



## **Search for the Dean of the College of Education and Human Development**

Texas A&M University  
College Station, Texas

### **Summary**

Texas A&M University seeks an enthusiastic, collaborative, and innovative leader to serve as the next Dean of the College of Education and Human Development (CEHD). This is a compelling opportunity to focus on the advancement of the College's mission of enhancing opportunities in educational achievement and health outcomes, fostering innovation and development, and influencing policy and practice in the fields of educational administration, educational psychology, health, sport, business and government. Reporting to the Provost and Vice President for Academic Affairs, the Dean will set and implement an innovative strategy and vision to grow the College's interdisciplinary collaborations, external partnerships, and reputation for excellence. In collaboration with University leadership, the Dean will work to gain recognition for Texas A&M as the preeminent institution for creative scholarship, transformational teaching and learning, and impactful service.

The successful candidate will have demonstrated effective leadership with a strong personal record of administrative leadership, teaching, research and service. Candidates must be eligible for appointment at the rank of tenured full professor at Texas A&M University in one or more of the academic units in the CEHD, have a commitment to shared governance, and be a consistent and vocal advocate for faculty, staff, and students, supporting faculty teaching, creative works and scholarship, mentoring, and service. They will work to promote a culture of transparency and collaboration across all constituencies by building consensus and trust in policy and process decisions that will advance the mission, values, and priorities of the College and the University.

The Dean will oversee four distinct academic departments—educational administration and human resource development, educational psychology, kinesiology & sport management, and teaching, learning and culture. They will also serve on the University's Council of Deans, and engage with regional school districts, non-profit organizations, institutes and centers, and other external stakeholders, including potential donors who support the mission of the CEHD.

### **Summary of Position Responsibilities**

- Oversee and coordinate overall administration of the academic program of the College of Education and Human Development. This includes fiscal, personnel, student affairs, faculty research, continuing education, and cooperative education administration.

- Participate in the formulation of University academic policies and act as a liaison between the College of Education and Human Development and University administrative offices, System Parts and outside agencies.
- Evaluate department heads and associate deans consistent with College policies and procedures.
- Supervise all College student affairs personnel and operations (with assistance of the Associate Dean for Academic Affairs).
- Provide academic, intellectual, and administrative leadership for all academic programs and matters related to faculty and students for the College.
- Supervise and review all academic programs, instructional leadership development, program accreditation and certification processes (with the assistance of the Associate Dean for Academic Affairs).
- Recruit, develop, and enhance the retention of both teaching and research faculty.
- Approve the selections of all College faculty, department head, and staff leadership positions.
- Ensure professional development, career guidance, and the highest standard for appointment, promotion, and tenure of faculty and for all employees of the College.
- Review departmental and College-wide promotion, tenure and merit policies and procedures.
- Review and supervise promotion and tenure recommendations and processes with department heads and elected College faculty representatives and submit recommendations to the provost.
- Make official statements and greetings on pertinent matters for the College to any public information system, public forum, or official visitors.
- Respond to institutional, state, federal and professional educational directives and requests.
- Prepare College-related agenda items for submission to the Board of Regents.
- Work with the College's director of development from the A&M Foundation to secure funding for College development activities, including learning communities, faculty fellows, endowed chairs and professorships, and other programs of the College needing philanthropic support.
- Review budgetary procedures and unit budgets and communicate budgetary priorities regularly with College's stakeholders.
- Develop a budget that ensures appropriate numbers of faculty and staff to support the mission of the CEHD.
- Assess the needs of, secure resources for, and manage availability and use of high-quality space for the College's missions.

## **Qualifications & Characteristics**

The search committee recognizes that no single candidate will bear all the ideal qualifications, but it seeks candidates with many of the following qualities, skills, and characteristics:

- An earned Doctor of Philosophy (Ph.D.) degree and a record of scholarly achievement appropriate for a tenured appointment at the level of full professor in a College department.
- Evidence of visionary leadership, outstanding communication, and administrative skills to articulate an inspiring vision for the College's and University's future.
- Demonstrated ability to mentor and develop faculty and staff.
- Demonstrated administrative capability, including the ability to delegate, prioritize, collaborate, and make transparent decisions.
- A strong commitment to not only the academic and professional success of students but also to their well-being while a student.
- Experience managing higher education operations, including enrollment growth, faculty recruitment and retention, curricular reviews, space negotiations, and accreditation assessments.
- Track record of external financial support and/or obtaining philanthropic financial support through fundraising.
- Demonstrated record of sustained research funding.
- Experience in innovation and entrepreneurship.
- Ability to work collaboratively with other deans and senior administrators to align the College's activities with the greater interests of Texas A&M University.
- Seasoned financial and budgetary management skills.
- Accessible, approachable, authentic, genuine, supportive, and transparent with all stakeholders.
- Ability to communicate and work in a complex, dynamic environment that includes education and research.
- Demonstrated ability to build and sustain strong partnerships with local school districts, community organizations, and regional stakeholders.
- A level of professional credibility and personal charisma that allows them to attract and retain talented faculty and staff, inspire partnerships, and develop the internal and external ecosystem required for the College's success.
- An unwavering commitment to excellence in teaching, practice, and profession-driven applied research and public service.
- Dedication to the mission and core values of Texas A&M University

