhibit, “San Antonio Collects Latin American Art.” In 1997, UIW gave SAMA permission to photograph some of the images in the set for a CD-ROM they produced as an orientation guide to their permanent collection of Latin American Art. UIW’s ownership of the *Antiquities* was referenced in the CD-ROM, which was viewed in SAMA kiosks, sold in the Museum gift shop, and distributed free of charge to area schools.
- **Frost Play Research Collection:** This collection has five decades of works by Dr. Joe L. Frost, including books, articles, television and radio broadcasts, playground design and consulting activities, and more. Dr. Frost is known for his extensive contributions to the field of children’s education and play research.
- **Sadina De Zavala collection of Texana:** This collection includes Sam Houston’s personal copy of the U.S. Constitution.

Consortial Memberships

- **Amigos Library Services:** Amigos is a 501(c)3 member-based organization, with a mission to support libraries through the sharing of collections, services, and opportunities. Amigos is one of the largest consortia of libraries in the nation, providing continuing education, discounted services from leading vendors, courier service, association management, and more.
- **SCELC:** SCELC represents a diverse community of 100+ Member and 200+ Affiliate institutions and organizations across multiple states and is one of the top five consortia in licensing volume in all of North America.
- **TexShare Databases:** The TexShare Databases are a program of the Texas State Library and Archives Commission, made possible by state and federal funds, as well as through member participation fees.



About University of Incarnate Word

Overview

In 1881, the Sisters of Charity of the Incarnate Word founded Incarnate Word College as a center of higher education for young women. The College was admitted to membership in the Association of Colleges and Secondary Schools in 1919 and joined the Texas Association of Colleges as a senior college in 1920. The Graduate Studies division was established in 1950. Male students were first admitted into undergraduate programs in 1970. Incarnate Word College became the University of the Incarnate Word in 1996. Today, UIW is the largest Catholic university in Texas and serves approximately 10,000 students globally. UIW is a Hispanic-Serving Institution with 54% of its students coming from Hispanic/Latino heritage. For three consecutive years, UIW has been ranked #1 in the “Best for Vets” colleges category by *Military Times* and 19% of UIW students are military-affiliated.

Mission Statement

The first Sisters of Charity of the Incarnate Word, three young French women motivated by the love of God and their recognition of God's presence in each person, came to San Antonio in 1869 to minister to the sick and the poor. Their spirit of Christian service is perpetuated in the University of the Incarnate Word primarily through teaching and scholarship, encompassing research, and artistic expression. Inspired by Judeo-Christian values, the Catholic Intellectual Tradition, and [Catholic Social Teaching](#), the University of the Incarnate Word aims to educate men and women who will become concerned and enlightened citizens within the global community.

The University of the Incarnate Word is committed to educational excellence in a context of faith in Jesus Christ, the Incarnate Word of God. Thus, through a liberal education, the University cultivates the development of the whole person and values of life-long learning. To that end, faculty and students support each other in the search

for and communication of truth, thoughtful innovation, care of the environment, community service, and social justice.

The University of the Incarnate Word is a Catholic institution that welcomes to its community persons of diverse backgrounds, in the belief that their respectful interaction advances the discovery of truth, mutual understanding, self-realization, and the common good.

Vision Statement

UIW will work to help every student graduate with the lowest possible debt and secure a career that lifts their lives, their families, and their communities. The University will inspire its students to live life to its fullest sense, with the genuine abundance of God's love and grace. Additionally, UIW will commit to facilitate and support the work of the faculty and staff.

Strategic Priorities

The University is involved in a [strategic planning process](#) focused on identifying the vision and priorities that will propel UIW to new heights as the University approaches its 150th anniversary of its founding. President Evans identified opportunities for UIW in a February 2024 position paper – [Embodying the Mission in a New Era](#). These include:

- Better attracting, retaining, and serving students while simultaneously responding to the emerging needs of UIW's student community.
- Enhancing UIW's academic experience and academic standing by elevating research opportunities (especially those which involve faculty-student research) and emphasizing issues of Catholic Social Teaching.
- Leveraging UIW's strengths and finding areas of synchronicity in the UIW System to become bilingual, multi-modal, and fully integrated.

The new Strategic Plan 2031 was approved by the Board of Trustees this summer and implementation will begin in September 2026.



Master Plan

The University of the Incarnate Word (UIW) [One Word Campus Plan 2020](#) identifies the property, infrastructure, and facilities initiatives important to advancing the University's strategic goals over the coming 10 to 20 years.

The planning began in the fall of 2017 at the initiative of Dr. Thomas M. Evans as he began his tenure as UIW's 10th President. He envisioned a plan that would be visionary, strategic, and realistic, and a process that was comprehensive and participatory resulting in a set of recommendations rooted in UIW's mission, history, and community. He saw the opportunity to enlist the collective genius of UIW's most ardent and informed supporters — its students, faculty, staff, and trustees — to create a plan that would guide investment in projects that would ensure UIW's advancement in American Catholic higher education.

