



Neeley School
of Business



Position Specification

John V. Roach Dean, Neeley School of Business

Texas Christian University

October 2023





THE OPPORTUNITY

Position John V. Roach Dean, Neeley School of Business

Location Fort Worth, Texas

Reporting Relationship Teresa Abi-Nader Dahlberg
Provost and Vice Chancellor for Academic Affairs

Website <https://www.neeley.tcu.edu/>

Texas Christian University (TCU) invites nominations and applications for the position of the John V. Roach Dean of the Neeley School of Business. TCU seeks a collaborative, strategic, and visionary leader. The dean will have the opportunity to lead and build upon the Neeley School's innovative, collaborative, and service-oriented focus and mission, as manifested through its teacher-scholar model. The next dean will be forward-thinking, leading the Neeley School of Business by engaging and leveraging the extensive business industry in the Dallas-Fort Worth region. The Neeley School of Business will thrive best with a dean committed to fundraising and expanding its brand and reputation while managing its growth and excellence in undergraduate and graduate business education.

A private university located in Fort Worth, Texas, TCU is classified as a top 100 National University by U.S. News and World Report and has a Carnegie Classification of R2: Doctoral Universities – High Research Activity. TCU has a \$2.6 billion endowment, enrolls over 12,700 students, employs over 700 full-time faculty, and has a student-to-faculty ratio of 14:1. TCU is in the midst of an unprecedented time of growth, with a growing number of applications competing for limited spots. Our classes become even more talented and academically gifted each year, as we proudly graduate Horned Frogs ready to live up to our mission. The Neeley School continues to attract a large percentage of incoming students, signaling its vibrancy for the future.

The Neeley School is one of the top 20 undergraduate business schools in the U.S. per *Poets&Quants*. The 2021 strategic plan [Fulfilling the Neeley Promise](#) creates a blueprint for the school's future to become even more prominent, inclusive, and research-forward while remaining focused on student success and upward career mobility.

In December 2022, [Daniel Pullin](#), the John V. Roach Dean of the TCU Neeley School of Business, was named President at TCU, beginning his tenure February 1, 2023, creating an extraordinary opportunity for the next dean of the Neeley School to collaborate with a transformative figure in business education.



THE NEELEY SCHOOL OF BUSINESS

In recognition of the need for skilled accountants, commercial mathematicians, and commercial lawyers in the rapidly growing Fort Worth area, TCU has taught business since 1884, and founded the school of business in 1938. The business school acquired its name, M.J. Neeley School of Business, in 1967 in honor of the man who, as a trustee, led one of TCU's most aggressive building programs in history from 1951 to 1970. In 2022, *Poets&Quants* rated the Neeley School as one of the [Top 10 Undergraduate Business Schools to Watch](#), citing alumni satisfaction as a primary driver for the School's leap in P&Q ratings from 39th in 2021 to 19th in 2022.

In January 2020, the Neeley School of Business officially opened its new state-of-the-art business building, the [Spencer and Marlene Hays Business Commons](#), which highlights the best of what a school of business can and should be in the 21st century. The Hays Business Commons features 225,000 square feet of modernized classrooms; meeting spaces; advanced technology; an auditorium for thought leaders to share their insights; outdoor terraces to take advantage of the Texas weather; and faculty and staff offices that invite and welcome students.

The Neeley School of Business comprises six academic departments: [Accounting](#), [Entrepreneurship and Innovation](#), [Finance, Management and Leadership](#), [Marketing](#), and [Information Systems & Supply Chain Management](#), which includes programs in both Business Information Systems and Supply and Value Chain Management. The Neeley School of Business has an enrollment of 3,636 (Fall 2023) undergraduate and graduate students, approximately 195 full-time employees, and over 23,500 living alumni. The Neeley School is proud to be fully accredited by the Association to Advance Collegiate Schools of Business (AACSB International) for undergraduate and graduate programs. In addition, the Accounting department is among an elite number (less than 200) accredited by AACSB.

