



TEXAS WOMAN'S UNIVERSITY™

EXECUTIVE VICE PRESIDENT
FOR ACADEMIC AFFAIRS
& PROVOST



FALL 2023



**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 Executive Vice President for Academic Affairs and Provost.

Now is a particularly exciting time. The university has achieved extraordinary accolades in academics, discovery and service, is embarking on an unprecedented comprehensive capital campaign, is poised to significantly grow its healthcare programming, and is adding an aviation school to address a glaring commercial pilot shortage. Just two years ago, the Texas Legislature established the Texas Woman’s University System as the first university system in the nation with a woman-focused mission. The Provost is responsible for advancing the university’s curriculum, providing leadership for the faculty, overseeing research, and developing strategic, innovative programs that complement Texas Woman’s mission and strengths. The provost will report to the position of chancellor and president, held by Carine M. Feyten, PhD, and will serve on her cabinet.

INSIDE THIS PROSPECTUS

- About the University2
- Mission & Vision2
- Fast Facts3
- Strategic Plan.....5
- Academics6
- Faculty7
- Research8
- Student Life.....9
- Athletics10
- About Denton..... 11
- Leadership Opportunities.....12
- 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 four consecutive years, U.S. News & World Report recognized TWU — a federally designated Hispanic-Serving Institution — as having one of the top five 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 A NATIONAL AWARD

The American Council on Education (ACE) recognized TWU with the 2023 ACE/Fidelity Investments Award for Institutional Transformation.

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

A UNIVERSITY SYSTEM FOR ALL



Denton

12,615 Students

88% Female | 12% Male



Dallas

1,901 Students

91% Female | 9% Male



Houston

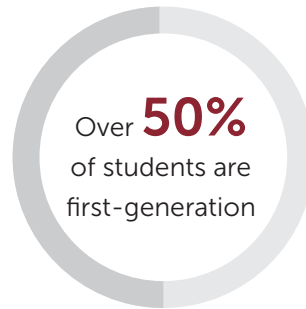
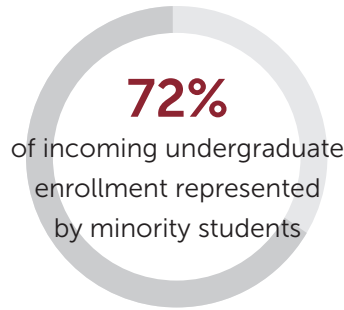
1,069 Students

87% Female | 13% Male

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

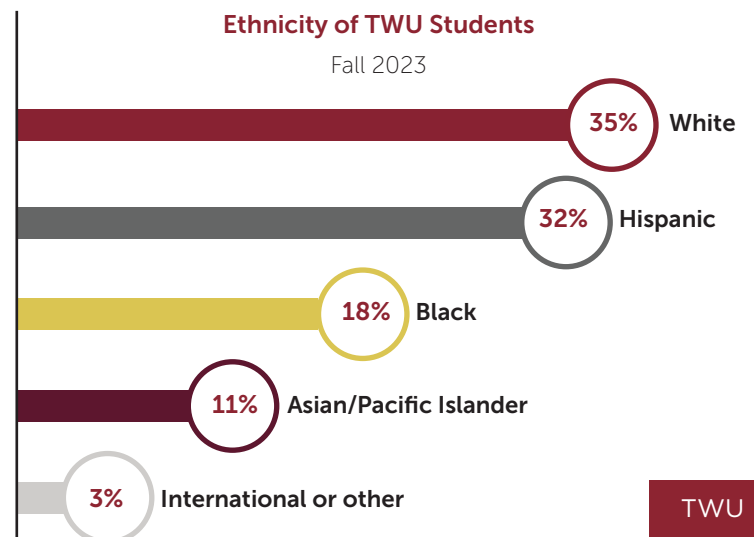
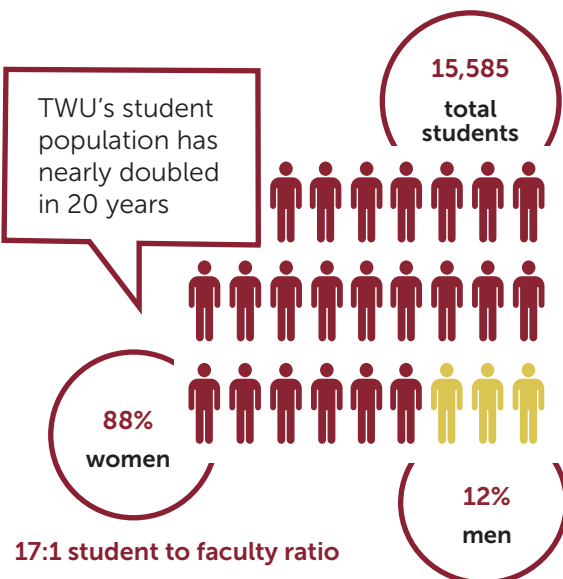
#1 in Texas for students with children (Intelligent.com)

