



TEXAS WOMAN'S UNIVERSITY™

DEAN FOR THE
COLLEGE OF NURSING



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 Dean for the College of Nursing.

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 Nursing 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 Executive Vice President for Academic Affairs & Provost.

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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 12% 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

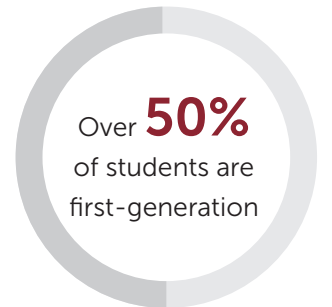
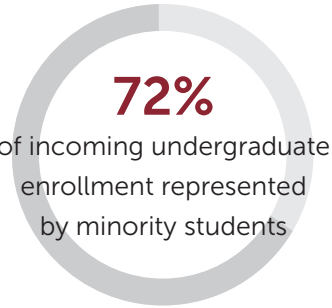
1,069 Students

87% Female | 13% Male

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

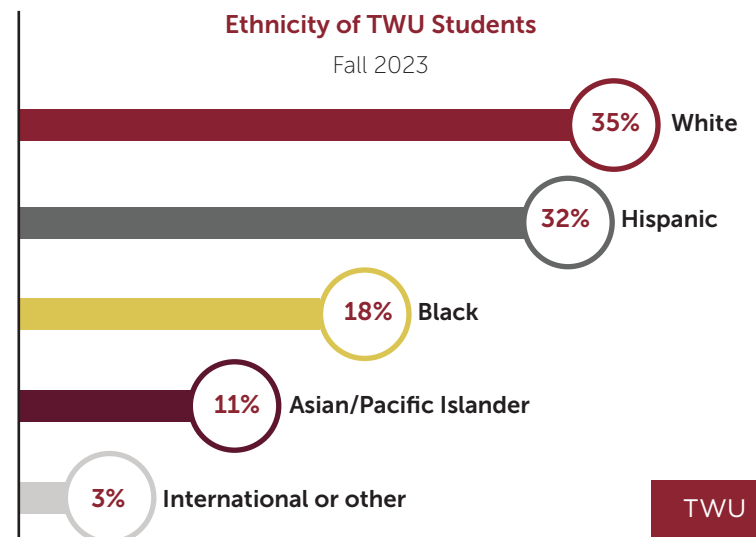
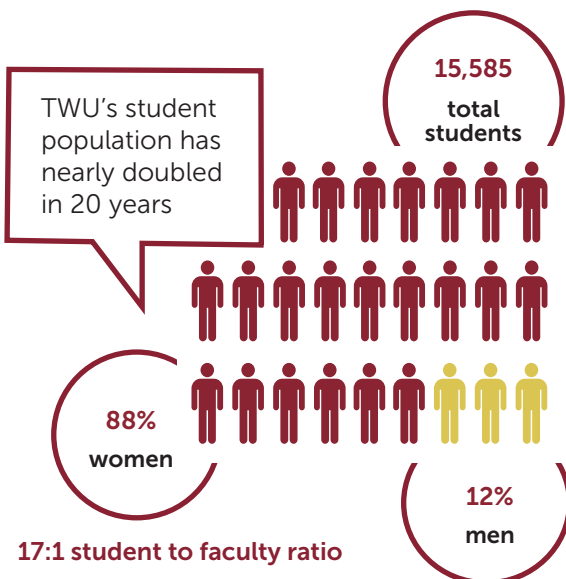
#1 in Texas for students with children (Intelligent.com)

#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

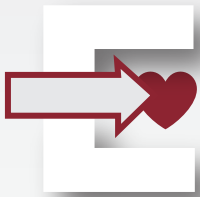
STRATEGIC PLAN 2028



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](#)

**#7 IN THE NATION FOR
STUDENT EXPERIENCE**
THE WALL STREET JOURNAL



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:

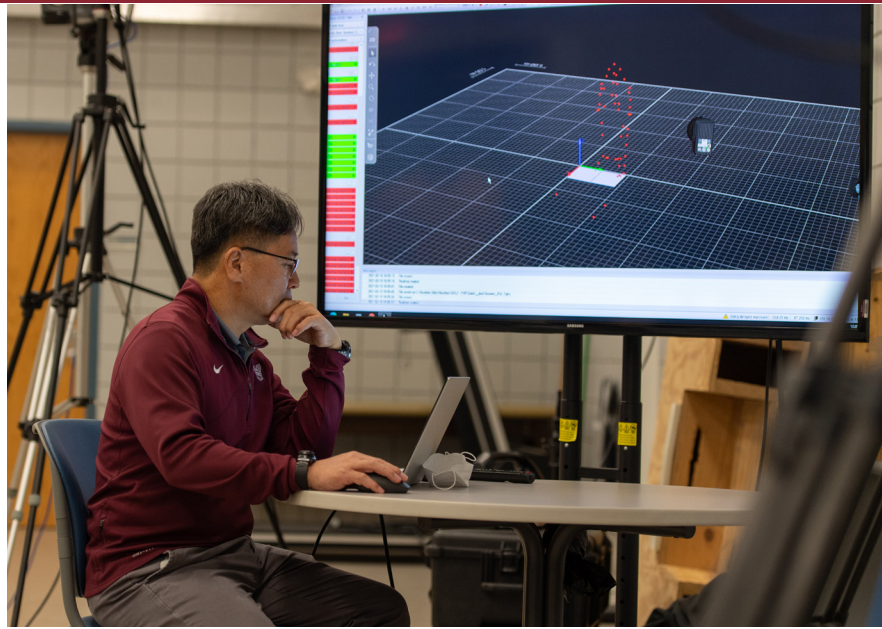
- Present research at regional, national and international conferences
- Win prestigious awards, and
- Achieve major internships at companies across the U.S.



