



EAST TEXAS A&M

Dean, College of Education and Human Services

POSITION PROFILE

Greenwood
Asher &
Associates

The Opportunity

East Texas A&M University seeks an innovative, strategic, and collaborative leader to serve as **Dean of the College of Education and Human Services**.

Reporting to the Provost and Vice President for Academic Affairs, the Dean will serve as the College's chief administrative officer and will provide leadership across its academic, research, service, faculty, staff, and student success missions.

This is a significant leadership opportunity at a university that has achieved Carnegie R2 classification and is advancing its research profile, doctoral productivity, and regional impact. The College of Education and Human Services is a critical driver of that mission, with doctoral programs in Counseling, Educational Leadership, Higher Education, and Psychology. The next Dean will be expected to sustain and expand the College's research capacity, strengthen its doctoral programs, and position COEHS as a regional and statewide leader in education and human services innovation.

The successful candidate will join **East Texas A&M** at an important moment of growth and transformation. The Dean will have the opportunity to advance a student-ready culture of student success, expand innovative academic programs, strengthen workforce development as a focus of both the College and the University, grow external partnerships, support faculty excellence, and respond to evolving regional needs across East Texas, the Dallas-Fort Worth metroplex, and the broader state. This work will also include opportunities to support emerging areas of emphasis, including health sciences, as the College continues to align its academic strengths with student, community, and workforce needs



Responsibilities and Duties

The Dean serves as the chief administrative officer of the College of Education and Human Services and provides strategic, innovative, and collaborative leadership across the College's academic, research, service, faculty, staff, and student success missions. Key responsibilities include:

- Advance academic excellence, student success, enrollment growth, retention, progression, timely graduation, mentoring, access, and career preparation across undergraduate, graduate, and doctoral programs.
- Lead strategic planning, shared governance, curricular development, program review, and academic innovation to ensure programs remain high quality, workforce-aligned, and responsive to the needs of East Texas, the DFW metroplex, and the state.
- Strengthen the College's research culture and doctoral capacity in support of East Texas A&M's R2 mission, including faculty scholarship, external grants and contracts, interdisciplinary research, and doctoral program productivity.
- Drive innovation through new program models, online and certificate programs, micro-credentials, competency-based education, emerging technologies, learning analytics, artificial intelligence, adaptive learning, and simulation-based learning.
- Provide leadership for accreditation, regulatory compliance, assessment, and continuous improvement, including educator preparation requirements and programmatic accreditors such as CCNE, CSWE, CACREP, APA, and SACSCOC.
- Recruit, mentor, evaluate, and retain outstanding faculty, department heads, staff, and College leadership while promoting a collegial, high-performing, transparent, and accountable culture.
- Serve as chief budget officer for the College, managing fiscal and operational resources and pursuing sustainable revenue streams through grants, partnerships, advancement, philanthropy, and entrepreneurial initiatives.
- Build and sustain partnerships with PK–12 school districts, community colleges, health care systems, social service agencies, professional associations, government entities, and regional employers to expand the College's visibility, reputation, and impact.

Requirements

Required Qualifications

- Earned doctorate or appropriate terminal degree in an academic discipline represented in the College of Education and Human Services from an accredited institution.
- Credentials meriting appointment as a full professor with tenure in one of the College's departments, with a distinguished record of teaching, scholarship, and service.
- At least five years of progressive administrative experience in higher education, including substantial personnel and budget responsibility, and at least five years of university-level teaching experience.
- Strong interpersonal, communication, and relationship-building skills, with the ability to work effectively with university leadership, faculty, staff, students, external partners, and community stakeholders.

Preferred Qualifications

- Proven academic leadership experience, including strategic planning, budgeting, complex project management, team building, shared governance, faculty development, and collaborative decision-making.
- Demonstrated ability to support and grow research-active programs, including faculty scholarship, external grant activity, doctoral program development, and research productivity in an R2 or similarly ambitious environment.
- Experience leading doctoral-granting programs.
- Scholarly record that includes externally funded research and engagement with federal or state funding agencies.
- Experience developing or leading competency-based education programs or innovative delivery models.
- Experience leading educator preparation accreditation and state certification compliance, including Texas SBEC/TEA or comparable systems, and familiarity with frameworks such as CAEP or AAQEP.
- Experience with accreditation, regulatory compliance, educator preparation and certification systems, and multi-accreditor professional programs.
- Experience supporting online, distance, and/or competency-based education programs, including quality assurance and related operational or regulatory considerations.
- Experience building public-private partnerships, clinical or field placement networks, community-engaged scholarship initiatives, and/or successful advancement, development, or philanthropic activities.

About East Texas A&M

East Texas A&M University is a public, Carnegie-classified R2 research institution and a member of The Texas A&M University System. Founded in 1889 as a teachers' college, the university has grown into a comprehensive institution serving rural and urban communities across East Texas, the Dallas-Fort Worth region, and beyond. Its mission is to transform lives by providing accessible education in an environment where faculty and staff care deeply about student success, continuous development, and community impact. A key strategy to achieve that mission is captured in the north star of ETAMU as a student ready university, where student needs drive policies and processes and resource allocation. The university's [2024–2029 Strategic Plan](#) emphasizes innovation, career preparedness, social mobility, academic excellence, impactful research, and the continued advancement of competency-based education. Workforce development, in particular, is a key focus of every college at the University.

East Texas A&M's [Division of Academic Affairs and Provost](#) provides leadership and guidance to the university's academic colleges and divisions in the areas of teaching, research, and service. The division's vision centers on academic excellence, results-based accountability, belonging, innovation, and the transformation of lives through teaching, classroom learning, research, service, partnerships, and professional development.

