

Kristian Magar, PhD, CSP

January 27, 2025

Mr. Mark Romero, Chair
Board of Supervisors
University of Louisiana System 627 North 4th Street, Suite 2-203
Baton Rouge, LA 70802
ullpresidentialsearch@ulsystem.edu

Dear Members of the Presidential Search Committee,

As a proud alumnus and seasoned executive leader with more than 27 years of experience spanning global industry, higher education, and public service, I am honored to submit this letter of interest to the search committee for consideration for the President of the University of Louisiana at Lafayette. My deep personal connection to this institution—having earned both my B.S. in Industrial Technology and M.S. in Engineering and Technology Management here—fuels my commitment to its mission and the Acadiana region.

An Unconventional Perspective on Institutional Resilience

I offer a unique perspective shaped by a career in the energy sector, an industry that mirrors the current challenges facing higher education: volatile revenues, structural cost pressures, and the need for rapid adaptation. I have a proven track record of taking on highly leveraged situations and transforming them into growth opportunities. For example, as District Manager for Cameron in Trinidad and Tobago, I led a successful turnaround during a revenue crisis by restructuring the organization to align costs with revenue while pivoting strategies to secure new market share. I am prepared to apply this same disciplined, opportunity-focused approach to ensure UL Lafayette's long-term financial health and operational excellence.

Strategic Leadership and Academic Integration

Throughout my tenure as a Vice President and Director of Operations at companies like Cactus Wellhead and Schlumberger, I have managed multimillion-dollar budgets and

complex global projects. My leadership style is defined by a commitment to strategic alignment and continuous improvement. While serving as Global Operations Integrity Manager at Schlumberger, I orchestrated the development of global capabilities and led task forces that bridged the gap between engineering systems and service quality.

My executive experience is uniquely complemented by a Ph.D. in Industrial Engineering, which allows me to speak the language of both the boardroom and the classroom. I understand the vital importance of integrating academic rigor with industry-relevant skills to drive innovation.

Institutional Sustainability and Student Success

Given the decrease in state birth rates from 2008-2020, state universities will inevitably feel downward pressures on incoming freshmen enrollment, forcing institutions to compete more aggressively for a diminishing student population. As such this necessitates a shift in how we approach enrollment and how we define our potential market for eligible students. Rather than focusing solely on traditional freshmen, we must pivot to focus on student retention and re-engagement. Through targeted marketing, flexible hybrid models, and stackable certificate programs, we can meet former students where they are, dismantle existing barriers, and welcome them back to campus to finish what they started. (See BP Slides 5-9)

Student-Centered Focus & Pioneering Research

Education is my family's legacy. Coming from a large family of educators and having served as an adjunct professor across institutions such as SLCC, Nicholls State, UL Lafayette, and UH-Downtown, I am deeply invested in the student experience. I am committed to fostering a student-centered environment that prioritizes the fundamentals: enrollment, retention, and post-graduation success. Parallel to this mission, I am dedicated to advancing the critical research that fuels the Acadiana economy and secures global recognition inherent to our Carnegie R1 status. (See BP Slides 13-17, 25-32)

A Vision for the Future

As a Louisiana native, military veteran, and former elected official, I am a tireless advocate for our state. I look forward to the opportunity to discuss how my vision for fiscal stewardship, collaborative governance, and regional economic development can propel the University of Louisiana at Lafayette into its next era of achievement.

In closing, I am genuinely excited about the possibility of leading the University of Louisiana at Lafayette and contributing to its continued success as a vibrant, student-centered, and

research-driven institution deeply rooted in the Acadiana community. To better understand the nature of the challenges and opportunities facing the university, I have put together a series of slides that collect some initial thoughts and outline a preliminary battle plan to begin addressing key issues as soon as possible. I have also included several additional ideas for strategic initiatives that build on the themes discussed in this letter. I would welcome the opportunity to present and discuss these materials in greater detail with the Board and the search committee during an in-person interview. Thank you for considering my application and for your dedicated service to UL Lafayette. Feel free to reach out if you have questions, and I look forward to speaking with you soon.