Undergraduates in the [BBA program](#) can select from eight major programs of study. Six minor programs of study are available as well as two certificate programs in Consultative Sales and Fintech. [Graduate degrees](#) offered include the MBA, the Master of Accounting, and two MS degrees in Supply Chain Management and Business Analytics. In conjunction with the College Education, the Neeley School of Business offers a dual degree, the MBA-EdD/PhD in Educational Leadership. Graduate education also includes certificates in Analytics, Energy, Health Policy and Management, and Supply Chain. TCU also offers Pathways of Distinction for undergraduate students, including [Neeley Fellows](#), the [BNSF Neeley Leadership Program](#), [Neeley Complete](#), and [Neeley Premium Credentials](#), as well as premier programs for graduate students, allowing top students to participate in the [Neeley & Associates Consultants](#) and the [MBA Future Leaders Program](#). Further, the [Educational Investment Fund](#) serves both graduate and undergraduate students.

With a strong network of business leaders, alumni, and parents in Dallas-Fort Worth and well beyond, the Neeley School involves business leaders in many aspects of the school,



including [advisory boards](#) for the school and many departments and programs, class visits, and speaking engagements. Business leaders also provide internships, company-based projects, and mentorship of student consulting teams.

The Neeley School of Business enjoys national ranking in several outlets. For five years in a row, *Public Accounting Report* has ranked the Accounting Program Best in the Nation, 20th in the U.S. for undergraduate programs, and 21st among graduate programs of its size. *Poets & Quants* ranked Alumni Satisfaction at #4 and Undergraduate Starting Salaries at #9 among undergraduates nationally. *U.S. News & World Report* ranked the Entrepreneurship undergraduate program 14th nationally, while Bloomberg Newsweek ranked its graduate program 12th. The *Wall Street Journal* ranked the MBA program 32nd in the U.S., while *The Economist*, ranks it 2nd for MBA Faculty Quality. *Gartner* ranked the undergraduate supply chain program 17th in North America, and the graduate supply chain program 18th in North America by *Gartner*. *The Economist* ranked the Executive MBA program 13th in the world, 5th in the U.S., and 1st in Texas. TCU's accounting graduates regularly achieve a Top 3 CPA exam pass rate in Texas and *Accounting Today* lists them at the 96th percentile of pass rates.

VISION & MISSION

The Neeley Promise

The Neeley School of Business unleashes human potential with leadership at the core and innovation in our spirit.

The Neeley Promise comes to life through our uniquely experiential education, which draws upon one of the most dynamic and fastest-growing incubators for business innovation — the Dallas-Fort Worth metro area and all the Fortune 500 companies doing business there.

Vision

The Neeley School of Business aspires to be a world-class, values-centered school of business driven by leadership and innovation.

Mission

The Neeley School's mission is twofold:

- To develop ethical leaders with cutting-edge business competencies and a global perspective who help shape the business environment.
- To develop and disseminate leading-edge thought to improve the practice of business and contribute to the greater good.



Strategic Plan: Fulfilling the Neeley Promise

WATCH as Dean – now President – Pullin discusses in depth the five goals for the Neeley Strategic Plan:

1. Revenue: The Neeley School will capitalize on existing strengths and explore new opportunities in three ways:

- Scale existing graduate offerings that generate revenue and reputation
- Launch new market-relevant programs and credentials to prepare students and employers for the future of work
- Partner with industry to capitalize on the Centers of Excellence that shape the global practice of business

2. Research: The Neeley School will enhance its research commitment in four ways:

- Develop a Research Excellence plan to provide the resources that unleash the power of Neeley faculty
- Widen awareness of the Neeley School's premier research impact
- Capitalize on the geographic proximity to, and power of, the DFW business community
- Bring business insights into the classroom to prepare graduates to add value on Day One

3. Inclusive Excellence: The Neeley School will collaborate with students, faculty, staff, alumni and industry partners to achieve Inclusive Excellence in three ways:

- Create an endowment for the Office of Inclusive Excellence to support programs, faculty and administration
- Attract and empower a more diverse student, faculty and staff population
- Develop Cultural Competency learning opportunities for students, faculty, staff, alumni and corporate partners

4. Student Success: The Neeley School will achieve this goal in three ways:

- Deliver a world-class, market-leading experiential education
- Expand student access to more "premier" educational experiences along with innovative program offerings
- Enhance the market-leading student experience, support systems and career outcomes.