FIVE COLLEGES

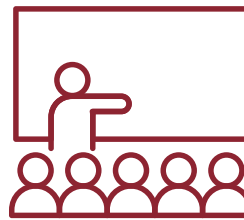
The **College of Nursing** offers programs on all three campuses, including undergraduate, master's, and doctoral programs. The **College of Arts and Sciences**, with more than 3,700 students, is the largest of the five colleges at Texas Woman's. It offers most of its programs on the Denton campus. The 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 Professional Education** includes programs in library and information studies, child development, child life, family studies, marriage and family therapy, counseling and development, teacher education, educational leadership and higher education, early childhood education, literacy, language, and multicultural studies, multilingual studies. The **College of Business** offers programs in accounting, business administration, finance, management, human resource management, marketing, and healthcare administration.





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](#)



COLLEGE OF NURSING

The prestigious Houston J. and Florence A. Doswell College of Nursing offers programs that span three campuses, multiple disciplines and feature a rigorous core in clinical science and research. Approximately 3,400 undergraduate, graduate and pre-nursing students are currently enrolled (Fall 23) and more than 21,000 alumni live in Texas.

PROGRAMS

- Bachelor of Science in Nursing
- Master's of Science in Nursing
- Doctor of Nursing Practice
- Doctor of Philosophy in Nursing Science

CENTERS

The College of Nursing Center for Global Nursing has been promoting global health since 2001, through longstanding partnerships that make a difference for the healthcare workforce and global health.

CERTIFICATES

- Graduate Certificate in Health Informatics
- Post-Master's Certificates
 - Nurse Practitioner
 - Nursing Education

Learn more about our other campuses and centers



98%

Pass Rate on Certification Tests

6

Nurse Practitioner Tracks

2nd largest

Nursing PhD program is the 5th oldest and 2nd largest in the nation

#27 of 774

Best Colleges for Nursing in America (Niche)

#5

Nursing School in Texas (Nursing Process)



**Our faculty are
improving reproductive
care for Black women**



RESEARCH

Faculty and students of the College of Nursing are making significant contributions to the body of research that not only enhances the nursing profession and nursing education, but has also helped transform the delivery of quality of health care. Seeking to advance Nursing as a nationally ranked program in federal funding, the faculty have submitted a combined 27 proposals for a total of \$12.8 million for academic years 2021 and 2022.

AREAS OF RESEARCH

- END OF LIFE/PALLIATIVE
- HEALTH SYSTEMS AND POPULATION HEALTHY RESEARCH
- INTEGRATED HEALTH PROMOTION RESEARCH
- PEDIATRIC RESEARCH
- SIENCE OF LEARNING RESEARCH
- WOMEN'S HEALTH RESEARCH

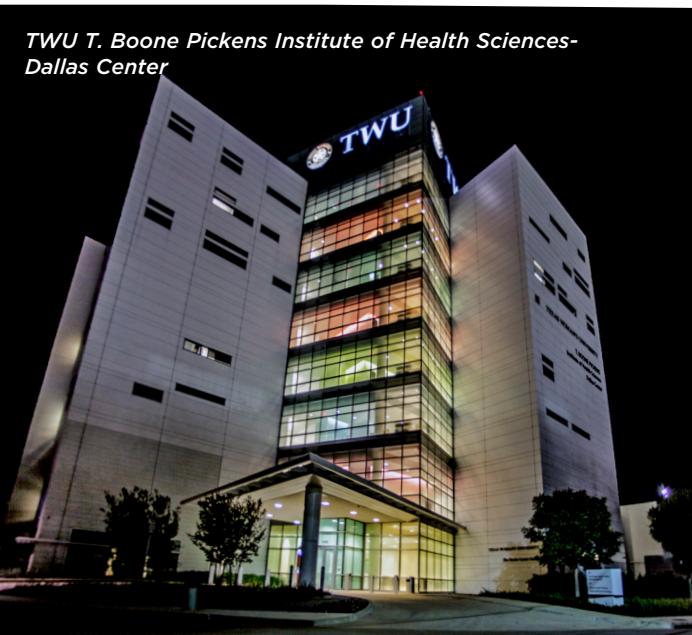


THREE CAMPUSES - ONE HEART



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.



