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*Head*

Department of Educational Administration and Human Resource Development  
College of Education and Human Development  
Texas A&M University

The College of Education and Human Development at Texas A&M University invites applications and nominations for the position of Head, Department of Educational Administration and Human Resource Development (EAHR). The College of Education and Human Development's mission is to enhance equity in educational achievement and health outcomes, to foster innovation and development, and to influence policy and practice.

**EAHR Department.** The Department of Educational Administration and Human Resource Development (<http://eahr.tamu.edu>) develops educational leaders and improves practice through teaching, research and service in the areas of public school administration, human resource development, higher education administration, adult education and student affairs administration. Statewide and nationally, EAHR graduates, faculty and staff play major roles in the education of children and adults. The department mission is to prepare students to be successful leaders in a global, diverse, technological, interconnected, and interdependent world. In doing so, the department faculty and staff (a) create and disseminate new knowledge; (b) prepare exemplary, caring, reflective, and quality scholars and practitioners who lead in their chosen professions; (c) engage in theory, research, and practice in the preparation of department graduates; and (d) work collaboratively with a number of constituents to effect change at the local, state, national, and international levels.

The department offers degrees at the undergraduate and graduate levels, as well as principal and superintendent certification programs. In the Fall of 2016, 536 undergraduate, 227 masters, and 169 doctoral students enrolled in EAHR degree programs. The department has a diverse and productive faculty (n = 29; 3 assistant professors, 9 associate professors, 7 professors, and 10 academic professional track faculty) and staff (n = 25). Home to two centers, the Texas Center for the Advancement of Literacy and Learning (TCALL) and the Educational Leadership Research Center, EAHR faculty are active in presenting and publishing research, and garnering extramural funding to support their scholarship. In FY15, 82 percent of tenured or tenure-track faculty were involved in grant and contract activity. Their work resulted in \$6,554,003 in funding, with \$4,842,307 directly attributable to the department.

**Qualifications.** Candidates must possess an earned doctorate in a field related to any of the department's academic programs; qualify for the rank of full professor, as well as the Huffines Endowed Chair for Education, which accompanies the Head position; and have a distinctive and active record of scholarship, publications, and external funding. Successful candidates should be leaders in their academic field of study; have a vision for the future of the field, as well as the challenges and opportunities at the national level; and be able to successfully advocate for the students, staff, and faculty in the department. They should have administrative and budgetary management experience, be committed to transparent and engaged faculty governance, be collaborative, possess good communication skills, and able to manage and resolve conflict. They should support faculty in garnering internal and external funding. Finally, successful candidates should demonstrate success in promoting diversity and inclusion, including attracting diverse faculty, staff, and students, and effectively promoting a positive climate of diversity and inclusion.

**Responsibilities:** The Head serves as the chief academic, fiscal, development, and administrative officer for the Department. The Head is responsible for fostering faculty excellence in research, teaching, and service consistent with Texas A&M University's Vision 2020 Strategic Plan ([www.tamu.edu/vision2020](http://www.tamu.edu/vision2020)); providing effective advocacy for the department within the college, university, state, and nation; encouraging a positive, collegial

climate; promoting national and international outreach; and establishing a successful record of creating a positive climate for the recruitment, development, and retention of diverse faculty, students, and staff.

**The Setting:** Texas A&M University is a land-, space-, and sea-grant university with an enrollment of 64,600 students. One of 62 members of the prestigious Association of American Universities (AAU), the university has over \$866 million in research expenditures, ranking #17 nationally by the National Science Foundation. Texas A&M is home to over 3,500 faculty members, including 22 National Academies Faculty, 3 Nobel Prize laureates, and 3 Wolf Prize recipients.

Texas A&M is located in the twin cities of Bryan and College Station, home to about 203,000 residents. This central Texas location offers the best of both worlds: it's 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 charming city of Bryan, Texas, features meticulously restored buildings, a diversity of enticing restaurants and 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 — the city features over 1,100 acres of public parks and sports facilities. 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. College Station is also home to the George Bush Presidential Library and Museum — one of the region's most popular tourist attractions, with over 690,000 visitors since it opened. In addition, the region boasts numerous art galleries and cultural and musical establishments.

**Application Process.** Review of applications will begin December 2, 2016, and continue until an appointment is made. Applications should be sent by e-mail ([mrobideau@tamu.edu](mailto:mrobideau@tamu.edu)) and include a letter of application summarizing the applicant's qualifications for the position; the contact information for three references; and a curriculum vitae. Letters of inquiries and nominations should be directed to Dr. George Cunningham, Chair EAHR Head Search Committee, [gbcunningham@tamu.edu](mailto:gbcunningham@tamu.edu).

**Texas A&M's Commitment to Diversity.** As a major land-grant university, Texas A&M University has both an extraordinary opportunity and a special responsibility to create and maintain a campus climate that affirms diversity of thought, background, ethnicity, and perspective. Applying the Texas A&M core value of mutual respect is the key ingredient to developing and sustaining a university community in which diversity is valued. As we work together to harness the power of diversity, we provide students, faculty, and staff with a university experience that is rich in perspectives with opportunities to learn from each other and succeed in a diverse world.

Texas A&M University is an Affirmative Action/Equal Opportunity Employer committed to creating and maintaining a climate that affirms diversity of both persons and views, including differences in race, ethnicity, national origin, gender, age, socioeconomic, background, religion, sexual orientation, and disability.