



TEXAS A&M UNIVERSITY
School of Nursing



Bryan-College Station Campus



Round Rock Campus

Invites Applications and Nominations for
Dean, School of Nursing

The Opportunity

Texas A&M University—a land, sea, and space grant, R1 university with membership in the prestigious American Association of Universities—invites nominations and applications for the Dean of its nationally recognized School of Nursing.

The Role of the Dean of the School of Nursing

- Serve as the School of Nursing's chief administrative and fiscal officer.
- Provide visionary leadership for achieving the school's mission and goals, including promoting excellence in teaching, scholarship, and service; responsible for strategic planning with the school administration and faculty.
- Oversee the school's planning, implementation, administration, coordination, monitoring, and evaluation of all academic curricula, support services, and administrative functions.
- Provide leadership of the management team comprised of Executive Associate Dean, Associate Dean for Graduate Education, Assistant Dean-Distant Site-Round Rock, Associate Dean for Research, Assistant Dean for Student Affairs, Associate Dean for Clinical and Outreach Affairs, and Associate Dean for Finance and Administration.
- Prepare evaluations and recommendations for tenured faculty in consultation with the Associate Dean and Coordinators.
- Propose and efficiently manage an annual budget; procure external funding for the school through grant development and assist faculty in obtaining external grants and research support.
- Establish and nurture a supportive work environment; foster an active faculty mentoring program. Commit to shared governance for designing, developing, delivering, and assessing undergraduate and graduate academic degree programs.
- Coordinate and facilitate evaluation and reporting requirements to maintain state and national program accreditation and guide the school through accreditation processes.
- Promote the vision, mission, and values of Texas A&M Health <https://health.tamu.edu/> through the activities and programs of the school and by working with other administrators to ensure the well-being and success of the University and the HSC. Collaborates with the Texas A&M Colleges and other units within the Health Science Center.
- Collaborate with community partners with like vision, mission, and values of the school, expanding educational and career opportunities for students while addressing health-related needs in underserved communities.
- Assist with special projects and other duties as assigned by the Provost, Senior Vice President, and Vice Chancellor for Health Services.
- Develop activities to enhance philanthropic contributions.
- Other duties assigned.



Required Qualifications

Education:

- Earned doctoral degree.
- Masters degree or higher in nursing.
- Established research portfolio and qualifications commensurate with tenure at the rank of professor in the School of Nursing.
- Experience in conducting or building a faculty research program.

Experience:

- Ten years of experience in higher education and five years of experience in managing faculty members.

Licenses:

- Eligible for or be licensed in Texas as a Registered Nurse.

Special skills, knowledge & abilities:

- Excellent communication skills (both oral and written).
- Ability to prepare and deliver presentations.
- Ability to work with various people at all levels of an organization.

Other factors or requirements:

- Ability to multi-task and work cooperatively with others.
- Ability to perform all tasks and job responsibilities safely without injury to self and others in compliance with Texas A&M System and University guidelines
- Ability to provide a safe environment that fosters respect, inclusion, and equity for all faculty, staff, students, former students, and visitors.

Preferred Qualifications:

- Demonstrated leadership abilities in a high-performing academic institution.
- Success in leading fundraising.
- A national reputation in nursing or related health field and commitment to enhancing the reputation of faculty and the school at the state and national levels.
- Commitment to collaboration and inter-professional education.
- Demonstrated ability to work productively with others.



About The School of Nursing

Mission: The mission of the School of Nursing is to educate professional nurses of today and leaders of tomorrow through the provision of excellent educational programs in nursing. The school will identify, attract, and graduate students of high potential, especially those from groups who have been historically under-represented in Texas health care.

Vision: Our vision is to be a premier nursing school and to educate and empower a diverse population of nurse leaders who will transform health and health systems through service, discovery, and knowledge.



Values: The School of Nursing's vision and goals embody the Aggie core values of excellence, integrity, leadership, loyalty, respect, and selfless service. Standing on these values, we strive for a culture of respect and integrity through shared governance, transparency, and appreciation for diversity and interprofessional collaboration.

Philosophy: The philosophy of the School of Nursing reflects our beliefs about the role and the education of the professional nurse. This philosophy represents a blend of nursing theories.



Goals:

➤ **Goal 1: Students and Education**

Educate professional and advanced-practice nurses who exemplify excellence in clinical practice, scholarship, service, leadership, and personal growth.

➤ **Goal 2: Research and Scholarship**

Advance knowledge, practice, and pedagogy through transforming the School of Nursing into a national leader in innovative research and scholarship.

