

SEARCH PROFILE:

DIRECTOR OF THE CLINICAL LABORATORY
SCIENCES PROGRAM



TEXAS A&M **INTERNATIONAL** UNIVERSITY

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Texas A & M International University (TAMIU) is seeking candidates for the Inaugural Director of the Clinical Laboratory Science program in the College of Nursing and Health Sciences. The successful candidate will be an effective, innovative and collaborative leader who will build and develop a new bachelor's in clinical laboratory science (BSCLS) program in a growing international University of nearly 9000 students, serving as the cultural and intellectual hub of a vibrant multilingual and multicultural community. The College of Nursing and Health Sciences (CNHS) has seen progressive growth and will be adding a new State-of-the-art Health Sciences Education and Research Center in Fall, 2025. The addition of a BSCLS program strategically positions the College and the University to add to its growing interdisciplinary College and address the medically underserved communities it serves and the health needs of the region. Reporting directly to the Dean of the College with both teaching and administrative responsibilities in a 10.5-month clinical track appointment, the Director of the BSCLS program will be a key leader in advancing the mission of TAMIU and preparing students to practice in an increasingly complex and multicultural society.



OVERVIEW OF TEXAS A&M INTERNATIONAL UNIVERSITY

A Member of The Texas A&M University System, Texas A&M International University (TAMIU) is a primarily Hispanic-serving, State-assisted university founded in 1970. Its 300-acre campus is located in northeast Laredo on former ranchland.

The campus is home to a diverse enrollment of nearly 9,000 students from 31 countries and 28 US states. TAMIU offers transformative undergraduate, graduate and doctoral degrees in the arts and sciences, business, education, and nursing. As its name affirms, the University focuses on developing an international academic agenda for the State of Texas. The University's 30,000+ graduates lead lives of change and impact worldwide.

TAMIU's ability to dramatically impact its graduates' social economic mobility has been praised by Stanford University's Equality of Opportunity Project, the American Council on Education, and CollegeNet.

TAMIU has been recognized as one of the nation's Top Ten-ranked Southern Colleges in Washington Monthly Magazine's 2024 College Guide "Best Bang for the Buck," ranking #5. TAMIU also earned a # 2 ranking for low net price. WalletHub recently ranked TAMIU 8th among Texas's Top Ten Universities in its College & University Rankings 2025 and was the only A&M System regional campus to crack the Top Ten.

Texas A&M International University nurtures its students' academic and social development through instruction, research, and service to be responsible and productive members of our global society.



ACADEMIC PROGRAMS (COLLEGES OVERVIEW)

Texas A&M International University is comprised of five Colleges/Schools, the Graduate School and the Sue and Radcliffe Killam Library. Colleges and Schools include the A. R. Sanchez, Jr. School of Business, the College of Arts and Sciences, the College of Education, the College of Nursing and Health Sciences and University College. The University offers a range of baccalaureate and

masters programs and the Doctor of Philosophy degree in International Business and the Doctor of Philosophy in Criminal Justice. Programs focus on developing undergraduate and graduate offerings with a progressive international agenda for global study and understanding across all disciplines.

ACCREDITATION

Texas A&M International University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award baccalaureate, masters, and doctorate degrees. Texas A&M International University also may offer credentials such as certificates and diplomas at approved degree levels.

The undergraduate and graduate programs in the Dr. F. M. Canseco School of Nursing in the College of Nursing and Health Sciences are accredited by the Texas Board of Nursing and the Accreditation Commission for Education in Nursing.

STRATEGIC PLAN

The University's Strategic Plan, 2023 – 2030, developed by a cross-section of the campus' faculty, staff, and students drives its development. Goals include acting as a social catalyst, advancing research excellence, empowered student success and wellness, excellence

in advancement and stewardship, transformative international experiences and visionary academic programs and faculty. Clear objectives and strategies are outlined for each in the Strategic Plan. For further information, see: [Strategic Plan 2023-2030](#).

