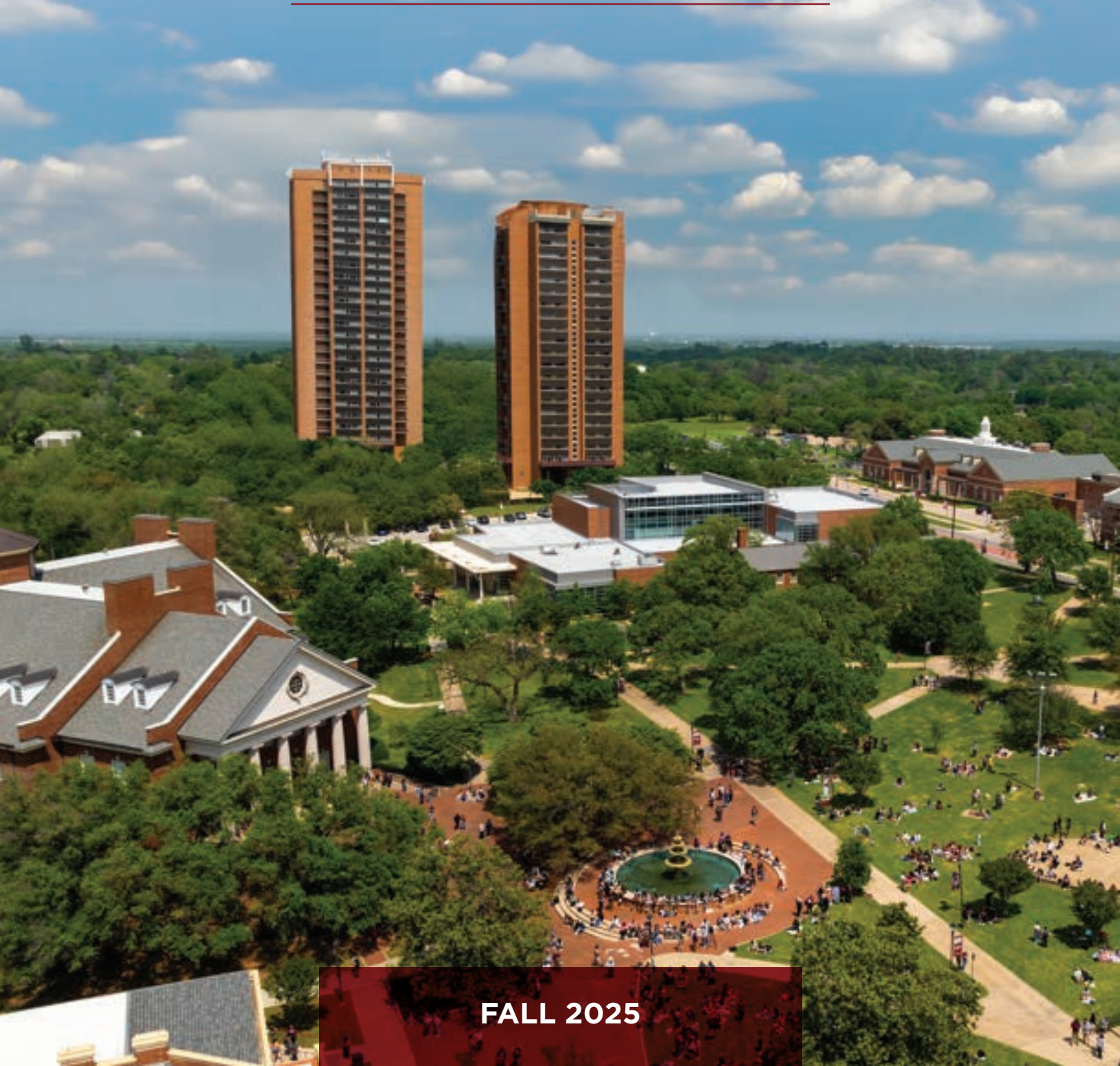




# TEXAS WOMAN'S UNIVERSITY™

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FALL 2025



Learn about a  
Million Dreams at TWU

# THE OPPORTUNITY

**Texas Woman's University (TWU) invites applications and nominations for a bold, visionary, and principled academic leader to serve as the Dean for the College of Arts & Sciences.**

Texas Woman's University is a mission-driven, student-centered institution poised for significant growth and innovation. The College of Arts & Sciences is at the heart of the university's academic mission—housing foundational undergraduate programs, general education, graduate education, and diverse disciplines including the natural sciences, arts, humanities, and more. The College is home to the nation's only woman-focused collegiate aviation program, a growing mariachi ensemble that celebrates cultural expression and community engagement, and a wide array of faculty-led research, public service, and creative activity that enhance TWU's visibility and impact.

