
DEAN, COLLEGE OF EDUCATION



COLLEGE OF
EDUCATION

Leadership Statement

Texas Christian University



TCU College of Education

THE OPPORTUNITY

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



"Teaching to Change the World" Statue

ABOUT THE COLLEGE OF EDUCATION

Texas Christian University (TCU) began as the Male and Female Seminary of Fort Worth in 1869. In 1875 a separate Normal Department for the preparation of aspiring teachers was created. In 1893 the Texas State Department of Education recognized the teacher preparation, and the Department was made a school in 1923. In 2007, we became the TCU College of Education (CoE).

Mission

The TCU College of Education (CoE) prepares exemplary leaders for diverse educational settings and related fields who are reflective, ethical, innovative and committed to all learners.

Vision

We are committed to preparing individuals who will contribute to the creation of a humane and just society. To accomplish this, the TCU CoE:

- engages students in ethical, responsible, and meaningful scholarship and practice
- fosters community collaboration locally and globally
- expects excellence in all college endeavors.

Diversity, Equity, and Inclusion

The CoE aims to support diversity, equity, and inclusion within our schools and society, reflecting the cultural richness of our broader community of students, faculty, and staff. Our curriculum, programming, and community engagement efforts reflect this goal. Diversity involves a wide range of identities and perspectives including, but not limited to, race, gender, sexuality, socioeconomic status, disability, and religion. We affirm the inherent worth and dignity of every person and consider education to be a civil and human right as well as a public good. We acknowledge that diversity can improve educational outcomes and provide varied perspectives that enrich scholarly endeavors, enhance creative activities, and increase relevance within the educational community.

We intend to:

- advocate for equity and inclusion within the campus, our classrooms, schools, the community, and beyond
- prepare our students to work in diverse educational settings
- promote and support the enhanced recruitment of underrepresented students, faculty, and staff
- offer sustainable diversity, equity, and inclusion programs that provide learning opportunities for students, faculty, staff, and the community; and
- provide processes for the voices of CoE students, faculty, and staff to be heard regarding issues of diversity, equity, and inclusion, so that members of the CoE community are included, respected, and valued.

Through these actions, we affirm our commitment to supporting equitable access to high quality educational opportunities for all persons in our college and beyond.

About the CoE

The college offers 12 Bachelor of Science (BS) degrees, a Bachelor of General Studies, and several certifications. The teacher certification programs are governed by the Texas Education Agency (TEA). For the last three years our students have achieved a 98% average pass rate on the Texas State Certification Exams and 100% of our candidates who go into teaching are hired. In addition, the Youth Advocacy and Educational Studies major attracts a wide variety of students who wish to work with youth outside school settings. In addition, we offer programs in the following certifications: TESOL (ESL), Bilingual, Special Education, principalship, and superintendent.

At the graduate level, the CoE offers a Master of Arts in Teaching (MAT) degree, five Master of Education (MEd) degrees, two Doctoral degrees in Education (EdD) degrees, and five Doctor of Philosophy (PhD) degrees. Existing graduate programs have maintained or increased enrollment over the last three years. Students earning these degrees find employment throughout the world. The counseling program is currently requesting accreditation through the Council for Accreditation of Counseling and Related Educational Programs (CACREP).

The TCU College of Education is the only college in the US with two special education lab schools, Kinderfrogs (established 2000) and Starpoint (established 1966). These schools serve as an on-campus resource for teaching, research, and applied practice.

Undergraduate Units in CoE

BS: Early Childhood-6th Grade Education

- ESL and Special Education
- Bilingual, ESL, and Special Education

BS: Middle School

- Language & Literacy
- Mathematics
- Science
- Social Studies

BS: Secondary Education

- Language & Literacy
- Social Studies
- Life Science
- Physical Science

Double Major or Minor in Educational Studies

Youth Advocacy and Educational Studies

All Level Certification (Music, Art, Physical Education, Habilitation of the Deaf and Hard of Hearing, etc.)