Links to supporting documentation:

- [Meet Kristian – Introductory Video](#)
- [Resume](#)
- [Preliminary Battle Plan - BP Slides](#)

Sincerely,

A handwritten signature in blue ink, appearing to read "KH".

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Professional Summary

An accomplished and inclusive leader with a **Ph.D. in Industrial Engineering** and over 27 years of experience spanning private industry, higher education, and public service. Proven track record of strategic leadership, financial stewardship, and building collaborative cultures. Committed to driving innovation, engagement, and continual learning within complex organizational, financial, and educational environments.

Employment History

Cactus Wellhead | Vice President - Health, Safety and Environment | Houston, Texas

Jul 2019 - Present

- Established HSE vision and invigorated safety culture while streamlining strategic plans with business objectives.
- Pioneered micro-learning videos for high-risk tasks and engineered ergonomic equipment to reduce musculoskeletal risk and improve productivity.
- Developed and implemented global policies and procedures to comply with regulatory requirements.
- Achieved a 20% cost reduction by consolidating vendors and renegotiating global contracts for physical security, waste management, learning management content, and enterprise HSE software.

Schlumberger | Global Operations Integrity Manager – Surface Systems| Houston, Texas

Jan 2018 - Jun 2019

- Reduced service-quality incidents by 15% by conducting product-line assessments, identifying global trends, and executing targeted corrective actions.
- Led a cross-functional task force for the ExxonMobil Hebron project, improving service quality, on-time delivery, and continuous improvement performance.
- Directed the implementation of the InTouch global engineering ticketing and response system.

Schlumberger | District Manager | West Texas

Mar 2017 - Dec 2017

- Rebuilt employee morale and trust in management, strengthening teamwork and aligning staff with company objectives.
- Improved gross margins by 14% within six months by implementing disciplined cost-control measures.
- Increased asset utilization by 28% in six months through the application of lean manufacturing principles.
- Boosted frac valve repair throughput by 33% by optimizing facility layout and reducing repair cycle times.

HB Rentals | Director Operations Latin & South America | Broussard, Louisiana

Jun 2016 - Feb 2017

- Strengthened financial performance by increasing cash reserves, reducing days sales outstanding (DSO) by 40%, and lowering inventory levels by 10%.
- Improved customer service by implementing a proactive courtesy-call process, resulting in fewer customer callbacks.
- Streamlined field operations by standardizing service-truck inventories, reducing material, labor, and fuel costs.

HB Rentals | Director Health, Safety, Environment | Broussard, Louisiana

Oct 2013 - Jun 2016

- Achieved a 70% decrease in recordable incidents by leading comprehensive HSE improvement efforts.
- Strengthened safety culture by deploying leadership engagement tools to influence organizational behavior.
- Reduced lost-time incidents by 57% through the implementation of an enhanced case-management framework.

Cameron International Corporation | District Manager | New Iberia, Louisiana

Jan 2008 - Oct 2013

- Directed a \$4M facility construction, relocation, and consolidation program, improving operational efficiency while reducing time and resource expenditure.
- Ensured uninterrupted business operations during large-scale facility expansion.
- Executed a \$4.5M expansion to integrate machining and welding capabilities, strengthening frac valve repair capacity.

Cameron International Corporation | District Manager | Trinidad & Tobago, West Indies

Nov 2006 - Dec 2007

- Executed necessary workforce realignment to match expenses with revenue, followed by a focused investment in employee development that rebuilt trust, expanded service offerings, and supported revenue growth in a changing market.
- Strengthened sales performance and operational profitability through strategic planning and targeted market initiatives.
- Implemented disciplined cost-control measures to restore operational profitability within 90 days.
- Partnered with sales leadership to realign strategy and focus in response to market conditions, driving revenue growth.

Cameron International Corporation | Director – HSE Drilling and Production Systems | Houston, Texas

Jan 2001 - Nov 2006

- Directed strategic HSE planning and auditing across a global organization of 12,053 employees.
- Delivered significant safety performance gains, reducing TRIR by 45%, LTIR by 40%, and incident severity by 50% over a five-year period (2001–2006).
- Strengthened proactive safety culture, increasing leading-indicator HSE actions by 92%.