With upcoming initiatives such as the launch of a School of Engineering, expansion of interdisciplinary programming (including data science and AI integration), and a deepening focus on student success and real-world readiness, the next Dean will play a central role in shaping academic direction, ensuring program relevance, and expanding TWU's influence across Texas and beyond. The Dean will report to the Executive Vice President for Academic Affairs & Provost.

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# WE ARE PIONEERS

## ABOUT TEXAS WOMAN'S

At the dawn of the second industrial revolution, a visionary spark was ignited by the 27th Texas Legislature with the founding of the Girls Industrial College. Born to challenge the conventions of the time, its bold mission was simple yet powerful—to prepare young women not just to participate, but to lead in the practical industries shaping the future.

Rising proudly from the Texas prairie as the “college on the hill,” this pioneering institution transformed into Texas Woman's University in 1957. Over 125 years later, it stands as a beacon of resilience and innovation—the nation's first woman-focused university system, a living testament to courage, purpose, and boundless possibility.

Under the inspiring leadership of Chancellor and President Carine M. Feyten, the past decade has been a time of remarkable growth and transformation. At one of the nation's most diverse universities—where 89% of students are women, half are the first in their families to attend college, and half face financial barriers—Texas Woman's is breaking barriers and opening doors.

This year, TWU earned R2 research status, reflecting a vibrant culture of discovery and impact fueled by passionate faculty and students. As a woman-focused public university, TWU stands at the forefront of change—empowering new voices, championing fresh ideas, and lighting the way forward to solve the world's most complex challenges.

The future belongs to those who dare to dream, and Texas Woman's University is building that future—boldly, bravely, and with unwavering hope.

## 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 of thought and experiences, 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 2023 ACE/Fidelity Investments Award for Institutional Transformation.

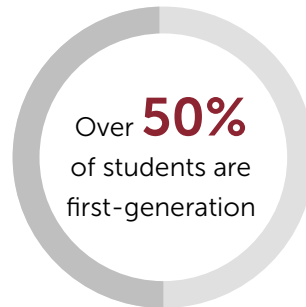
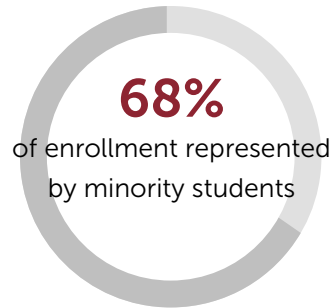
**First four-year institution in Texas to receive the award**