#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

Undergraduate nursing programs in Texas

(U.S. News & World Report)

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

(Economic Mobility Index Rank by thirdway.org)

Top performers on social mobility in Texas

(U.S. News & World Report)

America's Top College 2023

(Forbes)

Online master's in education programs in Texas

(U.S. News & World Report)

Best U.S. Colleges

(The Wall Street Journal)

Best master's nursing schools in Texas

(U.S. News & World Report)

Carnegie-classified doctoral professional university

MAKING A DIFFERENCE

40%

of all Texas allied health doctoral degrees from 4-year public university (3-year average)

17%

of all critically needed doctoral degrees in nursing in Texas (3-year average) are from TWU

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.

A LIFELONG VALUE

Most affordable

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

\$0 Loan debt

43.5% of May 2023 graduates earned a bachelor's degree debt-free

Annual tuition

and fees for undergraduates are lower than the Texas university average

83%

of graduates employed or enrolled in Texas within one year of graduation

#1 in DFW

for graduate earnings vs cost
(Dallas Business Journal)

48%

of undergraduate students transferred to TWU from another college/university, lowering overall cost of education

Momentum

WOMEN

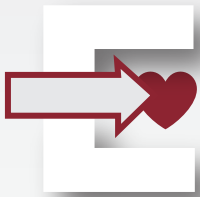
STRATEGIC PLAN 2028



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

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:

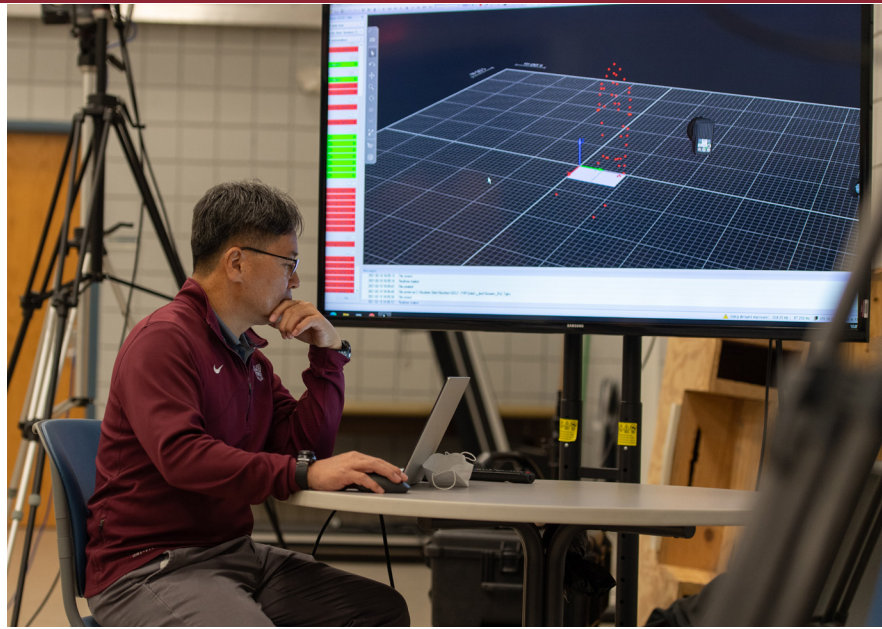
- Present research at regional, national and international conferences
- Win prestigious awards, and
- Achieve major internships at companies across the U.S.



