



TEXAS A&M UNIVERSITY  
**College of Nursing**



VISIT [TAMU.EDU](http://TAMU.EDU) TO LEARN MORE.

**TEXAS A&M HEALTH SCIENCE CENTER**

*Inviting Applications and Nominations for*

**Tenured / Tenure-Track  
Nursing Faculty**



**MYERSMCRÆE**  
EXECUTIVE SEARCH AND CONSULTING



The **College of Nursing (CON) at Texas A&M University** is seeking **two faculty members** with appointments to teach in Bryan or Round Rock, Texas, in the university's nationally ranked undergraduate and graduate program. The College of Nursing is also seeking **one faculty member** with an appointment to teach in Bryan, Texas, in the university's undergraduate program.



Texas A&M University opened in 1876 as the state's first public institution of higher learning. Today, it is a research-intensive main university dedicated to sending leaders out into the world prepared to take on the challenges of tomorrow. Learn more about the university, including our goals, mission, values, locations, leadership, and history at [tamuedu](http://tamuedu).

## TAMU COLLEGE OF NURSING

Committed to preparing nurses as leaders within their profession, the college provides the foundation from which graduates excel. Its degree, certificate, and continuing education programs are tailored to offer innovative academic opportunities through strategic partnerships and interprofessional collaborations. Their graduates gain clinical experiences in a variety of health care settings, offering unsurpassed training, knowledge, and compassion for all patients.

Texas A&M University (TAMU) College of Nursing is leading the way in research and outreach to bring health education to communities, reducing barriers faced in equitable access to exceptional health care. With state-of-the-art facilities, clinical locations across Texas, and a network of interdisciplinary partners in place, the faculty and students leverage experience and innovation in supporting population health.

The College of Nursing offers a Bachelor of Science in Nursing (Traditional, Second degree, and RN to BSN), MSN-Family Nurse Practitioner, MSN-Nursing Education, MSN-Forensic Nursing, DNP, graduate certificate in Forensic Health Care and PMHNP

post-graduate certificate. Future plans include a PhD program, an Aerospace Nursing and Extreme Environment Health Care program, and additional graduate and post-graduate certificate programs. The College of Nursing, a growing college within Texas A&M University, has programs located in Bryan, Texas (primary location), Round Rock, Texas, and a new campus planned for McAllen in Spring 2026.

The College of Nursing is one of five colleges that comprise the Texas A&M Health Science Center. Drawing from their vast network of scientists, educators, and clinical partners, they educate highly qualified graduates who are equipped to address the health needs of an ever-changing population in Texas, the nation, and the world. Texas A&M University is located in the twin cities of Bryan and College Station, Texas. It is home to over 70,000 students and is a member of the prestigious Association of American Universities.

***Learn more about the future of TAMU College of Nursing from the strategic plan.***



## CON PHILOSOPHY

The philosophy of the College of Nursing reflects its beliefs about the role and the education of the professional nurse. This philosophy represents a blend of nursing theories.

### Professional Nursing Practice Philosophy

Nursing is a balance of both art and science. The art of nursing involves the concepts of caring that foster respectful relationships and individual dignity and worth. The science of nursing is supported through inquiry, research, and other scholarly activities, and is manifested by evidence-based practice.

The professional nurse is a partner and an advocate for the health care consumer in an increasingly diverse and aging population. Professional nursing provides culturally competent care to individuals, families, and groups within their environments. Care of the physical, psychosocial, and spiritual needs is essential to the promotion, protection and maintenance of health.

The professional nurse functions in the roles of provider of care, coordinator of care, and contributor to the profession. Care is provided in and across all

settings and health care systems and uses a number of treatment modalities. As a provider of care, the nurse contributes a unique blend of knowledge, skill, and caring. As a coordinator of care, the nurse has the knowledge and authority to delegate nursing tasks to other health care personnel and to supervise patient care outcomes. As a member of the profession, the nurse conforms to the laws and code of ethics governing professional standards of nursing practice. In all these roles, the professional nurse accepts personal responsibility for lifelong learning.

### Professional Nursing Education Philosophy

Nursing education is a collaborative process among students, faculty, and the learning environment. It draws from the fields of physical and social science and liberal arts to support the acquisition of knowledge and skills essential for nurses to meet client, family, organization, and system needs. Course and clinical experiences throughout the curriculum are designed from simple to complex, beginning with foundational courses in liberal arts and sciences which are then built upon in nursing classes.



**THE MISSION OF THE COLLEGE OF NURSING** is to educate professional nurses of today and leaders of tomorrow through the provision of excellent educational programs in nursing. The college will identify, attract, and graduate students of high potential, especially those from groups who have been historically under-represented in Texas health care.