# A UNIVERSITY SYSTEM FOR ALL

**#2** in Texas and #6 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



Denton

**12,623 Students**

72% Undergraduate | 28% Graduate



Dallas

**1,734 Students**

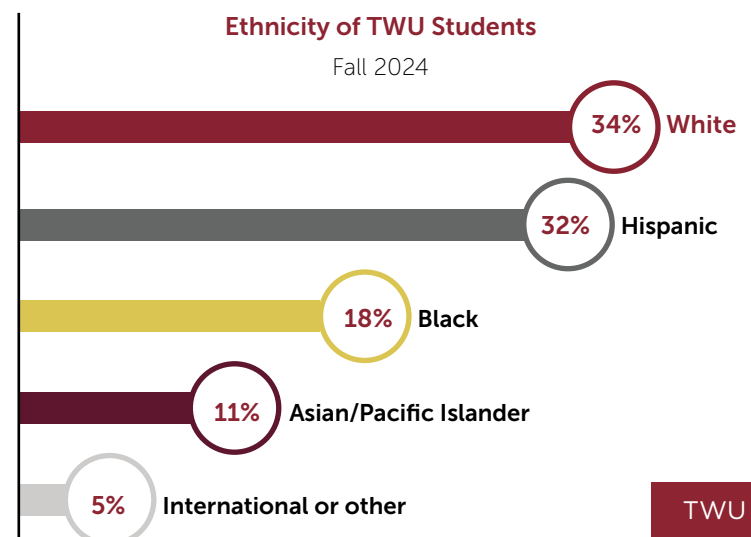
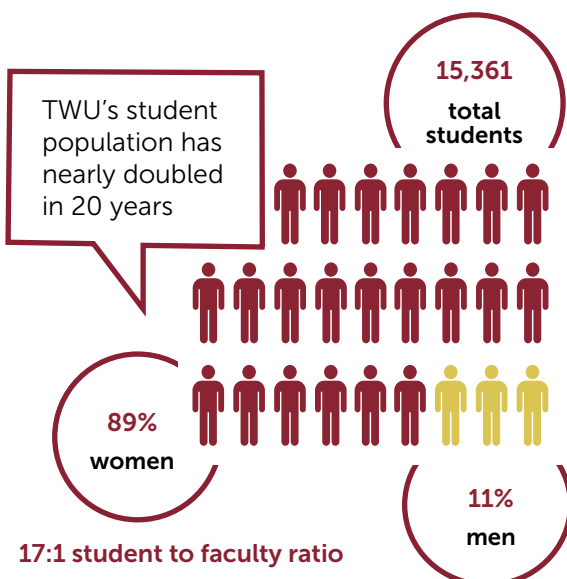
29% Undergraduate | 71% Graduate



Houston

**1,004 Students**

44% Undergraduate | 56% Graduate



## HIGH RANK & DESIGNATIONS

**Named a 2024 Best College for Women  
in STEM - Biology**

*(Washington Monthly)*

**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 2024-25**

*(Forbes)*

**#4 Sociology program in TX**

*(U.S. News & World Report)*

**Best U.S. Colleges**

*(The Wall Street Journal)*

**#2 Physical Therapy program in TX**

*(U.S. News & World Report)*

**Carnegie-classified  
doctoral professional university**

## EXPANDING ARTS & SCIENCE PROGRAMS

### Aviation

Pioneers take to the skies in the new aviation science degree program that leads to professional pilot certification.

### Engineering

In an effort to grow STEM opportunities for students, especially women, TWU is planning to launch a Bachelor of Science in Mechanical Engineering.

### Musical Theater

The Division of Music launched a new Musical Theatre bachelor's degree and completed their first production in Fall 2024.

## A LIFELONG VALUE

### Most affordable

four year institution in Texas  
*(College for all Texans)*

### \$0 Loan debt

43% of May 2025 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  
cost of education

# Momentum

## Women

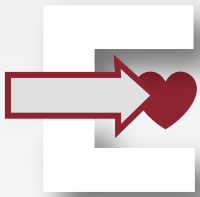
### STRATEGIC PLAN 2028



#### 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 allows us to multiply the power of our contributions, scaling what works across our three campuses while tailoring it to our 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 students thrive. Moving beyond wealth, prosperity embodies a fullness of life. To best meet the needs of our students, we 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 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 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 bridge academia and practice.



#### DOUBLE

##### **the number of STEM opportunities**

Women lead and inspire in science, technology, engineering, and mathematics (STEM). Giving more women 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 and the products and services they produce. By encouraging discovery in an inclusive environment, Texas Woman's seeks to double existing STEM opportunities and increase the number of women entering the STEM workforce.



**Learn More About Momentum**



designated a  
**CARNEGIE**  
Residential  
Campus  
2025

# 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 otherwise overlook. 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

## 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. 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 Health Promotion and Kinesiology. The Department of Communication Sciences and Oral Health, and the Department of Nutrition and Food Sciences. The **College of Nursing** offers programs on all three campuses and online, including undergraduate, master's, and doctoral programs. The **College of Professional Education** includes programs in the Schools of Education, Human Sciences, and Library and Information Studies. The **Merrilee Alexander Kick College of Business and Entrepreneurship** consists of the Department of Accounting & Finance, the Department of Management & Marketing, and the Health Care Administration program. Its MBA programs offer innovative seven-week terms.



## THE GRADUATE SCHOOL

Our graduate programs are recognized in Texas and across the nation based on a number of factors including academic rigor, experiential learning and interdisciplinary teaching. TWU also produces 51% of all Texas allied health doctoral degrees from a four-year public university.

