



EAST TEXAS A&M
UNIVERSITY



**Assistant/Associate/Full Professor
& Associate Director
Position Description**

The Opportunity

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East Texas A&M University (ETAMU) seeks applications for a tenure-track professor in Waterfowl Ecology and Management. This is a 9-month academic appointment with flexibility to start at any level (Assistant-Full). The incumbent will also serve as the inaugural Associate Director of the Ted and Donna Lyon Center for Gamebird Research leading the waterfowl division. The Ted and Donna Lyon Center for Gamebird Research is an internationally recognized center for gamebird research with a mission to discover solutions for sustainable gamebird populations, train the next generation of gamebird professionals, and transform the gamebird industry.

East Texas A&M seeks candidates who will contribute to a collegial, interdisciplinary community with a strong tradition of both fundamental and applied research. The successful candidate will create and maintain a robust and innovative research agenda focused on the management and ecology of waterfowl. Research should be targeted towards providing clear, tangible benefits to management, conservation, and policy. A central part of the successful candidate's portfolio will focus on issues that impact waterfowl populations in Texas and the associated flyways. ETAMU is a fast-growing public university with a strong reputation for academic excellence, research innovation, and student success. With over 140+ degree programs, a 20:1 student-to-faculty ratio, and nationally ranked online and graduate programs, ETAMU is committed to transforming lives through quality education. Our employees benefit from a collaborative community, cutting-edge research opportunities, and outstanding resources.



Duties and Responsibilities

- The successful candidate will be expected to work with the Director to build and sustain an externally funded, internationally recognized waterfowl research program, publish in high-quality peer-reviewed journals, mentor graduate and undergraduate students, and contribute to the productivity and administration of the Lyon Center for Gamebird Research.
- The successful candidate will be responsible for teaching related courses in the undergraduate and graduate curriculum as well as developing an independent research program that incorporates undergraduate and graduate students.
- Service activities will include university and departmental committees but will primarily focus on activities that promote the support and success of the Ted and Donna Lyon Center for Gamebird Research.
- As such the successful candidate will work with existing faculty members, both on and off-campus, state and federal agencies, NGO's, landowners, and other important stakeholders.



Qualifications

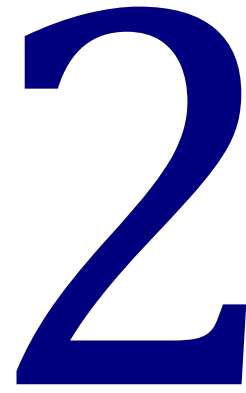
Required:

- Ph.D./terminal degree in Wildlife Biology, Environmental Sciences, Natural Resource Management, Ecology, or related fields.
- Evidence of scholarly productivity in waterfowl ecology and management.
- Evidence of successful grant writing.

Preferred:

- Demonstrated ability to work effectively with interdisciplinary teams.
- Demonstrated ability to collaborate with state and federal agencies, NGO's, landowners, and other important stakeholders.
- Ideal candidates will have postdoctoral experience and a Ph.D. dissertation related to waterfowl ecology and demonstrated interest in outreach to integrate their research with stakeholder needs.
- Experience with GIS mapping and statistics.
- Evidence of effective teaching at the university level, including graduate level instruction.
- Ability and desire to mentor undergraduate and graduate researchers.

About East Texas A&M University



At [East Texas A&M University](#), lives are transformed! The university proudly maintains a 136-year legacy of excellence and is the third-largest university in the prestigious Texas A&M University System. With locations across Dallas and surrounding regions, the university delivers 140+ academic degrees and serves approximately 13,000 students. In November 2024, the institution changed its name from Texas A&M University–Commerce to East Texas A&M University. This new name celebrates the East Texas heritage and connects the university to the communities it serves. East Texas A&M is a rapidly growing university, with a rising profile, making positive strides toward innovation and the future. Driving the ascending trajectory is the university's commitment to providing high-quality educational opportunities that prepare students for success, including students from low-income and first-generation backgrounds. Located an hour from Dallas, the university is becoming the school of choice for urban and rural Northeast Texas. East Texas A&M has seen a 7% increase in overall enrollment. In 2025, East Texas A&M earned an "R2" research classification and is now recognized as a major research university. Students gain hands-on experience with modern facilities like a high-tech hospital simulation lab, a 1,300-acre research farm focused on sustainability, and new agricultural and gamebird research centers opening soon. The main campus, located in the city of Commerce, covers 2,094 acres. The new 8750 North Central Expressway location in Dallas invites an urban audience, for whom convenience and accessibility are important considerations. Students work with world-class professors who dedicate themselves to excellence in teaching and research. The university maintains strong relationships with local industries to create relevant academic programs and valuable internship and networking opportunities that prepare career-ready graduates. As an Adobe campus, focus is given to digital literacy, with an approach to career preparedness that begins at the time of enrollment. Student success remains at the core of this university, offering students the opportunity to work with academic advisors, college life coaches, money coaches, and career navigators. The Lion Athletics program recently joined NCAA Division I, competing in 14 sports. The university supports a thriving Greek system and more than 140 clubs and organizations.

Mission

East Texas A&M's mission is to transform lives by providing an accessible education in an environment where faculty and staff care and are dedicated to the success of all our students throughout their academic career. We empower our students, faculty and staff to become the best version of themselves by supporting their continuous development and growth. Fueled by our resilience, tenacity, and talents, we strengthen the rural and urban communities we serve. Innovation is the heartbeat of East Texas A&M, with career preparedness as a cornerstone of our educational mission. We are committed to ensuring our graduates are well-prepared for the challenges and opportunities that lie ahead. Through robust career exploration, internships, industry partnerships, and skill development initiatives, we bridge the gap between academia and the workplace.

