



TEXAS WOMAN'S UNIVERSITY™

COLLEGE OF BUSINESS DEAN





THE OPPORTUNITY

Texas Woman's University--the nation's largest university primarily for women (with about 15,500 students)--seeks a dynamic, innovative Founding Dean of its new College of Business, which today serves approximately 900 undergraduate and 1,000 graduate students.

This new Dean will have many internal and external assets to draw upon as s/he leverages the vibrant business growth in Texas and the university's nationally distinctive brand to create a unique and highly desirable business program on TWU's campuses in Denton, Dallas and Houston, as well as two offsite locations.

The Founding Dean of TWU's new College of Business must be entrepreneurial and adept at creating strategic alliances and relationships across the university, the state's booming diverse business community, and Texas' thriving medical centers and health-related industries.

The College currently offers bachelor and master's degree programs in traditional, hybrid and online classes. Bachelor degree majors are offered in accounting, business administration, finance, human resources, management and marketing. A number of minors also are offered. Graduate programs include the Master of Business Administration with concentrations in: the Master of Health Systems Management; the dual Master of Business Administration/Master of Health Systems Management; and the Master of Health Care Administration.

Reporting to a high-energy Provost, and working closely with peers and a dynamic Chancellor and President, this position is responsible for building a distinctive College of Business that also can help optimize the mission and programs of the university's new Center for Women in Business, which is designed to cultivate women leaders and help Texas become No. 1 in the U.S. for women-owned businesses.

Because Texas Woman's has a long-standing legacy of excellence in nursing, physical therapy, occupational therapy, speech language pathology and other health sciences, there is huge potential to create a College of Business that can prepare students for leadership opportunities in high-demand health fields, expanding medical clinics and hospital systems.

TWU's business students are highly engaged. The College's Enactus team—one of more than 1,500 such university teams in more than 39 countries--has been named regional champion for the past six consecutive years for creativity, innovation and effectiveness in creating economic opportunities via outreach projects that teach market economics, entrepreneurship, personal financial success skills and business ethics. In 2016, the team was among the top 20 teams nationally.

The College of Business holds specialized, global accreditation for business programs from the Accreditation Council for Business Schools and Programs (ACBSP) and graduate healthcare management accreditation from the Commission on the Accreditation of Healthcare Management Education (CAHME). It is committed to offering excellent business programs that provide students with the knowledge and skills needed to be meaningful contributors in today's competitive global environment.



THE UNIVERSITY

Created in 1901 by the 27th Texas State Legislature, TWU has become known for its contributions and leadership in the fields of education, nutrition, business, the arts and sciences, and especially in the nursing and health care professions. The University offers the student support, class sizes and campus aesthetics more typically found at a private university. The university believes in a quality education that is affordable and accessible, which is why it offers **more than \$15 million in scholarships** annually.

In 2014, The Chronicle of Higher Education cited Texas Woman's as the fifth-fastest growing public doctoral university in America (55% growth from 2003 to 2013). It is the only university in the Lone Star State to offer doctoral degrees in occupational therapy, physical therapy, dance and women's studies. About 10% of the university's nearly 16,000 students are men, who have been admitted to the University's graduate programs since 1972 and undergraduate programs since 1994.

The university is currently undertaking an important campus expansion and modernization program as part of a master planning process that has just begun.

This historic North Texas campus is fortunate to have a golf course—about half the size of the total Denton campus footprint--that will be considered for additional expansion of strategic facilities and green space, pending key decisions and funding requirements outlined in the master plan.

TWU prides itself on providing students with a well-rounded educational experience focused on service, integrity, and health and well-being. Respect for diversity in all dimensions (*U.S. News & World Report* listed the university as **tied among universities ranked as the five most diverse in the nation**) and a safe campus environment (Texas Woman's is **among the safest campuses in the nation**) are among the hallmarks of a TWU education.

TWU's main campus is in the booming North Texas college town of Denton, just 40 miles from the Dallas-Fort Worth Metroplex and consistently named one of Texas' and the nation's **best college towns**. It also has health sciences centers in Dallas' prestigious



Southwestern Medical District and the world's largest medical center (**Texas Medical Center**). An e-learning campus offering innovative online degree programs in business, education and general studies joins its three campuses.