FIVE COLLEGES

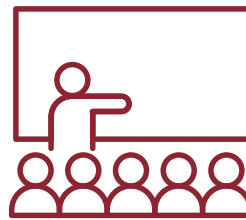
The **College of Arts and Sciences**, with more than 3,700 students, is the largest of the five colleges at Texas Woman's. It offers most of its programs on the Denton campus. The areas of studies include arts, humanities, social sciences, natural sciences, mathematics, and computer science. The **College of Health Sciences** offers programs in Denton, Dallas, and Houston as well as online. Its academic programs include occupational therapy, physical therapy, communication sciences, dental hygiene, health studies, kinesiology, 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 in library and information sciences, family sciences, teacher education, and reading. The **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 where students 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

961 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%



[Stroke Center Video](#)



RESEARCH



**Can plants help
with opioid addiction?**

TEXAS WOMAN'S APPROACH TO RESEARCH IS UNIQUE

We focus on the changes that research can make in everyday lives — how community challenges can be addressed, business problems can be solved, and quality of life can be improved. In workplaces, hospitals, schools and communities, our research is put to practical use every day.

FACULTY & STUDENTS ANALYZE DATA & APPLY RESEARCH THAT:

- Improves professional practice and patient outcomes in health fields such as nursing, physical therapy and occupational therapy;
- Optimizes quality classroom teaching and technology;
- Addresses operational and organizational opportunities for area businesses;
- Develops better tasting food through flavor chemistry; and
- Evaluates marketing findings to benefit nonprofits.

As a Carnegie-classified doctoral research university, TWU encourages our undergraduate and graduate students to actively participate in faculty-led research — whether it's developing programs to reduce violence against women, working with veterans and their families, expanding access for children with autism or identifying more effective ways to treat cancer cells. From basic to applied research, our faculty and students focus on finding innovative ways to solve problems at state, national and international levels.



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

WHAT MAKES TWU SPECIAL?

New residential halls, a renovated student union and expanded athletics programs are all part of the secret sauce found at Texas Woman's. Together, these have led to a campus transformation that have attracted students who would never have considered coming here before. Equally important, they build community among our students.



ATHLETICS

WHEN IT COMES TO ACADEMIC PERFORMANCE, OUR STUDENT-ATHLETES ARE CHAMPIONS!

3.47
average GPA

52
student-athletes earned 4.0 GPA

59
student-athletes qualified for Dean's List

82%
of all student-athletes posted a GPA of 3.0 or higher

82
consecutive semesters of a GPA of 3.0 or higher



CHAMPION COACHES

LISA BOWERMAN
Three-time Coach of the Year
Gymnastics

BETH JILLSON
LSC Coach of the Year
Lone Star Conference title 2023
Basketball

BARB NESBITT NG
Three-time collegiate national champion
Artistic Swimming

GAY MCNUTT
All-American - Texas A&M
Softball

RANDI MILLER
Olympic medalist
Wrestling

JASMINE OWENS
Four-time NCAA All American - Oklahoma State
STUNT

9

athletics programs

ARTISTIC SWIMMING

BASKETBALL

DANCE

GYMNASTICS

SOCCER

SOFTBALL

STUNT

VOLLEYBALL

WRESTLING



DENTON, TEXAS



Learn more about
TWU & Denton

WELCOME TO DENTON, home to Texas Woman's University, and a world-class music and arts scene. Located just a short drive from Dallas-Fort Worth, Oklahoma, lakes, and state parks, Denton is a town where hip intersects with historic.

There is no shortage of things to do with 4,000 acres of open space, unique restaurants and shopping, craft breweries and bars, and a vibrant downtown. Denton is the perfect destination for your next weekend getaway.