Distinctions of the CoE

The Center for Public Education was awarded the Exemplary Programs for Culturally Responsive Teacher preparation for the American Association of Colleges for Teacher Education (AACTE) in 2012. The CoE won the International Reading Teacher's Certificate of Distinction for 2009-2016. The Andrews Institute for Mathematics & Science Education was selected by the National Science Teaching Association as one of ten best STEM institutes in 2014 and 2016. The Early Childhood through Sixth Grade Program received the AACTE Best Practice Award in Support of Multicultural Education and Diversity in 2015 and in 2016, the CoE received the Wisniewski Teacher Education Award for the Language and Literacy Program, an award to recognize an outstanding teacher education program at a university. In addition, the Consortium of State Organizations for Texas Teacher Organization's Exemplary Faculty Practice was awarded in 2016. Most recently, the Early Childhood through Sixth Grade Program was one of three finalists for the Distinguished Program in Teacher Education (DPTE), awarded through the Association for Teacher Education (ATE), 2018/19. In 2019 and 2020, U.S. News & World Report named the CoE as one of the best graduate schools of Education in the US.

The CoE has four endowed chairs:

- William and Betty Adams Chair of Education was established in 1993 by the Adams family;
- Jean W. Roach Chair of Laboratory Schools was established in 2005 through the generosity of Mr. and Mrs. John V. Roach and the Roach Foundation to recognize the academic leadership in special education of the director of TCU's two laboratory schools, KinderFrogs School and Starpoint School;
- Ann M. Jones Endowed Chair in Special Education was established through a gift from Mr. and Mrs. Jon Rex Jones in 2010; and
- Andrews Chair of Mathematics & Science Education established in 2018.

The CoE has one endowed professorship:

Graduate Units in CoE

MAT - TCU Teach

MEd

- Curriculum & Instruction
 - Curriculum Studies
 - Language & Literacy
 - Science
 - Mathematics
- Counseling
- Special Education
- Educational Leadership
- Higher Educational Leadership

EdD

- Educational Leadership
- Higher Educational Leadership
- Joint MBA/EdD Educational Leadership

PhD

- Counseling and Counselor Education
- Curriculum Studies
- Science Education
- Educational Leadership
- Higher Educational Leadership
- Joint MBA/PhD Educational Leadership

- The A.J. and Edna Pickett Endowment for the Clotilda Winter Professor of Education was established in 2002 to endow a professorship.

Since June 2012, the CoE has raised \$12.6M in philanthropic support and secured \$7,700,000.00 in external funding from agencies such as the College Advising Corps, US Department of Education, Texas Higher Education Coordinating Board, various Texas Independent School Districts, and the Waitt Foundation.

CoE Institutes, Center, and Programs

Institutes, Centers, and Programs (ICP) are vibrant components of the TCU landscape, embodying TCU’s commitment to research and community engagement in our state, country, and world. They play a critical, interdisciplinary role as they bring together researchers within a college, across colleges, and among external organizations. Six of these are housed within the CoE.

In 1999, the Institute of Mathematics, Science and Technology Education was founded as part of a National Science Foundation Grant. The name was changed to Andrews Institute of Mathematics & Science Education in 2007 in appreciation for a \$50M endowment by Paul and Judy Andrews. The Andrews Institutes provides an environment for innovation and change in mathematics and science education through creative research and teaching. The Andrews Institute faculty conduct research about teaching/learning of mathematics and science as well as conduct outreach to teachers and K-12 students.

The Center for Urban Education was founded in 2002 and later renamed as the Center for Public Education.

This center acknowledges education as a civil and human right. It advocates for public education by informing others on issues impacting students, educators, schools, and communities.

The Alice Neeley Special Education Research & Service (ANSERS) Institute was established in 2007. ANSERS seeks to improve the quality of life and learning for students with disabilities and their families through research and evidence-based practice. In conjunction with the TCU Lab Schools, ANSERS Institute provides professional development for local teachers, informational sessions for parents, and learning experiences for students interested in becoming special education teachers.

The TCU Laboratory Schools, Starpoint and KinderFrogs, provide an engaging learning environment for children with learning differences, Down syndrome, and other developmental delays. The lab schools also serve as an on-campus resource for teaching, research and applied practice.

CoE Institutes and Center

- Andrews Institute of Mathematics & Science Education
- Center for Public Education
- Alice Neeley Special Education Research & Service (ANSERS) Institute

CoE Programs

- Laboratory School
- TRIO
- College Advising Corps (Housed under Center for Public Education)

The College Advising Corps helps low-income, first generation and underrepresented students attend colleges that will serve them well by providing trained, near-peer advisers to underserved high schools across the DFW metroplex.