*U.S. News & World Report*

**Top 5%**

Best Online Master's  
in Education Programs

**#1**

Texas, #24 Nation  
Occupational Therapy

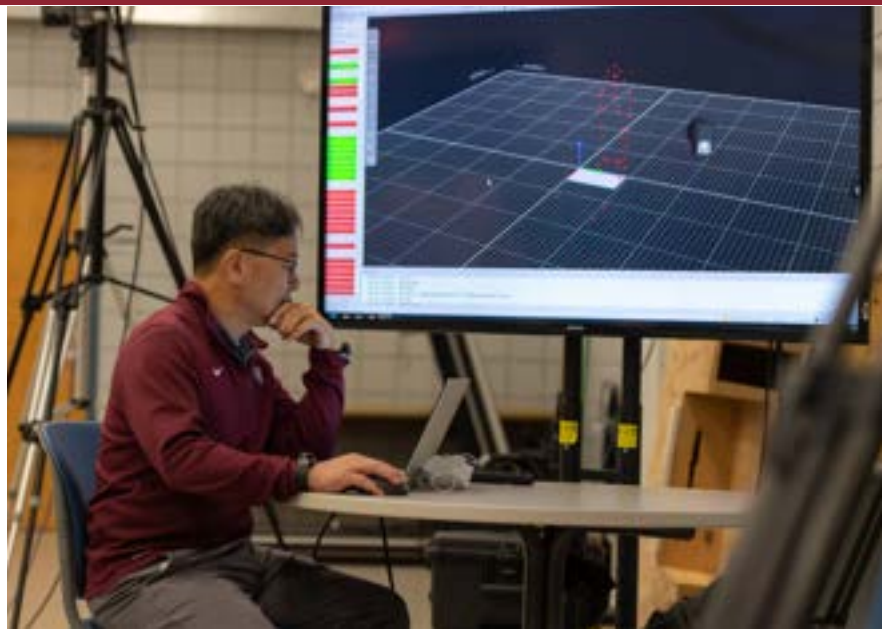
**#2**

Texas, #28 Nation  
Physical Therapy

**#2**

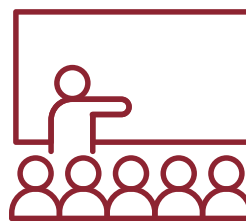
Texas, #14 Nation  
Health Administration (MHA)





# FACULTY

Texas Woman's faculty and staff are steadfast advocates of an experiential teaching and learning environments. "Learn by doing" provides students with opportunities to engage in campus, workplace, and community activities that can help shape their sense of purpose, appreciation for building meaningful personal and professional relationships, and 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%

**'El Maracumbe' performed by the TWU Mariachi Ensemble**



# COLLEGE OF ARTS & SCIENCES

The College of Arts & Sciences transforms learners into ethical, inclusive, and compassionate leaders who advance the health and well-being of their communities through evidence-based practice and interdisciplinary innovation.

## UNDERGRAD PROGRAMS:

Art	History
Aviation Science	Mathematics
Biochemistry	Medical Laboratory Sciences
Biology	Multicultural Women's & Gender Studies
Chemistry	Multidisciplinary Studies
Computer Science	Music
Criminal Justice	Music Therapy
Dance	Political Science
Data Science & Informatics	Professional Studies
English	Psychology
Environmental Chemistry	Social Work
Environmental Science	Sociology
Fashion Design	Theatre
Fashion Merchandising	
Health Informatics	

## GRAD PROGRAMS:

Art  
 Biology  
 Biotechnology  
 Chemistry  
 Counseling Psychology  
 Dance  
 Data Science & Informatics  
 English  
 History  
 Mathematics  
 Molecular Biology  
 Multicultural Women's & Gender Studies  
 Music  
 Music Therapy  
 Political Science  
 Psychological Science  
 Rhetoric  
 School Psychology  
 Social Work  
 Sociology  
 Theatre





Learn about the  
power of the legume



# RESEARCH

At TWU, we believe “why” is more than a question — it’s a mindset. It drives our research, powers critical thinking and inspires breakthroughs across disciplines. For more than a century, our faculty and students have harnessed this mindset to make lasting contributions to science, society and healthcare.