5. Brand: Telling the Neeley School's story is the key to elevating awareness of what makes the Neeley School special. The Neeley School will tell its story in these ways:

- Elevate the Neeley School brand by strategically promoting the breadth of student and faculty achievements aligned with ranking drivers
- Identify, develop and create a clear marketing organization approach to support the needs of programs and initiatives
- Engage the alumni network as brand ambassadors

Future Neeley School graduates will leverage their experiential learning focus to be ready to make a difference faster than their competitors. Neeley School graduates will be rooted in rigorous training and will be ethical, effective leaders. They will be lifelong learners,



remaining connected to the Neeley School experience as they progress through their careers. The Neeley School's efforts to drive inclusive excellence will lead to graduates having a more balanced and enriched perspective. And the Neeley School brand will be synonymous with business education excellence worldwide.

FACULTY

The school has 116 full-time faculty, including department chairs, professorships, faculty fellows, entrepreneurs-in-residence, and other special appointments or designations, including 23 endowed positions. The Neeley School features highly ranked research faculty, including editors and associate editors of premier journals, distinguished fellows in prestigious academies and societies, and productive and motivated scholars at all levels.

In 2022, *Poets&Quants* named the Neeley School a Top 10 Business School to Watch and named two undergraduate business professors on their [Top 50 list](#). Neeley School faculty are [consistently honored](#) for their impactful research and teaching and provide some of the best classroom experiences for students in Texas, both graduate and undergraduate.

CENTERS, INSTITUTES AND OFFICES

The [Professional Development Center](#) at the Neeley School connects students with peer coaches, leadership assessment, résumé support and more, while the [Alcon Career Center](#) works with business students and employers.

The Neeley School is also home to eight Centers and Institutes allowing for specialized research, study and networking among faculty, students, staff, alumni and the broader DFW business community:

- [Center for Real Estate](#)
- [Center for Supply Chain Innovation](#)
- [Institute for Entrepreneurship and Innovation](#)
- [LKCM Center for Financial Studies](#)
- [Neeley Analytics Initiative](#)
- [Ralph Lowe Energy Institute](#)
- [TCU Sales Center](#)

The Neeley Office of Inclusive Excellence oversees the school's equity and inclusion initiatives and works with the Office of Institutional Equity on the larger programs set forth by TCU and the expansive DEI initiatives university-wide.

THE POSITION

The Dean of the Neeley School of Business is the chief administrative, academic, budgetary and advancement officer for the school. The dean provides creative vision and leadership for the school while serving as a leader across the University, the region, and



the world. The dean fosters collaborative opportunities on behalf of the Neeley School both internally and externally to engage students, faculty, and industry partners and further the school's mission.

The dean reports to the Vice Chancellor for Academic Affairs and Provost and serves as a member of the Provost's Council in furthering goals of the [Vision in Action: Lead On](#) Strategic Plan. The dean oversees faculty, staff and students, and works closely with a leadership team of six associate and assistant deans, six department chairs, and the center and institute directors. The [Neeley Board of Advisors](#) assists the dean in pursuit of the school's mission. Its members are thought leaders and some of the most influential business leaders regionally, nationally and internationally.

OPPORTUNITIES AND CHALLENGES

The next dean of the Neeley School of Business will lead the following efforts:

Strategic Plan- Build on and expand the implementation of the Neeley School's five goals as articulated in the 2021 Strategic Plan Fulfilling the Neeley Promise to achieve results at scale. The dean will bring forward-thinking, planning, and innovative technologies across the Neeley School in pursuit of these goals. The Neeley School is highly organized, with talented senior leadership in place and successful faculty governance. Momentum and direction for future growth and success exist, and plans to continue in this direction will be vital to growing the school's national and international reputation.

Growth- Increased student enrollment has created the need for more faculty to lead quality programs of high student interest while maintaining a low student-to-teacher ratio. The dean will continue to assess facility and space needs for the future. More Centers and Institutes would enable specialized research, study, and community partnerships. Entrepreneurial use of existing and new revenue streams in support of this goal will drive success in this regard.

Champion diversity, equity, and inclusion- The dean will continue to build upon the Neeley School's momentum in DEI progress achieved through launching and supporting an Office of Inclusive Excellence, with programs that have won national awards for impact. The dean will model inclusive best practices and expand the school's capacity to train leaders for a business world increasingly desirous of social justice-based business practices.

