



Texas A&M University
Dean, College of Veterinary Medicine & Biomedical Sciences

Position Profile



The Opportunity

Texas A&M University invites nominations and applications for an exceptional and visionary leader to serve as the next Dean of the College of Veterinary Medicine & Biomedical Sciences (VMBS). This individual will be committed to advancing the College's Land-Grant mission and continuing its trajectory toward academic and research excellence. As member of the Association of American Universities (AAU), as well as one of the nation's premier public R1 research universities, Texas A&M seeks a dean with a forward-thinking vision that embraces the value of research excellence, fosters creativity, and prioritizes community engagement, educational rigor, traditional and applied scholarship, teaching, global impact, and public service.

The Dean serves as the College's chief academic and administrative officer, reporting directly to the Executive Vice President and Provost. As the principal academic leader, the Dean provides both intellectual and administrative guidance, ensuring the College delivers innovative and relevant education for current and future generations of veterinarians. Key responsibilities include collaborating with faculty to revise and develop curricula, upholding high standards in teaching, research, creative activity, and service, and overseeing the College's budget. The Dean will lead faculty recruitment efforts, manage faculty personnel matters such as tenure, promotion, and renewal, and advocate for the College within the University and at the national level. The Dean will also work closely with the Texas A&M administration, deans of other colleges, faculty, and staff to advance the College's and University's goals. Additionally, the Dean will be responsible for engaging former students, cultivating relationships with potential donors, and leading outreach efforts at both the state and national levels.

The Position

Education, Experience & Qualifications

The next dean must be a visionary, politically astute, and committed to excellence in public service necessary to advance the College and inspire its multiple constituents. The successful candidate will possess the following important qualifications:



- › An earned doctorate in veterinary medicine
DVM or equivalent from an AVMA Accredited Institution
- › A record of distinguished professional and/or scholarly achievement that merits appointment as full professor at the College
- › Experience or significant exposure to teaching, clinical service, and research
- › Demonstrated administrative experience managing human and financial resources
- › A track record in fundraising
- › The intellectual leadership and vision to guide the College in maintaining and strengthening its reputation for excellence in undergraduate, graduate, and professional education
- › A commitment to shared governance and ensuring meaningful faculty participation in institutional governance
- › An understanding of the complex nature and operations of veterinary medicine and its role in society and awareness of issues in academic veterinary medicine, including wellness and student indebtedness
- › A commitment to excellence in research and a demonstrated ability to enhance research and scholarship
- › Strong communication and interpersonal skills, political savvy, and the ability to engage stakeholders through written and oral communications.



Responsibilities

- › Planning - Supervises planning in the College, including setting goals and priorities in collaboration with College and University-wide stakeholders, constructing the College budget, advocating for the resource requirements of the College departments and research units, and allocating funds among them, directing operations of professional staff, and leading advocacy efforts for policy initiatives and departmental strategic plans. Measures progress and evaluates results of strategic initiatives. Communicates the vision, successes, and priorities of the College to internal and external stakeholders and

advocates for the College in the University's long-term planning and policy-making processes.

- › Faculty and Staff - Oversees faculty and staff recruitment, retention, and development and works with department heads on salary administration, start-up funds, professional development, promotion, and tenure. Promotes teaching and research excellence among faculty and submits recommendations for recognizing outstanding achievements when appropriate. Reviews promotion and tenure processes and faculty development in all tracks and ranks. Coordinates searches for and recommends appointments of department heads and research directors. Oversees the College's teaching, research, and administrative functions and delegates responsibility to appropriate staff members. Supervises, evaluates, and ensures professional development for assigned staff. Communicates and works with various groups in a complex, dynamic environment that includes education and research.
- › Research - Demonstrates a strong commitment to supporting the research enterprise across all disciplines of the College while maintaining high academic standards. Oversees world-class, high-impact research initiatives.
- › Budgets - Collaborates with University administration to assess and respond to state academic and budget issues. Manages resources wisely by allocating human resources, space, technology, and budgets to support defined priorities. Oversees facilities planning and management.
- › Vision and Culture - Collaborates with College- and University-wide stakeholders. Conceives, fosters, communicates, and implements a shared vision for the College. Incorporating the various cultures reflected in the College, imagines new possibilities for advancing knowledge, educating students, and serving the University and the community. Responds strategically to change and navigates through challenges with composure. Promotes excellence and fosters opportunity and community among faculty, staff, and students.
- › Development - Participates with the College development officer in external fund-raising activities. Increases external financial support and revenue streams for the College by building deep relationships with former students and donors. Ensures the effective utilization of endowed funds in support of donor intent.