➤ **Goal 3: Outreach and Service**

Endorse and uphold the principles of cultural humility and sensitivity and commit to working in partnership with the communities we serve to co-create mutually beneficial relationships and improve health outcomes.

➤ **Goal 4: Faculty and Staff Excellence**

Fostering a supportive environment, building upon our strengths, and promoting a culture of excellence is the driving force in achieving our strategic goals.



➤ **Goal 5: Identity and Visibility**

Achieve recognition as the nursing school of choice in Texas and nationally for students, faculty, and employers.

The School of Nursing's vision, mission, and goals embody the Aggie Core Values of note Respect, Excellence, Leadership, Loyalty, Integrity, and Selfless Services (RELLIS). Standing on these values, the school strives for a culture of respect and integrity through shared governance, transparency, and appreciation for diversity and interprofessional collaboration.



Since its inception in 2008, more than 1,886 exemplary baccalaureate and master's prepared nurses have graduated from the Texas A&M University School of Nursing. Agreements with more than 350 clinical sites offer students real-world experience in hospital and clinical settings while facilitating teamwork, respect, and understanding of these professional settings.

Upholding the land-grant research and service tradition of Texas A&M University, the School of Nursing educates highly skilled Aggie nurses dedicated to providing patient-centered care, leading nursing research, and serving their communities. With a

commitment to innovative teaching practices that encourage interdisciplinary learning, the School of Nursing faculty, staff, and students demonstrate a vested interest in positively impacting the ever-changing landscape of health care. With academic education campuses in Bryan-College Station and Round Rock, and McAllen (2026) and distance learning through online programs, the school offers accessible training and education to meet the demand for registered nurses and advanced education as nurse educators, family nurse practitioners, and forensic nurses.



The Office for Nursing Research, established in 2018, helps faculty strategically seek funding opportunities, increase interdisciplinary collaborations, and advance opportunities in translating research into practice. Active research areas include cancer prevention and screening, women's health, childhood obesity, health law and ethics, intimate partner violence, public health nursing, and forensic nursing.

Academics: The School of Nursing provides balanced and specialized degree programs at the undergraduate, graduate, and post-graduate levels tailored to meet the needs of new and experienced nurses. The school's graduates have the opportunity to advance their education through clinical experience, simulated training with standardized patients, and interdisciplinary collaborations with the Texas A&M University System and beyond.

Students: Students at Texas A&M School of Nursing are part of a larger community that includes top-notch faculty and staff who are here to make the learning experience relevant and meaningful.



Serving others is at the very heart of a nurse's calling. The school's students engage with the community to promote health literacy through education, events, and volunteerism. Through selfless service, Aggie nurses foster collaboration, gain leadership experience, and develop communication skills by supporting one another and their patients.

Research: At the Texas A&M School of Nursing, research is the primary foundation of our land-grant mission. We are innovation leaders committed to enhancing the education and preparation of nurses to improve the quality of patient care provided across our vast state.

We continually strive to maintain existing and develop new, interprofessional and multi-disciplinary collaborations to enhance people's lives across the state, nation, and world. Integrating our research into teaching practice, nursing provides evidence-based resources for health professionals with a shared vision of addressing dynamic healthcare needs. (Improving and promoting population health with research in nursing.

<https://nursing.tamu.edu/magazine/research/index.html>

Centers: Center of Excellence in Forensic Nursing [Center of Excellence in Forensic Nursing \(tamu.edu\)](#); Texas Teleforensic Remote Assistance Center (Tex-TRAC) [Tex-TRAC \(tamu.edu\)](#)

Accreditation: The baccalaureate degree programs in nursing and master's degree, and doctoral degree programs in nursing at the Texas A&M University School of Nursing are accredited by the Commission on Collegiate Nursing Education (<http://www.ccnaccreditation.org>)



Strategic Plan:

[Learn more about our 2021-2026 Strategic Plan](#)

Campus Locations

➤ Bryan-College Station

The main campus and headquarters for the Texas A&M University School of Nursing. Pre-licensure students following the [Traditional BSN degree track](#) engage in an interprofessional learning environment with face-to-face instruction in the Health Professions Education Building and simulation training with standardized patients in the 24,000-square-foot [Clinical Learning Resource Center](#) (CLRC) on campus.



➤ Round Rock

A distant site campus offering a [Second Degree BSN track](#) program offering advising and face-to-face instruction for the Texas A&M School of Nursing. Pre-licensure students follow the complete courses in classroom settings and engage in an interprofessional learning environment through simulation training, including standardized patients in the 17,000-square-foot CLRC on campus.