Fundraising and "Friend-raising"- The next dean must enjoy relationship building, community engagement, and telling the Neeley School's story to potential donors and stakeholders. The dean will have the opportunity to steward, strengthen, and advocate with TCU and external stakeholders for the financial and operational resources of the Neeley School. The dean will increase connections with the Dallas-Fort Worth community and industry partners, developing working relationships, networking, advocacy, and expansive talent-building pipelines between the Neeley School and external partners.



Teacher-Scholar Model- Appreciation of and respect for the TCU teacher-scholar model is critical. This important TCU value must be synched with research goals held by the Neeley School's faculty, in support of the university's goals. The Neeley School's faculty research productivity in elite scholarly journals is competitive with top business schools internationally, enhancing both rankings and reputation for the Neeley School and for TCU. For tenure-stream faculty, we hire people who are talented, well-trained, and intrinsically motivated to produce world-class scholarship and to impact the lives of students. Given the internationally competitive market for faculty talent, the dean must lead the school into the upper echelons of faculty recruitment, retention, support, and compensation.

Program Development- Continuing to develop innovative and entrepreneurial programs at the undergraduate and graduate levels will support the continued growth of the Neeley School.

Elevate Reputation- The dean will continue to raise the school's profile through bold leadership, creative vision, and an unyielding commitment to student and faculty excellence. Resource investments are needed to assemble competitive brand-building infrastructure and to pursue goals for improvements in key rankings.

KEY RESPONSIBILITIES

The dean of the Neeley School of Business reports directly to the Provost and operates in an environment where governance is shared, openly and unambiguously, between faculty and administration. The dean's charge as primary academic and administrative officer of the Neeley School is to:

- define, exemplify, and cultivate academic excellence among all TCU students and faculty;
- lead the school toward the actualization of its vision: to become a world-class, values-centered school characterized by critical, creative, cross-cultural and cross-disciplinary inquiry;
- promote self-discovery, critical thinking, and conscientious understanding of world business in the context of big questions, great ideas, and relevant issues that transcend the curriculum;
- provide an environment that encourages and supports leading-edge research and dissemination of thought;
- continue to build upon the Neeley School's recent successes in creating greater access to business education and greater equity and sense of belonging in the ranks of its students, faculty, and staff. The dean will champion recruiting, hiring, and advancing diverse talent;
- provide thoughtful, innovative leadership in the areas of long-range planning, budgetary management, and programmatic and curriculum review and development, working in consultation with the Neeley Board of Advisors, the provost, and the associate provost for academic planning and budgeting;
- maintain short- and long-term financial plans and effective budget management controls by monitoring expenditures, implementing university fiscal policy and preparing budget recommendations for the school;



- achieve successful philanthropic support for the school by working with university advancement and development personnel;
- manage in-unit faculty and staff by determining the school's human resources needs and directing faculty and staff recruitment, appointment, development, and evaluation;
- oversee the security and maintenance of appropriate physical facilities.

REQUIRED QUALIFICATIONS

- Strong communication skills are required, with the ability to articulate a vision for the school to diverse internal and external partners and stakeholders and to collaborate effectively with faculty, administrators, and staff across the university to advance the school's mission.
- Experience or potential for extensive fundraising is essential.
- Demonstrated ability to develop and promote equitable and inclusive best practices that support a diverse faculty, oversee faculty recruitment and development, manage promotion and tenure, and appoint departmental chairpersons and directors, as needed.
- Advanced interpersonal, verbal, and written communication skills with the ability to articulate the school's strengths and advocate for its needs.
- Strong record of teaching and leadership in undergraduate and graduate education.

