

VISION IN ACTION:
LEAD ON



Progress Report

March 22, 2020

VISION IN ACTION:
LEAD ON

4

Goals

Board of Trustees

~120 Recommendations

3

Foundational Themes

VIA Steering Committee

8

**Current
Strategic
Priorities**

Leadership
(Process posted on Provost's
Website)

VISION IN ACTION:
LEAD ON

**Academic Profile &
Reputation**

**TCU Experience &
Campus Culture**

Endowment

TCU Workforce

~120 Recommendations

3

Foundational Themes

VIA Steering Committee

8

**Current
Strategic
Priorities**

Leadership
(Process posted on Provost's
Website)

VISION IN ACTION:
LEAD ON

**Academic Profile &
Reputation**

**TCU Experience &
Campus Culture**

Endowment

TCU Workforce

Diversity & Inclusion

Student Experience

Student Support

8

**Current
Strategic
Priorities**

Leadership
**(Process posted on Provost's
Website)**

VISION IN ACTION: **LEAD ON**

**Academic Profile &
Reputation**

**TCU Experience &
Campus Culture**

Endowment

TCU Workforce

Progress Report

Diversity & Inclusion

Student Experience

Student Support

Operational Sustainability

Grow Endowment

**DEI: core curriculum, hiring, inclusive
environment, educational imperative**

Integrated Student Success

School of Medicine

Competitive Athletics

International Experiences



Goal 1: Enhance Academic Profile & Reputation





Academic Profile & Reputation

Student experience
Reputational impact
Curricular & infrastructure review



Floyd Wormley
Associate Vice Provost
Research and
Dean Graduate Studies

Internal seed grants
Professional development
Compliance
Rankings & reporting

Teacher-Scholar definition
Faculty workload model
Merited & academic leave

Graduate Studies

Scholarship

Teacher Scholar Model



Academic Profile & Reputation

Compassionate Practice™ curriculum
Curricular review
DEI in Common core

Accreditation
Joint governance with UNTHSC

School of Medicine

Graduate Studies

Teaching Innovations

Scholarship

Teacher Scholar Model



Academic Profile & Reputation

Joint appointments

School of Interdisciplinary Studies infrastructure

Cecil H. and Ida Green Visiting Professor or
Postdoctoral Fellow



Karen Steele
Dean, School of
Interdisciplinary
Studies

**Interdisciplinary
Collaboration**

School of Medicine

Teaching Innovations

Graduate Studies

Scholarship

Teacher Scholar Model



Academic Profile & Reputation

Increase visibility with research clusters: health & society, medical humanities, SOM, digital humanities & data analytics
Strategic hiring plan to address under-representation



Sonja S. Watson
Dean, AddRan College of Liberal Arts
Professor, Spanish and Latin American Studies
Researcher, African Diaspora Studies

**Interdisciplinary
Collaboration**

School of Medicine

Teaching Innovations

Graduate Studies

Scholarship

Teacher Scholar Model



Academic Profile & Reputation

Magnify the impact of COE community service, research, and preparing leaders ready to make a difference in diverse communities

**Interdisciplinary
Collaboration**

School of Medicine

Teaching Innovations



Frank Hernandez
Dean, College of
Education
Professor, Educational
Leadership
Researcher, Latino
leadership, Leadership for
LGBTQ students & social
justice

Graduate Studies

Scholarship

Teacher Scholar Model



Academic Profile & Reputation

Audit of International Programs
& Partnerships
Coordinate for compliance &
Impact

**Interdisciplinary
Collaboration**

School of Medicine

Teaching Innovations

TCU Global

Graduate Studies

Scholarship

Teacher Scholar Model



Academic Profile & Reputation

Competitive athletics
Rankings
TCU Global
Teacher-Scholar Action Research Clusters

Clusters: DEI, Teaching Innovations,
Compassionate Practice, Health
Sciences, Analytics, Service-learning

