



TEXAS WOMAN'S UNIVERSITY™

DEAN FOR THE
COLLEGE OF PROFESSIONAL EDUCATION



FALL 2024



**Learn about a
Million Dreams at TWU**

THE OPPORTUNITY

Texas Woman’s University (TWU) invites applications and nominations for an innovative, experienced leader to serve as the Dean for the College of Professional Education.

This presents an opportune moment as the university has garnered remarkable recognition in academics, research, and service. Additionally, TWU is entering an unprecedented comprehensive capital campaign, expanding its healthcare programming significantly, and addressing the commercial pilot shortage by introducing an aviation school. Notably, the Texas Legislature, recognizing TWU’s distinctive mission, established the Texas Woman’s University System as the first university system in the nation with a woman-focused mission just two years ago.

The Dean for the College of Professional Education will play a pivotal role in advancing the university’s curriculum, providing effective leadership for the faculty, overseeing research endeavors, and spearheading the development of strategic and innovative programs that align with and enhance TWU’s mission and strengths. The dean will report to the Executive Vice President for Academic Affairs & Provost.

INSIDE THIS PROSPECTUS

- About the University2
- Mission & Vision2
- Fast Facts3
- Strategic Plan5
- Student Life6
- Academics7
- Faculty8
- College of Professional Education...9
- Research10
- The Campuses 11
- About the Position12
- Leadership Opportunities12
- The Position13
- Qualifications14
- Applications15



WE ARE PIONEERS

ABOUT TEXAS WOMAN'S

Founded in 1901 as a women's college, the university has grown its mission of serving marginalized populations in higher education over the past 120-plus years. For eight consecutive years, *U.S. News & World Report* recognized the university as having one of the top 10 most ethnically diverse student bodies in the nation and in 2023 ranked the university among the nation's best for social mobility. Additionally, *Forbes* and the *Wall Street Journal* recognized the university as a top pick in 2023, and the *Wall Street Journal* ranked the university 7th in the nation for overall student experience. Also in 2023, Texas Woman's earned the coveted *Seal of Excelencia*, a certification that demonstrates a university's commitment to accelerating Latino student success. Less than 1% of colleges and universities have earned this distinction.

The nation's largest woman-focused university system, TWU produces leaders in the fields of education, the arts, sciences, business, nursing and the health professions. Students have described their experience on the picturesque, flagship Denton campus as "a private feel at a public cost." It is the only public, general academic university in Texas to offer doctoral degrees in occupational therapy, physical therapy, dance and multicultural women's and gender studies. Men account for about 10% of the student population.

Since becoming a system in 2021, the university plans to form independent universities for its health science centers in Houston and Dallas. Denton, just north of the DFW area, is consistently named one of the nation's best college towns, and Dallas and Houston have world-class museums, performing art centers, entertainment districts and professional and collegiate sports venues. As a whole, the university has a \$1.8 billion annual economic impact on the state.

MISSION & VISION

Texas Woman's University cultivates engaged leaders and global citizens by leveraging its historical strengths in health, liberal arts, and education and its standing as the nation's largest public university primarily for women. Committed to transformational learning, discovery, and service in an inclusive environment that embraces diversity, Texas Woman's inspires excellence and a pioneering spirit.



LEADING THE WAY WITH NATIONAL AWARD

The American Council on Education (ACE) recognized TWU with the ACE/Fidelity Investments Award for Institutional Transformation.