Cameron International Corporation | Quality - Health, Safety, & Environmental Manager | Patterson, Louisiana

Mar 1998 - Dec 2000

- Led ISO 9000 audit activities to enhance internal controls and system effectiveness.
- Designed and delivered HSE and quality training to elevate workforce awareness and performance.
- Established site-specific HSE standards to address operational risk.
- Oversaw HSE compliance and performance for a 250-employee operation.

LA Army National Guard | Platoon Leader | 769th Engineering Battalion - Gonzales, Louisiana

Aug 1998 - Dec 2000

- Earned a direct commission through demonstrated leadership and performance.
- Successfully led platoon-level projects to completion on time and within budget.

LA Army National Guard | Squad Leader | 156th Mechanized Infantry - New Iberia, Louisiana

Feb 1992 – Feb 1998

- Achieved Distinguished Honor Graduate status at Advanced Individual Training (AIT).
- Recipient of the Army Achievement Medal for outstanding performance.
- Competed and earned varsity letter as a member of the USL ROTC Ranger Challenge Team.

Education

- **Ph.D. in Industrial Engineering** – University of Houston
- **M.S. in Engineering and Technology Management** – University of Louisiana at Lafayette
- **B.S. in Industrial Technology** – University of Southwestern Louisiana
- **Certificate in Artificial Intelligence Business Strategy** – Johns Hopkins University
- **Basic EMT Certificate** – Louisiana Technical College

Academic & Teaching Experience

Adjunct Professor

- **University of Houston-Downtown** | Engineering Technology (Jan 2019 – May 2023)
- **University of Louisiana at Lafayette** | Engineering and Technology Management (Aug 2012 – May 2012)
- **Nicholls State University** | Petroleum & Safety Technology (Jan 2011 – May 2011)
- **South Louisiana Community College** | Industrial Technology (Jan 2008 – May 2008)

Additional Information

Certifications

- **CSP # 18222:** Board of Certified Safety Professionals
- **CIT #1449:** Certified Industrial Technologist

Affiliations

- **Academic Advisory Board Lifetime Member:** University of Louisiana at Lafayette – Engineering Technology
- **Awards and Honors Committee Chair:** American Society of Safety Engineers - Gulf Coast Chapter, 2002, 2003
- **Member:** The Honor Society of Phi Kappa Phi
- **Member:** Knights of Columbus

Private Business Experience

Kingfish Automotive LLC | Meineke Car Care – Driven Brands Franchisee | Broussard, Louisiana

Jun 2015 -Jun 2018

- Earned a **top-10 national ranking (#7)** in 2016 within the new-store category (less than five years in operation), measured by customer retention and satisfaction KPIs.
- Family-owned local automotive service business offering comprehensive maintenance and repair services to government entities, commercial fleets, and private individuals.

Community Leadership

Political Activities:

- **Louisiana Republican State Central Committee Member (2012-2016)**
- **Candidate for US Congress** 2010 – LA 3rd Congressional District

Coaching Activities:

- **St Pius X – Houston, TX (2024-2025)**
 - Assistant Coach – Offensive Line
 - TAPPS Playoffs 2024-2025
- **Northside Lions – Conroe, TX (2022-2023)**
 - Varsity Football - Receivers & Defensive Backs Coach
 - Texas Homeschool Division State Champs - 2023
 - American Homeschool Tournament Champs – 2023
 - National Homeschool Tournament Patriot Bowl Champs – 2022
- **Tomball Christian Warriors – Tomball, TX (2020-2021)**
 - Varsity Football - Receivers Coach
 - Junior Varsity – Head Coach & Offensive Coordinator
 - National Homeschool Tournament – Runners Up 2020 & 2021
- **New Iberia Athletic Association (2010-2012)**
 - Vice President –Softball Operations
 - Girls Softball Coach
 - Boys Baseball All-Star Asst Coach
- **Iberia Parish Recreation (2008-2009)**
 - Tee Ball Coach - Willow Wood Park
- **Katy (Texas) Family YMCA (2005)**
 - Tee Ball Coach