Visible Distinctions

**Interdisciplinary
Collaboration**

TCU Global

School of Medicine

Graduate Studies

Teaching Innovations

Scholarship

Teacher Scholar Model



Goal 1: Enhance Academic Profile & Reputation

Key Building Blocks

**Interdisciplinary
Collaboration**

School of Medicine

Teaching Innovations

Visible Distinctions

TCU Global

Graduate Studies

Scholarship

Teacher Scholar Model



Goal 2: Enhance TCU Experience & Campus Culture





TCU Experience & Campus Culture



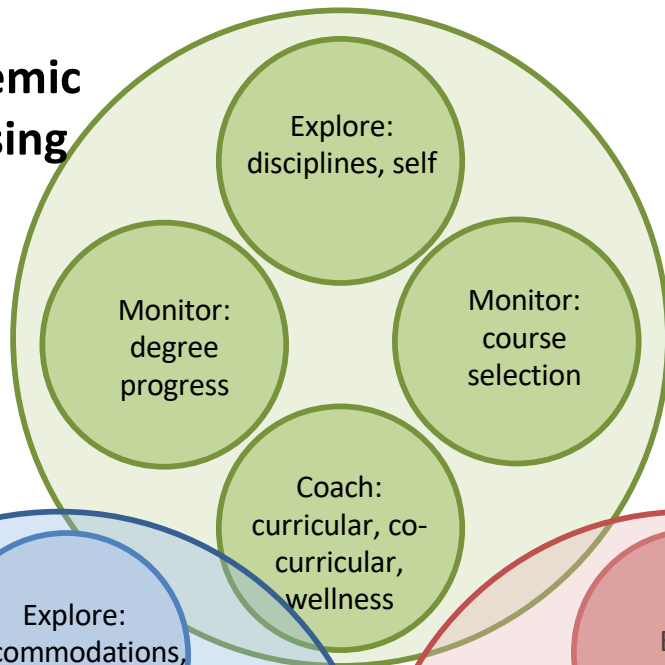
Associate Vice Provost Student Success
Academic + Student Affairs
Curricular and Co-curricular
Comprehensive Model for Student Success