Furthermore, this mission will facilitate individuals, families, and groups in achieving the maximum state of well-being through education of highly skilled nurses, research, and service. The mission of the college will be enhanced through faculty contributions to community service, leadership, practice, and research.

**THE VISION OF THE COLLEGE OF NURSING** is to be a premier college of nursing and to educate and empower a diverse population of nurse leaders who will transform health and health systems through service, discovery, and knowledge.

**THE VALUES OF THE COLLEGE OF NURSING** are excellence, integrity, leadership, loyalty, respect, and selfless service. Standing on these values, the college strives for a culture of respect and integrity through shared governance and transparency, and appreciation for diversity and interprofessional collaboration.





## GRADUATE/UNDERGRADUATE FACULTY

**The College of Nursing at Texas A&M University is seeking two faculty members with experience in academic nursing education for a full-time tenured or tenure-track faculty appointment in Bryan, Texas or Round Rock, Texas.** The positions include teaching in their nationally ranked undergraduate and graduate program. The positions are full-time, 9-month appointments with a potential summer contract, beginning in January 2025 or sooner.

Applicants will be considered for the titles of Assistant Professor, Associate Professor, or Professor depending on experience and qualifications.

### Responsibilities Include

#### Teaching

**All tenured and tenure track faculty are expected to teach.** Instruction in the College of Nursing is complex, given the practice nature of the discipline, and includes content and clinical mastery. These expectations are broadly described as expectations to:

- Develop new courses according to curriculum and accreditation standards.
- Prepare course materials and examinations that are current, evaluated, and revised to improve student learning.

- Teach effectively in the classroom, clinical settings, and/or online environment.
- Select and manage quality clinical learning experiences in a variety of settings.
- Provide competent clinical supervision of students.
- Evaluate student performance effectively.
- Advise and mentor students for academic success.
- Maintain posted office hours.
- Collaborate with and mentor faculty peers.
- Maintain clinical currency and relevant certifications.

#### Research/Scholarship

**All tenured and tenure track faculty are expected to generate and disseminate new knowledge consistent with rank.**

General expectations include active participation in research and scholarship, and dissemination through publications/presentations. Specific levels or types of external funding are not required; however, research support as a principal investigator demonstrates that a panel of reviewers judged proposed work to be original and significant. Therefore, competitive external funding serves as an indicator of faculty research impact and reputation.



## Service

All faculty are expected to participate in service activities to the University, the college, and to the profession. Additionally, engagement in community service opportunities is encouraged. Faculty who are tenured as Associate Professors or Professors are expected to mentor junior faculty, chair university or college committees, and to be engaged in professional organizations/boards.

## Required Qualifications

### Education

- Earned PhD degree in nursing or in a related field with at least one graduate degree in nursing.
- Post-doctoral education preferred.

### Registrations, Certifications, and Licenses

- Candidate must be eligible for a Texas RN and/or APRN license depending upon credentials.

### Experience

- A clear record of scholarly outcomes in the broad area of human health, indicating strong potential for competitive extramural funding.
- Experience teaching at the BSN or graduate nursing level is required.

- Must be qualified for appointment at the Assistant Professor, Associate Professor, or Professor rank, and eligible for tenure consideration at Texas A&M University depending on rank.
- Tenure determination requires an accomplished record of teaching, research, and service.

## Knowledge, Skills, and Abilities

- Experience teaching academic nursing (face-to-face, online, or clinical courses) at the baccalaureate or higher level
- Demonstrated clinical expertise in nursing
- Strong writing, public speaking, and presentation skills
- Ability to lead as well as to function as a strong collaborator on interprofessional teams
- Highly organized
- Professional demeanor
- Ability to multi-task and establish effective working relationships
- Knowledge and understanding of the mission and role of the Land Grant University System





## UNDERGRADUATE FACULTY

**The College of Nursing at Texas A&M University is seeking one faculty member with experience in academic nursing education for a full-time tenured or tenure-track faculty appointment in Bryan, Texas.**

This position includes teaching in our nationally ranked undergraduate program. The position is a full-time, 9-month appointment with a potential summer contract, beginning in January 2025 or sooner. Applicants will be considered for the titles of Assistant Professor, Associate Professor, or Professor depending on experience and qualifications.

### Responsibilities Include

#### Teaching

**All tenured and tenure track faculty are expected to teach.** Instruction in the College of Nursing is complex, given the practice nature of the discipline, and includes content and clinical mastery. The expectations are broadly described as follows:

- Prepare course materials and examinations that are current, evaluated, and revised to improve student learning.

