



EAST TEXAS A&M

Provost and Vice President for Academic Affairs

POSITION PROFILE

Academic Leadership for East Texas A&M's Next Chapter



A&M COMMERCE
LEO
A Gift from the
East Texas State University
National Alumni Association
April 9, 1969

**Greenwood
Asher &
Associates®**



East Texas A&M University seeks an accomplished, forward-looking academic leader to serve as Provost and Vice President for Academic Affairs. As the University's chief academic officer and a principal strategic partner to President Mark Rudin, the Provost will provide vision and leadership for the academic enterprise while helping shape the institution's continued advancement in academic excellence, student success, research, and regional impact.

This is an exceptional opportunity to join East Texas A&M at a time of significant momentum. The University is strengthening student outcomes, advancing its research profile, expanding graduate education and regional reach, and aligning its academic portfolio with evolving workforce needs, innovation, and opportunity.

Working collaboratively with **President Mark Rudin**, the University's executive leadership team, deans, faculty, staff, students, and other key stakeholders, the next Provost will champion faculty achievement and development, foster a culture of shared governance and academic excellence, and guide thoughtful decisions about programs, curriculum, and the future academic portfolio. The Provost will also strengthen graduate education and research in partnership with institutional leaders and help ensure that every student benefits from a rigorous, relevant, and career-connected educational experience that reflects the promise of Lion Made.



President Mark Rudin



Why This Opportunity, Now?

- Growing academic momentum
- A rising research culture
- Regional reach and impact
- Genuine latitude to lead





The next Provost will serve as a strategic thought partner to the President and be a visible leader across the campus community



CHAMPION STUDENT SUCCESS

Align academic programs and support structures with persistence, progression, completion and career readiness.



LEAD ACADEMIC PORTFOLIO STRATEGY

Guide the development, evaluation, redesign and long-term sustainability of academic programs to meet evolving needs.



SUPPORT FACULTY EXCELLENCE

Promote faculty recruitment, development, recognition, workload alignment and a strong culture of professional growth.



STRENGTHEN SHARED GOVERNANCE

Build trust through visibility, collaboration, academic freedom and meaningful engagement with faculty leadership structures.



ADVANCE RESEARCH AND SCHOLARSHIP

Strengthen a culture of inquiry, innovation and externally supported research across the academic enterprise.



EXPAND REGIONAL IMPACT

Advance the university's rural-urban mission through partnerships, extended sites and workforce-responsive academic innovation.

The next Provost will be expected to advance a collaborative and ambitious academic agenda across the institution





The Provost and Vice President for Academic Affairs leads a broad academic portfolio and helps shape the university's future direction through strategy, collaboration, and execution



Academic Leadership Enterprise

- Provide vision and leadership for the academic enterprise in support of student needs and institutional priorities
- Lead systemic planning, budgeting, evaluation, coordination and administration across Academic Affairs
- Participate as a key member of the President's Executive Team.



Teaching, Research & Student Success

- Ensure high-quality teaching, scholarly activity and creative work across the university.
- Collaborate to strengthen recruitment, retention, persistence, progression and completion.
- Advance systems that support graduate education and research excellence.



Faculty & Program Strategy

- Lead academic portfolio review, including program development, evaluation, expansion, redesign, consolidation and discontinuation.
- Guide faculty recruitment, development, retention, workload, recognition and compensation strategies.
- Create policies and procedures that support effective academic operations.



Partnerships & Representation

- Collaborate with Enrollment Management, Student Affairs and Research leadership.
- Represent the university with external constituencies, the Texas A&M System, the Board of Regents and the State Coordinating Board.
- Promote partnerships with schools, community colleges, business, industry, and government entities.

SCOPE OF RESPONSIBILITY

The Provost and Vice President for Academic Affairs provides leadership and strategic direction across the following major areas:



PROVOST & VICE PRESIDENT FOR ACADEMIC AFFAIRS

Chief of Staff to the Provost

Senior Vice Provost



ACADEMIC COLLEGES & SCHOOLS

- Honors College
- College of Agricultural & Natural Resources
- College of Science & Engineering
- College of Business
- School of Music
- College of Humanities, Social Sciences & Arts
- College of Education & Human Services
- College of Innovation & Design
- Graduate School



LIBRARIES

Waters Library



INSTITUTIONAL & STUDENT SUCCESS

TRIO

Institutional Research

Institutional Effectiveness

Undergraduate Advising

Career Preparedness

Title III

Transformative Learning Commons





Minimum Requirements

- Doctorate degree.
- Ten years of senior-level successful leadership experience, including management of highly productive teams.
- A record of teaching and scholarship that would justify appointment as a tenured full professor.
- Progressively increasing administrative responsibility, including strategic fiscal management.
- An understanding of graduate education and the requirements for excellence in research.
- A commitment to civility and academic excellence.
- A comprehensive vision for partnering with Student Affairs and Enrollment Management.