A significant achievement through this plan has been the acquisition and transformation of Founders Hall, an expansive nine-story building on a 10-acre property that expands the Broadway Campus footprint by 20%. The property extends local and global connections housing programs of the schools of Media and Design and Mathematics, Science, and Engineering, as well as serving as the site of the Lewis Center of the Americas.

Leadership

Dr. Eva M. Fernández

Dr. Eva M. Fernández, Provost and Vice President for Academic Affairs at the University of the Incarnate Word, oversees the division of Academic Affairs, which houses UIW's 11 schools and their academic programs, research, and student success.

Dr. Fernández is a higher education leader with experience fostering faculty effectiveness in teaching, deepening learning through experiential education, strengthening institutions through shared governance, and forging institutional and community partnerships. Prior to joining UIW, Dr. Fernández served as Provost and Vice President for Academic Affairs at Mercy University, the largest private Hispanic-Serving Institution in New York State. Prior to that role, she held leadership and teaching positions at multiple institutions in the City University of New York (CUNY) System. These included serving as Interim Vice President for Academic Affairs and Provost at Guttman Community College, a national leader in community college education, and as Associate Provost for Innovation and Student Success at Queens College. Dr. Fernández has received funding for evidence-informed institutional interventions from federal agencies and private foundations, including the National Science Foundation, the United States Department of Education, the Petrie Foundation, and the New York City Department of Small Business Services. Dr. Fernández has degrees from New York University (BA) and the CUNY Graduate Center (MA and Ph.D.). She has held tenured faculty positions at Queens College and Mercy University and has served as doctoral faculty at the CUNY Graduate Center.

San Antonio, TX

San Antonio is the sixth most populated city in the United States and the second largest city in the state of Texas, with a population of over 1.5 million. One of the fastest growing cities in the United States, San Antonio has a robust economy, offers accessible home ownership and low costs of living, and has rich cultural vibrancy.

The city contains five 18th-century Spanish frontier missions, including The Alamo and San Antonio Missions National Historical Park. Other notable attractions include the River Walk, the Tower of the Americas, the Alamo Bowl, and the historic Pearl district. Commercial entertainment includes Sea World and Six Flags Fiesta Texas theme parks, and according to the San Antonio Convention and Visitors Bureau, the city is visited by about 32 million tourists a year. San Antonio is home to the five-time NBA champion San Antonio Spurs and hosts the annual San Antonio Stock Show & Rodeo, one of the largest such events in the country.

Known as "Military City USA," San Antonio is home to numerous U.S. armed services facilities: Fort Sam Houston, Lackland Air Force Base, Randolph Air Force Base (which constitute Joint Base San Antonio), and Lackland AFB/Kelly Field Annex, with Camp Bullis and Camp Stanley located outside the city. South Texas Medical Center, the only medical research and care provider in the South Texas region, is also located in San Antonio.

San Antonio offers a rich mixture of cultural heritages derived from its Indigenous roots to the city's settlement in 1718 by groups from many countries including Mexico, Spain, Germany, France, and Ireland, to more recent arrivals from China and India. San Antonio's Hispanic population (San Antonio houses the third largest Hispanic population in a U.S. city) and its proximity to Mexico (a short two-hour drive to the border) gives the city a distinct heritage as well as a strategic location for unique opportunities in cultural and business exchanges with its southern neighbor.



Procedure for Candidacy

Applications, nominations, and inquiries can be submitted through the [WittKieffer Candidate Portal](#). Applicants should submit, as separate documents, a CV or résumé and a letter of interest that addresses the themes outlined in this profile. WittKieffer is assisting University of the Incarnate Word in this search. For full consideration, candidate materials should be received by **September 2, 2026**.

The search is being led by the WittKieffer team of Ryan Crawford, Cathryn Davis, and Corin Edwards. Nominations and inquiries can be directed to: Cathryn Davis at cdavis@wittkieffer.com and Corin Edwards at cedwards@wittkieffer.com.

Discrimination and harassment are antithetical to the mission of the University of the Incarnate Word and will not be tolerated.

The University of the Incarnate Word complies with all applicable federal and state nondiscrimination laws, and does not engage in prohibited discrimination on the basis of race, color, nationality or ethnic origin, gender, age, or disability in either employment or the provision of services. As a Catholic institution of higher education sponsored by the Sisters of Charity of the Incarnate Word, the University of the Incarnate Word is, however, exempt from the prohibition against religious discrimination of the Civil Rights Act of 1964. In accordance with 41 CFR Section 60-1.5, it shall not be a violation of the equal opportunity clause required by Executive Order 11246 for the University of the Incarnate Word to establish a hiring preference for applicants of the Catholic faith. The University of the Incarnate Word School reserves the right to exercise this hiring preference as required to maintain its Catholic identity.