DESIRED CHARACTERISTICS

The ideal candidate will possess many of the following:

- Understanding and appreciation of the teacher-scholar model;
- Demonstrated ability to showcase, advocate for, and expand the reputation and brand of the school and university;
- Successful track record of fundraising and philanthropic development, with an emphasis on engaging with business industry, communities, and stakeholders;
- A strong track record of identifying, developing, expanding, and sustaining public and private partnerships and sources of research funding;
- Demonstrated commitment to securing the upward mobility of all students, in particular, those traditionally excluded from and underserved by traditional business school admissions, education, and professional career recruitment practices;
- Ability to foster a culture of high ethical standards and effective business practices in the school, including exceptional fiduciary skills;
- Knowledge of current curricular and programmatic trends in business education nationally and globally, and significant experience addressing the needs of employers and industry leaders;
- Ability to partner with the university's advancement office to build foundational relationships with alumni, parents and friends of the school;
- Breadth of knowledge and foresight needed to identify existing, emerging and



interdisciplinary fields for investment, both within the school and collaboratively with other colleges in TCU and beyond;

- Exposure to and appreciation for the use of technology in creating and delivering outstanding academic programs;
- A transparent and approachable style of leadership, coupled with the ability to make decisions respectfully and with the highest levels of integrity; and
- Creativity, an entrepreneurial spirit, and the agility to bring new ideas to fruition in a timely fashion.

EDUCATION AND EXPERIENCE

The dean's formal educational credentials and distinguished record of achievement as a scholar, teacher, and/or leader in a research-oriented business school will be worthy of the rank of full professor in the Neeley School of Business. Specifically, the dean must be tenured (or tenurable within the first year) at the rank of full professor in one of the departments within the school.

COMPENSATION

Compensation arrangements are competitive and commensurate with both experience and achievement.

TEXAS CHRISTIAN UNIVERSITY



Texas Christian University is a private university located in Fort Worth, Texas. TCU is a Top 100 National University as classified by *US News and World Report* and has a



Carnegie Classification of R2: Doctoral Universities – High Research Activity. The University has a \$2.6 billion endowment.

Founded in 1873, Texas Christian University sits on 302 acres nestled in a tree-lined neighborhood of Fort Worth, just minutes away from downtown. TCU's mission has always been rooted in educating individuals to think and act as ethical leaders and responsible citizens of the global community. Starting with just 13 students, brothers Addison and Randolph Clark brought to life their vision of an institution that would "promote literary and scientific education" rooted in values and character. TCU was one of the first co-ed institutions west of the Mississippi, a groundbreaking decision in the 1870s. They succeeded in creating an enriching community for men and women to acquire a liberal arts education and strive for the greater good.

As the world changes dramatically, TCU remains a thriving and connected academic community that prioritizes the support of shared goals and actions for the greater good. Over the past 20 years, TCU has invested more than \$1 billion into new and renovated facilities where students are supported in their quest for education, inspiration, and success. Nearly 150 years later, TCU is still honoring its history and legacy, with more than 100,000 living alumni striving to serve the greater good and each other.

ACADEMICS

TCU enrolls more than 12,700 students, including approximately 10,900 undergraduate and 1,870 graduate students. It offers 117 undergraduate areas of study and 100 graduate areas of focus. TCU is comprised of nine schools and colleges, including the John V. Roach Honors College and the new Anne Burnett Marion School of Medicine.

[AddRan College of Liberal Arts](#)

[Bob Schieffer College of Communication](#)

[College of Education](#)

[College of Fine Arts](#)

[College of Science & Engineering](#)

[Harris College of Nursing & Health Sciences](#)

[Neeley School of Business](#)

[John V. Roach Honors College](#)

[Anne Burnett Marion School of Medicine](#)

The University has over 700 full-time faculty members. With a 14:1 student-to-faculty ratio, TCU's teachers are deeply invested in the student's academic journey. The teacher-scholar model embraced by the faculty provides a balance of teaching, scholarship, and service and offers enriching experiences and involvement with impact.



LEADERSHIP

Chancellor

TCU's 10th chancellor, Dr. Victor J. Boschini, Jr., has brought student-focused leadership to TCU over the course of his 20-year tenure with the university. Dr. Boschini teaches a popular yearly leadership course in the College of Education, where he holds the rank of professor.

Dr. Boschini earned a bachelor's degree from Mount Union College, a master's degree from Bowling Green State University, and a doctorate in higher education administration from Indiana University. In 2005, he received the Distinguished Alumni Award from IU's College of Education. He was awarded honorary doctorates from Lincoln University and The University of Mount Union.