The university's Provost and Vice President for Academic Affairs is [Tammi Vacha-Haase](#), Ph.D., who joined East Texas A&M in summer 2022. Dr. Vacha-Haase brings a background in research, teaching, and service, with prior leadership experience as graduate dean at Boise State University and associate graduate dean at Colorado State University. Her leadership is grounded in student success, retention, entrepreneurship, and collaborative leadership.

Vision statement

East Texas A&M University's Division of Academic Affairs oversees administrative support and results-based accountability to ensure academic excellence and nurture a sense of belonging for all. The mission is to empower individuals to explore and pursue their passions, transforming their lives for the better. This is achieved by investing in an array of teaching, classroom learning, research, service, partnership and professional development initiatives that encourage innovation. We strive to create an environment where our faculty and staff can effectively prepare students with the necessary skills and behaviors to become career-ready graduates of the 21st century. Through our collaborative efforts, we aim to add value and impact to the Northeast Texas region and beyond.



EAST TEXAS A&M

EAST TEXAS A&M AT A GLANCE

A transformative public research university in Commerce, Texas, about 60 miles northeast of Dallas. East Texas A&M serves nearly 13,000 students through more than 140 academic degree programs.



BASICS



Location: Commerce, Texas
(about 60 miles northeast of Dallas)



Founded: 1889



Type: Public, Carnegie-classified
R2 research university



System: Texas A&M University System



Colors: Blue and gold



Mascot: Lions



STUDENT BODY



Enrollment: Nearly 13,000 students



States represented: 38



Countries represented: 61



Student-to-faculty ratio: 17:1



Student organizations: 140+



Student involvement:
3,000+ students involved



ACADEMICS



Academic degree programs: 140+



Undergraduate programs: 75+



Graduate programs: 40+



University colleges: 6



Scholarships awarded annually: \$14M



**Alumni working full-time within
12 months of graduation:** 89%



Social mobility: Top 23% in the nation



Online bachelor's programs in Texas: #2

EAST TEXAS A&M BY THE NUMBERS

\$14M

Awarded
Annually in
Scholarships

89%

Alumni Working
Full-Time within
12 Months of
Graduation

23%

Top 23% in the
Nation for
Social Mobility

17:1

Student-to-
Faculty Ratio

38

States
Represented

61

Countries
Represented



EAST TEXAS
—A&M—

College of Education & Human Services



The College of Education and Human Services at East Texas A&M University improves quality of life in Texas and beyond by educating teachers, administrators, counselors, nurses, social workers, and other professionals in education and human services.

The college provides excellence-driven programs that prepare student-scholars to proactively address the transformational challenges of a complex digital environment and global society through instructional engagement, responsive research, quality service, and active partnerships.



8

ACADEMIC
AREAS



3

DEGREE
LEVELS



ALTERNATIVE
CERTIFICATION
PROGRAMS



ACADEMIC AREAS

The college is organized into 8 academic areas:

- Counseling
- Curriculum and Instruction
- Educational Leadership
- Health and Human Performance
- Higher Education and Learning Technologies
- Psychology and Special Education
- Nursing and Health Sciences
- Social Work



DEGREES & PREPARATION



DEGREES OFFERED

Bachelor's, Master's,
and Doctoral



STUDENT PREPARATION

Prepares teachers, administrators,
counselors, nurses, social workers,
and other practitioners.



ALTERNATIVE CERTIFICATION

Offers Texas Education Agency
alternative certification programs
leading to standard teaching
certification.



HIGHLIGHTS / IMPACT



MISSION FOCUS

Instructional engagement,
responsive research, quality
service, and active partnerships.



EXPERIENTIAL LEARNING

Hands-on learning, practicum
and internship experiences, and
advanced learning environments
prepare students to make a
real-world impact.





EAST TEXAS
— A&M —

About Commerce, Texas



Population estimate
(2025):

9,800



Distance to Dallas:
about 60 miles
northeast



Mean travel time
to work:
19.9 minutes



Median home value:
\$161,600



Median gross rent:
\$909

WHY COMMERCE



COLLEGE-TOWN IDENTITY

Commerce is shaped by the presence of East Texas A&M University, bringing academic, cultural, and community energy to the city.



PARKS & RECREATION

Commerce offers well-maintained parks and recreation amenities, including Centennial Park, a walking path, disc golf, sports facilities, and a seasonal splash park.



COMMUNITY LIFE

Local amenities and events include youth sports, the Commerce Farmers Market, and community gathering spaces that support a connected, family-oriented environment.



Application Process

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:

Please 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 August 30th, 2026.**

Inquiries and nominations should be directed to:

Andriel Dees

Vice President of Executive Search
andrieldees@greenwoodsearch.com



Denice Perdue

Senior Executive Search Consultant
deniceperdue@greenwoodsearch.com

Compensation

Salary will be competitive and commensurate with qualifications and experience.

This document represents the major duties, responsibilities, and authorities of this job, and is not intended to be a complete list of all tasks and functions. Other duties may be assigned. This job description is not an employment agreement or contract. The University has the exclusive right to alter this job description at any time without notice. East Texas A&M University (ETAMU) states that it provides equal opportunity to all applicants, employees, students, and the public, regardless of race, color, religion, sex, national origin, disability, age, genetic information, or veteran status. ETAMU also commits to complying with all state and federal laws, as well as the Texas A&M University System's policies and regulations on equal employment opportunity and affirmative action.

For questions about equal opportunity or disability-related employment at ETAMU, you can contact the Director of Human Resources, at (903) 468-3021 or by email at HR.AffirmativeAction@etamu.edu.

