

Dean, AddRan College of Liberal Arts

Leadership Statement

Texas Christian University



ADDRAN
COLLEGE OF LIBERAL ARTS



THE OPPORTUNITY

Texas Christian University's AddRan College of Liberal Arts seeks a new dean to lead the school's future evolution and growth.



Addison and Randolph Clark, founders of Texas Christian University
and namesakes of the AddRan College of Liberal Arts

ABOUT THE ADDRAN COLLEGE OF LIBERAL ARTS

Mission

To advance lifelong learning and discovery in the humanities and social sciences and to develop critical thinking, analytical, and communication skills that prepare students for successful careers in our global society.

Vision

To become a liberal arts college nationally recognized for innovative learning and critical inquiry that enhances our environment, improves the human condition, and develops ethical leaders.

The Heart of the University

Named for TCU's founders, Addison and Randolph Clark, the AddRan College of Liberal Arts creates the bedrock of the university's intellectual endeavor through the development of core skills in critical thinking, writing, oral communication, cultural awareness, respecting difference,

and research and analysis. AddRan provides a multifaceted toolkit that prepares students for lifelong learning and successful careers. The College contributes significantly to the TCU Core Curriculum: each semester our faculty teach approximately 30 percent of all undergraduate semester credit hours—more than three other colleges combined.

The College is home to the core academic disciplines of the humanities and social sciences. Composed of 162 full-time faculty members across 11 departments, AddRan offers 15 Bachelor of Arts and six Bachelor of Science degrees, a Bachelor of General Studies, an online master’s degree in Criminal Justice, a Master of Liberal Arts degree, and master’s and Ph.D. degrees in History, English, and Rhetoric and Composition.

AddRan College combines an emphasis on the liberal arts traditions of teaching relevant content with pedagogical innovation. The College is a leader in interdisciplinary programs on campus and our faculty teach widely in the John V. Roach Honors College and in TCU Study Abroad Programs. AddRan faculty have been instrumental in creating, and continue to forge energetic partnerships with, the Department of Women and Gender Studies (WGST), the Department of Comparative Race and Ethnic Studies (CRES), and the African American and Africana Studies (AAAS) and Latinx Studies (LTNO) minors, all of which are housed in the School of Interdisciplinary Studies (SIS). AddRan also fosters interdisciplinarity through an array of academic minors in:

- Asian Studies
- British and Postcolonial Studies
- Classical Studies
- Digital Culture and Data Analytics
- Human-Animal Relationships
- Middle East Studies
- Urban Studies.

AddRan College leads the university in promoting a diverse and inclusive campus. Through the study of the rich variety of human experiences and societies, our courses equip students with a skill set to engage with people from diverse backgrounds and to learn and grow with each other. For instance, AddRan faculty are spearheading efforts to place Diversity, Equity, and Inclusion in the Core Curriculum and have established such campus-wide events as the annual Native American and Indigenous Peoples Day Symposium. The college is also a co-sponsor of the nationally-recognized Race, Ethnicity, and Place Conference.

Units in AddRan College of Liberal Arts

Criminal Justice
Economics
English
Geography
History
Modern Language Studies
Philosophy
Political Science
Religion
Sociology & Anthropology
Spanish & Hispanic Studies

Master of Liberal Arts program

Two units of Reserve Officer Training Corps (Army and Air Force)

AddRan College cultivates a dynamic relationship with the Fort Worth community with lectures, symposiums, and internships. Service-learning opportunities facilitate students' engagement with local nonprofits such as Refugee Services of North Texas and the Tarrant Area Food Bank. Numerous academic centers housed in AddRan also build bridges to community partners such as the Fort Worth Public Library and the City of Fort Worth.

AddRan Centers

Center for Texas Studies
Center for Digital Expression
Center for Urban Studies
Center for Languages & Cultures

AddRan College hosts popular town-and-gown events such as Back-to-Class night, the Robert D. Alexander Lecture in the Liberal Arts, and the annual Distinguished Faculty Lecture Series. We bring together local residents with faculty, staff, and students to address such topical issues as:

- the role of religion in public life through the Daryl Schmidt Lecture;
- what it means to be human via the Ronald E. Moore Humanities Symposium;
- the costs of war at the annual LCpl. Benjamin W. Schmidt Symposium on War, Conflict, and Society;
- salient ethical issues in the Florsheim Lecture in Ethics;
- and contemporary political issues at the Jim Wright Symposium.

Through our commitment to scholarship, teaching, service, and community outreach, AddRan College truly is the beating heart of Texas Christian University.