The University offers **more than 60 programs** of study with a total of 110 undergraduate and graduate degrees (bachelor's: 43, master's: 47 and doctoral: 20) in traditional, online and hybrid formats. Nearly 60% of Texas Woman's University students take at least one online course, and one-fourth of its graduate students take only online courses.

TWU faculty and staff are passionate defenders of a "learn by doing" experiential learning environment where they provide students with opportunities to engage in campus, workplace and community activities that can help shape their sense of purpose, their appreciation for the importance of building quality personal and professional relationships, and their ability to address life's challenges. This holistic, mentoring approach to developing students as engaged, productive citizens in the complex world of the 21st Century encompasses understanding of the balance of health, spiritual and mental well-being.

TWU serves the citizens of Texas in many ways, including:

- Graduating more new health care professionals than any other university in Texas;
- Easing the teacher shortage by placing highly qualified professionals in the classroom;
- Offering a liberal arts-based curriculum that prepares students for success in a global society;
- Conducting research that impacts the prevention and treatment of childhood obesity, osteoporosis, stroke and diabetes; and
- Focusing on women's leadership opportunities—for students and citizens alike—via its Center for Women in Business, which is part of the University's Center for Women's Leadership in Business, Politics and Public Policy.



POINTS OF PRIDE

The Dallas Business Journal this year ranked TWU No. 1 in the DFW area for the best graduates' earnings vs. cost of their education. In addition, *The Economist* magazine ranks [Texas Woman's University No. 45 in the nation and No. 2 in Texas](#), out of 1,275 universities, for maximizing students' earning potential.

The median first-year earnings of TWU bachelor's degree graduates are the second highest among Texas public universities. Some 85% of TWU's bachelor's degree graduates are employed or enrolled in graduate school within one year of graduation, and 80% of students who complete a graduate degree are working in Texas within one year of graduation.

After creating the state's first home economics labs in the early 1900s, University nutrition faculty led bone density research with NASA during the first space missions and, more recently, created publicly available food safety training and informational videos and materials in English and Spanish designed to help reduce food-borne and allergy illness as part of a national grant from the U.S. Department of Agriculture. TWU also is the [first university in Texas to offer a Culinology®](#) degree program, which provides students an opportunity to combine both culinary arts and food science training. This certification program provides the food industry with product development employees.

TWU faculty also developed the treatment model now taught globally in occupational therapy. Texas Woman's is the only university in the state with Adapted Physical Education master's and doctoral degree specializations. In addition, the University is home of Texas' first TeachLivE™ lab, where teacher candidates practice their skills on student avatars.

In 2015, the University established two new centers that are already gaining important traction. In addition to TWU's [center for women in business](#) the university's new [Woodcock Institute for the Advancement of Neurocognitive Research and Applied Practice](#) is pursuing interdisciplinary research into the cognitive profiles of individuals with diagnosed exceptionalities (learning disabilities, neuropsychological conditions, behavioral and psychiatric disorders and giftedness).

Texas Woman's also is one of only 18 [Reading Recovery](#) university training centers in the U.S. Reading Recovery is the world's most widely researched intervention for young children having extreme difficulty with early literacy learning. TWU's Reading Recovery faculty have contributed to communities in six states by training more than 35,000 Reading Recovery teachers, teaching nearly 300,000 Reading Recovery students, and more than 17,000 Descubriendo la Lectura (the Spanish version of Reading Recovery) students.





TWU's [music therapy](#) program is the oldest ongoing program in Texas and one of the first programs of its kind in the U.S. Promising external national research suggests that music therapy may have a role to play in minimizing the effects of stroke and helping to improve stroke patients' quality of life. Texas Woman's Dallas campus also is home to The Stroke Center, which offers innovative brain-based treatments for aphasia following stroke.

TWU also established Texas' first department of music in 1915, and a century later, TWU's music students perform at locations across the U.S., including the Kennedy Center and Carnegie Hall.

Eight women who taught visual arts at the university from the Roaring '20s through the '70s are considered the "[Pioneers of Modernism Art](#)" in Texas. Today, TWU visual arts faculty and students continue to receive [national recognition](#) for their work.

TWU faculty research, often conducted with students, affects the lives of Texans and others. Whether it's developing programs to reduce violence against women around the world, working with veterans and their families, expanding access for children with autism or identifying more effective ways to treat cancer cells, faculty are working to improve lives and make a difference.