## **About the College of Education and Human Development**

The College of Education and Human Development at Texas A&M University offers undergraduate, master's, and doctoral degree programs across four academic departments: Educational Administration and Human Resource Development, Educational Psychology, Kinesiology and Sport Management, and Teaching, Learning and Culture. Academic offerings

span 22 undergraduate degree options, 27 graduate degree options, and eight minors, along with professional master's degrees and doctoral programs (Ph.D. and Ed.D.) in areas such as Educational Leadership, Curriculum and Instruction, Educational Psychology, Counseling Psychology, School Psychology, Human Resource Development, and Special Education. The College prepares professionals for careers as faculty, teachers, school leaders, counselors, psychologists, higher education administrators, student affairs professionals, exercise science and sport management professionals, and human development specialists.

The College is home to 241 faculty members, including 85 tenured faculty, 118 academic professionals, and 38 tenure-track professors, and serves a student body of 4,716, comprising 3,344 undergraduates, 818 master's students, and 554 doctoral candidates. CEHD has a 97% freshman retention rate and a 92.9% four-year undergraduate graduation rate, with students completing their degrees in an average of 3.93 years. Ranked 35th nationally by U.S. News and World Report in 2026, CEHD is within the top 10% of education colleges in the country.

Across every unit, the College consistently performs well above national norms for peer institutions. Academic Analytics, a national benchmarking tool that measures faculty publication volume, citation impact, grants, and related outputs relative to peer institutions, shows CEHD's college-wide Scholarly Research Index at 93.8%, with individual faculty productivity benchmarked at 96.9%.

The College remains one of the largest producers of certified teachers in Texas, particularly in high-need fields such as literacy, mathematics, science, early childhood education, special education, and bilingual education. Faculty and researchers engage in work that shapes educational policy and practice across Texas and nationally, supporting extensive externally funded research initiatives aligned with Texas A&M's land-grant mission.

In addition to its educator preparation programs, the College supports preparation and research in academic administration, counseling psychology, school psychology, special education, learning sciences, and developmental sciences. These programs prepare administrators, practitioners, researchers, and faculty who address leadership, learning, mental health, disability support, and human development across educational and community settings, with a strong emphasis on evidence-based practice and interdisciplinary collaboration.

CEHD is also home to nationally recognized programs in student affairs administration, kinesiology, sport management, and health-related human performance. These programs prepare students for leadership roles in areas such as sport administration, athletic performance, exercise science, motor behavior, public health, and the business of sport, while supporting interdisciplinary research on physical activity, wellness, and human development across the lifespan.

### **Texas A&M University: An Overview**

Texas A&M University, a member of the prestigious Association of American Universities, is a Land-Grant, Sea-Grant, and Space-Grant research university and the first public institution of higher education in Texas. With a current student body of more than 61,543 undergraduate and

18,811 graduate and professional students across sites around the state and a main campus of more than 5,200 acres in College Station, Texas, Texas A&M University is also among the nation's largest universities. Texas A&M University owes its origin to the Morrill Act, approved by the United States Congress on July 2, 1862. This act provided for donation of public land to the states for the purpose of funding higher education, whose "leading object shall be, without excluding other scientific and classical studies, and including military tactics, to teach such branches of learning as are related to agriculture and mechanical arts."

The State of Texas agreed to create a college under the terms of the Morrill Act in November 1866, but actual formation did not come until the establishment of the Agricultural and Mechanical College of Texas by the Texas state legislature on April 17, 1871. A commission created to locate the institution accepted the offer of 2,416 acres of land from the citizens of Brazos County in 1871, and instruction began in 1876. Admission was limited to males, and as required by the Morrill Act, all students were required to participate in military training.

In 1963, the Texas state legislature officially renamed the school Texas A&M University, with the "A" and "M" being a symbolic link to the school's past but no longer officially standing for "Agricultural and Mechanical".

Texas A&M University was named one of the World's Most Innovative Companies for 2025 by Fast Company Magazine. The university is ranked by the Wall Street Journal as the best university in Texas and No. 1 in the SEC. Texas A&M was recently recognized for having the highest return on investment for bachelor's degrees among public universities in Texas, according to The Foundation for Research on Equal Opportunity. Views of Texas A&M University video content on YouTube grew from 311,000 in 2023 to over 30 million in 2024 (+9,360%), propelling Texas A&M to be named the most recognized university in the state of Texas and No. 6 among all U.S. public universities in the latest Global University Visibility (GUV) rankings compiled by higher education research and consulting firm American Caldwell. The university is also a member of the prestigious Association of American Universities, one of only 69 institutions in the United States—where only 38 are public universities—with this distinction.