The College of Veterinary Medicine & Biomedical Sciences

For more than 100 years, the Texas A&M College of Veterinary Medicine & Biomedical Sciences (VMBS) has been dedicated to enhancing animal and human health through transformational education, discovery, innovation, patient care, and public service that impact an evolving world.

Professional Education

Ranked No. 4 in the United States and No. 7 in the world, according to the [2024 Quacquarelli Symonds \(QS\) World University Rankings in veterinary science](#), the College's Doctor of Veterinary Medicine (DVM) program is one of the largest in the nation, with 180 students accepted each year. The program's curriculum has been refined to prepare students for a variety of career paths within veterinary medicine; its success has been shown through the DVM Classes of 2023 and 2024, achieving North American Veterinary Licensing Examination pass rates of 99%, which is significantly higher than the nation's overall pass rate.

- › The College had the 4th largest graduating DVM Class in the U.S. in 2024
- › Veterinary students graduate with the 3rd lowest average debt load in the country
- › The Class of 2023 averaged three job offers per graduate, with 100% of employment-seeking degree candidates accepting an offer by graduation

Veterinary Medical Teaching Hospital (VMTH)

Texas A&M College of Veterinary Medicine & Biomedical Sciences is the only veterinary medical teaching hospital in Texas.

The Veterinary Medical Teaching Hospital (VMTH) at the Texas A&M College of Veterinary Medicine & Biomedical Sciences (VMBS) was established in 1916 when the Texas Legislature approved the creation of a public school of veterinary medicine and provided funds for the building of a veterinary teaching hospital. Today, the VMTH generates approximately \$15 million annually from clinical services provided to the public. In recent years, we have served animals referred from approximately 3,100 veterinarians in 163 of Texas' 254 counties and 37 of the 50 states.

The VMTH has a growing caseload of more than 24,000 cases per year. With a multidisciplinary faculty of over 180 veterinarians and a support staff of over 300 caring people in various disciplines, we can offer the most comprehensive range of specialized veterinary services for all species at the only veterinary teaching hospital in Texas.

Undergraduate Education

The College offers a distinctive, four-year undergraduate program in Biomedical Sciences (BIMS), a broad field of applied science directed toward understanding health and disease. The program prioritizes a One Health approach to education through courses emphasizing the interconnectedness of animal, human, and environmental health while bringing together students interested in careers that impact all



three. BIMS undergraduate students also have access to research and educational opportunities at the College Station and McAllen campuses and worldwide through education abroad experiences and research programs. These opportunities help prepare Aggies for success in professional school and beyond.

- › BIMS is the largest degree-granting undergraduate program at Texas A&M (both at the College Station and McAllen campuses)
 - 558 students graduated in FY24
 - 283 honors graduates in FY 24
- › Approximately 80% of BIMS graduates enroll in professional and graduate schools

Graduate Education

The College of Veterinary Medicine & Biomedical Sciences houses the Biomedical Sciences Graduate Program, the Science & Technology Journalism Master's Program, the Veterinary Public Health & Epidemiology Master's Program, and the Interdisciplinary Degree Program in Toxicology. The College also collaborates with other Texas A&M colleges on interdisciplinary programs in Biotechnology and Ecology & Evolutionary Biology.



Graduate programs in the College allow students to learn from face-to-face interactions with mentors, practice biosafety compliance, develop mentor-mentee relationships throughout their careers, and balance self-care and wellness with a goal-driven work environment.