Looking for some family fun? Denton is a great spot for a family-friendly foray featuring lakes and trails, museums, historic tours, and Instagram-worthy photos at the city's most popular murals. After you've enjoyed all that Denton has to offer, you will find the perfect place to rest and recharge.

Denton named a
Best College Town
in Texas (BestColleges.com)

Denton Population
160,564
2023

COMING TO DENTON?

Located less than 40 miles north of Dallas-Fort Worth, Denton offers unsurpassed connectivity via three major highways, I-35E and I-35W, and U.S. Highway 380. Don't feel like driving? The DCTA's 21-mile commuter rail line connects Denton and Dallas Counties.



LEADERSHIP OPPORTUNITY

Academic Leadership and Excellence: TWU is the largest university primarily for women in the United States. In support of TWU's Mission and Strategic Plan, as provost, you will lead efforts to enhance the quality and relevance of academic programs across the three TWU campuses, ensuring they align with industry trends, emerging technologies, and global challenges. In addition, you will continue to ensure accessible and talented faculty and a supportive, family-like community to create an environment in which students thrive. You will embrace innovative teaching methods, the development of interdisciplinary initiatives and expanded experiential learning opportunities to enrich the educational experience for students and best prepare them to be successful professionals who make a positive difference in their professions and communities. You will cultivate a culture of continuous improvement through program review and assessment, mission alignment and a strong commitment to academic rigor and excellence.

Faculty Development: Nurturing and retaining a vibrant and accomplished faculty community is a central responsibility. This includes supporting faculty recruitment, retention, and professional growth. As provost, you will be instrumental in fostering an environment that values the vast diversity of our faculty and staff, and you will oversee faculty hiring, promotion, and the faculty evaluation processes. In addition, you will curate an environment that attracts highly qualified faculty, staff, and administrators, who will all play a pivotal role in shaping the academic and research landscape of the institution. Additionally, you will foster a community of diverse talents and perspectives, along with a commitment to creating a supportive atmosphere that recognizes the contributions of all individuals.

Strategic Planning and Vision Alignment: Your strategic vision will play a crucial role in shaping the future. You will actively participate in strategic planning efforts and aligning academic priorities with the overarching mission and vision of the institution.

Budget and Resource Management for Sustainability: Effective allocation and management of academic budgets and resources are critical to for

financial sustainability. As provost, you will play a pivotal role in identifying opportunities for revenue generation and cost optimization to ensure the institution's financial health.

Research, Innovation, and Technology

Integration: Fostering a culture of research and scholarly activity is vital. As provost, you will encourage both faculty and students to engage in research while promoting innovation and the integration of technology in teaching and learning to keep the institution at the forefront of education.

Foster Student Success: As provost, you will understand and prioritize the need to build successful outcomes for students from all backgrounds. You will foster an environment that cultivates student success and prioritizes initiatives that promote recruitment, enrollment, engagement, retention, graduation rates, and post-graduation outcomes by providing comprehensive academic support services, mentoring, and other activities that are key to student satisfaction and their later success in the workforce. As many of our students are underserved and/or first-generation college students, support services to help them and their families understand how to navigate every stage of college life is critical. You will take a data-driven approach to strategies for monitoring and improving student outcomes, ensuring that students reach their potential and have an experience that nurtures their personal growth, leadership development and a strong sense of community.

External Relations and Partnerships: Building strong partnerships with other educational institutions, industry partners, government agencies, and the local community is vital. As provost, you will engage with donors, advocate for the institution, and ensure a positive public image. You will strengthen these partnerships to facilitate research and technology transfer, internship and career opportunities for students, support for the work of the faculty, and other opportunities that advance the university's academic and research missions.