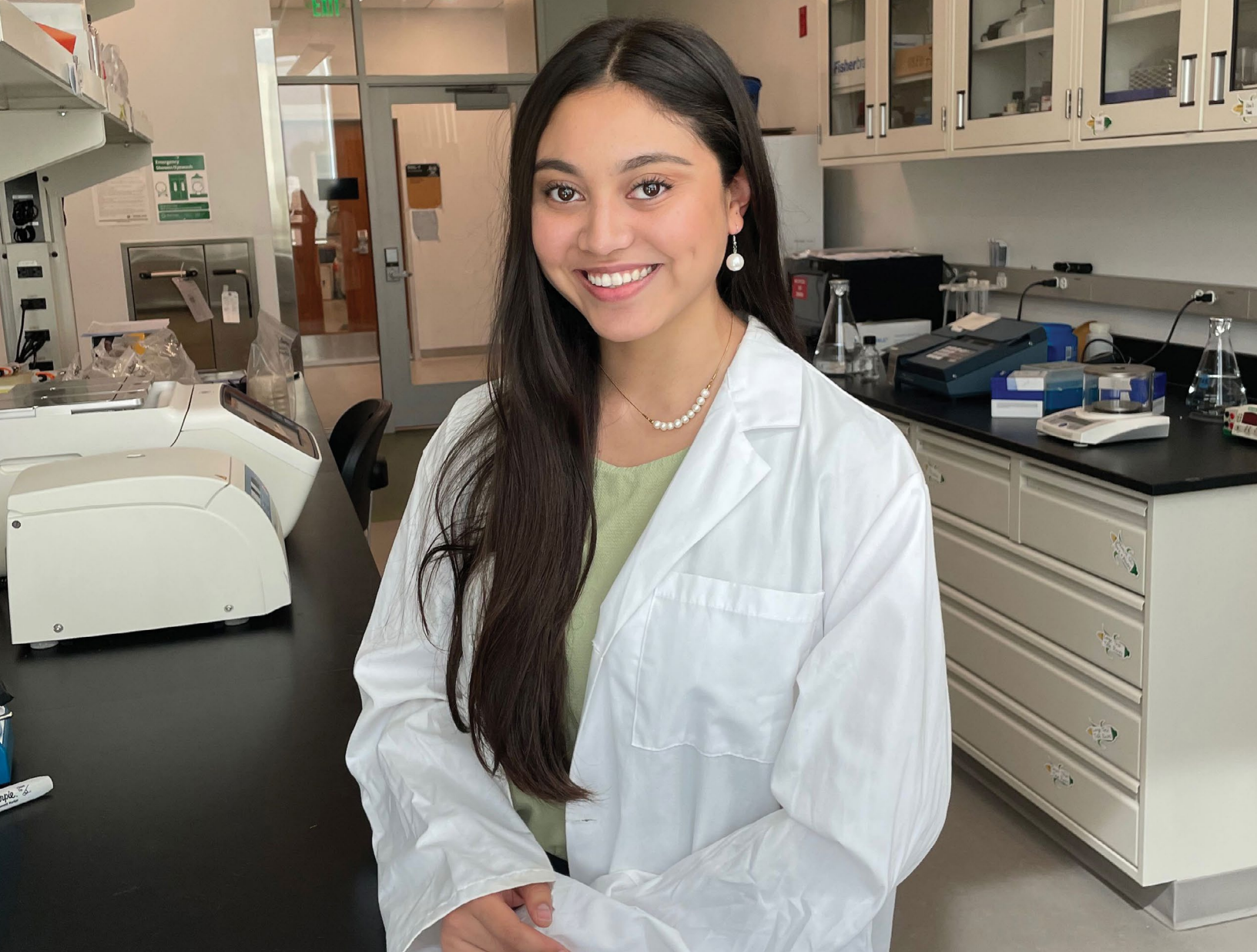
LOCATION – LAREDO AND SURROUNDING COMMUNITY

[Laredo](#) is 156 miles south of [San Antonio](#), 158 miles west of [Corpus Christi](#), and 153 miles north of [Monterrey, Nuevo León, México](#). It is located at an enviable crossroads of international business and life and its history hallmarked by seven sovereign flags.

A downtown revitalization project is currently underway and major commercial development projects are

underway. Laredo is one of Texas's and the nation's fastest-growing communities. Ranked the safest city in Texas by WalletHub (2024), its rich history, colorful environment, and tropical climate nurture a pleasant lifestyle for all.

For more information see the [Laredo Visitor Guide 2020](#).



COLLEGE OF NURSING AND HEALTH SCIENCES

The mission of the College of Nursing and Health Sciences, Dr. F. M. Canseco School of Nursing, is to prepare professional health care providers to improve the well-being of complex populations.

The college is in a unique position because of its geographic location to prepare health care providers with distinct critical-thinking skills and practical responsibilities through innovative and enhanced hands-on classroom and clinical experiences. Academic programs in the college include formal and informal components with a focus on providing care to a diverse population amid rapid changes in health care systems and treatment.