Advising/Recruitment Locations

➤ Lufkin

An advising and recruitment site offering prospective students in the region an opportunity to visit our degree programs with an academic advisor and faculty member. In addition, with application workshops and prospective student information sessions, Lufkin serves as a key pipeline for recruiting students set to excel in the school's degree programs.



➤ McAllen

An additional program delivery site offering advising and face-to-face instruction for the School of Nursing. A recruitment site offers prospective students in the region an opportunity to visit with an academic advisor to determine the best degree program that suits their career and education interests.



Diversity



The Texas A&M School of Nursing enrollment has grown nearly 10-fold, from an inaugural class of 44 undergraduate students to approximately 400 undergraduate and graduate students in the School of Nursing's first ten years. Growing from one campus in Bryan-School Station, the school's diverse students are now geographically served and accommodated at multiple locations, including Bryan-School Station, Round Rock, Lufkin, and McAllen, Texas.

During the School's first decade, course delivery methods were expanded to offer more diverse instructional 'classroom' experiences preparing undergraduate and graduate nurse trainees with online degree options. In addition, the capacity to support graduate courses by faculty at our Round Rock location was realized, and the school emphasized growing program offerings in McAllen and Lufkin with the inclusion of advising and instruction.

These dedicated and intentional activities have proactively positioned the Texas A&M School of Nursing to serve as the state and nation's most geographically, demographically, and ethnically inclusive nursing program.



Diversity Plan

School of Nursing faculty, staff, and students actively seek opportunities to support a positive and inclusive environment that welcomes all and are committed to a vision of diversity through an ongoing, dynamic process that shapes students, faculty, and staff before, during, and after their tenure at the school.

The Climate and Diversity Committee meets regularly to discuss, plan, and implement initiatives related to:

- Long-term recruitment of students, faculty, and staff that represent and reciprocate the state, nation, and world diversity to serve a global community.
- Retention of undergraduate and graduate students through inclusion training for faculty and staff and mentoring practices developed to support students in the classroom and beyond.
- Recruitment, development, and retention of full-time faculty and staff through consistent review and evaluation of interviewing, hiring, orienting, and mentoring practices.
- Foster, facilitate, and enhance the supportive environment in the school as we work and learn together.



Diversity Resources

- [Texas A&M University Health Diversity and Inclusion](#)
- [Texas A&M University's Office for Diversity](#)
- [Faculty, Staff, and Student Resources](#)

The School of Nursing, in accordance with and support of The Texas A&M University System, has articulated and fine-tuned an achievable diversity-driven mission and vision as follows:

Distinctions



National League for Nursing (NLN)

The Texas A&M University School of Nursing has earned the National League of Nursing's (NLN) prestigious designation as a Center of Excellence in Nursing Education™ (COE) in Creating Environments that Enhance Student Learning and Professional Development for the years 2020–2024. As a re-designation, this competitive award acknowledges the outstanding innovations, commitment, and sustainability of continued excellence within the School of Nursing since its initial designation as an NLN COE in 2016. Only 64 institutions hold the NLN Center of Excellence in Nursing Education designations.

More Accolades

- Ranked top ten for best nursing school in Texas by nurse.org
- Ranked #3 in the nation for best Bachelor Science in Nursing (BSN) program by besthealthdegrees.com
- Ranked #9 in the nation for the best online graduate nursing program at accredited institutions by U.S. News & World Report in 2021
- Ranked #1 in the nation for the best forensic nursing program by topnrntobsn.org
- 100% first-time pass rate on the nurse practitioner certification exam
- 99% pass rate on the NCLEX-RN® exam



Former Students & Friends

Graduates of the Texas A&M School of Nursing are officially members of The Association of Former Students of Texas A&M University. This Aggie Network has more than 500,000 former students university wide.

Since its inception in 2008, the Texas A&M School of Nursing has conferred thousands of degrees, including Bachelor of Science in Nursing (BSN) degrees, and expanded program offerings formalized in 2015, which include Master of Science in Nursing (MSN) degrees in nursing education, forensic nursing, and family nurse practitioner.

Committed to developing and maintaining relationships with former students and other supportive friends, our graduates are recognized as critical to the school's long-term success.

About Texas A&M University



Texas A&M opened its doors in 1876 as the state's first public institution of higher learning. Today, the University stands as a research-intensive flagship university dedicated to sending Aggie leaders out into the world prepared to take on the challenges of tomorrow.