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 TWU 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.



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.

LEADERSHIP OPPORTUNITY

Advocacy for Nursing and Healthcare: Advocacy for Nursing and Healthcare: Advocating for the College of Nursing is a top priority for the Dean. You will engage in advocacy efforts at the local, state, and national levels to promote the best interests of TWU's College of Nursing, nursing education, healthcare, and the nursing profession.

Academic Leadership: Lead the design, development, and evaluation of nursing programs, ensuring they meet accreditation standards and stay current with industry trends. You will lead efforts to enhance and update nursing curricula in alignment with the university's goals, ensuring programs meet the needs of TWU's diverse student body, and will promote collaboration with other health-related disciplines within the university to provide students with interprofessional learning experiences. You will provide guidance and support for faculty members, fostering a culture of continuous learning and professional development.

Administrative Leadership: As dean, you will drive the development and implementation of strategic plans for the College of Nursing, aligning with the overall strategic vision of Texas Woman's University. You will oversee budgetary matters, allocate resources efficiently, and seek funding opportunities to enhance the College's programs and facilities. You will be responsible for managing, growing, and meeting the challenges of a college with three separate locations. Understanding and embracing the differences while unifying the three will be imperative.

Student Success: As dean, 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 TWU's 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.

Professional Development: TWU, has a talented and dedicated body of faculty and staff. You will work with university leadership to provide faculty and staff with career growth and development and to enhance their skills and effectiveness in their roles. You will work to implement programs that support the well-being and improve morale of faculty and staff, recognizing the importance of a healthy work environment.

Research and Innovation: As dean, you will foster a culture of research excellence, supporting faculty and student research initiatives and seeking external funding opportunities. You will encourage exploration into innovative approaches to healthcare education and delivery, incorporating technology and staying abreast of emerging trends in nursing.

Community Engagement: Fostering relationships with the local community, healthcare providers, and other stakeholders to enhance the College of Nursing's visibility and impact is vital to success. You will work to strengthen relationships with healthcare organizations, clinics, and hospitals to provide students with valuable clinical experiences and enhance community engagement. You will lead initiatives that address community health needs, demonstrating the College of Nursing's commitment to serving the broader community.

THE POSITION

The Dean serves as the chief academic and administrative officer of the college. The Dean provides academic leadership and oversees the short and long range goals and objectives both withstanding and external to the college. In addition, the Dean directs and evaluates the associate deans, and other direct report staff within the college. Responsibilities include academic management, fiscal management, quality assurance, faculty and staff evaluation, grants and research oversight, program planning and evaluation, community relations, and resource development.

KEY RESPONSIBILITIES

- Actively works to promote collaborative interdisciplinary, interinstitutional, and health-related partnerships.
- Provides academic leadership for the college.
- Oversees the short and long range goals and objectives for the college.
- Provides leadership in 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, 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.



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



REQUIRED QUALIFICATIONS

- Earned PhD in Nursing.
- Established record of teaching, research, and service at a level consistent with TWU requirements for the rank of full professor.
- A minimum of five years of academic administrative leadership experience and achievement in positions of progressively increasing responsibility is required.
- Substantial experience in curricular development, budget management, research facilitation and external funding, academic leadership, and management of instruction.

DESIRED QUALIFICATIONS

- Expertise to plan, direct, and evaluate a complex operation, using human resources, time, funds, and other resources for the accomplishment of long-term and short-term goals of the institution.
- Academic and administrative expertise in areas appropriate to the college.
- Can organize work effectively, conceptualize and prioritize goals and objectives and to exercise informed judgment based on an understanding of organizational policies, procedures, and activities.
- Can integrate resources, policies, and information in the decision making process.
- Knowledge and understanding of current Nursing and Texas specific licensure requirements issues in higher education.
- Ability to provide administrative guidance, direct supervision and training as needed.
- Able to promote collaborative partnerships
- Strong managerial skills, initiative, and vision in program development and administration.
- Expertise to apply budgeting and fiscal planning techniques within fiscal constraints in order to maximize resources.
- Can read, analyze, and interpret financial reports and legal documents.
- Presents information effectively to administrators/faculty/staff at all levels within the University, to public groups, and to the TWU Board of Regents.
- Can define problems, collect data, establish facts, and draw valid conclusions.
- Can establish and maintain effective, collegial working relationships with students, faculty, staff and the public.
- Communicates effectively in an open and transparent manner.



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:
TWUDeanCON@AnthemExecutive.com

Nominations are also encouraged and should be directed to: TWUDeanCON@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.