This leadership profile is intended to provide information about Texas A & M University and the position of Dean, The College of Geosciences. It is designed to assist qualified individuals in assessing their interest in this position.
The Opportunity

Texas A&M University invites inquiries, nominations and applications for the position of Dean of The College of Geosciences. The University seeks a distinguished, innovative scientist and leader who will collaborate with members of the College to develop and promote a vision that advances new understandings of the Earth system and prepares the next generation of geoscientists. The College of Geosciences, established in 1965, comprises four departments—Atmospheric Sciences, Geography, Geology & Geophysics, and Oceanography, and seven major research centers, including the International Ocean Discovery Program and the Texas State Climatologist’s Office. It is home to over 86 tenure-track faculty, 302 staff and 1,400 students.

The new Dean will be responsible for advancing the academic, intellectual, and financial well-being of the College, which excels in fundamental and applied research essential to solving some of society’s greatest challenges—climate change, extreme weather events, air and water quality, and development of sustainable energy and water resources—throughout Texas, the United States and globally.

Texas A&M University opened its doors in 1876 as the state’s first public institution of higher learning. Today it is a research intensive flagship university committed to developing educated leaders of character dedicated to serving the greater good through transformational learning. Located in the heart of the Houston-Dallas-Austin triangle, within a 2-hour drive of the vast majority of the state’s 30 million residents, Texas A&M’s main campus in College Station is home to more than 62,000 students. An additional roughly 5,800 students are enrolled at the two special purpose branch campuses in Galveston, TX and Doha, Qatar, as well as educational sites across Texas. The University offers more than 130 undergraduate, 170 master’s, 93 doctoral, and 5 first professional degree programs through its 16 colleges and schools and branch campuses. Texas A&M University, a member of the prestigious American Association of Universities (AAU), is one of only a small number of institutions with designations as a land-, sea- and space-grant university. The University’s faculty engage in productive discovery and innovation, ranking among the top 20 public universities in research expenditures each year, while extending this knowledge beyond the campus through partnerships with communities, industry and the people of Texas, the nation and the world.

The next Dean will promote the College’s outstanding record of science, teaching and service within the University, in Texas, nationally and internationally to bring greater recognition and awareness of the College and all of the departments and research centers within the College. The University seeks an individual with a track record of successful, transparent leadership of a complex organization and who possesses the interpersonal, managerial and communication skills necessary to build and operate an effective enterprise and work collaboratively with others. The successful candidate must have significant academic and administrative leadership experience and demonstrated achievements in fundraising and engaging constituencies. He or she must have a Ph.D. with a minimum of 10 years of experience. A Ph.D. in a relevant field and appointment as a tenured faculty member with fifteen years of experience is preferred. Additional information about The College of Geosciences can be found at https://geosciences.tamu.edu/.

For information on how to be considered or to submit nominations, please refer to the section entitled “Procedure for Candidacy” near the end of the document.
The College of Geosciences: An Overview

The mission of the Texas A&M University College of Geosciences is to advance new understandings of the Earth System, apply them to the needs of society and prepare the next generation of geoscientists to conduct research, to find and develop natural resources, and to measure and respond to environmental change.

The College’s vision is to lead in establishing the geosciences as the defining scientific discipline of the 21st century. The sustainable human society of the future depends more on innovation and application of discovery in the geosciences than on any other discipline. The field is essential to solving society’s grand challenges – global climate change, extreme weather events, air and water quality, and adequate energy and food supplies.

The College will lead by:

- recruiting and graduating students from diverse backgrounds who will lead in private industry, government, and education;
- producing interdisciplinary, innovative, technologically advanced research that is widely translated and communicated for the benefit of a global society; and
- preparing all students for thoughtful, life-long participation in public issues related to science, technology, and society.

The College of Geosciences offers a comprehensive program in geosciences research, education and engagement. It is made up of four academic departments—Atmospheric Sciences, Geography, Geology & Geophysics and Oceanography—and two programs, the Environmental Programs in Geosciences and the Water Degree Program.