1st four-year institution in Texas to receive the award

A UNIVERSITY SYSTEM FOR ALL



Denton

12,619 Students

89% Female | 11% Male



Dallas

1,738 Students

90% Female | 10% Male



Houston

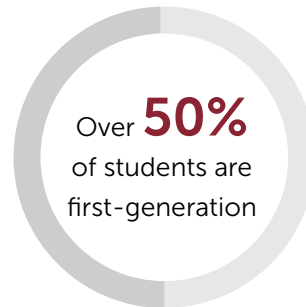
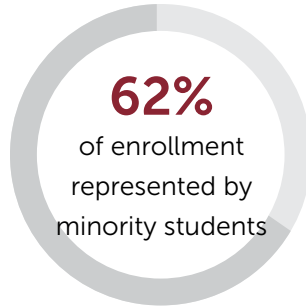
1,004 Students

86% Female | 14% Male

#1 in Texas for students with children
(Intelligent.com)

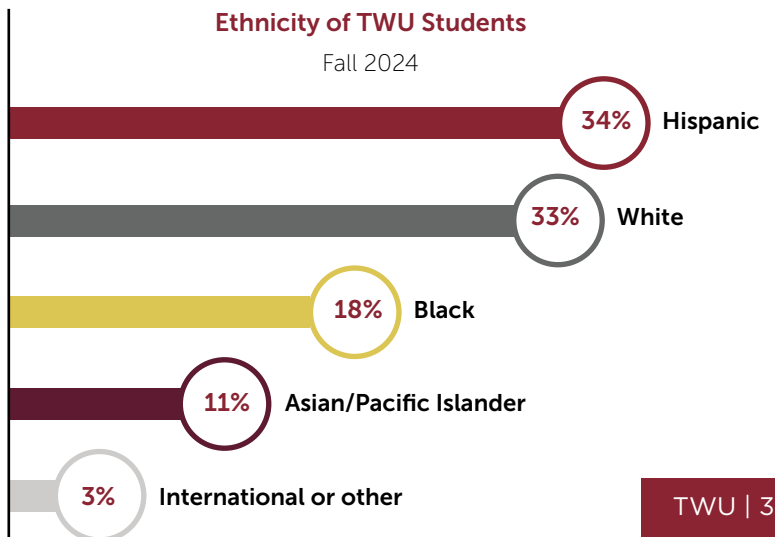
#2 in Texas and #5 in nation for campus ethnic diversity
(USNWR)

#7 in the nation for best student experience
(The Wall Street Journal)



Nation's Largest
Woman-Focused University System

Earned the **Seal of Excelencia**
making it a top university for Latino student success



HIGH RANK & DESIGNATIONS

**No. 2 for economic mobility
of all universities in North Texas**

(Economic Mobility Index Rank by thirdway.org)

**Top 5%
Best Online Master's in Education Programs**

(U.S. News & World Report)

Top performers on social mobility in Texas

(U.S. News & World Report)

Best U.S. Colleges

(The Wall Street Journal)

America's Top College 2025

(Forbes)

**Carnegie-classified
doctoral professional university**

MAKING A DIFFERENCE THROUGH COMMUNITY OUTREACH

Bezos Academy

COPE students will get experiential learning opportunities in a Montessori-focused, tuition-free child care center for the community.

Continuing Professional Education

Teachers in the area or online can earn TEA-required continuing professional education hours through TWU.

Grow Your Own

COPE provides pathways for paraprofessionals in multiple school districts throughout Texas to pursue bachelor's degrees and Texas teacher certification.

Counseling & Family Therapy Clinic

Human Sciences houses a Counseling and Family Therapy Clinic open to the public, providing counseling for families and couples, adults and children.

A LIFELONG VALUE

Most affordable

4-year institution in Texas
(College for all Texans)

\$0 Loan debt

36% of May 2024 graduates
earned a bachelor's degree debt-free

Annual tuition

and fees for undergraduates is lower than
the Texas university average

80%

of TWU teachers are still teaching 10 years
after graduation. Compared to Texas average of 50% of
teachers who leave profession in 5 years or less.

