

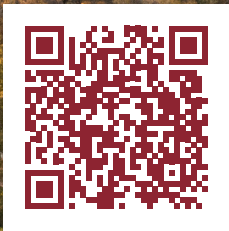


TEXAS WOMAN'S UNIVERSITY™

CHIEF INFORMATION OFFICER



DECEMBER 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 Chief Information Officer.

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 Chief Information Officer (CIO) 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 CIO will report to the position of chancellor and president, held by Carine M. Feyten, PhD, and will serve on her cabinet.

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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 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.

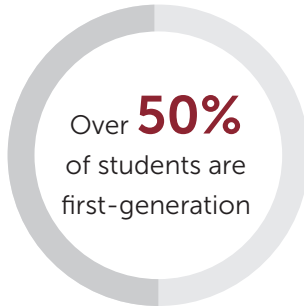
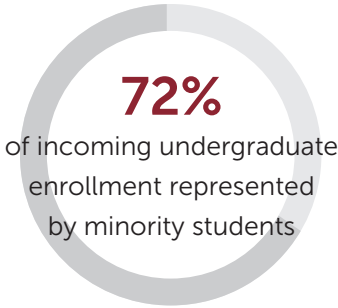
1st four-year institution in Texas to receive the award

A UNIVERSITY SYSTEM FOR ALL

#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)



Denton

12,615 Students

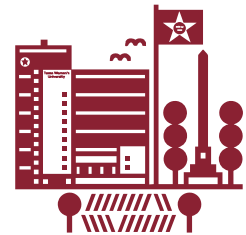
88% Female | 12% Male



Dallas

1,901 Students

91% Female | 9% Male



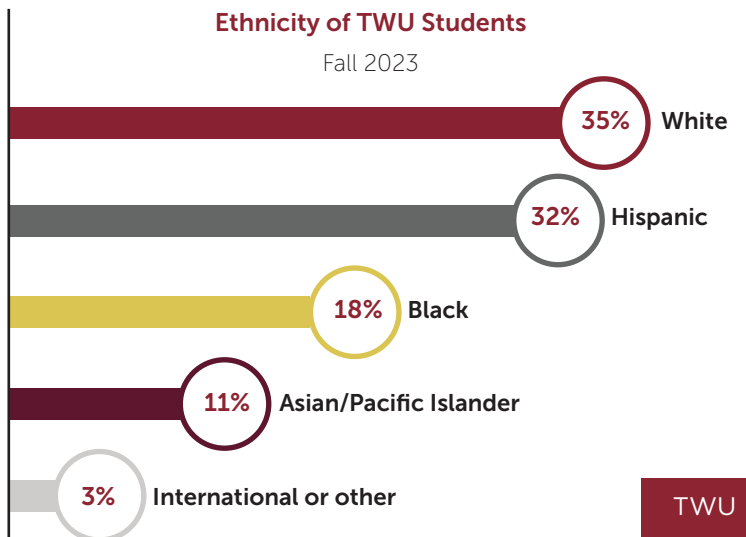
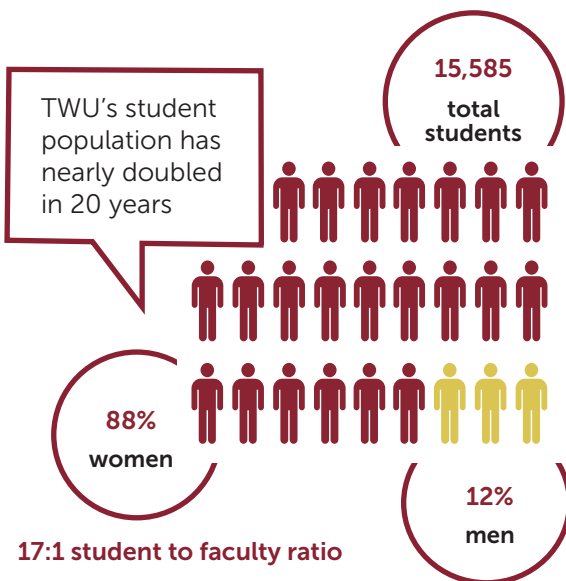
Houston

1,069 Students

87% Female | 13% Male

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

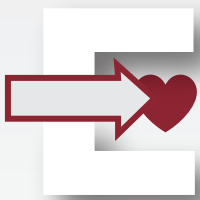
STRATEGIC PLAN 2028



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:

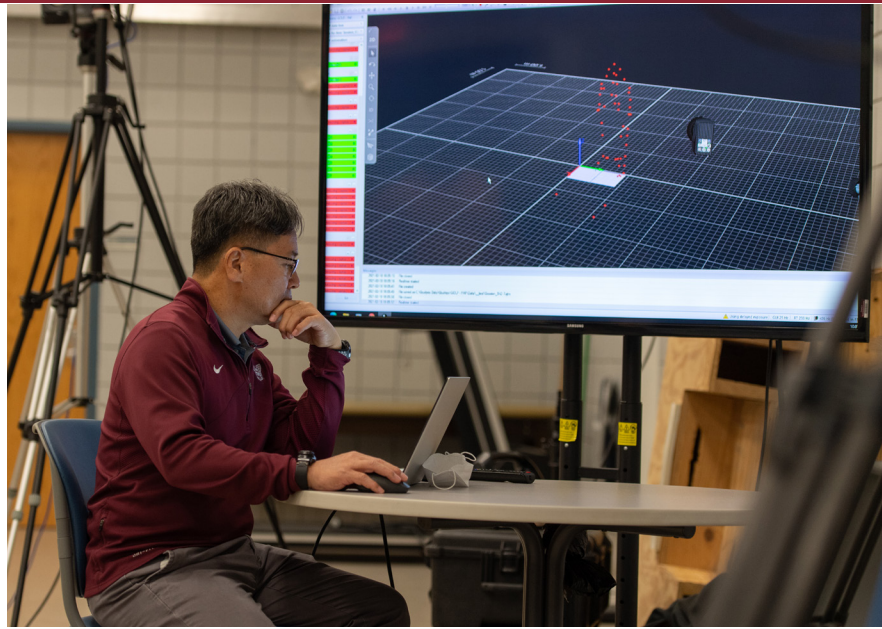
- Present research at regional, national and international conferences
- Win prestigious awards, and
- Achieve major internships at companies across the U.S.



FIVE COLLEGES

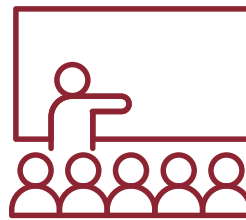
The **College of Arts and Sciences**, with more than 3,700 students, is the largest of the five colleges at Texas Woman's. It offers most of its programs on the Denton campus. The areas of studies include arts, humanities, social sciences, natural sciences, mathematics, and computer science. The **College 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

Strategic Technology Planning: As the Chief Information Officer (CIO) for Texas Woman's University, one paramount leadership opportunity is to spearhead the strategic technology planning for the institution. This involves developing and executing a comprehensive IT strategic plan that aligns with the university's overarching goals and objectives. Your role would be instrumental in identifying emerging technologies and trends, ensuring that the university remains at the forefront of technological advancements to support academic and administrative functions effectively.

Collaboration with Stakeholders: A crucial aspect of your leadership role would involve collaboration with stakeholders across the university. Working closely with academic and administrative leaders, you would gain insights into their unique technology needs. By fostering strong collaborations, you can align IT initiatives with the university's mission, ensuring that technology is an enabler for achieving strategic objectives.

Infrastructure Management: Infrastructure management stands out as a central responsibility. Oversight of the university's IT infrastructure, including networks, servers, and data centers, would fall under your purview. Ensuring the security and integrity of information assets, as well as implementing robust disaster recovery and business continuity plans, is vital for the continuity of operations.

Information Security: Given the increasing threats in the digital landscape, a significant leadership opportunity lies in information security. As the CIO, you would be responsible for developing and enforcing comprehensive cybersecurity policies and practices. This includes staying informed about the latest cybersecurity threats and implementing proactive measures to mitigate risks and safeguard the university's sensitive data.

Technology Integration in Education: An impactful way to contribute to the university's academic mission is through technology integration in education. Collaborating with academic departments, you can play a pivotal role in integrating technology into the curriculum. This involves promoting innovative teaching and learning methods, exploring opportunities for online education, and leveraging educational technologies to enhance the overall student experience.

Data Management and Analytics: Data management and analytics represent a leadership frontier, where you would be responsible for developing and implementing a robust data management strategy. Ensuring secure and efficient data access for decision-making and exploring data analytics initiatives to derive actionable insights would contribute to data-driven decision-making and strategic planning.

Budget Management: Budget management is a critical responsibility for a CIO. Developing and managing the IT department's budget, in coordination with the CFO, requires a strategic approach to ensure that expenditures are aligned with the university's financial goals. Identifying opportunities for cost savings and efficiency improvements adds a financial stewardship dimension to your leadership role.

Staff Development and Leadership: Building and leading a high-performing IT team is a fundamental leadership opportunity. Fostering a culture of innovation, collaboration, and continuous learning within the team ensures that the IT department remains adaptable and responsive to the evolving technological landscape.

Compliance and Regulatory Affairs: Ensuring compliance with relevant laws, regulations, and industry standards is a leadership responsibility with legal and ethical implications. Staying informed about changes in technology-related regulations and proactively addressing compliance issues is crucial to upholding the university's integrity.

THE POSITION

Reporting to the chancellor and president, the chief information officer (CIO) is responsible for aligning technology to academic and administrative objectives and strategies. The CIO provides vision and leadership for developing and implementing efficient, innovative and cost-effective technology. This position will collaborate with leaders at the highest level of the organization and manage a team of professionals who are accountable for the delivery of technology at the university.