Integrated Student Success

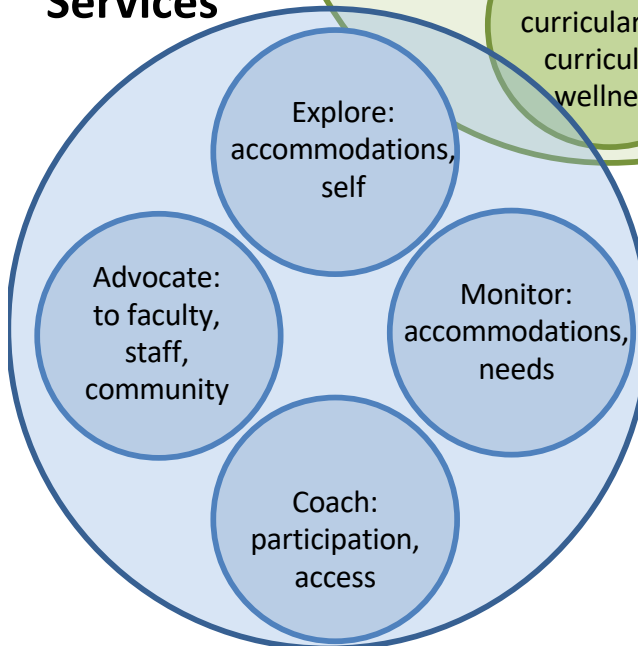


TCU Experience & Campus Culture

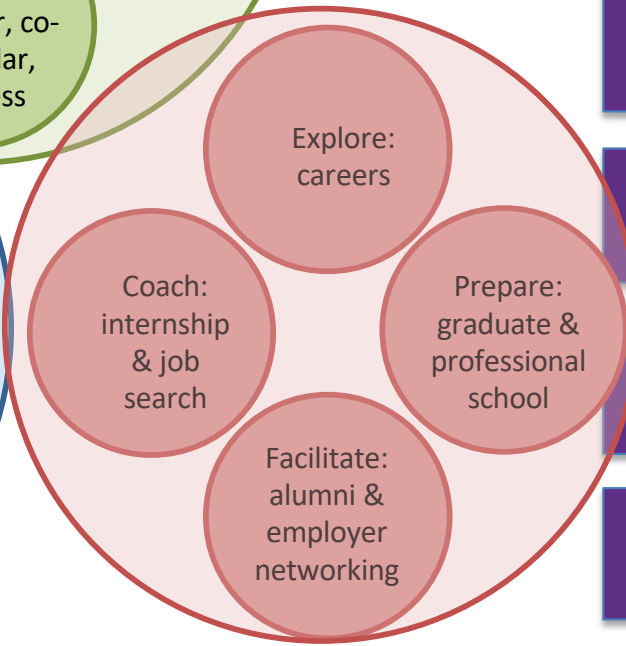
Academic Advising



Disability Services



Career Services



New Dedicated Directors
Inviting spaces
Best practices: processes
Best practices: digital tools

Career Services

Disability Services

Academic Advising

Integrated Student Success



TCU Experience & Campus Culture

Outcomes:

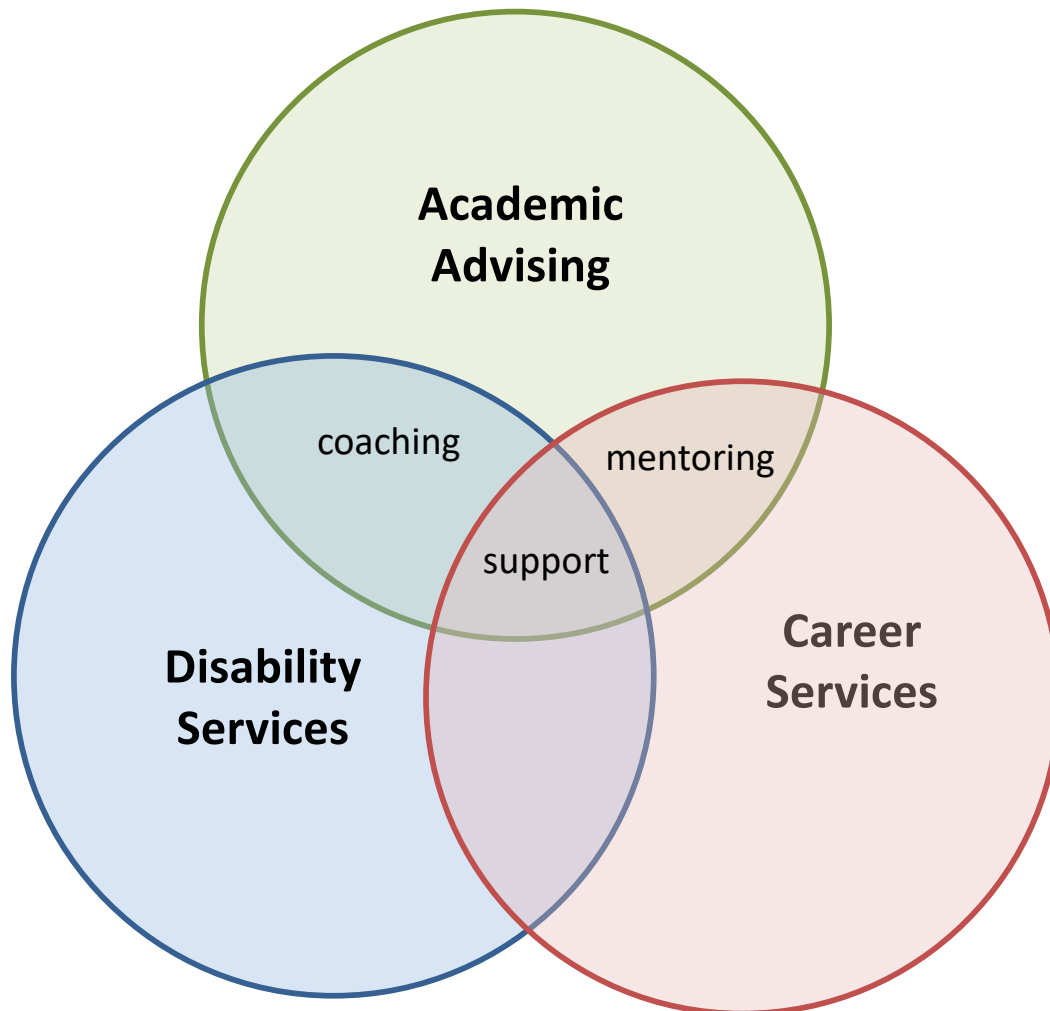
**Retention, Graduation,
Placement**

Career Services

Disability Services

Academic Advising

Integrated Student Success





TCU Experience & Campus Culture



Claire Sanders
Provost Faculty Fellow
DEI Advocate,
Academic Affairs
(FY20 & FY21)

Proposal out for faculty senate review
Multiple steps to implementation

**Retention, Graduation,
Placement**

Career Services

Accessibility Services

Academic Advising

Integrated Student Success

**DEI Essential Competency
in Core Curriculum**

Inclusive Excellence



TCU Experience & Campus Culture

Weave DEI thread through first year

DEI First Year Programming

DEI Essential Competency in Core Curriculum

Inclusive Excellence

Retention, Graduation, Placement

Career Services

Accessibility Services

Academic Advising

Integrated Student Success



Goal 2: Enhance TCU Experience & Campus Culture

Key Building Blocks

Inclusive Climate

DEI First Year Programming

**DEI Essential Competency
in Core Curriculum**

Inclusive Excellence

**Retention, Graduation,
Placement**

Career Services

Accessibility Services

Academic Advising

Integrated Student Success



Goal 3: Enhance the Endowment





Endowment

People & Programs
Articulate compelling
multi-disciplinary themes

Why TCU?

Why Now?

Key Building Blocks

Endowed Scholarships

Endowed Faculty Positions

Endowed Fellowships

**Endowed Support for
Scholarship, Research,
Creative Activity**

Teacher-Scholar Clusters
DEI, Teaching Innovations,
Compassionate Practice, Health
Sciences, Analytics, Service-learning



Goal 4: Enhance TCU Workforce





TCU Workforce



Chris Watts
Dean
Harris College of
Nursing & Health
Sciences



Daniel Pullin
John V. Roach Dean
Neeley School of Business

New Deans

- FY19: Interdisciplinary Studies
- FY20: Neeley, Harris, Research & Grad Studies
- FY21: AddRan, Education, Library (internal search ongoing)
- FY22: Fine Arts (again), Science & Engineering

New Leadership



TCU Workforce

Hiring workflow
PageUp Platform
DEI checklist

Hiring & Employee Success

New Leadership



TCU Workforce

Four continuing and five new programs for faculty development:

E.g., Cultivate Faculty Talent Pilot (coming)

Faculty Advancement

Hiring & Employee Success

New Leadership



TCU Workforce

Key Building Blocks

Faculty Advancement

Hiring & Employee Success

New Leadership



Overarching: Operational Sustainability





Operational Sustainability

Strengthen the human resources infrastructure to better serve TCU

Human resources infrastructure



Chris Hightower,
Director
Institutional
Effectiveness &
Institutional
Accreditation
Liaison



Shelia Williams
Executive Assistant to Provost



Meredith Brunson
Director
Academic Affairs
Finance &
Operations



Operational Sustainability

E.g., DEI Inventory

Human resources infrastructure

Environmental Scans:
Five ongoing audits and inventories

Infrastructure to support data informed decisions:
Several ongoing projects

E.g., Academic &
Student Affairs multi-
year space plan



Operational Sustainability

Key Building Blocks

Human resources infrastructure

Environmental Scans:
Five ongoing audits and inventories

Infrastructure to support data informed decisions:
Several ongoing projects

VISION IN ACTION:
LEAD ONSM

Progress Report

March 22, 2020