President

In February 2023, Daniel W. Pullin, former John V. Roach Dean of the TCU Neeley School of Business, began in the role of TCU president. As TCU president, Pullin reports to the chancellor and is responsible for overall operations supporting and enhancing the university's academic mission. He provides executive leadership to advance the mission, vision and values of TCU.

Prior to joining the Neeley School of Business, Pullin was the dean of the Price College of Business at the University of Oklahoma, where he also served as university vice president. Before transitioning to higher education, Pullin worked for global consultancy McKinsey & Company and the private equity firm Hicks Muse Tate & Furst and its portfolio companies. Pullin earned his undergraduate degrees from the University of Oklahoma and MBA from Harvard Business School before returning to OU to earn a Juris Doctor degree.

Provost

In March 2019, Dr. Teresa Abi-Nader Dahlberg joined TCU as Provost and Vice Chancellor for Academic Affairs. She has bolstered academic excellence and inclusive excellence, and installed best practices in faculty hiring and workload, utilizing shared governance. Her vision is to maintain an evolving portfolio of academic programs that strengthen TCU's academic profile and reputation, prepare graduates for today's world, and ensure responsible stewardship of tuition and donor gifts.

Dr. Dahlberg views higher education as a transformative experience. She holds a wealth of knowledge in interdisciplinary research, high-impact teaching practices, and inclusive excellence.

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 a Woman of Distinction for STEM Education by the Girl Scouts Hornets' Nest Council and was inducted into the electrical and computer engineering Alumni Hall of Fame by N.C. State University. To learn more about Dr. Dahlberg, see [Our Provost \(tcu.edu\)](https://www.tcu.edu/academic-affairs/leadership/teresa-abi-nader-dahlberg).



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 continuing to strengthen TCU's position as a leading university.

As TCU looks toward the future, it identifies three foundational themes that transcend the institutional goals and are key to the University's strategic direction – Diversity and Inclusion, Student Experience, and Student Support. These fundamental themes are explored in TCU's strategic plan: [Vision in Action: Lead On](#). Below are four key points of focus in the plan:

Strengthen the academic profile and reputation – The academic reputation of a university is of great, perhaps critical, importance in determining whether undergraduate and graduate students choose to come to TCU. Similarly, it influences faculty when they make a career choice and commitment.

Strengthen the endowment – The tremendous generosity of TCU donors throughout history has shaped TCU. The caretaking and stewardship of the endowment is essential to the growth of TCU. The demographics of the future demand that TCU prioritize the use, value, and growth of the endowment, which will allow TCU to continue to support a balanced and academically distinguished academic enterprise.

Strengthen the TCU experience and campus culture – TCU has always promoted ethical values and principled leadership as core to its culture. The TCU community is uniquely positioned to model inclusive leadership within a campus community where all are welcome.

Strengthen the workforce (both employees and graduates) – Each student who entrusts themselves to TCU's guidance, each faculty who serves as a teacher and a scholar, and each staff member will encounter a diverse and stimulating community, profoundly dedicated to civility, respect, gratitude, and inclusiveness.

STUDENTS

TCU continues to attract some of the nation's most outstanding student talent to Fort Worth. For the 2023 first-year class, the University received 20,517 applications, making TCU one of the most selective schools in the state of Texas. Currently, TCU enrolls more than 10,900 undergraduates and 1,870 graduate students, with a first-year retention rate of 94.3 percent. The University has benefitted from significant enrollment growth with first-year student enrollment increasing from 1,630 first-year students in 2008 to 2,488 first time in college students in 2023, while maintaining a favorable student to faculty ratio. Thirty percent of students self-identify as a member of a minority group, five percent are international students, and forty-four percent are from out-of-state.

Each year, TCU offers hundreds of needs-based and merit scholarships to ensure that talented and academically gifted students can access a TCU education. TCU continues



to grow the financial aid budget, as they also develop the people and programs that TCU offers.

At TCU, students benefit from an average undergraduate class size of 26 and a 14:1 student to faculty ratio. TCU students are supported by more than 2,300 faculty and staff. TCU's focus on the student is reflected in numerous accolades. The Princeton Review ranks TCU as #5 for best alumni networks among private schools, and #4 best schools for internships, and The Wall Street Journal put TCU at #18 for student engagement.