The College offers a wide range of undergraduate and graduate degrees. The College offers undergraduate majors in the following areas:

- BS Geographic Information Science and Technology
- BS Geography
- BA Geology
- BS Geophysics
- BS Environmental Geosciences
- BS Environmental Studies
- BS Meteorology
- BS Oceanography

The College offers M.S. and Ph.D. degrees in the following areas:

- MS/Ph.D. Atmospheric Sciences
- MS/Ph.D. Geography
- MS/Ph.D. Geology
- MS/Ph.D. Geophysics
- MS/Ph.D. Oceanography
- Master of Geosciences--on campus and new online option
- Master of Ocean Science and Technology
- Master of Water Management
- Ph.D. Water Management & Hydrological Sciences
The Environmental Programs in Geosciences are interdisciplinary undergraduate programs that examine aspects of environmental issues from a scientific and policy-oriented perspective. Degrees are offered in Environmental Geosciences, a science-oriented plan, and Environmental Studies, which is a degree plan that balances science with an emphasis in environmental policy planning and implementation.

The Water Management & Hydrological Sciences Degree Program is an interdisciplinary graduate program that teaches strong technical skills in disciplines relevant to water resources including a broad understanding of hydrology and associated ecosystems, the interconnectedness of the sciences involved in hydrology and the interplay between the biophysical and social sciences in water management.

The College is home to several research centers and programs that focus on interdisciplinary and collaborative research aimed at addressing global issues that affect our everyday lives. Key programs within the College include:

- **International Ocean Discovery Program (IODP)** is an international research collaboration that coordinates seagoing expeditions to study the history of the Earth recorded in sediments and rocks beneath the ocean floor. The JOIDES Resolution Science Operator (JRSO) operates the scientific drillship JOIDES Resolution on behalf of the National Science Foundation. The IODP program is supported by a 5-year, $337 million grant from NSF.

- **Geochemical and Environmental Research Group (GERG)** is a center of excellence in applied geosciences within the College. Founded in 1981, GERG focuses on applied interdisciplinary research in the ocean and environmental sciences and serves the University and the State in matters pertaining to science and the environment. Regionally, nationally, and globally GERG links academic education and research in the College and University to the real-world needs of government and industry.

- **Texas Sea Grant** is a unique partnership that unites the resources of the federal government, the State of Texas and universities across the state to create knowledge, tools, products and services that benefit the economy, the environment and the citizens of Texas. The Texas Sea Grant College Program is a collaboration of the National Oceanic and Atmospheric Administration (NOAA), the State of Texas and universities across the state. Texas Sea Grant is part of NOAA's National Sea Grant College Program, a network of 33 university-based programs in coastal and Great Lakes states, Puerto Rico and Guam. Texas Sea Grant is headquartered at Texas A&M University in College Station and also has staff members located at Texas A&M University at Galveston and Texas A&M University-Corpus Christi, and in several other communities along the coast.

**Facilities**

The College of Geosciences is located on the main campus of Texas A&M University in College Station, Texas. The David G. Eller Oceanography & Meteorology Building (O&M Building) has a total of 109,609 square feet (10,183.0 m²) of office, classroom, laboratory and storage space and is home to the Departments of Atmospheric Sciences, Geography, and Oceanography. At 15 floors, it is the tallest building on campus, and hosts a Doppler weather radar System on the roof.

The Michel T. Halbouty Geosciences Building is named in honor of Distinguished Alumnus and successful oil and gas developer Michel T. Halbouty, class of 1930. It has a total of 70,191 square feet (6,521.0 m²) of office, classroom, laboratory and storage space, and is home to the Department of Geology & Geophysics.
The International Ocean Discovery Program is located in Research Park in a 45,277-square-foot (4,206.4 m²) custom built facility. It houses the Laboratory and Core Repository Facility, and provides facilities for visiting scientists from around the world.

GERG is located on 20 acres (81,000 m²) of land approximately five miles south of the Texas A&M main campus. It houses offices and laboratories for geochemical analysis. It is also the home of the data provider for the Texas Automated Buoy System (TABS), funded by the Texas General Land Grant Office since 1994 and developed by GERG to provide real-time observations of surface currents and water temperature in the Gulf of Mexico.