Our commitment to discovery just earned us national recognition. Texas Woman’s has been designated a “Research 2: High Research Activity” institution in the 2025 Carnegie Classifications. In 2023 alone, we invested \$6.9 million in research and awarded 233 research doctorates — proof that our curiosity has real-world impact. This growing research enterprise means more opportunities for hands-on learning, deeper student-faculty collaboration, stronger community engagement, and dynamic interdisciplinary partnerships.

At TWU, we don’t just ask “why” — we pursue it relentlessly.

**CAS posted \$4.4 million in FY24 grant funding, accounting for approximately 38% of the university total.**

## ARTS & SCIENCES GRANT FUNDING BY DEPARTMENT

	FY23	FY24
Biology	\$2,765,098	\$2,425,232
Chemistry and Biochemistry	\$68,500	\$508,976
Computer Science	\$218,446	\$0
Dance	\$47,000	\$0
Language, Culture & Gender Studies	\$5,000	\$3,800
Mathematics	\$0	\$16,581
Psychology and Philosophy	\$300,450	\$661,450
Social Sciences, Historical Studies, Political Science	\$380,000	\$558,300
Social Work	\$216,582	\$227,626
<b>Total Arts &amp; Sciences</b>	<b>\$4,001,076</b>	<b>\$4,401,965</b>

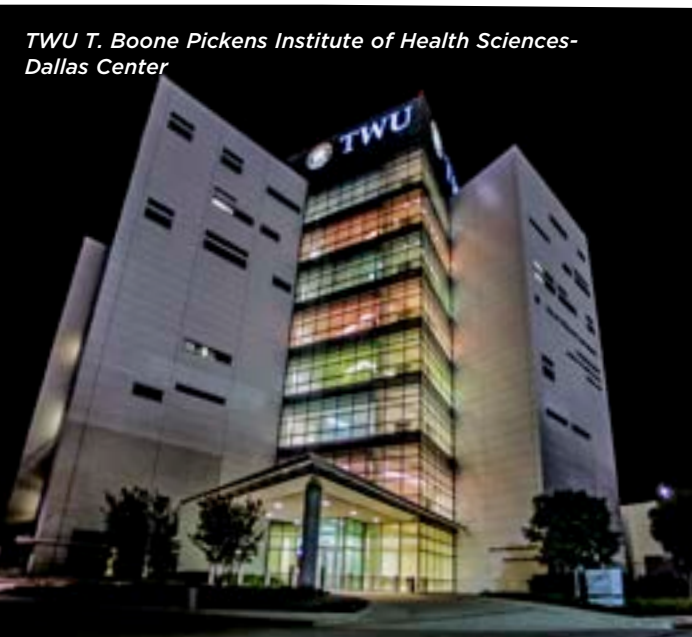
# THREE CAMPUSES - ONE HEART



*TWU - Denton Campus*

## DENTON

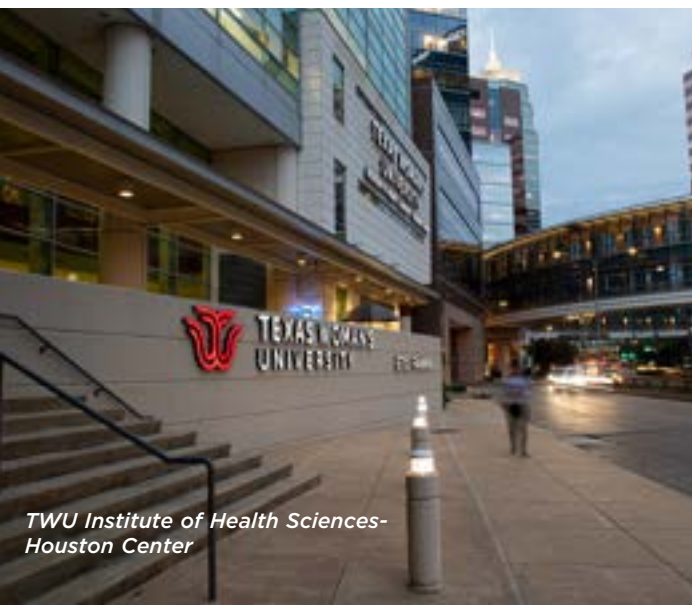
TWU's Denton flagship campus located in Denton offers undergraduate and graduate programs housed within five colleges. Designated a Carnegie Residential Campus, TWU Denton delivers on its strong commitment to providing a vibrant on-campus experience supporting student engagement, learning, and success. TWU Athletics also call Denton home, with nine women's programs, many of which are tops in their sports.