The program includes:

- › 250 total graduate students
 - 140 Doctoral students
 - 110 Master's students
- › 91 MS and PhD students graduated in FY24

Satellite Campuses

Recent growth ensures the College's educational and research expertise stretches statewide.

- › The Veterinary Education, Research, & Outreach (VERO) program, housed on the West Texas A&M University campus in Canyon, brings more than 100 years of Texas Aggie veterinary excellence to the Texas Panhandle and is home to the College's 2+2 DVM program.

The program offers up to 18 students the opportunity to complete the first two years of their veterinary medical education at VERO



before joining their peers in College Station for their third and fourth (clinical) years. VERO is also a hub for research that addresses some of the top issues in the food animal industry today, such as antimicrobial resistance and bovine respiratory disease.

- › Since the Texas A&M University Higher Education Center at McAllen (HECM) opened in 2018, the College has played an important part in the center's success. It began by expanding the Biomedical Sciences (BIMS) undergraduate degree program to the region to prepare the next generation of medical and veterinary professionals for successful careers. The BIMS program is now the largest undergraduate program at HECM.

Also in [McAllen](#), the College brings veterinary outreach and research to the southern portion of the state with space in the new Texas A&M Health Nursing Education & Research Building set to serve as an important resource for the school's faculty and students studying transboundary infectious diseases, large animal biosecurity, zoonotic diseases, veterinary public health, and bilingual public outreach in South Texas.



When that new building officially opens in 2026, the College will use its dedicated 5,000-square-foot space for One Health programming, including a research laboratory and a home base for addressing the region's animal health needs.

Annual Report

[Annual Reports | VMBS News](#)

The Texas A&M College of Veterinary Medicine & Biomedical Sciences recently completed a strategic plan. The college's latest Annual Report highlights its aspirations and accomplishments.

[Research](#)

As a renowned research hub supporting animal, human, and environmental health, the College is home to faculty who engage in cutting-edge basic and clinical research and translational



research that seeks to bridge the gap between the basic and clinical sciences. Excellence in research at the College is evidenced, in part, by the millions of dollars obtained annually in extramural funding by faculty members, including significant funding from the National Institutes of Health, National Science Foundation, U.S. Department of Agriculture, private foundations, industry, and the State of Texas during recent years.

In FY24, College faculty received 62 research awards, contributing to the College's \$44.5M in research expenditures. Among the outstanding research happening at the College is:

- › In July 2024, Dr. Angela Arenas received a \$5 million grant from the United States Department of Defense's Defense Threat Reduction Agency to support detecting and preventing brucellosis in Armenia. Her team will conduct a five-year study to evaluate the presence and prevalence of each *Brucella* species in animals and dairy products, improve local detection capabilities, and provide education and training to Armenian scientists, policymakers, and community members. [Texas A&M Researchers To Study Brucellosis In Armenia](#)
- › The Canyon, Texas-based VERO Research Team pursues collaborative research focusing on disease prevention and mitigation, microbial ecology, and prudent use of antimicrobial drugs and alternatives. By emphasizing molecular biology and genomics, their highly impactful research strives to improve the sustainability of animal agriculture and provide an abundant and healthy food supply. In FY24, the VERO research team was awarded \$9.7 million in funding to address pressing animal agriculture issues such as bovine respiratory disease and antimicrobial resistance. [Research - VERO](#)

Fundraising Campaign

The College's top priority is completing its new Clinical Veterinary Teaching & Research Complex (CVTRC), the college's \$181 million small new animal hospital. The construction of which was approved by the Texas A&M University System Board of Regents in November 2024.

The fundraising campaign for the building was officially announced in March 2023 with the **lead, \$20-million gift** from Linda and Dennis '68, '71 Clark. The project has also received generous support from the Texas Legislature, the Texas A&M University System, and Texas A&M University, as well as many other alumni and friends, whose partnerships generated more than \$10 million during the campaign's quiet phase.