Texas Sea Grant’s headquarters office is located in the TAES Annex Building on campus and has extension staff who live and work coastal communities from Beaumont to Brownsville.

**Faculty, Staff and Students**

The College of Geosciences is home to 86 tenure-track faculty. The College’s faculty are among the most respected in their fields. The College staff numbers 302.

As of fall 2017, there were 1,075 undergraduate students, 156 master’s students and 184 doctoral students enrolled in geosciences degree programs.

**Resources**

As of the 2019 Fiscal Year, the annual university-allocated operating budget is $17.8 million, and total endowment market values are over $37 million.

**The Role of the Dean of Geosciences**

The Dean is the College’s intellectual champion and chief administrative officer. He or she will be responsible for advancing the academic and financial well-being of the College. The Dean will promote the College’s outstanding record of science, teaching and service to bring greater recognition and awareness of the College. Likewise, he or she will hold a significant and influential role in national scientific leadership and advancing the frontiers of the Geosciences.

The Dean is responsible for the overall success, strategic direction and operational excellence of the College including its four departments and its educational and research programs. He or she will lead in creating a shared vision, collaborative strategic planning processes and organizational changes in response to educational initiatives, the shifting landscape of research funding and higher education, emerging opportunities and challenges that might arise for the College.

In pursuing these responsibilities, the Dean, who reports to the Provost and Executive Vice President, will work collaboratively with the President and the Provost, College Deans, department heads, program and center directors, as well as the rest of the campus leadership team.

The Dean will advocate internally and externally for the College, working collaboratively across the campus to advance the goals of the College and the University, and garner the resources and support that will enable the College to succeed and fulfill its mission as part of a top ranked land-, sea- and space-grant university.
To fulfill these responsibilities, the Dean works closely with a senior academic and administrative leadership team comprised of the following:

- Departments Heads: Geography, Geology & Geophysics, Atmospheric Sciences and Oceanography
- Director, Environmental Programs
- Director, Water Programs
- Director, Geochemical and Environmental Research Group
- Director, Texas Sea Grant Program
- Director, International Ocean Discovery Program
- Executive Associate Dean and Associate Dean of Research
- Associate Dean of Academic Affairs
- Assistant Dean for Finance and Administration
- Recruitment Director
- Marketing and Communications Director
- Development Director

The Dean’s Office organization chart can be found in Appendix I of this document.

Opportunities and Expectations for Leadership

As the chief academic and administrative officer of the College, the Dean will provide strategic vision and operational leadership for all aspects of the academic enterprise, support and encourage excellence in faculty scholarship, and maintain a collaborative and transparent environment and community that supports the College’s faculty, staff, students, administrators and alumni. Among the many administrative responsibilities of the Dean, the following areas have been identified as key leadership objectives for the continued success of the College:

Advance Academic Excellence and a Vision for the Future

The Dean will collaborate with members of the College to develop and promote a vision for the future. This vision will inspire the College, with the Dean’s leadership, to a new level of excellence across the whole breadth of disciplines and subdisciplines represented in the College as well as its three-part mission of research, education and service. It will also serve as a means to strengthen connection and collaboration across the College’s departments to ensure a robust interdisciplinary environment where the College’s scientific and educational approach is stronger as a whole than the sum of its parts.

The Dean will continue to build and strengthen a research enterprise that works at the cutting edge of science. He or she will lead efforts to actively recruit, retain and develop top-tier faculty and post-doctoral fellows to increase the breadth, depth and quality of research and establish long-term, highly productive collaborations. The Dean will oversee management of over $91 million in research expenditures and ensure the highest level of research quality and accountability for return on investment of those funds. Included in those resources is a 5-year, $337 million grant from NSF to support the College’s participation in the International Ocean Discovery Program, an international research collaboration that coordinates seagoing expeditions to study the history of the earth recorded in sediments and rocks beneath the ocean floor.

The Dean will assure that the College continues to serve its students with academic programs and advising of the highest quality and effectiveness, promoting excellence through diversity in
undergraduate and graduate programs and faculty recruitment. The Dean will create and manage innovative academic programs that leverage modern educational approaches to reach and engage an expanded population of students to meet the demand for highly trained geoscientists and prepare all students for life-long participation in public issues related to science and society.