THE POSITION

KEY RESPONSIBILITIES OF THE EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS AND PROVOST INCLUDE:

- Serving as Chief Executive Officer in the absence of the Chancellor and President
- Serving on the Chancellor's cabinet, participating in strategy development and establishment of policies for the institution
- Maintaining a visible and transparent profile on all campuses and with external constituencies and engaging actively with the faculty, staff, and student communities
- Providing visionary leadership for academic programs, academic policy, curriculum, budget allocation, strategic planning, academic planning, and research and outreach programs
- Overseeing faculty and academic staff recruitment and development activities
- Providing advisory recommendations to the Chancellor and President on all academic appointments, tenure, and promotion matters, and ensuring that such processes comply with the terms of faculty agreements
- Providing academic input to institutional enrollment management efforts
- Coordinating periodic academic program reviews, accreditation, and working with deans and chairs in the review, study, and development of the curriculum and in the improvement of instruction
- In concert with the Chancellor and President, exploring and developing additional revenue streams to contribute to the academic programs of the university
- Developing and maintaining productive relationships with external constituencies, government agencies, corporate partners, alumni, donors, advisory board members, and other stakeholders
- Working in close cooperation with the academic senate and other faculty governance bodies
- Collaborating effectively and collegially with all departments in the university



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

REQUIRED QUALIFICATIONS

- An earned doctorate and academic credentials that merit full professor and tenure in one of the university's academic units
- Demonstrated academic affairs supervisory experience at the level of dean of a college or school or above

DESIRED QUALIFICATIONS

- Demonstrated experience in improving academic excellence and student success outcomes (enrollment, persistence, graduation rates, sense of belonging) and an understanding of associated best practices
- Experience with developing innovative academic curricula and programs at the undergraduate and graduate level
- Data-driven and outcomes-oriented
- Evidence of outstanding organizational, interpersonal, and advocacy skills
- Evidence and commitment to open and transparent governance that includes actively sharing information with the campus community as well as implementing processes that ensure transparency
- Experience with institutional or academic unit-level accreditation processes
- Experience allocating resources across departments and programs to support academic and research priorities
- Success in cultivating and expanding community and business partnerships
- Innovative, entrepreneurial, and opportunity-focused
- Ability to balance entrepreneurial approaches to educational markets with academic rigor and student satisfaction





TWU - Denton Campus

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 TWUProvost@AnthemExecutive.com

Nominations are also encouraged and should be directed to TWUProvost@AnthemExecutive.com.

Primary Anthem Executive consultants on this national search include:

SCOTT WATSON, Co-Founder and Principal

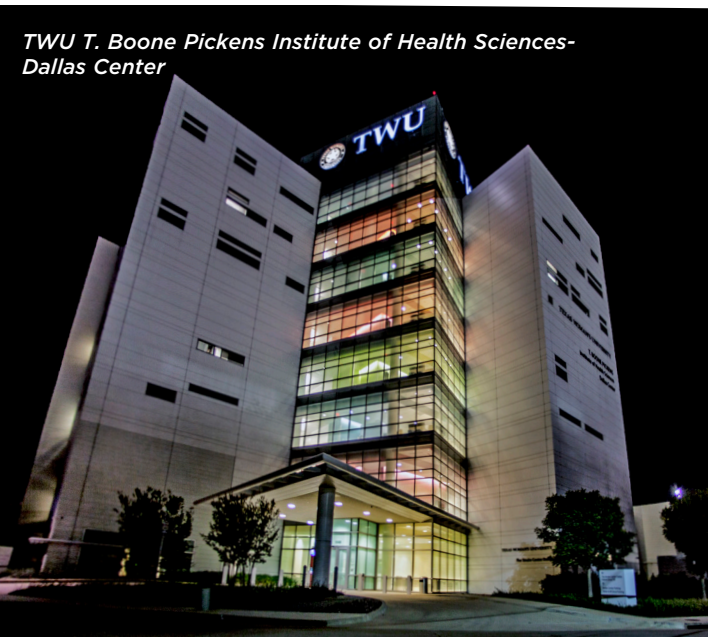
MICHAEL BALLEW, Co-Founder and Principal

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.



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



TWU Institute of Health Sciences-Houston Center