The TRIO Programs provide academic support to first generation, economically challenged students in their pursuit of achievement in higher education. This vital part of the TCU campus houses Student Support Services and the Ronald E. McNair programs.

CoE students



Teacher Candidate in Clinical Teaching Placement

Students entering the undergraduate programs at the end of the sophomore year have a variety of educational paths. In addition to undergraduate majors leading to traditional PreK-12 teaching certifications, students may major in Youth Advocacy & Educational Studies. Students may also double major in 11 disciplines. Currently, 318 students are enrolled as undergraduate majors, 29 students as educational studies minors, and 12 students as double majors. Eighty-five students are projected for spring 2020 clinical teaching placements in 15 districts and 51 campuses. Students can teach and study abroad in one or more of 10 countries.

Graduate programs offered in the CoE include counseling, educational leadership, higher educational leadership, curriculum studies, curriculum and instruction, special education, and science education. The graduate programs currently enroll 243 students. Each year we offer about \$3 million in graduate financial aid, which includes tuition assistance, stipends, and scholarships.

CoE faculty

The CoE is composed of over 37 full-time faculty members and 16 support staff. The College is unique in that it is not divided into departments but is governed with a flat, interconnected structure in which program faculty

support each other and contribute to a variety of programs and initiatives. Our leadership consists of a Dean, two Associate Deans, three Institute/Center directors, and three program coordinators.

The CoE 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. CoE faculty have a strong reputation as authors of peer-reviewed articles, book chapters, and books. They hold leadership positions in their professional organizations, editorships, and review board members. Faculty bring this scholarly expertise into the classroom where our courses provide an intellectual foundation for TCU students in all areas of study.

QUALIFICATIONS

Required

- Earned doctorate in an appropriate academic discipline
- Demonstrated leadership at various levels in a college of education (e.g., director of center/institute, department chair, associate dean, dean)
- Experience or potential for extensive fundraising
- Distinguished record of achievement as a scholar and teacher worthy of the rank of full professor in the College of Education at TCU

Preferred

- Demonstrated commitment to principles that align with the College of Education's mission statement and core values
- Be a visionary and strategic thinker about colleges of education and how they fit into liberal arts university structures and decision making
- Evidence of strong communication, transparent decision-making, and effective delegating
- Demonstrated ability to secure funding internally and externally for students, programs, and capital improvements
- Experience strengthening the academic profile of a unit through support and advocacy of programs and people
- Demonstrated evidence of valuing the variety and complexity of undergraduate and graduate programs in colleges of education

- Evidence of advancing DEI initiatives related to students, faculty, and staff
- Experience recruiting and supporting a diverse student population
- Value interdisciplinary collaborations within the college and university, and build coalitions within the community
- Experience working collaboratively across academic affairs, student affairs, and support services
- Strong record of university teaching experience in a field related to 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, institute and center directors, faculty, and staff to advance the University's strategic plan and its commitment to inclusive excellence
- Maintain knowledge of current curricular and programmatic trends in Education and related fields
- Achieve successful philanthropic support for the College by working closely with university advancement and development personnel
- Develop the College of Education budget, ensure efficient management of resources, and coordinate student financial aid
- 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 and retain diverse and excellent undergraduate and graduate students in all programs
- Implement effective policies to attract and retain diverse and excellent faculty
- Support faculty and students in identifying, securing, and reporting internal and external funding for scholarship and its equivalents
- Envision and implement plans to deepen the University's founding commitment to the field of Education

THE PROVOST

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 Charlotte and launched the Office for Inclusive Excellence while at Syracuse.

The Provost's senior administrative team is comprised of experienced leaders including school and college deans, 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, 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.

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, brought to life their vision of offering a classical education rooted in values and character. They succeeded in creating an enriching community for men and women of character to acquire a liberal arts education and strive for 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 & 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 athletics facilities and stadiums with performing arts venues and modern academic spaces. 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 both 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.](#)



Counseling Graduate Students

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 (architect Louis I. Kahn and architect 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 watersports.

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.