#1 in DFW

for graduate earnings vs cost
(Dallas Business Journal)

96%

pass rate for Initial Teacher Certification for TWU students

Momentum

WOMEN

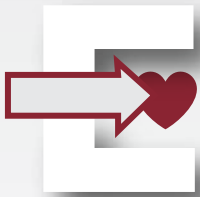
STRATEGIC PLAN 2028



LEVERAGE

the power of our systemness to serve our communities better

Established in 2021, Texas Woman's University System is the first and only university system in the United States with a woman-focused mission. This distinction gives us an opportunity to multiply the power of our contributions, scaling what works across our three campuses while at the same time tailoring it to a distinct mission in teaching, research, and community outreach.



ELEVATE

student prosperity into the heart of all we do

Texas Woman's focuses on the whole person to help our students thrive. Moving beyond wealth, prosperity embodies a fullness of life. To best meet the needs of our students, we seek to prepare them to enter their chosen field, expand professional and social networks, promote positive physical and mental health, and plan for financial reality. With this foundation at the heart of all we do, students can build lives based on their individual needs, goals, and circumstances.



AMPLIFY

the social impact aspects of our mission and brand

At Texas Woman's University, we are driven by our institutional mission to advance education and our historical strengths of empowering women and those traditionally marginalized. We envision a transformative approach to amplifying the social impact of our mission and brand. To accomplish this, we will prioritize documenting and boosting existing social impact efforts, as well as supporting emerging ones. Through leveraging interdisciplinary and collaborative education, research, and service opportunities, we will bridge academia and practice.



DOUBLE

the number of STEM opportunities

Women lead and inspire in science, technology, engineering, and mathematics (STEM). Giving more women equal opportunities to pursue—and thrive in—STEM careers ensures a diverse and talented workforce, enhances women's economic security, and prevents biases in STEM fields as well as the products and services they produce. By encouraging discovery in an inclusive environment, Texas Woman's seeks to double the existing STEM opportunities and increase the number of women entering the STEM workforce.



[Learn More About Momentum](#)



STUDENT LIFE

STUDENT-FOCUSED APPROACH

Texas Woman's has created a learn-by-doing culture across all disciplines that encourages student engagement, fosters discovery and promotes leadership at all levels. Students are encouraged to step outside their comfort zones and discover talents and skills they might have otherwise overlooked. Through a myriad of activities, organizations, leadership opportunities and a dedicated network of support services, students take part in a transformational process that encourages them to be lifelong learners, passionately engaged with their communities, devoted to service, and committed to a lifestyle of health and wellbeing.



QEP
Amplify Your Impact

ACADEMICS

At TWU, students learn from and work with faculty members who pursue leading research in their fields. Smaller class sizes mean students get more opportunities for one-on-one time with instructors.

OUR STUDENTS:

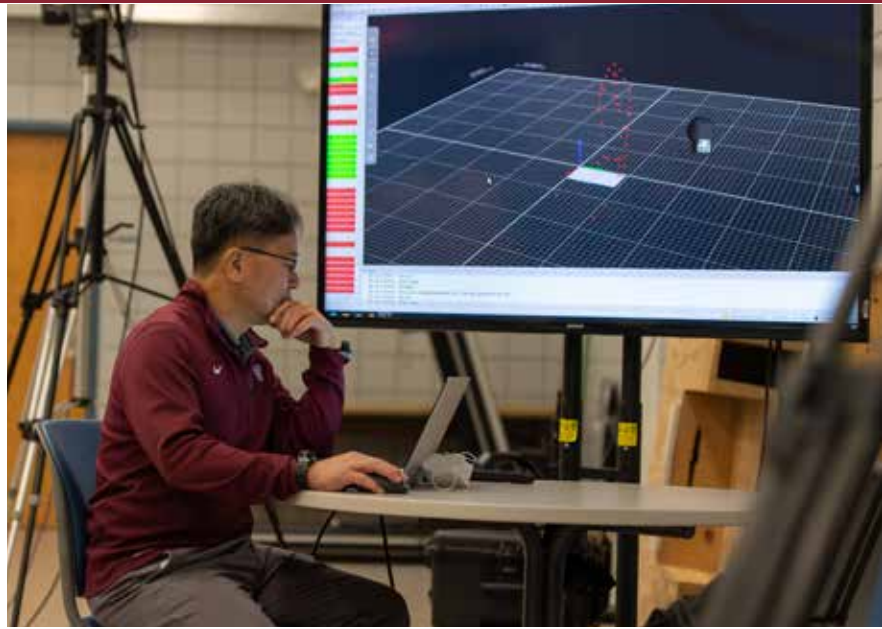
- Present research at regional, national and international conferences
- Win prestigious awards, and
- Achieve major internships at companies across the U.S.