Enhance Relationships Across the Departments and Across the University

The Dean will work to enhance collaboration and shared vision across the College’s departments recognizing that the College can and will achieve more success when faculty work collaboratively within and across departments leveraging their unique strengths to address some of the most pressing problems facing the Earth system today.

The Dean will serve as the College’s chief advocate and will pursue and strengthen relationships across the University. The Dean will work proactively with other leaders across the University to initiate and build productive partnerships that will achieve mutually beneficial outcomes and leverage complementary strengths. The University brings a tremendous wealth of programs that provide natural synergies with the College including programs in agriculture, business, engineering, and public health, among many others. The Dean will be a highly collaborative leader and a model university citizen in promoting and creating partnerships.

The Dean will interact closely with the Provost and other University leaders on state and federal matters to ensure that the College is well positioned to advise elected officials on issues relative to the College’s scientific expertise and leadership. He or she will advocate for university, state and other resources on behalf of the College.

Promote and Increase the College’s Reputation and Visibility

As the College’s chief spokesperson, the Dean will be the key architect for bringing greater recognition and prominence to the College through various venues. He or she will campaign regionally, nationally and internationally for the geosciences and the many societal benefits of the College’s distinctive research, education and service programs.

The Dean will communicate effectively and broadly the work of the College’s faculty to the University, science community, the College’s alumni and supporters and the public. The Dean will communicate science and research results to a range of audiences through exceptional presentation skills.

The Dean will also promote activities that benefit the interests of the College and its collaborating institutions and partners. Realizing these objectives may include increasing support for faculty involvement in professional societies, editorial boards and participation in national and international committees, panels and symposiums that address the broad area of geoscience and related policy matters.

Enhancing the College’s reputation regionally and beyond also entails partnering with private industry, philanthropic foundations, other research institutes and universities to address specific issues and scientific educational programs that benefit Texas and society at large.

Ensure the College’s Long-Term Success and Operational Excellence

In addition to leading the College in a thoughtful and creative way that increases the impact of the College and provide new opportunities for faculty, staff, students and other stakeholders, the Dean
will ensure that the College functions effectively and efficiently as an operational unit. The Dean will seek to understand and represent fairly the needs and interests of each department while advancing the greater good of the College.

The Dean will become an expert on the College’s financial landscape and will ensure its financial well being. He or she is responsible for the fiduciary obligations and operational and business practices of the College, which includes annual expenditures of over $17.8 million in central base funding allocations. The Dean will monitor and assess the College’s processes and organizational structures to ensure best practices, accountability, operational efficiencies, appropriate centralization and cost effectiveness of scale.

He or she will play a vital role in nurturing and further strengthening relationships with key entities — NOAA, NSF, IODP, Texas Sea Grant, among others—to increase funding opportunities for the College. The Dean will be creative and entrepreneurial in identifying and developing diverse revenue streams—industry partnerships, educational programs, philanthropic opportunities, among others—to support the College’s mission.

The Dean will work collaboratively with the Texas A&M Foundation to support and enhance the College through increased fundraising, developing proactive alumni and donor outreach activities and fostering long-term relationships with constituents who benefit from and recognize the importance of environmental research and education. He or she will develop compelling gift opportunities that will advance the interests of the College and build its base of current use and endowed support.

The intellectual capital and human resources are the foundation of the College and its future, and therefore maintaining mentorship, training and professional development programs for faculty and staff are a critical responsibility of the Dean. Parallel to this effort will be retaining talent and developing recognition mechanisms to incentivize faculty and reward excellence, research productivity, scientific contributions and technological developments.

Maintaining, upgrading and, as appropriate, building facilities, laboratories and equipment will also remain vital to the long-term sustainability of the College. Designing efficient ways to fund and upgrade IT infrastructure, research equipment and the physical plant will be important, long-term objectives and responsibilities of the Dean.