KEY RESPONSIBILITIES

- Guides the development of enterprise technology standards, governance processes and performance metrics to ensure IT delivers value to the enterprise.
- Implements IT continuous-improvement programs within enterprise guidelines.
- Identifies and implements best practices for optimizing infrastructure and operations costs, improving system performance, and ensuring service-level requirements are met.
- Oversees the execution of high-impact, enterprise-wide, strategic programs or initiatives.
- Formulates IT policies, procedures, and performance management processes and measures.
- Directs the preparation, review and consolidation of IT business plans, budgets and forecasts.
- Negotiates contracts with vendors, and authorizes procurement.
- Facilitates communications across IT groups, user and customer communities.
- Directs teams of technical, professional and management staff in the successful fulfillment of IT service delivery commitments.
- Manages IT resource requirements to ensure an appropriate balance between tactical and strategic demands.
- Forms and maintains alliances with recognized experts and decision-makers.
- Defines strategic imperatives in terms of the links between increased value, enterprise needs and technological solutions.
- Procures support and funding from the leading stakeholders in the enterprise.
- Reviews, sponsors and approves recommendations for university change programs that impact cross-functional key processes.
- Steers enterprise initiatives that support the technology strategy.
- Coaches, mentors and trains new and existing team members in political, organizational, behavioral and technical skills.
- Represents the university at national and international forums and meetings.
- Establishes leadership relationships with the local and state government offices.
- Guides technology-focused governance bodies.
- Establishes job standards for subordinate staff and effectively evaluates staff under charge in accordance with university policy.



REQUIRED QUALIFICATIONS

- Bachelor's degree. Additional job-related experience and/or education may substitute for the required education on a year-for-year basis.
- Minimum of 15 years of experience in a technology-related position.
- Minimum of 5 years of leadership responsibility managing multiple, large, cross-functional teams or projects, and influencing senior-level management and key stakeholders.

PREFERRED QUALIFICATIONS

- Master's degree.

KNOWLEDGE


- Knowledge of federal/state/local laws and regulations including TAC 202, DIR, ADA, and EIR.
- Extensive knowledge of technology planning and operations, design, and deployment, as well as system life cycle management.
- Broad knowledge of current and emerging technologies, technology directions and strategic application to business needs.
- Business principles and techniques of administration, organization, and management to include an in-depth understanding of the key business issues that exist in higher education.
- Systems design and development process, including requirements analysis, feasibility studies, software design, programming, pilot testing, installation, evaluation and operational management.
- Business process analysis and redesign.

SKILLS

- Excellent, transparent communication.
- Ability to build and maintain positive interpersonal relationships.
- Strong leadership - collaborative and collegial.
- Strong in risk analysis and data decision-making.
- Organization and strategic planning.
- Project management.
- Budget and resources management.
- Negotiation of complex, high-dollar contracts.

ABILITIES

- Ability to lead large, cross-functional teams or projects.
- Ability to improve operational efficiency, service delivery and information management across all lines of business and technology platforms.
- Ability to relate to all levels of the user community.
- Ability to link and apply complex technologies to business strategies.
- Ability to use a personal computer and other office equipment, including related university software and email.



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



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 TWUCIO@AnthemExecutive.com

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

Primary Anthem Executive consultants on this national search include:

SCOTT WATSON, Co-Founder and Principal

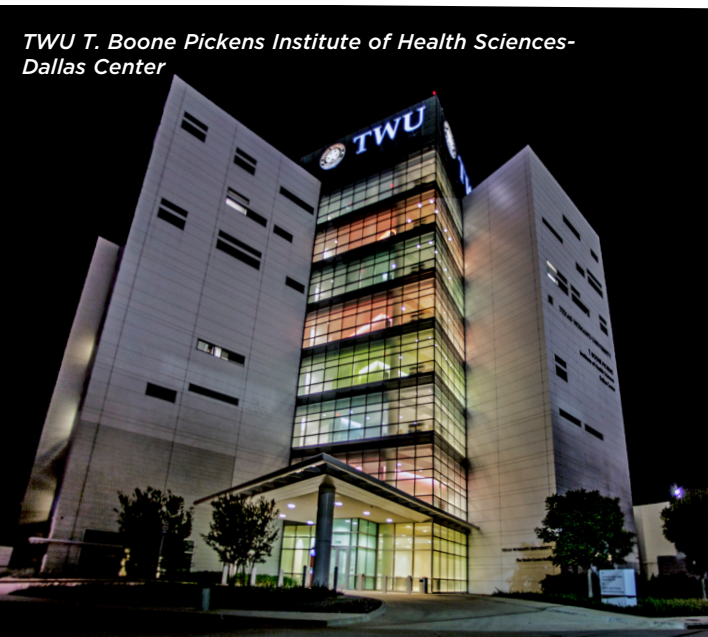
MICHAEL BALLEW, Co-Founder and Principal

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