THE THREE CAMPUSES

The Denton Campus

The Denton Campus is the main campus for TWU and is a bustling college campus in a lively college town. The 260-acre campus in Denton is safe, beautiful, smoke-free and home to almost 13,000 students. Students often describe this campus as having a private-school "feel" at a public education price. There are a variety of housing options, from traditional residence halls to family housing and campus apartments, and nine distinct on-campus dining experiences.

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

The TWU T. Boone Pickens Institute of Health Sciences-Dallas Center opened in February 2011, combining the university's Parkland and Presbyterian sites into an eight-story, 190,000-square-foot building in the heart of the [Southwestern Medical District](#).

The Dallas Center houses the [Houston J. and Florence A. Doswell College of Nursing](#), the [TWU Stroke Center-Dallas](#) and the university's [physical therapy](#), [occupational therapy](#) and [health systems management](#) programs. Total enrollment in Dallas is more than 1,400 students.

TWU Institute of Health Sciences - Houston Center

The TWU Institute of Health Sciences - Houston Center is situated in the heart of the largest medical center in the world, the [Texas Medical Center](#), and offers advanced degrees in several health science programs. Texas Woman's University has had a presence in Houston since 1960. The programs offered in Houston include Business Administration, Health Care Administration, Nursing, Nutrition & Food Sciences, Occupational Therapy and Physical Therapy. There are more than 1,300 students in six academic programs on this campus; 72% of them are graduate students with juniors and seniors in nursing.

TWU STRATEGIC PLAN

In 2015, Chancellor Feyten commissioned a university-wide team to craft a new strategic plan for Texas Woman's that would be student-centered and highly inclusive. The Strategic Planning Steering Committee and the Strategic Planning Teams, including more than 80 members of the faculty, staff, and student bodies, delved deeply into components of the plan. Input from more than 100 listening, sharing, and feedback sessions with students, faculty, staff, alumni, and community stakeholders as well as consideration of the Texas 60x30 plan helped guide the development of this strategic plan. Texas Woman's commitment to continuous improvement will lead the University to adapt the plan as new insights develop. TWU's new strategic plan can be found at twu.edu/strategic-plan. This strategic planning process identified Texas Woman's University's purpose as "educate a woman, empower the world," and four areas of distinction: Women and leadership; Health; Experiential Learning; and Veterans.

LEADERSHIP

The Board of Regents

The Texas Woman's University Board of Regents is composed of nine persons, at least four of whom shall be women, appointed by the governor with the advice and consent of the Senate. The governor also appoints a tenth non-voting student regent.

The regents hold office for staggered terms of six years, with the terms of three members expiring February 1 of odd-numbered years. The student regent serves a term of one year. The Board meets quarterly and biennially elects a chair/presiding officer and a vice chair/assistant presiding officer.



The President and Chancellor

Carine M. Feyten is chancellor and president of Texas Woman's University, and she leads the largest university in the nation focused on the education of women. About 90 percent of the university's nearly 15,600 students are women, with 35 percent of all students pursuing graduate degrees in TWU's 66 master's and doctoral programs.

Texas Woman's employs more than 1,700 faculty and staff, runs on an annual operating budget that exceeds \$250 million, and provides an annual economic impact of more than \$721 million in the north Texas region.

Chancellor Feyten started the hashtag #campuswithaheart to celebrate the long appreciated but under-recognized Texas Woman's culture of 'a campus that cares.' She insists on excellence in the quality of academics, facilities, services, and learning outcomes to maximize opportunities for students. In 2017 Texas Woman's was ranked among the group of universities tied for "fifth most diverse" in the country by U.S. News and World Report. More than half of TWU students are first-generation attendees, and half are eligible to receive Pell grants.



Also in 2017, Texas Woman's updated its visual identity and created a first-ever athletics mascot, thus launching a branding initiative designed to instill a renewed sense of pride in the university's strong past and bold future—as evidenced by a 'sea' of maroon and white now seen on the campuses.

Under Chancellor Feyten's leadership, The Economist ranked Texas Woman's 45th out of 1,275 institutions in the nation and 2nd in Texas for adding value to its graduates' income earning potential. The Dallas Business Journal also ranked it 1st in the DFW region for its graduates' earnings relative to the cost of attending TWU.

Her focus on health and wellbeing for all within the Texas Woman's community, and her investment in a collaboratively built five-year strategic plan, are based on the notion of taking students from a variety of starting points and providing them a 'whole person' education so they will graduate and thrive as global citizens.