Leadership Profile

- Visible, accessible and student-centered.
- Academically credible and research-minded.
- Collaborative, decisive and strategic.
- Respectful of academic freedom and shared governance.
- Able to build trust and strong professional relationships.
- Comfortable managing complexity, urgency and multiple priorities simultaneously.
- An articulate spokesperson for the university across internal and external audiences.





East Texas A&M University is a public R2 research university and proud member of The Texas A&M University System. Based in Commerce, Texas, the university serves Northeast Texas and a growing regional footprint through an academic enterprise grounded in access, excellence, opportunity and real-world impact. As the institution continues to strengthen its research profile, expand its reach and align academic programs with the evolving needs of students, communities and the workforce, East Texas A&M is positioned for an important period of academic growth and innovation.

At the center of that momentum is a commitment to combining academic rigor, personal support and hands-on learning. Across its colleges, schools and extended locations, East Texas A&M is advancing student success, faculty excellence, research and scholarship, applied learning, and partnerships that connect the university to the communities and industries it serves. These priorities create a compelling environment for academic leadership and provide the next Provost with the opportunity to help shape the university's academic portfolio, strengthen its culture of scholarship, support an exceptional faculty and advance a cohesive vision for academic excellence.

The university's Lion Made brand captures the outcomes East Texas A&M seeks to create through that work: graduates who are prepared to succeed, confident in their abilities, ready to contribute to their communities and equipped to turn knowledge into action. For the next Provost, Lion Made represents more than a student-facing message. It reflects an institutional commitment to creating the academic experiences, faculty environment, research culture and support structures necessary for students to thrive. Who they become is ***Lion Made***.





Rooted in Commerce. Reaching Beyond.
Driven by Opportunity. Defined by Purpose


NEARLY
13,000
STUDENTS


67%
FIRST-GENERATION
UNDERGRADUATE
POPULATION


38
STATES
REPRESENTED


61
COUNTRIES
REPRESENTED


17:1
STUDENT-TO-
FACULTY RATIO


89%
ALUMNI WORKING
FULL-TIME WITHIN
12 MONTHS OF
GRADUATION


\$418M
REGIONAL
ECONOMIC OUTPUT


177+
STUDENT
RESEARCHERS


CARNegie-CLASSIFIED
R2 RESEARCH
UNIVERSITY


140+
DEGREE
PROGRAMS

MOMENTUM & INNOVATION



\$15,000 MBA

New offering, a \$15,000 flat-rate MBA designed to expand access to high-quality graduate education.



\$9,000 M.Ed.

New M.Ed. pathway launching in spring 2027 to support affordable, high-impact educator preparation.



+1,000
DUAL ENROLLMENT STUDENTS

Year-over-year growth of more than 50% in dual credit enrollment through partnerships with 12+ school districts.





Academic Affairs sits at the center of East Texas A&M University's academic mission, connecting academic quality, faculty success, student achievement, program innovation and institutional effectiveness across a broad and increasingly dynamic portfolio. The division provides leadership and guidance to the university's academic colleges and units in teaching, research and service while fostering a student-ready culture focused on academic excellence, career preparedness and continuous improvement.

For the next Provost and Vice President for Academic Affairs, this portfolio presents a significant opportunity to shape East Texas A&M's academic future. As the university's chief academic officer, the Provost will provide strategic leadership for the academic portfolio; strengthen faculty recruitment, development and success; align curriculum and academic support with enrollment, persistence and completion; and collaborate across the university to advance research, student success, innovation and institutional priorities. The Provost also provides leadership to the academic deans, vice provosts and other academic units and serves as a critical partner to the President and executive leadership team.

This work is closely connected to **East Texas A&M's 2024–2029 Strategic Plan**, which establishes five university-wide priorities: ensuring student preparedness, elevating research, creating a welcoming community, aligning initiatives with the university's distinctive rural-urban identity, and modernizing university operations and business practices. Academic Affairs has an important role in advancing these priorities through instructional excellence, innovative and workforce-responsive programs, experiential learning, faculty development, research and creative activity, student advising and success, and the continued expansion of academic programming across East Texas and the Dallas metropolitan area.