Texas A&M University is one of only 17 institutions in the nation to hold the triple designation as a land-grant, sea-grant, and space-grant university. In July 1862, President Abraham Lincoln signed the Land Grant College Act—more formally known as the Morrill Act—bringing thousands of Americans to access knowledge and education. The act provided donations of public land to the states for funding higher education. The nation's 74 land-grant universities boast some of the top research programs in the world. Texas A&M is also a proud member of the American Association of Universities, comprised of the nation's premier research institutions.

In 1966, President Lyndon B. Johnson signed the National Sea Grant College Act into law, which created a network of universities focused on using and conserving aquatic resources. Already managing the Texas Maritime Academy in Galveston (later to become Texas A&M's branch campus), Texas A&M was named one of the nation's first four Sea-Grant colleges in 1971.

Texas A&M became a Space-Grant University in 1989 when the National Aeronautics and Space Administration (NASA) initiated the National Space Grant and Fellowship Program, a national network of colleges and universities dedicated to expanding American participation opportunities in NASA projects.

Texas A&M University is in the heart of the Houston-Dallas-Austin triangle and within a two-hour drive of 26 million of the state's 28 million residents; Texas A&M's main campus in College Station is home to more than 69,000 students. Another 5,200 are at the branch campuses in Galveston and Qatar and the School of Law, Higher Education Center at McAllen, and Health Science Center locations across Texas.

With 133 undergraduate degree programs, 175 master's degree programs, 92 doctoral degree programs, and five first professional degrees as options for study, Texas A&M is full of possibilities.

Texas A&M University is proud to be a Hispanic Serving Institution (HSI) designated by the U.S. Department of Education. This milestone means at least 25 percent of its undergraduate enrollment is Hispanic identifying. In addition, the Federal HSI designation provides schools with access to additional funding to improve enrollment and graduation rates among Hispanic students. This achievement is a significant step toward ensuring educational programs are accessible to everyone and that once they're enrolled, Hispanic students have what they need to learn, grow, and graduate into rewarding careers.

For more information about Texas A&M University, visit: [About Texas A&M - Texas A&M University, College Station, TX \(tamu.edu\)](https://www.tamu.edu)

Texas A&M Foundation



The Texas A&M Foundation builds a brighter future for Texas A&M University, one relationship at a time. The Texas A&M Foundation is a 501(c) (3) tax-exempt organization. Gifts made to the Foundation are tax-deductible to the extent permitted by law. [Texas A&M Foundation \(txamfoundation.com\)](http://txamfoundation.com)

About College Station

College Station's origins date from 1860, when the Houston and Texas Central Railway began to build through the region. Eleven years later, the site was chosen for the proposed Agricultural and Mechanical College of Texas, a land-grant school. Then, in 1876, as the nation celebrated its centennial, the school (renamed Texas A&M University in 1963) opened its doors as the first public institution of higher education in the state of Texas.



College Station is an energetic and innovative community filled with almost endless possibilities. Its authentic, friendly people and unique experiences make people feel genuinely welcome. Those who study, research, and teach at Texas A&M use their skills on campus and beyond to foster a productive climate of innovation and creativity. Many fine restaurants, stores, and hotels reflect that environment. Industries are cutting-edge, and leaders are entrepreneurial- just like the University.

For more information about College Station, TX, visit: [Home - City of College Station \(cstx.gov\)](http://cstx.gov)

Nomination and Application Process

Salary

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, Inc. is assisting Texas A&M University in this search. Applications and nominations are now being accepted. Confidential inquiries, nominations, and application materials should be directed to Greenwood/Asher and Associates, LLC. Interested applicants will be required to submit a comprehensive cover letter that addresses how their strengths and experiences match the qualifications for the position; curriculum vitae; and the names, addresses, emails, and telephone numbers of three to five professional references. 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 continue until an appointment is made.

Please direct inquiries, nominations, and application materials to:

Jim Johnsen- Email: jimjohnsen@greenwoodsearch.com

Joe Stanley - Email: joestanley@greenwoodsearch.com

Greenwood/Asher & Associates, LLC

42 Business Centre Drive, Suite 206

Miramar Beach, Florida 32550

Phone: 850-650-2277 / Fax: 850-650-2272

The logo for Greenwood/Asher & Associates, LLC is displayed within a dark blue rectangular box. The text "Greenwood/Asher" is written in a large, white, serif font, with a forward slash between the two names. Below this, "& ASSOCIATES, LLC" is written in a smaller, white, sans-serif font.

Texas A&M University is an Equal Opportunity/Affirmative Action/Veterans/Disability employer committed to building a culturally diverse educational environment. Applications from veterans, individuals with disabilities, women, minorities, and members of other underrepresented groups are strongly encouraged.