The university has an endowment valued at more than \$17 billion, tied for 51st among U.S. public institutions at the end of the FY 2023. The endowment value includes a one-third designated portion of the Texas Permanent University Fund, managed for the University of Texas System, Texas A&M University System and others designated by UTIMCO.

Texas A&M University, a flagship of the Texas A&M University System, is in the city of College Station, Texas, about ninety miles northwest of Houston and within a two- to three-hour drive from Austin and Dallas. The university is recognized as the home of the 12th Man, where students stand during football games to show support for the team — and for fellow Aggies — a personification of the Aggie Spirit.

The Corps of Cadets is recognized among the nation's largest uniformed student bodies at more than 2,300 strong. Texas A&M University commissions more officers than any other institution outside of the nation's service academies.

The George H.W. Bush Presidential Library and Museum opened in 1997 on West Campus, making Texas A&M University one of only a few universities to host a presidential library on their campus.

### **Mission Statement**

Texas A&M University is dedicated to the discovery, development, communication, and application of knowledge in a wide range of academic and professional fields. Its mission of providing the highest quality undergraduate and graduate programs is inseparable from its mission of developing new understandings through research and creativity. It prepares students to assume roles in leadership, responsibility, and service to society. Texas A&M University assumes as its historic trust the maintenance of freedom of inquiry and an intellectual environment nurturing the human mind and spirit. Texas A&M University welcomes and seeks to serve people from all regions as it addresses the needs of an increasingly complex population and a global economy. In the twenty-first century, Texas A&M University seeks to assume a place of preeminence among public universities while respecting its history and traditions.

### **Vision and Values**

At Texas A&M University, we develop leaders of character who take action and create lasting impact. Through educational excellence and world-class research, we are building a brighter, safer world for the people of Texas, the nation and beyond.

The core values unite the university community—students, faculty, staff, and former students—serving as guiding principles in both words and actions. Rooted in a commitment to scholarship, creativity, and service, these values reflect a shared dedication to making a meaningful impact.

Core Values:

- Respect – Valuing each individual with dignity, compassion, and mutual respect.
- Excellence – Striving for continual improvement and exceeding expectations.
- Leadership – Leading by example, embracing change, and empowering others.
- Loyalty – Demonstrating trust, support, and commitment to a common purpose.
- Integrity – Acting with honesty, accountability, and ethical responsibility.
- Selfless Service – Serving others with humility and without seeking personal recognition.

More information about Texas A&M University may be found on its website: [www.tamu.edu](http://www.tamu.edu).

### **College Station, Texas**

Texas A&M University is located in the twin cities of Bryan and College Station. This central Texas location offers the best of both worlds: it is small enough to offer safe and affordable living and just a short drive to three major Texas cities— Houston, Austin, and Dallas.

Texas A&M University is home to several world-class, one-of-a-kind venues, including numerous museums, art galleries, and more. The University is the crossroads for everything from Broadway shows and the ballet to brown bag concerts and “battles of the bands.” The charming

city of Bryan, Texas features meticulously restored buildings, and many enticing restaurants, and a wealth of unique downtown shops. It is also the home to the Brazos Valley African American Museum and the Carnegie Center of the Brazos Valley, located in the oldest Carnegie Library in Texas.

Nature is an integral part of College Station, just four miles down the road from Bryan. The city features over 1,100 acres of public parks and sports facilities. In 2025, the city received the Bird City designation by Texas Parks and Wildlife and Audubon Texas for the diversity of local and migrating birds along with conservation efforts. Recreational activities are plentiful, including golf courses, nature trails, bike paths, and a wide variety of sports leagues. College Station offers a multitude of opportunities for recreation, leisure, shopping, and dining and maintains one of the lowest crime rates in Texas, giving peace of mind to residents and visitors alike.

### **Procedure for Candidacy**

The Search Advisory Committee invites letters of nomination and applications (letter of interest, full resume/CV, and contact information of at least five references) to be submitted to the search firm assisting the University. Review of materials will begin immediately and continue until the appointment is made. It is preferred, however, that all nominations and applications are submitted before August 4, 2026. Please submit electronic applications directly to Parker Executive Search. For additional information, please contact:

Laurie Wilder, President  
Porsha Williams, Vice President  
Jacob Anderson, Senior Principal  
Julia Butler-Mayes, Ph.D., Associate  
Parker Executive Search  
Five Concourse Parkway, Suite 2875 | Atlanta, GA 30328  
(678) 775-4564

[pwilliams@parkersearch.com](mailto:pwilliams@parkersearch.com) || [janderson@parkersearch.com](mailto:janderson@parkersearch.com) || [jbutler-mayes@parkersearch.com](mailto:jbutler-mayes@parkersearch.com)

Electronic submission of materials required.