**Champion Transparency, Diversity and Inclusion**

Texas A&M University and the College of Geosciences are committed to diversity and inclusion of all faculty, staff and students. The next Dean must continue to inspire and motivate staff at all levels while also recruiting and retaining a diverse and talented workforce. Given the many demographic and societal changes taking place nationally and internationally, the next Dean must also be attentive and sensitive to ensuring an organizational culture of openness, fairness and transparency that celebrates a diversity of thought and expression and that promotes an environment of tolerance, acceptance and inclusion. The new Dean must lend personal authority and passion to these efforts and ensure strong and consistent communications and collaborations across the enterprise.
Professional Qualifications and Personal Qualities

In supervising and directing the teaching, research and service missions of the College, the Dean will need to possess the academic credentials, professional administrative experiences and interpersonal skills to garner the respect of various constituencies and stakeholders and lead the enterprise. The Dean’s primary responsibilities include decisions or recommendations regarding budget, curricula, degree offerings, faculty and student recruiting, faculty development/tenure and promotion, fundraising, long-range strategic planning, matters of academic quality, promotion of College interests, research planning and student mentoring for the College. Specific qualities and qualifications of the ideal candidate include the following:

- A Ph.D. with a minimum of 10 years experience (required); a Ph.D. in relevant field and appointment as tenured faculty member with fifteen years of experience (preferred).
- Demonstrated ability to lead on a broad intellectual front for the environmental and related sciences.
- Advanced skill and demonstrated experience in strategic planning, budgeting, managing, executing, and administering a complex research institution or facility of similar scale, including the ability to balance strategies and opportunities with capabilities and funding.
- Advanced skill in effectively communicating the College’s mission and impact (orally and in writing) and advocating for programs, plans, activities and accomplishments to diverse audiences, including the scientific community, government agencies, state and federal legislators, alumni, donors and the public.
- Ability to lead and work in a collaborative fashion and to build and promote mutually productive partnerships both across the University and with external entities.
- Ability to construct the College budget including prioritization of department needs, seek requisite funds from the University’s state budget, and allocate funds among the departments and research units of the College.
- Ability to coordinate the search for and recommend appointment of department heads and research directors; ability to oversee faculty recruitment and development including working with department heads on matters dealing with salary administration, promotion, and tenure.
- Ability to promote teaching and research excellence among the faculty and students.
- Ability to coordinate and/or provide oversight of major research programs and centers such as Ocean Drilling, Geochemical and Environmental Research Group and Sea Grant with commitment to a high level of productivity and accountability.
- Experience and/or strong ability and skill to raise external funds and increase revenues.
- Demonstrated ability to work successfully with a range of constituencies, such as the University research community, appropriate governmental agencies, industry partners, alumni, philanthropic foundations and other interested entities.
- Leadership skills to inspire and motivate staff of all levels, and with a demonstrated commitment to fairness, diversity and inclusion.
- Experience and ability to deal with competing institutional stakeholder interests, limited resources and ambiguity.
Texas A & M University: An Overview

Texas A&M University is the state's first public institution of higher education. With a current student body of more than 49,592 undergraduate, 15,008 graduate and professional students across all locations and a physical campus of more than 5,200 acres, Texas A&M University is also among the nation's largest universities. Its origins, however, were much humbler. Texas A&M University owes its origin to the Morrill Act, approved by the United States Congress on July 2, 1862. This act provided for donation of public land to the states for the purpose of funding higher education, whose "leading object shall be, without excluding other scientific and classical studies, and including military tactics, to teach such branches of learning as are related to agriculture and mechanic arts."

The State of Texas agreed to create a College under the terms of the Morrill Act in November 1866, but actual formation didn't come until the establishment of the Agricultural and Mechanical College of Texas by the Texas state legislature on April 17, 1871. A commission created to locate the institution accepted the offer of 2,416 acres of land from the citizens of Brazos County in 1871, and instruction began in 1876. Admission was limited to white males, and, as required by the Morrill Act, all students were required to participate in military training.

In 1963, the Texas state legislature officially renamed the school Texas A&M University, with the "A" and "M" being a symbolic link to the school's past but no longer officially standing for "Agricultural and Mechanical".