The faculty of the College of Nursing and Health Services (CNHS) are committed to educating outstanding clinicians, scholars, health advocates, mentors and leaders who will be instrumental in addressing the health

care needs of communities. Strong communication skills are essential to enactment of these roles and health care providers must also be increasingly concerned with the ethical, legal, political and socioeconomic dimensions of their practice.

Health care professionals use the therapeutic process that engages the patient, families and communities for the purpose of meeting health needs. Health care providers understand health and illness to be relative conditions that include life experiences and biological phenomena. Effective health care providers utilize a broad framework based on the humanities and the social and biological sciences. Furthermore, the provider-patient relationship requires a broad understanding of diverse individuals and communities along with the therapeutic use of self.

HISTORY

The Dr. F. M. Canseco School of Nursing grew from the commitment of the Laredo community to address the unmet health needs of the city and surrounding border area. The curriculum, designed for the special needs of a culturally diverse population, is based on theories of transcultural nursing and human caring. The innovative, community-based curriculum combines mastery of acute clinical nursing competencies with effective community development strategies. Approval was received in September 1994 for a baccalaureate completion program (RN/BSN) for Associate Degree Registered Nurses, and the first students were admitted in January 1995. The RN/BSN program received full accreditation from the Texas Board of Nursing in May 1996. Following the graduation of the first student and in October 1997, the program earned 5 years initial accreditation from the

National League for Nursing Accrediting Commission.

Success of the RN/BSN program and the increasing need for Registered Nurses in Laredo and the surrounding community led to approval of the Basic Bachelor of Science in Nursing (BSN) program for implementation in Fall 1998. Reaccreditation of the BSN programs and initial accreditation of the MSN program by Accreditation Commission for Education in Nursing (ACEN) was received in 2004.

Previously under the College of Education, the Kinesiology and Communication Disorders programs moved to the College of Nursing and Health Sciences under the Health Science department in the Summer of 2019. The CNHS began to offer a Bachelor of Science in Public Health beginning in 2020.

COMMUNITY PARTNERSHIPS

The growth and development of the Dr. F. M. Canseco School of Nursing has been made possible by the outstanding support received from the Laredo community. The Lamar Bruni Vergara Trust and Mercy Health Systems of Texas provided funding for program development, faculty and student support. Spacious,

state-of-the-art facilities in the Dr. F. M. Canseco Hall and an endowed scholarship fund serve as a family memorial to a noted Laredo physician and his wife, Dr. F. M. and Consuelo Canseco. Other endowed scholarships honor Laredo families and local philanthropic organizations also offer scholarships to nursing students.

FACILITIES (NEW BUILDING)

The state-of-the-art Health Science Education and Research Center (HSERC) is the newest addition to the 300-acre campus and part of a \$71.2 million construction and expansion. The three-story HSERC will be an interactive clinical building promoting learning and research within the health sciences, one of TAMU's fastest-growing study areas. It will accelerate interaction

with the public by TAMU faculty and students and be a home for greater clinical/demonstration appointments through public-facing communications disorders, kinesiology research, and public health. It will be a fitting home for programs prioritized by the 88th Legislative Session—Clinical Lab Sciences and the Doctor of Physical Therapy.





LEADERSHIP AGENDA FOR THE DIRECTOR OF THE CLINICAL LAB SCIENCES PROGRAM/GENERAL RESPONSIBILITIES

The selected candidate will join the TAMU community during a time of growth and expansion in the health sciences. The Inaugural Director of the Clinical Laboratory Science program offers a unique leadership opportunity to lead and shape strategy and brings a health care discipline critical for input and confirmation of diagnosis and treatment to a medically underserved community. With a multicultural student population, priority leadership agenda areas for the Inaugural Director include:

- **Build and create a Bachelor of Science in Clinical Laboratory Science program for launching in fall, 2025.** The Director will have responsibility for leading the initial accreditation process with the National Accrediting Agency for Clinical Laboratory Science (NAACLS), development of curriculum, development of BSCLS specific policies and procedures and ensuring the BSCLS program follows all state and national accrediting and professional bodies.
- **Provide leadership for academic excellence in the launch of the BSCLS program.** Hiring and collaborating with faculty will be an important part of the Inaugural Director's agenda for launching the program, development of syllabi and content for related coursework, and establishment of clinical sites for internships. As the Director of the BSCLS program, teaching, advising and administrative responsibilities will be contingent on programmatic needs as the program develops. A reduced load (2-2) is expected to allow the Director in developing and growing the program. Other opportunities for new program offerings will be possible for the future after a successful launch.
- **Demonstrate and build a culture of research and scholarly productivity** through grants and publications and attendance at professional conferences and meetings. With the expansion and construction of a Health Sciences Education and Research Center (HSERC) slated for opening in 2025, this will provide opportunities for learning and research within the health sciences and provide a showcase for greater interdisciplinary clinical/demonstration appointments for the community.
- **Exercise and demonstrate a strong collaborative style of leadership and change management.** A key priority for the new Director of the BSCLS program is to lead in a strong collaborative style and to be skilled in change management and working with others to further the goals of the institution. While working with others internally and externally, the Director will be an important change agent for the institution in moving forward with academic excellence, ongoing assessment and review, and innovation in programming to meet the academic and clinical needs of students and the growing needs of the surrounding region.
- **Demonstrate strong community engagement,** working with community-based organizations to develop clinical sites for student internships, and addressing health care disparities in public health. The opportunity to provide service to the community through planning and participation of various programs to address health care disparities in public health will be an important part of the Director's role.
- **Build on the mission, vision and values of TAMU and the College in development of the BSCLS program** and addressing the health of the region. Through expansion and the launch of the BSCLS program, the University further serves to prepare students for leadership roles in the health care field in an increasingly complex, multicultural society. A demonstrated commitment to working with a multicultural population and first-generation college students will be a critical requirement for the Director.



REQUIREMENTS, CHARACTERISTICS AND ATTRIBUTES

The ideal candidate to become the Inaugural Director of the Bachelor of Science in Clinical Laboratory Science Program will possess:

MINIMUM REQUIREMENTS:

- Master's degree in clinical laboratory sciences, education or a related field from an accredited program (doctoral degree preferred)
- A record of teaching, scholarship, and service commensurate with appointment at the rank of Clinical Associate Professor, with a minimum of three years of higher education experience
- Certification as a Medical Laboratory Scientist either from ASCP-BOC or ASCPi-BOC

DESIRED EXPERIENCE & ATTRIBUTES

- Excellent communicator with strong interpersonal and listening skills. Ability to engage collaboratively with multiple constituents on campus internally and with the external community.
- Experience in program development and assessment
- Supervisory experience, which may include hiring, developing, and mentoring faculty
- Strong financial and business skills, with experience in budgetary and fiscal management
- Strong record of publications or potential for sustained publications in peer-reviewed publications
- Established track record of securing external grant funding
- Experience building partnerships and promoting collegiality and collaboration amongst internal and external constituencies
- Preferred experience with professional accreditation processes
- Ability to teach in areas that strengthen or complement TAMIU undergraduate program



APPLICATION AND NOMINATION PROCESS

Academic Search is assisting Texas A & M International in this national search. Applications, nominations, and expressions of interest may be submitted in confidence to: DirectorClinicalLabSciences@academicsearch.org.

Applications should consist of:

- A letter of interest that addresses qualifications;
- A complete curriculum vitae (CV);
- The names and contact information (phone and email) of three professional references, none of whom will be contacted without prior notification to the candidate.
- Unofficial transcripts specifying conferred degree (official required later in process)

The position is open until filled, but only applications received by **March 7, 2025** can be assured full consideration.

Confidential conversations about this opportunity may be arranged by emailing the Senior Consultant for the search: Suzanne Mellon at Suzanne.Mellon@academicsearch.org or via the following booking link: [Suzanne's Calendar](#).

EQUAL EMPLOYMENT OPPORTUNITY (EEO)

Texas A&M International University shall provide equal opportunity for employment to all persons regardless of race, color, sex, religion, national origin, age, disability, genetic information or veteran status, sexual orientation, or gender identity and shall strive to achieve full and equal employment opportunity for its employees (refer to [System Policy 08.01 - Civil Rights Protections and Compliance](#) and [System Policy 08.01.01 - Civil Rights Compliance](#)).

All positions are security-sensitive. Applicants are subject to a criminal history investigation, and employment is contingent upon the institution's verification of credentials and/or other information required by the institution's procedures, including the completion of the criminal history check.

Equal Opportunity/Affirmative Action/Veterans/Disability Employer.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Texas A & M International in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations.

Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience.

Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