FIVE COLLEGES

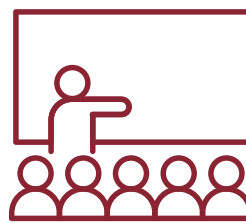
The **College of Arts and Sciences**, with more than 3,700 students, is the largest of the five colleges at Texas Woman's. It offers most of its programs on the Denton campus. The areas of studies include arts, humanities, social sciences, natural sciences, mathematics, and computer science. The **College of Health Sciences** offers programs in Denton, Dallas, and Houston as well as online. Its academic programs include the School of Occupational Therapy, the School of Physical Therapy, the School of Kinesiology and Health Promotion and programs in communication sciences, dental hygiene, and nutrition and food sciences. The **College of Nursing** offers programs on all three campuses, including undergraduate, master's, and doctoral programs. The **College of Professional Education** includes programs library and information studies, human sciences, and education. The **Merrilee Alexander Kick College of Business** offers programs in accounting, business administration, finance, management, human resource management, marketing, and healthcare administration. It offers innovative seven-week terms.





FACULTY

Texas Woman's faculty and staff are steadfast advocates of an experiential teaching and learning environment — we learn to do by doing — where they provide students with opportunities to engage in campus, workplace and community activities that can help shape their sense of purpose, their appreciation for building meaningful personal and professional relationships, and their tenacity to overcome life's challenges.



FACULTY DEMOGRAPHICS

990 faculty Members

Denton 68% | Dallas 20% | Houston 12%

Full-time 53% | Part-time 47%

Female 77% | Male 23%

Faculty Degrees

Doctoral 61% | Master's 35% | Bachelor's 1%





**TWU
Reading
Recovery**

COLLEGE OF PROFESSIONAL EDUCATION

For 115 years the College of Professional Education has produced graduates prepared for both the present and future challenges in their professions. The College of Professional Education (COPE) includes programs in library and information studies, child development, child life, family studies, marriage and family therapy, counseling and development, teacher education including early childhood education, educational leadership and higher education, literacy, language, and multilingual studies. One of the few Reading Recovery and Descubriendo la Lectura Training Centers in the U.S. is also housed within COPE.

The three schools that comprise COPE are the School of Library and Information Studies, School of Human Sciences and the School of Education. Two of the graduate programs in Human Sciences are externally accredited by the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE) and the Council for Accreditation of Counseling and Related Educational Programs (CACREP) while the education programs are accredited by the Texas Education Agency (TEA).

The School of Education prepares teachers for early childhood education (PK-3), elementary (EC-6), middle school (4-8), special education, bilingual education, English as a Second Language (ESL), and works across other colleges and departments to prepare teachers in high school content areas and all level certifications such as Art, Dance and Music. The school also offers graduate level certification programs for aspiring principals and superintendents.

The School of Library and Information Studies prepares librarians for school, public, academic, and special libraries through master's level and certification programs.

Programs & Clinics

Counseling & Family Therapy Clinic:

twu.edu/counseling-family-therapy-clinic

Reading Recovery:

twu.edu/reading-recovery

Educator Preparation Program:

twu.edu/epp

Office of Clinical Practices:

twu.edu/office-clinical-practices



Technology in COPE Video



RESEARCH

The College of Professional Education promotes a culture of research excellence and innovation with collaboration across disciplines and stakeholders.