AddRan students

Approximately 1,300 undergraduate students major in our liberal arts programs each year, along with 250 liberal arts graduate students. AddRan students have demonstrated their excellence in many capacities. They have earned Fulbright Scholarships, a Scoville Fellowship, fellowships to Princeton in Africa and Asia, and a Rhodes Scholarship. Additionally, both graduate and undergraduate students have had their work published as journal articles, book chapters, book reviews, and encyclopedia entries and presented research at numerous professional conferences. Students showcase their achievements at the annual AddRan Festival of Undergraduate Scholarship and Creativity.

AddRan faculty

AddRan College measures its academic strength by the quality of its academic programs, faculty research and creative activity, and the success students derive from our collective belief in, and practice of, the Teacher-Scholar model. AddRan faculty, which include thirteen endowed chairs and professorships, have published 43 books, 259 refereed articles, and 119 book chapters in the last three years. AddRan faculty have also been successful in securing funding from federal agencies such as the National Endowment for the Humanities, the Natural Science Foundation, the Ford Foundation, USAID, and the Department of Justice. We bring this scholarly expertise into the classroom where our courses provide an intellectual foundation for TCU students in all areas of study.



Scharbauer Hall, office of the Dean of the AddRan College of Liberal Arts

QUALIFICATIONS

- Required
 - Earned doctorate in an appropriate academic discipline;
 - A distinguished record of achievement as a scholar and teacher worthy of the rank of full professor in a liberal arts department at TCU;
 - Successful experience as an academic leader, such as Department Chair, Associate Dean, Dean, or Program Director;
 - Experience or potential for extensive fundraising.
- Preferred
 - Proven advocate for the liberal arts, both inside and outside the academy;
 - Demonstrable track record of leadership and engagement in DEI;
 - Strong record of teaching and leadership in undergraduate and graduate education;
 - Ability to work with undergraduate and graduate programs in a variety of disciplines within the liberal arts;
 - Experience working collaboratively across academic affairs, student affairs, and support services;
 - Strong communication, consensus-building, and interpersonal skills;
 - Knowledge of current curricular and programmatic trends in liberal arts education.

KEY RESPONSIBILITIES

- Report directly to the Provost and operate in an environment where governance is shared, openly and unambiguously, between faculty and administration;
- Work effectively with the Provost, Vice Provost, Deans, Associate Deans, Department Chairs, faculty, and staff to advance the University's strategic plan and its commitment to inclusive excellence;
- Achieve successful philanthropic support for the College by working closely with university advancement and development personnel;
- Establish and maintain key relationships with the College Board of Visitors, alumni, student groups, community leaders, and other significant stakeholders;
- Implement effective policies to attract, retain, and support diverse and excellent undergraduate and graduate students in all programs;
- Implement effective policies to attract, retain, and support diverse and excellent faculty in all departments;
- Support faculty and students in identifying, securing, and reporting internal and external funding for scholarship and its equivalents;
- Support faculty and students working in and across departments and programs, within AddRan College and across the University;
- Envision and implement plans to deepen the University's commitment to the Liberal Arts as the central component of the core curriculum and the intellectual heart of the university;
- Develop the College of Liberal Arts budget, ensure efficient management of resources, and coordinate student financial aid.

THE PROVOST

Teresa Abi-Nader Dahlberg

In March 2019, Teresa Abi-Nader Dahlberg was named TCU's Provost and Vice Chancellor for Academic Affairs ([TCU Provost](#)). Dr. Dahlberg joins TCU at a time of great momentum and aspiration for our faculty, staff, and students. Recent investments in academics, such as the launch of a School of Medicine in conjunction with the University of North Texas Health Science Center, as well as over \$1 billion in capital improvements, including new labs and academic facilities, enable TCU's continued success.

Dr. Dahlberg views higher education as a transformative experience. She brings a wealth of knowledge in interdisciplinary scholarship, high-impact teaching practices, and inclusive excellence. To learn more about Dr. Dahlberg, see her recent profile in *TCU Magazine*.

[Profile: Dr. Dahlberg](#)

Dr. Dahlberg earned a bachelor's degree from the University of Pittsburgh and Master's and Doctoral degrees from North Carolina State University. She has been recognized as *Woman of the Year* by the University of North Carolina at Charlotte (2005), *Diversity in Business Catalyst* by the Charlotte Business Journal (2006), *Woman of Distinction for STEM Education* by the Girl Scouts Hornets' Nest Council (2012), and was inducted into the electrical and computer engineering Alumni Hall of Fame by N.C. State University (2017).