The approximately 135,000-square-foot building will be located on the corner of Agronomy Road and Raymond Stotzer Parkway, where Veterinary Medical Sciences Building 507 currently stands, and approximately 500 feet from the location of the current Small Animal Teaching Hospital (SATH). Vaughn Construction began the first phase of the CVTRC project in December 2024, with phase two — which includes site preparation and building foundation construction,

will start in June. The new hospital, designed by Page Architects with associate architect Foil Wyatt, is slated for occupancy in August 2027.

Since the current Small Animal Teaching Hospital facility opened in 1981:

- › The College's Doctor of Veterinary Medicine (DVM) class size has grown from 138 to 180 students
- › Hospital caseload has grown six-fold
- › Clinical services have grown from two to 17
- › Services offering clinical trials have at least doubled

In support of the need for additional space, SATH services, such as Primary Care Services and Rehabilitation and hospital administration, will remain in their current locations and will continue to work with the specialty services in the CVTRC to provide clients and patients with an exceptional experience.

The new hospital and the Clarks' gift will support the College's aspirations to become a research-intensive tertiary care center—the best in the world, offering cutting-edge medicine with compassionate care.

Texas A&M College of Veterinary Medicine & Biomedical Sciences (VMBS)

Departments

- [Large Animal Clinical Sciences \(VLCS\)](#)
- [Small Animal Clinical Sciences \(VSCS\)](#)
- [Veterinary Integrative Biosciences \(VIBS\)](#)
- [Veterinary Pathobiology \(VTPB\)](#)
- [Veterinary Physiology & Pharmacology \(VTPP\)](#)

Programs and Centers

- **Schubot Center for Avian Health:** Founded in 1987, the Schubot Center for Avian Health is a multidisciplinary academic group dedicated to solving avian health problems through advanced research. The Schubot Center is housed within the College of Veterinary Medicine & Biomedical Sciences (VMBS) at Texas A&M University in College Station, Texas with a membership of over 75 faculty, students, staff, and clinicians across 7 departments and 3 Colleges/Schools on the Texas A&M University campus. Our mission is to improve the health of birds and the environments in which they live through research, teaching, and outreach. We support laboratory and field studies across Texas, the US, and international locations.
- **Rural Veterinary Practice Preclinical Externship:** Developed in 2024 in partnership with the Texas A&M College of Medicine as part of the College's commitment to graduating veterinarians prepared to serve communities of all sizes, this program allows

first- and second year DVM students to complete a two-week summer externship in a small-town Texas veterinary clinic while being introduced to the variety of experiences within small-town culture.

- **Stevenson Companion Animal Life-Care Center:** Unique to the College, this center provides for the physical, emotional, and medical needs of companion animals whose owners are no longer able to provide that care. Center clients include pet owners who want to ensure their pet's future before entering a retirement home, being hospitalized for an extended period, or predeceasing their pet. Established in 1993, the center is a focal point of compassion and dedication to animals' optimum care, which is provided in a home-like environment that includes full-time staff members and four veterinary students who reside at the center to care for the animals 24/7.
- **Gastrointestinal Laboratory:** The GI Lab provides specialized testing services to help veterinarians diagnose and treat gastrointestinal diseases in dogs and cats. Our testing services may help in the management of pets with vomiting, weight loss, diarrhea, loss of appetite, or poor body condition.
- **Superfund Research Center:** The Texas A&M Superfund Research Center, housed in the Texas A&M College of Veterinary Medicine & Biomedical Sciences, focuses on understanding and mitigating the health and environmental consequences of exposure to hazardous chemical mixtures following disaster events.
- **Center for Environmental Health Research:** The Texas A&M Center for Environmental Health (TiCER) is a National Institute of Environmental Health Sciences (NIEHS) Environmental Health Sciences Core Center that recently returned to the Texas A&M College of Veterinary Medicine & Biomedical Sciences. The center promotes research in four areas of environmental health – climate change and health, environment and metabolism, environmental justice and policy, and environmental stressors and their responses. Its main goal is to drive innovative solutions that address one of those target areas, with a focus on underserved populations in urban and urbanizing areas.
- **Center for Educational Technologies (CET):** The Texas A&M Center for Educational Technologies is dedicated to advancing education by developing, implementing, and evaluating innovative educational tools and resources. CET supports the College of Veterinary Medicine & Biomedical Sciences' scientists by developing educational and outreach programs to support technical research activities. Additionally, CET works collaboratively with other universities, industry, and state, federal, international, and non-governmental agencies to provide access to innovative and engaging educational resources.