College faculty increased grant awards by \$747,000 in the 2022-23 fiscal year. Grant awards focused on preparing school counselors, developing curriculum for students to better recognize bias, and leadership development for college students.

Innovative student-focused grant initiatives include Grow Your Own partnerships with school districts to support paraprofessionals pursuing degrees and teacher certification, providing rural students pathways to master's degrees, and utilizing virtual reality to help students develop counseling skills.

In 2024, the college launched Research and Innovation Fellow Awards. The Research Fellow is expected to advance significant research while the Innovation Fellow focuses on developing groundbreaking programs and strategies to increase enrollment, improve retention rates, and enhance the college.

The college hosts a Research and Innovation Speaker Series for invited guests and Research Talks for college faculty to present current research in a collegial atmosphere to build camaraderie and collaboration.



THREE CAMPUSES - ONE HEART



TWU - Denton Campus

DENTON

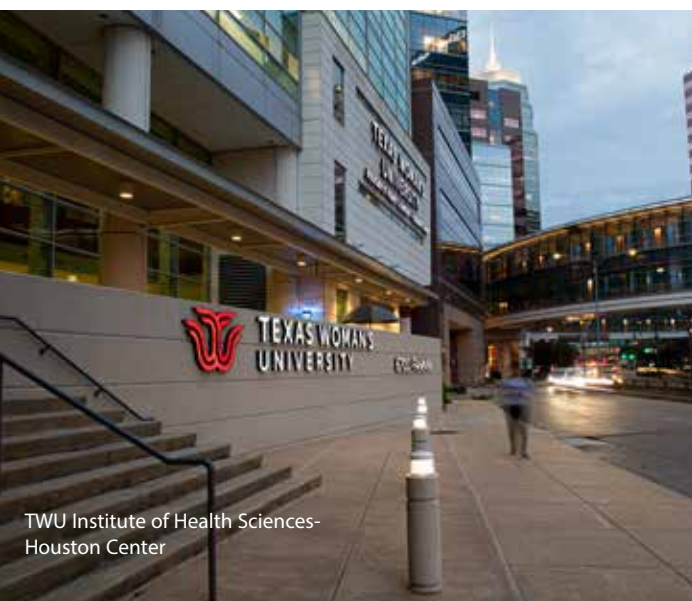
TWU's Denton campus offers programs in nursing, liberal arts, fine arts, the sciences, health sciences, business and education, and it's just 40 miles from the Dallas-Fort Worth Metroplex, assuring our students easy access to major arts, culture and career possibilities. Under construction with a scheduled completion date in 2025, the Denton campus will host one of the newest and innovative Health Sciences Centers in the region. The interprofessional and experiential programming will expand accessibility to quality health care for underserved, underrepresented and rural populations through clinics and treatment outreach including telehealth and telerehabilitation.



TWU T. Boone Pickens Institute of Health Sciences-Dallas Center

DALLAS

The nursing program got its start in 1954 at Parkland Hospital in Dallas. Today, the T. Boone Pickens Institute of Health Sciences - Dallas Center offers programs in nursing, occupational therapy, physical therapy, health care administration, and an MBA. The center also houses the renowned Mike A. Myers Stroke Center. The institute educates an average of 2,000 nursing and allied health professionals annually while the Stroke Center provides over 5,000 hours of clinical treatment at no cost to members of the community. In 2024, TWU welcomed the inaugural president of the Dallas campus, Monica Christopher. Christopher works with students, faculty, staff and key stakeholders to ensure Texas Woman's is a key contributor to the higher education landscape in Dallas.