At TCU, she holds the rank of professor in Engineering and in Computer Science. Before her time at TCU, Dr. Dahlberg held positions as dean, chief academic officer, associate dean, and center director at Syracuse University, The Cooper Union for the Advancement of Art and Science, and UNC Charlotte. Dr. Dahlberg founded the STARS Computing Corps, a National Science Foundation alliance for broadening participation through service-learning. She inspired the Prospect for Success campus-wide freshman experience at UNC Charlotte and launched the Office for Inclusive Excellence while at Syracuse.

The Provost's senior administrative team is comprised of school and college deans, in addition to experienced leaders focused on enrollment management, research, and graduate studies. The positive interplay of long tenured leadership and new perspectives brought by recently welcomed colleagues helps to foster innovation and collaboration in academic affairs.

Vision in Action: Lead On

Higher education is experiencing dynamic change, and TCU is eagerly preparing for a future of continued growth and academic excellence. Now more than ever, there are exciting opportunities to engage, educate, and support students, while we continue to strengthen TCU's position as a leading university.

The university's strategic plan, [Vision in Action: Lead On](#) focuses on four key areas:

1. Strengthen the academic profile and reputation
2. Strengthen the endowment
3. Strengthen the TCU experience and campus culture
4. Strengthen the workforce (both employees and graduates).

The plan was recently approved and is generating smart initiatives and thoughtful planning throughout the TCU community. Among Dr. Dahlberg's first actions was to convene academic affairs leaders and establish a vision for how the strategic plan would inform aligned actions and strategies.

Academic priorities ([Academic Affairs Priorities](#)) include the launch of the TCU and UNTHSC School of Medicine that uses the distinctive Compassionate Care curriculum to train physicians as empathetic scholars ([TCU and UNTHSC School of Medicine](#)). The university is defined by its commitment to the teacher-scholar model, to fostering ethical leaders and creating global citizens, as well as its commitment to the Mission, Vision, and Values of the university. Curricula

are grounded in TCU's strong liberal arts tradition and strengthened by our focus on generating lifelong learners. Diversity, equity, and inclusion are prioritized and help define a forward path for our Horned Frog community.



Frog Fountain, originally built in 1969, features four lotus leaves that symbolize the passing of knowledge from one class to the next.

ABOUT TCU

Founded in 1873, Texas Christian University sits on 299 acres nestled in a primarily residential part of Fort Worth, just minutes away from downtown. TCU began as a family endeavor when brothers Addison and Randolph Clark, Fort Worth based ministers and teachers, brought to life their vision of offering a classical education rooted in values and character. They succeeded in creating an enriching community where men and women could acquire a liberal arts education and strive to serve the greater good.

Nearly 150 years later, we are still that place.

Today, through strategic planning, vision, and generosity, we have created a campus that honors our history as we look to the future. Even as the world changes dramatically, TCU remains a thriving and purposeful academic community where students are supported in their quest for education, inspiration, and success.

Our students

TCU continues to attract some of the nation's most outstanding student talent to Fort Worth. For the 2019 first-year class, the University received 19,028 applications, making TCU one of the most selective schools in the state of Texas. Currently, TCU enrolls 9,474 undergraduates and 1,490 graduate students. The University has benefitted from significant enrollment growth, with first-year student enrollment increasing from 1,630 freshmen in 2008 to 2,159 first-year students in 2019 while maintaining a favorable student-faculty ratio. Twenty-six percent of students self-identify as a member of a minority group, five percent are international students, and forty-two percent are from out-of-state.

Each year, TCU offers hundreds of needs-based and merit scholarships in an effort to ensure that bright and deserving students gain access to a TCU education. We are committed to growing the financial aid budget, as we also develop the people and programs that TCU offers. TCU's financial aid budget will exceed 25 percent of the University's overall operating budget this year.

Campus life and culture

The TCU campus is not only beautiful, with its manicured, tree-lined walkways and welcoming common spaces, but many say that it immediately "feels like home." TCU offers a seamless blend of the traditional and modern, weaving modern academic spaces with performing arts venues and athletics facilities and stadiums. You'll walk through stately columned grounds that give way to sleek, modern technology-first spaces that invite collaboration and interaction.

The sense of community is unparalleled; fifty-three percent of the undergraduate student body lives on campus—a percentage that has increased each of the past five years as a result of the University's commitment to residential living. The University includes eight schools and colleges, in addition to the John V. Roach Honors College and the new School of Medicine, which is operated in collaboration with the University of North Texas Health Science Center in Fort Worth.

Our students are supported by more than 2,200 faculty and staff. The University has approximately 700 full-time faculty members, 86 percent of whom hold a terminal degree. For nine consecutive years, TCU has been selected as one of the Great Colleges to Work For®.