She has championed: more than \$200 million in construction projects; new degree programs to address the needs of transfer students and local industries; improvements in the one-year retention rate, which has soared by 11.3% in five years; and greater donor giving, almost doubling annual giving and also increasing the endowment by 57%. Through a combination of public and private funds totaling more than \$9 million, she has led an initiative to found the state's only Center for Women's Leadership in Business, Politics, and Public Policy.

Prior to coming to Texas Woman's, she was dean of the College of Education, Health and Society at Miami University in Oxford, Ohio. For more than 20 years, she served in various leadership positions at the University of South Florida in Tampa. An internationally recognized consultant, speaker and scholar in the field of language learning, teaching methodologies, and the integration of technology in education, Dr. Feyten has authored or co-authored more than 100 journal articles, conference papers, book chapters and books. She also has delivered keynote addresses in Portugal, Brazil, and Belgium, as well as across Texas. She also has consulted for the International Baccalaureate Organization, including locations in Wales and the Czech Republic.

Dr. Feyten holds a Ph.D. in interdisciplinary education focused on second language acquisition and instructional technology from the University of South Florida, an M.A. in English, Dutch and Education and a B.A. in Germanic Philology, both from the Université Catholique de Louvain in Belgium. A native of Belgium, she is fluent in five languages.

Interactive Anatomy Dissection Table





Economic Outlook

With the 2017 political leadership changes, markets are predicting fiscal stimulus, tax cuts, higher growth and higher inflation. There is a greater chance of the Federal Reserve raising interest rates. During the fiscal year, TWU made a significant change by moving its long-term and endowment portfolio to the Texas A&M System. The A&M System has built diversified portfolios across asset classes that have the potential to perform reasonably well in a wide variety of capital market environments. The portfolios are not immune from large market dislocations, and will experience declines in market value from time to time. However, these declines also will provide opportunities to acquire assets at substantial discounts that will benefit performance over longer-term investment periods.

QUALIFICATIONS AND CHARACTERISTICS

Education

A Master's degree in business administration, economics, or closely related field of study is strongly preferred. CPA certification and a doctorate degree are also preferred.

Experience

The successful candidate will have a minimum of eight years of professional and administrative experience in finance, investment, management, business education or related work including leadership responsibility. Experience in higher education, specifically Texas higher education, is a plus

KNOWLEDGE, SKILLS AND ATTRIBUTES

The following are essential:

- Demonstrated strategic leadership abilities in working with individuals across the University
- A collaborative, inclusive and transparent management style
- Ability to provide the Chancellor and President, the Board of Regents and all constituents with a dispassionate analysis of information related to key issues
- Ability to work in a shared governance environment
- Embody core values of integrity, respect, compassion, service and learning for life
- Knowledge of complex financial and administrative activities in an institution of higher education, business or government, their practices, methods, resources and standards thereof
- Ability to establish and maintain effective work relationships with students, faculty, staff, and the public
- Knowledge of management methods and ability to provide administrative guidance within area of responsibility, providing direct training and supervision as needed
- Ability to apply budgetary and fiscal planning techniques within financial constraints
- Ability to organize work effectively, conceptualize and prioritize objectives and exercise independent judgment based on an understanding of organizational policies and activities
- Ability to integrate resources, policies, and information for the determination of procedures, solutions, and other outcomes
- Ability to communicate effectively - orally, by phone, in person, and in writing
- Must have the ability to make effective and persuasive speeches and presentations on controversial or complex topics to the Board and the university community

APPLICATION INFORMATION

Complete application materials include an applicant CV, cover letter and 3 references (references will not be contacted without candidate permission). Submit by email to facultyjobs@twu.edu with **job code: IRC14155** on the subject line.

Contact:

Texas Woman's University

Phone: 940-898-3555

Fax: 940-898-3566

TDD: 940-898-3555

Email Address: facultyjobs@twu.edu

TWU strives to provide an educational environment that affirms the rights and dignity of each individual, fosters diversity, and encourages a respect for the differences among persons. Discrimination or harassment of any kind is considered inappropriate.

TWU is committed to equal opportunity in employment and education and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, national or ethnic origin, age, veteran's status, genetic information, or against qualified disabled persons.



TWU - Denton Campus



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



TWU Institute of Health Sciences - Houston Center