Department Head
Educational Administration & 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 Department Head, Department of Educational Administration and Human Resource Development (EAHR). This Department Head will also hold the Huffines Endowed Chair for Education. 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 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 lives of children and adults. The department mission is to prepare students to be successful leaders in a global, diverse, technological, interconnected, and interdependent world. 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, and (e) support the values of diversity, inclusion, equity, fairness, and social justice.

The department offers degrees at the undergraduate and graduate levels, as well as principal and superintendent certification programs. Undergraduate degrees include Technology Management and Human Resource Development, while graduate degree emphases include Public School Administration, Higher Education Administration, Student Affairs Administration in Higher Education, Human Resource Development and Adult Education. In the Fall of 2017, 522 undergraduate, 217 masters, and 167 doctoral students are enrolled in EAHR degree programs. The department has a diverse and productive faculty (n = 28; 3 assistant professors, 9 associate professors, 8 professors, and 8 academic professional track faculty) and staff (n = 24). Home to two research centers, the Texas Center for the Advancement of Literacy and Learning (TCALL) and the Educational Leadership Research Center, EAHR faculty members also collaborate with scholars across the institution, state, and nation in active research efforts and in garnering extramural funding. In AY17, 50% of tenured or tenure-track faculty were involved in grant and contract activity, resulting in $11,414,654 in awards, with $6,153,971 directly attributed to EAHR faculty.

Qualifications. Candidates must possess an earned doctorate with a specialization in K-12 educational administration, higher education administration, adult education or human resource development; qualify for the rank of full professor and have a distinctive and active record of teaching experience, scholarship, publications, and external funding. Competitive candidates should be leaders in their academic field of study; have a vision for the future for the department, as well as the challenges and opportunities at the national level; and be a successful advocate for students, staff, and faculty in the department. They should have administrative and budgetary management experience, have some experience that lends itself to facilitating effective learning and instruction (both in person and online), be committed to transparent and engaged faculty governance, be collaborative, possess good communication skills, and be able to manage and resolve conflict. They should support faculty in garnering internal and external funding. Further, we seek an individual who has a leadership style that supports the diversity of department community
members, creating a department climate that embraces the values of inclusion so that all members are heard, valued, and respected, and in which all community members can thrive.

**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); providing effective advocacy for the department within the college, university, state, and nation; encouraging a positive, collegial climate grounded in the ideals of diversity, inclusion, equity, fairness, and social justice; promoting local, regional, state, 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.

**Commitment to Diversity, Inclusion, Equity, Fairness, and Social Justice.** The Department of Educational Administration and Human Resource Development actively endorses and values the principles of diversity, inclusion, equity, fairness, and social justice as it relates to community members who have intersections of their identity by race, age, visible and invisible disabilities, faith, religion, ancestry, national origin, citizenship status, sex, sexual orientation, social class, economic class, ethnicity, gender identity, gender expression, and all other identities represented among our increasingly diverse global community. We expect that the Department Head will lead the department based on these principles.

**The Texas A&M Academic Community:** Texas A&M University is a land-, space-, and sea-grant university with an enrollment of 64,600 students from all 50 states and 113 countries. It holds a multi-billion dollar endowment ranked 4th among public universities. One of 62 members of the prestigious Association of American Universities (AAU), the university has over $892 million in annual research expenditures, ranking #16 among public universities in the U.S. Texas A&M is home to over 3,500 faculty members, including 33 National Academies Faculty and three Nobel Prize Laureates.

**The Local and Regional Community:** Texas A&M is located within the communities 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. The Houston metropolitan area lies within Harris County, home to the second largest Hispanic county population in the country. In addition, BCS is home to several world-class, one-of-a-kind venues, including numerous museums, art galleries and more. For example, College Station is home to the George Bush Presidential Library and Museum — one of the region’s most popular tourist attractions. College Station also 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 and nationally recognized Texas A&M Division I athletic programs. The city of Bryan, Texas also features meticulously restored buildings, a diversity of enticing restaurants and unique downtown shops, which hosts monthly community events such as First Fridays. 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. Both cities offer a multitude of opportunities for recreation, leisure, shopping, and dining and maintain one of the lowest crime rates in Texas.

**Application Process.** The Texas A&M University System is an affirmative action/equal opportunity employer and applications from women, minoritized individuals, individuals with disabilities, and covered veterans are strongly encouraged to apply. Review of applications will begin December 4, 2017, and continue until an appointment is made. Applications should be sent by e-mail (kanderson@tamu.edu) and include 1) a letter of application summarizing the applicant’s qualifications for the position; 2) contact information for three references; and 3) a curriculum vitae. The Texas A&M University and the department is also aware that attracting and retaining exceptional educational leaders often depends on meeting the needs of two careers and honoring policies that contribute to work-life balance. For more information, visit http://dof.tamu.edu/Faculty-Resources/CURRENT-FACULTY/Faculty-Work-Life. Letters of inquiries and nominations should be directed to Dr. Susan Bloomfield, Chair EAHR Head Search Committee, sbloom@tamu.edu.