CHURCH AFFILIATION

TCU is affiliated with the Christian Church (Disciples of Christ) and the “C” in TCU reflects this historical relationship. TCU is not a traditionally “Christian university,” but the University honors and recognizes the strong institutional ties of the past. Students come from more than 50 religious traditions and can participate in 24 recognized student religious organizations on campus, including groups for Christian, Jewish, and Muslim students, among others. Faculty and staff belong to a wide array of religious affiliations (including no religious affiliation) and there is no religious expectation for employment.

CAMPUS CULTURE

The TCU campus is beautiful with manicured, tree-lined walkways and welcoming common spaces. Many say it immediately “feels like home.” TCU offers a seamless blend of the traditional and modern, weaving athletic facilities and stadiums with performing arts venues and state-of-the-art academic spaces. Stately columned grounds give way to sleek, modern, technology-first spaces that invite collaboration and interaction.

The sense of community is unparalleled; fifty-one 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. With a robust on-campus life, students have more than [300 organizations](#) to participate in and a thriving community in Fort Worth to engage and serve.

DIVERSITY, EQUITY, AND INCLUSION

At TCU, [diversity, equity, and inclusion](#) (DEI) are an educational imperative directly tied to the University mission, vision, and strategic plan. Fulfilling TCU's mission to develop ethical leaders and critical thinkers in a global community depends on the university's ability to attract and retain students, faculty, and staff from diverse backgrounds. A diverse and inclusive campus leads to innovation, broadened perspective, and understanding values that are foundational aspects of higher education. For the sixth consecutive year, TCU has earned the Higher Education Excellence in Diversity Award, which highlights ongoing commitment to build a comprehensive DEI strategy that aligns with core values and creates a campus culture where everyone is respected and included. DEI is a foundational theme in TCU's [Vision in Action: Lead On](#) Strategic Plan.



The [Office of Diversity and Inclusion](#) is leading the University in making TCU a more inclusive campus. A few milestones in the past two years include an increase in learning and development opportunities, mandatory selection committee training, and the initiative to implement the DEI Essential Competency requirement in TCU's core curriculum. Please visit [here](#) for the 2021-2022 ODI Report. To learn more about TCU's commitment to DEI and more on their current DEI Efforts, please visit the [Diversity, Equity and Inclusion web page](#).

TCU's colleges and schools are aligned with the [Inclusive Excellence Academic Affairs](#) strategic priorities.

LOCATION AND LOCAL CULTURE

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 12th largest city in the United States, with an ever-growing population nearing one million. Fort Worth and TCU have grown together in a nearly 150-year relationship. Many Horned Frogs remain in the area, thanks to 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 one tourist destination in Texas. In 2018, *bizjournals.com* ranked Fort Worth the seventh most affordable city to live and work in the United States, and *U.S. News & 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 water sports.

There are several [public transportation options](#) in Fort Worth. Trinity Metro provides rail and bus coverage to much of Tarrant County, and TRE (Trinity Railway Express) offers service between downtown Fort Worth, Dallas, and the DFW airport. There are also bike share stations around the city, including two on the TCU campus.



DFW offers many educational opportunities. Including TCU, the Metroplex has over a dozen institutions of higher education and award-winning K-12 schools. The Fort Worth Independent School District serves nearly 75,000 students, and is supplemented by over 300 charter, private, and religious K-12 schools.

The DFW Metroplex was the fastest growing metro area in the U.S. from 2016 to 2017. As of 2022, there were 25 Fortune 500 companies, 1,500 corporate headquarters and more than 10,000 businesses in DFW. This vital economic area is adding over 100,000 jobs per year. In December 2022, the Metroplex had an unemployment rate of 3.3 percent, well below the national level. More broadly, the North Central Texas region is one of the most vibrant economic regions within the United States. Alliance Texas 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.

HOW TO APPLY

Applications should include a detailed curriculum vitae and a letter of interest highlighting the applicant's personal interest and relevant leadership experience. To ensure full consideration, inquiries, nominations, and applications should be submitted electronically in confidence by **January 3, 2024** to Ms. Lori Hemmer at lori.hemmer@kornferry.com.

KORN FERRY CONTACTS

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