- **Interdisciplinary Faculty of Toxicology (IFT):** The Interdisciplinary Faculty of Toxicology is a degree-granting graduate program that trains future toxicologists in novel scientific discoveries. Housed in the Texas A&M College of Veterinary Medicine & Biomedical Sciences, the program ensures trainees develop a broad set of complementary competencies that span multiple disciplines, from basic biology to exposure science, biostatistics, and epidemiology. Trainees also must understand how data and knowledge are translated into decisions and policy. Areas of research include mechanistic toxicology, public health, risk assessment, exposure science, cancer biology, epidemiology, and modeling/data science.

The College of Veterinary Medicine & Biomedical Sciences Leadership



Dean - John R. August, BVetMed, M.S., DACVIM, assumed the role of dean on July 1, 2020, after serving as interim dean. A native of Surrey, England, he graduated with honors from the Royal Veterinary College, University of London, in 1973 and is a member of the Royal College of Veterinary Surgeons.

The College of Veterinary Medicine & Biological Sciences Leadership Team.

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



Texas A&M's main campus in College Station is home to more than 80,000 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. Texas A&M is one of only 17 institutions nationwide to hold the triple designation of land, sea, and space-grant university. The University is also a proud member of the American Association of Universities, comprised of the nation's premier research institutions. Texas A&M offers 133 undergraduate degree programs, 175 master's degree programs, 92 doctoral degree programs, and five professional degrees as options for study.

Texas A&M Leadership

President - General (Ret.) Mark A. Welsh III was named the 27th president of Texas A&M University on December 12, 2023, after serving as interim president since July. He previously served as dean of the Bush School of Government and Public Service after retiring from the U.S. Air Force.

Provost – Dr. Alan Sams is the Executive Vice President and Provost for Texas A&M University. He was appointed interim provost in August 2022 after returning to Texas A&M to serve as vice president of operational innovation. He assumed the permanent position of provost in June 2023.

Texas A&M Foundation

The Texas A&M Foundation is ranked second among public university foundations nationwide, with an endowment of \$2.6 billion. It serves as Texas A&M's primary academic fundraising institution. The Foundation partners with the Association of Former Students and its 575,000 members, corporations, and other supporters to create scholarships, advance faculty endeavors, enhance student programs, and fund college programs and campus construction.

Bryan & College Station

The Bryan/College Station (BCS) twin cities create an energetic community that has been thriving, innovating, and growing over the past decade, with a current combined population of over 280,000, filled with almost endless possibilities. Its authentic, friendly spirit and unique experiences make people feel genuinely welcome. This community is home to Texas A&M University, located in the heart of the Houston-Dallas-Austin triangle region and within a two-hour drive of 26 million of the state's 31 million residents.

For more information about College Station, TX, visit: <https://www.cstx.gov/> –

For more information about Bryan, TX, visit: <https://www.bryantx.gov/>

Nomination & Application Process

Compensation

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood Asher & Associates is assisting Texas A&M University in this search. Applications and nominations are now being accepted. For a complete application package, please submit a cover letter and CV to DeanCVMBS@greenwoodsearch.com.

Submission of application materials as PDF attachments is strongly encouraged.

Inquires and nominations should be directed towards:

Julie Holley, Associate Vice President of Executive Search
julieholley@greenwoodsearch.com

850-687-5104

Maggie Mayes, Senior Executive Search Consultant

maggiemayes@greenwoodsearch.com

850-869-9993

The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

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