Today, Texas A&M University ranks as the sixth largest university in the country, with more than 392,000 former students worldwide. The University is a member of the prestigious Association of American Universities, one of only sixty-two institutions with this distinction.

The University has an endowment valued at more than $5 billion, ranking forth among U.S. public institutions and tenth overall. Its faculty researchers generate more than $780 million in research expenditures annually, putting it twenty-third among all universities in total research expenditures. Texas A&M University is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award baccalaureate, master's, and doctoral degrees.

Texas A&M University is located in College Station, Texas, about 90 miles northwest of Houston and within a two- to three-hour drive from Austin and Dallas. The University is recognized as the home of the 12th Man, where students stand during football games to show support for the team — and for fellow Aggies — a personification of the AggieSpirit.
The Corps of Cadets is recognized among the nation's largest uniformed student bodies at more than 2,300 strong. Texas A&M University commissions more officers than any other institution outside of the nation's service academies. The University has been named second in the nation by The Wall Street Journal among all universities, public and private, in a survey of top U.S. corporations, non-profits, and government agencies, based on graduates that recruiters prefer to hire.

The George Bush Presidential Library and Museum opened in 1997 on West Campus, making Texas A&M University one of only a few universities to host a presidential library on their campus. President Bush maintains an active role in the University, hosting and participating in special events organized through the library.

**Rankings**

Texas A&M University ranks first in Texas in student retention and graduation rates — overall and for minorities, and first in the nation in "payback ratio" — what graduates earn compared to the cost of their college educations by Smart Money magazine. In 2016, it was ranked 2nd in Texas and 21st nationally as a “best value” among public universities by *U.S. News & World Report*, and in 2015 it was ranked 3rd in the nation among universities based on “contribution to the public good” by Washington Monthly. *Best College Reviews* ranked College Station, Texas as 21 out of the 50 Best College Towns in America.

**Mission Statement**

Texas A&M University is dedicated to the discovery, development, communication, and application of knowledge in a wide range of academic and professional fields. Its mission of providing the highest quality undergraduate and graduate programs is inseparable from its mission of developing new understandings through research and creativity. It prepares students to assume roles in leadership, responsibility, and service to society. Texas A&M University assumes as its historic trust the maintenance of freedom of inquiry and an intellectual environment nurturing the human mind and spirit. It welcomes and seeks to serve persons of all racial, ethnic, and geographic groups, women and men alike, as it addresses the needs of an increasingly diverse population and a global economy. In the twenty-first century, Texas A&M University seeks to assume a place of preeminence among public universities while respecting its history and traditions.

**Vision and Values**

People are Texas A&M University's most valuable asset. The University strives to maintain an environment which encourages all employees to achieve their personal and professional goals and aspirations as we work toward achieving the University's mission. In this environment, each person's individuality and contributions are respected. Texas A&M University recognizes that all people have rights at work, including the right to be treated with respect and dignity, the right to be recognized and rewarded fairly for performance, and the right to a work environment free from discrimination and harassment. The University is committed to these rights. All people at Texas A&M University are expected to treat each other in accordance with these rights.

Texas A&M University recognizes the importance of communication, and is committed to an environment which stresses open sharing of information and ideas, and values input from all people. Texas A&M University will strive for a work environment in which all people accept responsibility to contribute to the success of the University and are empowered to do so.
Finally, for this vision to become reality and endure, it must be continually communicated, supported, and upheld.

More information about Texas A&M University may be found on its website: www.tamu.edu.

**President Michael K. Young**

Michael K. Young became the 25th President of Texas A&M University on May 1, 2015, bringing a proven track record of academic leadership.

As president and tenured Professor of Law at the University of Washington from 2011 to 2015, he led the nation’s top public university in competing for federal research funding, as well as its ambitious plan to double the number of new companies based on UW research. He also launched the Global Innovation Exchange, a partnership in the State of Washington between the University of Washington, a major Chinese university and European universities. The University also more than doubled its fundraising during his tenure. Prior to that, he served as President and Distinguished Professor of Law at the University of Utah. Under President Young’s leadership, Utah raised its stature nationally and internationally, including becoming the nation’s top university in the number of new companies generated from university research. The University also built over a million square feet of academic and research space under President Young’s leadership.