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

## DALLAS

The TWU Dallas campus includes the T. Boone Pickens Institute of Health Sciences, which offers programs in nursing, occupational therapy and physical therapy. The Merrilee Alexander Kick College of Business and Entrepreneurship offers health care administration and an MBA. The campus is also home to the renowned Michael A. Meyers Stroke Center. The institute educates an average of 2,000 nursing and allied health professionals annually while the Stroke Center provides more than 5,000 hours of clinical treatment at no cost to patients.



*TWU Institute of Health Sciences-Houston Center*

## HOUSTON

Located in the largest medical center in the world, the Houston campus and the Institute for Health Sciences were 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 campus 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.

# LEADING BY EXAMPLE



**Carine M. Feyten, PhD**  
TWU Chancellor

## **Carine M. Feyten, PhD | TWU Chancellor & President**

For over a decade, Carine Feyten has exemplified transformational leadership at Texas Woman's University, driving visionary change that has reshaped the institution's future. As a trailblazer, she has spearheaded groundbreaking initiatives—including the creation of the Texas Woman's University System, the launch of the Doswell School of Aeronautical Sciences, and the early surpassing of the ambitious goal for TWU's inaugural comprehensive campaign. Through her inspiring leadership and unwavering commitment to cultivating an empowering and inclusive environment, Feyten has fostered innovation and growth across the university. Her remarkable impact has earned her recognition as a 2025 Maura Women Helping Women Award recipient.

## **Angela Bauer, PhD | Executive Vice President for Academic Affairs & Provost**

Angela Bauer, neuroscientist and bold academic innovator, is propelling Texas Woman's into the future. From AI and engineering to agile workforce credentials, she's building a dynamic, future-ready university that expands opportunities for students and advances the communities we serve.

## **Monica Christopher | Dallas Campus President**

A visionary leader in the nonprofit sector for 25 years, she has built groundbreaking partnerships that open new pathways to success across Dallas. Now, she is harnessing that same spirit of innovation to elevate TWU's presence and impact in the city.

## **Monica Williams, PhD | Houston Campus President**

A higher education leader who thrives on building meaningful relationships and creating a sense of belonging. She brings people together to spark ideas, grow opportunities, and lead transformational initiatives that enrich both the institution and the wider community.



**Monica G. Williams, PhD**  
Houston Campus President

## **Monica Christopher** Dallas Campus President



**Angela Bauer, PhD**  
Executive Vice President for  
Academic Affairs & Provost

# LEADERSHIP OPPORTUNITY

## **Unify and Energize a Diverse College**

**Community** The College of Arts & Sciences is TWU's largest and most interdisciplinary unit, offering a rich mosaic of academic disciplines. The next Dean has the opportunity to foster a shared sense of purpose across departments, align varied priorities, and build a more cohesive college identity through inclusive leadership and collaboration.

## **Enhance Visibility and External**

**Engagement** CAS plays a foundational role at TWU, yet many faculty hope to see greater visibility for their work. The next Dean can elevate the College's public profile, promote faculty and student achievements, and strengthen connections with donors, alumni, and community partners to position CAS as a statewide and national leader in liberal arts and sciences education.

## **Lead with Vision and Strategy in a Time**

**of Growth** With TWU's recent momentum and the expansion of new programs (e.g., School of Engineering, Multidisciplinary Studies), the Dean can shape a strategic plan that builds on the College's strengths and aligns with future workforce needs—driving innovation while preserving the liberal arts core.

## **Champion Academic Freedom and**

**Institutional Values** In a complex political climate, the next Dean can be a principled and confident voice for academic freedom, shared governance, and institutional mission—while skillfully navigating legislative changes and fostering unity within the university's values.

## **Strengthen Faculty and Staff Success**

**and Morale** This is a unique opportunity to improve transparency, recognition, and communication across CAS. The Dean can advance fair compensation strategies, support professional development, and foster a culture of appreciation and engagement that boosts morale and retention.