At TCU, diversity, equity and inclusion are an educational imperative that is tied directly to our University mission and vision. For the second consecutive year, TCU has earned the Higher Education Excellence in Diversity Award, which highlights our ongoing commitment to build a comprehensive DEI strategy that aligns with our core values and to create a campus culture where everyone is respected and feels included. Among TCU's actions this year was approving a resolution to adopt DEI into its core curriculum.

The candidate selected for this position will work with a variety of students, faculty, and staff from across the campus. The colleague we are seeking should embrace the longstanding

emphasis on community-oriented ethical teaching and learning arising from TCU's heritage along with its progressive history as, for instance, the first post-secondary institution in Texas to embrace co-education.

For a recent faculty explanation of the "C" in Texas Christian University, we invite you to read an essay by Drs. Darren J.N. Middleton and Elizabeth H. Flowers, available here:

[Faculty Feature: The "C" in TCU.](#)

Operations

TCU's endowment value was \$1.6 billion at the end of 2018, and the fiscal year 2020 operating budget is approximately \$777 million. The University's healthy financial condition has enabled it to significantly increase new scholarships and other financial aid, endowed chairs and professorships, support new programs and academic initiatives, as well as invest in the development of residential and academic buildings.

In April 2019, the TCU Board of Trustees and administration approved a comprehensive fundraising campaign with a goal of \$1 billion. The primary focus of this campaign will be to secure significant support for people and programs and to increase TCU's endowment. Building the endowment is key to the continued growth and success of the University.

ABOUT FORT WORTH AND THE DFW METROPLEX

Like TCU, Fort Worth has the approachable, friendly charm of a smaller town, but offers the amenities, cultural activities, diversity, and unique personality of a much larger city. Fort Worth, Texas is the 13th largest city in the United States with an ever-growing population nearing 1 million. Fort Worth and TCU have grown together in a beautiful century-long relationship. You'll find that many Horned Frogs put down roots here after graduation, thanks the region's thriving job market.

Fort Worth is part of the Dallas-Fort Worth (DFW) metropolitan area, the fourth largest metropolitan area in the United States, and the number 1 tourist destination in Texas. In 2018, [bizjournals.com](#) ranked Fort Worth the 7th most affordable city to live and work in the United States and *U.S. News and World Report* named Fort Worth one of the Best Places to Live. Fort Worth, Dallas, and Arlington all rank among the top 25 most diverse cities in the country. Fort Worth also ranked highly in the Human Rights Campaign's Municipal Equality Index, which measures cities' inclusion of lesbian, gay, bisexual, and transgender residents.

Fort Worth is known for its vast array of cultural, educational, and entertainment opportunities. The city boasts three world class art museums—the Kimbell Art Museum (architects Louis I. Kahn and Renzo Piano), the Modern Art Museum of Fort Worth (architect Tadao Ando), and the Amon Carter Museum of American Art (architect Philip Johnson). The Bass Performance Hall is one of the premier performance venues in the country, home to world-class touring

productions; resident dance, music, and opera companies; and performances by TCU students and faculty. Concerts, film festivals, and other events are held regularly at Sundance Square, Panther Island, and Near Southside venues.

Outdoor recreation opportunities abound, taking advantage of the nearly year-round good weather. Along the river are over 70 miles of Trinity Trails bike/walk paths and parks. The Fort Worth Zoo and Fort Worth Botanic Gardens offer spectacular park experiences and frequent events. The Fort Worth Nature Center has 20 miles of hiking trails through native habitats. Numerous other parks offer facilities for land and water sports.

There are several public transportation options in Fort Worth. Molly the Trolley provides free rides around downtown. The Trinity Metro bus system provides coverage to much of Tarrant County, and TexRail and the Trinity Railway Express offer service between downtown Fort Worth, Dallas, and the DFW airport. There are also 46 BCycle bike share stations around the city.

DFW offers many educational opportunities. Including TCU, the Metroplex has over a dozen institutions of higher education and award-winning K-12 schools. Seven schools in north Texas earned the U.S. Department of Education's Blue Ribbon award in 2016. In 2018, the National Center for Urban School Transformation awarded four Fort Worth schools the America's Best Urban Schools Award.

The DFW Metroplex was the fastest growing metro area in the U.S. from 2016 to 2017. As of 2017, there were 22 Fortune 500 companies and over 10,000 corporate headquarters in DFW. This vital economic area is adding over 100,000 jobs per year; in April 2018, the Metroplex had an unemployment rate of 3.6%, well below the national unemployment rate. More broadly, the North Texas region is one of the most vibrant economic regions within the United States. AllianceTexas in north Fort Worth is the nation's largest inland port with 488 companies utilizing its logistics and distribution center. DFW Airport is a major hub that provides direct connections for easy access to most major cities in the U.S. and many international destinations.