The Provost also serves as East Texas A&M's senior academic voice within The Texas A&M University System. As the university's chief academic officer, the Provost participates in the System Academic Council alongside chief academic officers from other A&M System universities. The council meets regularly to address academic initiatives, share best practices, align priorities and collaborate on issues affecting institutions across the System. This creates an important opportunity for the next Provost to represent East Texas A&M's academic interests while also identifying partnerships, shared initiatives and system-level opportunities that can strengthen the university.



Artificial Intelligence Initiative

Teaching, learning and student success innovation



Competency-Based Education

Flexible pathways for working and post-traditional learners



Student Success Systems

Title III, advising and retention support



Academic Quality & Effectiveness

Assessment, institutional effectiveness and improvement



Digital Access & Affordability

Online learning and open educational resources



Open Educational Resources Initiative

Free, openly licensed materials that reduce textbook costs and expand access





The Provost's portfolio spans a diverse and evolving academic enterprise across the following colleges and schools.



College of Agricultural Sciences and Natural Resources

Hands-on learning, applied research and industry connection



College of Business

Professional preparation, innovation and organizational leadership.



College of Education and Human Services

Teacher preparation, higher education, nursing, psychology, special education, social work and leadership.



College of Humanities, Social Sciences and Arts

Creative practice, communication, culture and civic understanding.



College of Innovation and Design

Applied technology, design and future-focused learning.



College of Science and Engineering

STEM education, discovery, innovation and problem solving.



Graduate School

Advanced study, graduate student success and research support.



Honors College

High-achieving students, enriched academic experiences and leadership development.



School of Music

Performance, music education, artistic growth and creative expression.



Waters Library

Research resources, collaborative study, technology and academic support.





East Texas A&M is entering an important next phase in the development of its research enterprise. As a Carnegie R2 research university, ETAMU is strengthening a culture of discovery, scholarship and creative activity while expanding opportunities for faculty and students to engage in research with meaningful regional, disciplinary and societal impact. Research and innovation are increasingly central to the university's academic identity and long-term strategy.

Building on its R2 momentum, the university is focused on **growing faculty scholarship and externally funded research, strengthening interdisciplinary collaboration, expanding student research, and developing graduate and doctoral education that supports a more robust research enterprise.** University leadership sees significant opportunity to build research capacity and infrastructure while connecting discovery more intentionally to workforce needs, community partnerships and the economic vitality of Northeast Texas and the Dallas-Fort Worth region.

The next Provost will be a critical academic partner in this work, collaborating closely with the **Vice President for Research and Economic Development, deans, faculty leaders and shared-governance structures** to create the conditions in which scholarship can thrive. The Provost will help strengthen faculty success, align academic and research priorities, support the evolution of graduate and doctoral education, and ensure that students at every level have opportunities to participate meaningfully in inquiry, discovery and innovation.





Commerce, Texas, is a close-knit Northeast Texas community in Hunt County and the home of East Texas A&M University. Located approximately 60 miles northeast of Dallas, Commerce combines the accessibility and character of a university town with convenient proximity to the Dallas–Fort Worth metropolitan region.

The community offers a distinctive setting for university leadership: a connected college-town environment surrounded by the Blackland Prairie landscape of Northeast Texas, with regional access to employment, cultural, recreational and professional opportunities throughout North Texas. Commerce and the surrounding Hunt County region retain strong agricultural roots while benefiting from continued economic growth and proximity to Dallas–Fort Worth.

For the next Provost, the location reflects an important dimension of East Texas A&M's identity. The university serves both rural and urban communities, with its Commerce campus anchoring its Northeast Texas mission while extended locations create connections to the Dallas–Fort Worth region.





Greenwood Asher & Associates®

A Kelly Education Company

Greenwood Asher & Associates (GA&A) is assisting East Texas A&M University in this search. Applications and nominations are now being accepted.

How to Apply

Candidates should submit application materials through the GA&A [Candidate Portal](#).

Application materials should include:

- A letter of interest that clearly states the applicant's interest and qualifications for the position
- A current resume/curriculum vitae

Submission of application materials as PDF attachments is strongly encouraged.

The search will be conducted with a commitment to confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

For best consideration, please submit your materials by September 25, 2026.

Inquiries and nominations should be directed to:

Lauren McCaghren

Assistant Vice President for
Business Development and Client Relations
laurenmccaghren@greenwoodsearch.com

Lois Stetson

Director of Research & Data Analytics
loisstetson@greenwoodsearch.com

Salary

Commensurate with experience

East Texas A&M University is an Equal Opportunity/Veterans/Disability Employer.