- Develop new courses according to curriculum and accreditation standards.
- Teach effectively in the classroom, clinical settings, and/or online environment.
- Select and manage quality clinical learning experiences in a variety of settings.
- Provide competent clinical supervision of students.
- Evaluate student performance effectively.
- Advise and mentor students for academic success.
- Maintain posted office hours.
- Collaborate with and mentor faculty peers.
- Maintain clinical currency and relevant certifications.

#### Research/Scholarship

**All tenured and tenure track faculty are expected to generate and disseminate new knowledge consistent with rank.** General expectations include active participation in research and scholarship, and dissemination through publications/presentations. Specific levels or types of external funding are not



required; however, research support as a principal investigator demonstrates that a panel of reviewers judged proposed work to be original and significant. Therefore, competitive external funding serves as an indicator of faculty research impact and reputation.

### Service

**All faculty are expected to participate in service activities to the University, the college, and to the profession.** Additionally, engagement in community service opportunities is encouraged. Faculty who are tenured as Associate Professors or Professors are expected to mentor junior faculty, chair university or college committees, and to be engaged in professional organizations/boards.

## Required Qualifications

### Education

- Earned PhD degree in nursing or in a related field with at least one graduate degree in nursing is required.
- Post-doctoral education preferred.

### Experience

- Candidates must have a clear record of scholarly outcomes in the broad area of human health, indicating strong potential for competitive extramural funding.
- Experience teaching at the BSN or graduate nursing level is required.

- Candidates must be qualified for appointment at the Assistant Professor, Associate Professor, or Professor rank, and eligible for tenure consideration at Texas A&M University depending on rank. Tenure determination requires an accomplished record of teaching, research, and service.

## Registrations, Certifications, and Licenses

- Candidate must be eligible for a Texas RN and/or APRN license depending upon credentials.

## Knowledge, Skills, and Abilities

- Experience teaching academic nursing (face-to-face, online, or clinical courses) at the baccalaureate or higher level
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# BRYAN-COLLEGE STATION

Bryan and College Station are twin cities in Brazos County, Texas, that form the Bryan-College Station metropolitan area. The area is located in the Brazos Valley region of East and Central Texas and is known as “Aggieland” because of the nickname for Texas A&M University’s sports teams and students. The university’s main campus is the center of the area’s social and economic life.

Born of converging cultures and built on deep Texas roots, Bryan is a community filled with authentic stories, people, and places – their legends. Their legends are ever-evolving while staying true to the Texas spirit. Bryan is conveniently located right in the heart of the “Texas Triangle.” That means it is less than a 3-hour drive from each of the largest metro areas in the state. Being approximately from Houston, 102 miles from Austin, and 175 miles from Dallas makes it easy to get to Bryan from just about anywhere!

College Station is an energetic and innovative community filled with almost endless possibilities. Its authentic, friendly people and unique experiences make visitors and new residents 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. The many fine restaurants, stores, and hotels reflect that environment. The industries are cutting edge, and the leaders are entrepreneurial- just like the university.

As of 2020, the Bryan-College Station metropolitan area had a population of 268,248, making it the 15th-largest metropolitan area in Texas. The two cities are about four miles apart and a nine-minute drive between them.



## Application & Nomination Process

*Confidential inquiries are welcomed, and nominations are invited.*



**MYERSMCRAE**  
EXECUTIVE SEARCH AND CONSULTING  
(478) 330-6222 [MyersMcRae.com](http://MyersMcRae.com)

### Applications

- 1) All application packets must include the following:
  - a) A letter of application that addresses the responsibilities and qualifications of the position
  - b) Current curriculum vitae
  - c) Statement of teaching philosophy
  - d) Statement of scholarship
  - e) Unofficial transcripts of all degrees and certificates earned (official transcripts will be required of finalists)
  - f) At least four references with full contact information including e-mail (References will not be contacted without consent from applicant.)
  
- 2) Submit application materials (preferably as PDFs) online.  
**Graduate/Undergraduate Faculty (two positions), apply here.**  
**Undergraduate Faculty (one position), apply here.**

Additional information is requested with the submission of materials. Applications will be reviewed on a rolling basis and the position will remain open until filled.

### Nominations

Submit nominations with complete contact and e-mail information for the individual being nominated.

**Graduate/Undergraduate Faculty, nominate here.**

**Undergraduate Faculty, nominate here.**

### Consultant

**Jennifer Barfield**, Executive Vice President of Myers McRae Executive Search and Consulting, is the lead consultant for this search. **Request a conversation regarding this search at [JenniferBarfield@myersmcr.com](mailto:JenniferBarfield@myersmcr.com).**



*The Texas A&M University System shall provide equal opportunity for employment to all persons regardless of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation or gender identity and will strive to achieve full and equal employment opportunity through the System for faculty and staff employees. Additionally, we must ensure employees know University and System policies and procedures.*