TWU Institute of Health Sciences-Houston Center

HOUSTON

Located in the largest medical center in the world, Texas Woman's Institute for Health Sciences was established in 1960. TWU is a proud member of the eight different academic and research institutions, as well as the 21 different hospitals that comprise the Texas Medical Center. The Houston Center is located in a 10-story, 202,000 sq. ft. facility where undergraduate and graduate students are enrolled in a number of programs including health care administration, nursing, nutrition and food sciences, occupational therapy, physical therapy, and an MBA. TWU welcomed Monica G. Williams, PhD, a seasoned higher education leader with a strong background in partnerships and fundraising, as the inaugural Houston campus president in 2024.

LEADERSHIP OPPORTUNITY

The Dean will work with a Provost who is a very positive, optimistic leader who is looking for the same! There are so many great things happening – for students, for leaders AND for faculty – at TWU.

1. Building Trust and a Collaborative Culture The new Dean will have a tremendous opportunity to build relationships, trust, and a collaborative culture through fostering transparency and listening to faculty and staff concerns and ideas.

2. Leading Academic Excellence and Research Growth Poised at the threshold of R2 designation, TWU seeks a Dean who will build on this momentum to advance both our distinguished teaching tradition and our expanding research enterprise. The successful candidate will implement innovative approaches to help faculty balance these complementary missions, ensuring sustainable workload models that enable both high-impact teaching and productive scholarship. This leadership will be crucial in furthering our dual commitment to student success and research excellence.

3. Implementing Consistent and Transparent Policies The COPE has recently gone through a reorganization and changes in workload policy. The new Dean will have the opportunity to ensure that these policies are clearly communicated, fairly implemented, and consistently applied across all departments, with an emphasis on transparency in decision-making.

4. Strengthening Faculty and Staff Morale The new Dean will be able to positively impact faculty and staff morale by creating an environment where faculty and staff feel respected, recognized for their achievements, and supported. This will involve regular communication, celebrating successes, and providing opportunities for professional development.

5. Enrollment and Resource Allocation As in many universities today, the college faces challenges related to challenging enrollment and constrained resources. The new Dean will work to develop strategic initiatives to recruit and retain students while also advocating for equitable resource distribution within the university. This will involve building partnerships and securing external funding to supplement the budget.

6. Managing Reorganization Aftermath Recent changes have been made to restructure departments within the college into schools. The new Dean will work to ensure that all programs receive the resources and support they need. Building cohesion and ensuring each school feels equally valued will be key.

7. Advocating for Faculty and Staff in University Leadership The new Dean will act as an advocate for COPE within the university, ensuring that the needs of the college's faculty and staff are heard and addressed at higher levels of leadership.

8. Enhancing Communication Across the College The new Dean has an opportunity to enhance both internal and external communication, ensuring that faculty, staff, and students are informed about decisions, policies, and initiatives. This includes establishing regular forums for feedback and dialogue.

9. Supporting Accreditation and Program Quality The new Dean will work to strengthen ties with accrediting bodies, ensure programs meet certification requirements, and advocate for resources to improve academic quality. Elevating the college's reputation as a leader in teacher preparation is a high priority.

10. Promoting Stability and Long-Term Leadership COPE seeks a Dean committed to long-term stability and success. The new Dean will focus on creating a strategic vision for the college that fosters continuity, stability, and growth. Through a long term commitment to the university and college, the new Dean can help restore confidence in the college's leadership and build a sustainable future.

11. Strategic Enrollment Growth Addressing enrollment challenges by creating targeted strategies to attract and retain students in key programs. This could include partnerships with local school districts and creating pathways for students into the College's programs.

12. Innovation in Program Delivery The Dean has the opportunity to encourage and foster the development of innovative teaching methods, like hybrid and online education models, to cater to a wider demographic of students, including non-traditional students or those seeking professional development in education.

13. Financial Stewardship The Dean will lead the charge on securing new funding sources, such as grants, endowments, or partnerships with industry or governmental bodies, to ensure the College's financial health and to foster investment in critical programs.