## **Advance Student-Centered Innovation and Support**

TWU is home to a diverse and dynamic student population. The Dean will expand access and success initiatives, champion holistic student support, and align curriculum and advising practices with the needs of Gen Z and Gen Alpha learners, as well as first gen and nontraditional learners—ensuring all students feel seen, supported, and inspired.

## **Build Research Infrastructure and Sustain**

**R2 Status** With TWU's R2 classification, the next Dean will lead efforts to grow graduate education, strengthen grant support, and create a sustainable research ecosystem. This includes advocating for faculty workload balance and competitive graduate assistantship funding.

## **Drive Philanthropy and Resource**

**Development** The Dean will have the chance to partner closely with TWU Advancement to grow external funding, promote interdisciplinary initiatives, and pursue donor engagement that reflects the College's vision—unlocking new possibilities for programs, faculty support, and student scholarships.

# THE POSITION

## KEY LEADERSHIP ATTRIBUTES

### **Mission-Aligned and Courageous**

- Embodies and actively supports TWU's mission of cultivating engaged leaders and global citizens, while remaining committed to transformational learning, discovery, and service in an inclusive environment.
- Upholds academic excellence, shared governance, and institutional values while skillfully navigating an evolving external landscape.
- Champions a liberal arts education that values both technical innovation and creative inquiry.

### **Advocate for Faculty, Staff, and Students**

- Visible and vocal supporter of faculty and staff—prioritizing fair compensation, workload fairness, and morale.
- Strong advocate for all disciplines—from STEM to humanities and social sciences—with a commitment to balance and respect.
- Cares deeply about student success and retention, with an understanding of student well-being, economic hardship, and barriers to success.

### **Strategic and Visionary Leadership**

- Leads inclusive and data-informed strategic planning; revisits and activates prior planning efforts aligned with institutional goals.
- Anticipates and responds to shifts in educational demands, employer needs, and public policy.
- Supports curricular innovation, program growth, and interdisciplinary collaboration (e.g., engineering, business analytics, AI integration).

### **Transparent Communicator and Engaged Listener**

- Builds trust through honest, consistent, and two-way communication with faculty, staff, students, and administration.
- Highly approachable and emotionally intelligent; able to contextualize decisions and lead with clarity.
- Firm, fair, respected, and human.

### **Collaborator and Culture Builder**

- Invested in building community and culture across departments and modalities (in-person and remote).
- Seeks shared ownership of the College's future and works alongside department chairs, other deans, and staff to align efforts.
- Promotes joy, meaning, and collaboration in academic life.

### **Experienced Fundraiser and External Ambassador**

- Brings a successful track record in fundraising, grant acquisition, or donor cultivation.
- Comfortable in public-facing roles—building relationships with alumni, foundations, corporations, and policymakers.
- Advocates for the College's contributions to societal well-being and civic life.



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



## THE IDEAL CANDIDATE WILL BE...

An ethical, principled advocate for faculty, students, and staff.

- A strategic, systems-savvy leader who understands shared governance and institutional planning.
- A creative and collaborative culture builder who brings people together around common purpose.
- A supporter of a climate of academic inquiry, guided by institutional mission and responsive to state policy and public expectations.
- A public ambassador who proudly represents CAS to donors, legislators, and the broader community.

## REQUIRED QUALIFICATIONS

- A PhD in a field represented within the College of Arts and Sciences is required.
- Tenured faculty member with a record of excellence in teaching, scholarship, and service.
- Experience leading in complex, interdisciplinary academic environments—preferably at the dean, associate dean, or department chair level.
- Prior work in public institutions with budget complexity or resource constraints.
- Demonstrated ability to manage personnel, budgets, graduate education structures, and research infrastructure.
- Familiarity with R2 expectations and balancing research with teaching and service loads.



## 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 [TWUDeanCAS@anthemexecutive.com](mailto:TWUDeanCAS@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, provides equal opportunity to all employees and applicants for employment and prohibits discrimination on the basis of race, color, national origin, religion, gender, age, disability, veteran status, sexual orientation, or any other legally protected category, class or characteristic.

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. Positions at Texas Woman's University deemed security-sensitive require background checks and verification of all academic credentials.