Vision

As a premier institution of higher education in East Texas, we are a student-ready university. We lead in social mobility, achieving academic excellence in a wide range of traditional and interdisciplinary programs and serve as a national leader in the advancement of competency-based education. We further knowledge through impactful research and creative activity that benefits the region we serve and beyond. Recognized nationally for our innovative spirit and unique rural-urban identity, we promote an environment where all are valued, providing access and opportunities to ensure student success, career preparedness, and professional development for all members of the university community.

University Strategic Goals

1. Ensure Student Preparedness
2. Elevate Research
3. Create a Welcoming Community
4. Align our Initiatives with Our Rural-Urban Identity
5. Modernize University Operations and Business Practices



For more information, www.etamu.edu/strategicplan

Agricultural Sciences and Natural Resources



The [College of Agricultural Sciences and Natural Resources](#) is committed to experiential and pragmatic learning with rigorous educational programs, courses and experiences enriched by quality instruction. CASNR offers diverse, high-quality farm and ranch enterprises that create opportunities for teaching and scholarly activities. The College fosters positive relationships among faculty, staff and students and maintains a strong public presence on campus, in the community and throughout the state and agricultural industry. Students are prepared to become competent professionals through the sharing and discovery of knowledge across the varied fields of agriculture. CASNR recently announced a partnership with the Department of Biological and Environmental Sciences for an interdisciplinary, collaborate major in Wildlife and Conservation Sciences. As the only agricultural college in the region, CASNR is uniquely situated to serve the rural and urban agricultural workforce needs in Northeast Texas.

The College serves 664 students, 616 undergraduates, and 48 graduate students. Thirty percent are first-generation. 25% percent of the students are of Hispanic origin, with 11% identifying as Black/African American. The college facilities include a working farm with livestock, row crops and horticultural crops; one of only three agricultural programs in the U.S. to offer a hands-on practicum to grow your own wheat, cotton or corn crop; 100+ head registered commercial cow herd; wildlife wetland areas; two modern greenhouse facilities; newly remodeled facilities including classrooms for animal science and equine science, swine barn and rodeo barn; equine facility with riding and training pens and newly remodeled



covered arena; New Spur Expo, an agricultural multipurpose educational and training center; and partnership with the Ted and Donna Lyon Center for Gamebird Research. The Spur Expo is the new hub for learning, research, and community engagement in Northeast Texas. Designed to support agricultural education and regional events, the center will host rodeos, livestock shows, conferences, and experiential programming.

Ted and Donna Lyon Center for Gamebird Research

The [Ted and Donna Lyon Center for Gamebird Research](#) at East Texas A&M University is an internationally recognized hub for gamebird research. Established in 2023 by a generous donation from Ted and Donna Lyon and led by founding director Dr. Kelly Reyna, the center's mission is to discover solutions for sustainable gamebird populations, train the next generation of gamebird professionals, and transform the gamebird industry.

The center's focus is on population sustainability of upland gamebirds and waterfowl. What makes it unique is the comprehensive research spanning life stages from embryo to adult and taking place in the state-of-the-art laboratory and in the wild at large-scale research stations. With the success of the center's research, a new gamebird research and education facility is being built, with construction nearing completion in early 2026. East Texas A&M is uniquely positioned to help solve the decline in Texas quail populations and foster sustainable gamebird populations. The Ted and Donna Lyon Center for Gamebird Research is a major step toward achieving this initiative.



About Commerce, Texas

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The city of Commerce is located in Northeast Texas, about 60 miles northeast of Dallas. With a population of approximately 9300. Commerce is a close-knit community of involved citizens. The city's historic downtown features family-owned boutiques, coffee shops and eateries. Commerce ISD's schools are close to the East Texas A&M campus. The region is peaceful and rural. North Texas serves as a critical stopover and wintering habitat for an abundance of waterfowl species. Commerce is located within the Central Flyway, a major migratory route for waterfowl traveling from Canadian breeding grounds to wintering areas on the Texas Gulf Coast. On campus and partnering wetlands offer tremendous opportunities for research. Nearby cities Sulphur Springs and Greenville also provide appealing options for residential living. For those who prefer urban living, the city of Rockwall, a suburb of Dallas, is only 43 miles away. With an average temperature of 65 degrees and over 230 days of sunshine, there is ample opportunity to enjoy outdoor relaxation at its best! There is plenty of room to roam at four parks and five lakes including [Cooper Lake State Park](#) which offers the opportunity to camp, fish, picnic, swim, boat, hike, bike, and more. The park encompasses 2,560 acres of land, and the fully stocked lake covers over 19,000 acres and provides a peaceful destination for all your outdoor recreation needs.



Nomination and Application Process

Compensation

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

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

To apply, click here: [Greenwood Asher & Associates Application Portal](#)

Application materials should include:

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

Please note that candidates advancing beyond initial review will be asked to submit:

- Statement of research interests
- Professional references with complete contact information (*Unsolicited letters of recommendation will not be considered*).
- Transcripts (Unofficial will be accepted with application. Official transcripts are required upon acceptance of verbal offer).

If transcripts are from an international institution, it is the responsibility of the prospective faculty member to have the transcripts translated and evaluated by an approved credential evaluator.

Contact Greenwood Asher & Associates

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

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. All East Texas A&M employees are expected to facilitate a work environment that encourages knowledge or, respects for, and ability to engage those of other cultures or backgrounds. 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.