THE POSITION

KEY RESPONSIBILITIES OF THE DEAN OF PROFESSIONAL EDUCATION INCLUDE:

- Actively works to promote collaborative interdisciplinary, interinstitutional, and education and community-related partnerships.
- Provides academic leadership for the college.
- Oversees the short and long range goals and objectives for the college.
- Provides leadership establishing and meeting enrollment goals.
- Establishes, implements, and monitors policies and procedures for the college.
- Provides information and makes recommendations to the Provost on all matters related to the college.
- Serves as liaison between the college and TWU central administration.
- Directs and evaluates the work of the department(s), associate deans and other direct subordinates within the college.
- Provides leadership and guidance in faculty and staff searches.
- Recommends faculty for promotion and tenure consideration.
- Formulates and administers the college budget.
- Sets priorities for resource allocation and utilization.
- Works with appropriate departments to develop external funding



Visit the
COPE
website

The university takes pride in providing students with a whole person educational experience.



REQUIRED QUALIFICATIONS

- Earned PhD or Ed.D in a discipline represented in the College.
- Established record of teaching, research, and service that aligns with the university's standards for the rank of full professor.
- A minimum of five years of progressively responsible academic administrative leadership experience, demonstrating achievement in leadership roles.
- Extensive experience in curricular development, budget management, research facilitation, and securing external funding.
- Demonstrated success in academic leadership and the management of instruction.

DESIRED QUALIFICATIONS

- Ability to strategically plan, direct, and evaluate complex operations, optimizing human, financial, and other resources to achieve institutional goals.
- Academic and administrative expertise relevant to the college's programs and mission.
- Strong capacity to organize work effectively, conceptualize and prioritize goals, and make sound decisions based on a comprehensive understanding of institutional policies and procedures.
- Expertise in integrating resources, policies, and data for informed decision-making.
- In-depth experience of PK-12 certification and Texas-specific teacher education requirements in higher education.
- Demonstrated ability to foster collaborative partnerships both within the university and with external stakeholders.
- Proficiency in budgeting and fiscal planning, including maximizing resources within fiscal constraints.
- Proven ability to read, analyze, and interpret financial reports and legal documents.
- Effective in presenting information to diverse audiences, including university administrators, faculty, staff, public groups, and the Board of Regents.
- Problem-solving skills with the ability to define issues, gather data, and develop solutions.
- Proven ability to establish and maintain effective, collegial working relationships with students, faculty, staff, and the public.
- Transparent and effective communication skills, promoting openness and trust within the college and university community.



NOMINATIONS AND EXPRESSIONS OF INTEREST

Anthem Executive is pleased to assist Texas Woman's with this national search. To express interest, you are requested to submit the following:

- A letter of interest stating how your experience is applicable to the position and its opportunities, responsibilities, and requirements expressed in the leadership profile;
- A curriculum vitae or resume; and
- Five professional references with email addresses and telephone numbers. (References will not be contacted without your prior authorization.)

While letters of interest may be accepted until the position is filled, interested parties are strongly encouraged to submit their materials as soon as possible to assure full consideration. Anthem and the University reserve the right to end or extend the expression of interest, application, and nomination process at any time. Expressing interest is the first step in receiving consideration and does not make one an applicant for the position.

Materials should be submitted electronically to TWUDeanCOPE@anthemexecutive.com

Primary Anthem Executive consultants on this national search include:

SCOTT WATSON, Co-Founder and Principal

MICHAEL BALLEW, Co-Founder and Principal

MIKE "JR" WHELESS, Co-Founder, Chief Marketing Officer

FLORENE STAWOWY, Senior Executive Search Consultant



Equal Employment Opportunity Statement

Texas Woman's University, an AA/EEO employer, supports diversity. Men and women, and members of all racial and ethnic groups, are encouraged to apply. All offers of employment will be contingent on the candidate's ability to provide documents which establish proof of identity and eligibility to work in the United States. All positions at Texas Woman's University are deemed security sensitive requiring background checks and verification of all academic credentials.