Before assuming the presidency at Utah, he was Dean and Lobingier Professor of Comparative Law and Jurisprudence at the George Washington University Law School, and he was a professor at Columbia University for more than 20 years. He also has been a visiting professor and scholar at three universities in Japan.

A graduate of Harvard Law School, President Young has broad experience across legal, public service, and diplomatic arenas. He served as a law clerk to the late Chief Justice William H. Rehnquist of the U.S. Supreme Court, and he has held a number of government positions, including Deputy Under Secretary for Economic and Agricultural Affairs, and Ambassador for Trade and Environmental Affairs in the Department of State during the administration of President George H.W. Bush. Among many other international agreements, President Young worked extensively on the treaties related to German unification, as well as the North American Free Trade Agreement (NAFTA) and Uruguay Round negotiations leading to the World Trade Organization, and the U.N. Conference on Environment and Development. Subsequently, President Young served eight years on the U.S. Commission on International Religious Freedom, which he chaired on two separate occasions.

He is a member of the Council on Foreign Relations and a fellow of the American Bar Foundation.

**Provost and Executive Vice President Carol Fierke**

Dr. Carol A. Fierke, professor of chemistry and biochemistry, serves as Provost & Executive Vice President of Texas A&M University. In this role she provides oversight to the academic deans of 16 colleges and schools, 2 special purpose campuses, university libraries and a comprehensive set of academic affairs services and units.

Prior to joining Texas A&M, Dr. Fierke served as Dean of the Rackham Graduate School and Vice Provost for Academic Affairs – Graduate Studies at the University of Michigan. In addition, she was holder of the Jerome and Isabella Karle Distinguished University Professor of Chemistry. She held this appointment in the College of Literature, Science & Arts, as well as
professor of biochemistry in the Medical School.

A world leader in her field, Dr. Fierke is the recipient of the American Chemical Society’s Repligen Award in Chemistry of Biological Processes and the Protein Society’s Emil Thomas Kaiser Award for her contributions in the application of chemistry to the study of enzymes. Her research has been continuously funded by the National Institutes of Health, and has been funded by a number of other agencies and foundations, including the National Science Foundation, American Heart Association, American Cancer Society, Office of Naval Research and Keck Foundation.

Dr. Fierke received a Ph.D. in biochemistry from Brandeis University and a Bachelor of Arts in chemistry from Carleton College.

She has been honored for improving the campus environment for faculty and students, especially women in science, including active involvement with the University of Michigan ADVANCE program for highlighting diversity and excellence. She has won numerous awards and honors, including the 2016 American Chemical Society’s National Award for Encouraging Women into Careers in the Chemical Sciences, sponsored by the Camille & Henry Dreyfus Foundation, Inc.

College Station, Texas

Texas A&M University 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 University is the crossroads for everything from Broadway shows and the ballet to brown bag concerts and “battles of the bands.” The charming city of Bryan, Texas features meticulously restored buildings, a diversity of enticing restaurants and a
wealth of 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, just four miles down the road from Bryan. 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.

Procedure for Candidacy

Inquiries, nominations and applications are invited and should be sent electronically via e-mail to Texas A&M consultants, Suzanne Teer, Sohpie Stava and Brian Bloomfield at TAMUGeosciences@wittkieffer.com. Review of applications will begin immediately and continue until the position is filled. For fullest consideration, applicant materials should be received by August 15, 2018.

Candidates should provide a curriculum vitae, a letter of application that addresses the responsibilities and requirements described in this leadership profile, and the names and contact information of five references. References will not be contacted without prior knowledge and approval of candidates.

The Texas A&M University System is an Equal Opportunity/Affirmative Action/Veterans/Disability Employer committed to diversity.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Texas A&M University documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.
Appendix I: Dean’s Office Organization Chart
Witt/Kieffer is the preeminent executive search firm that identifies outstanding leadership solutions for organizations committed to improving the quality of life. The firm’s values are infused with a passion for excellence, personalized service and integrity.