



Position Specification

Texas Christian University

Louise Dilworth Davis Dean

Louise Dilworth Davis College of Science & Engineering

Texas Christian University (TCU) seeks a visionary, dynamic and strategic leader to serve as the Louise Dilworth Davis Dean of the Louise Dilworth Davis College of Science & Engineering. This is a pivotal moment for the college and the university, as TCU advances toward achieving R1 research status, expands its academic footprint, and strengthens its reputation locally, nationally and globally. The philanthropic support of the college's namesake, Louise Dilworth Davis, an endowed gift of \$40 million, will help support the college's goals to significantly enhance the academic and scholarly reputation of the college and university on a global scale.

The Louise Dilworth Davis College of Science & Engineering

The college was recently named the Louise Dilworth Davis College of Science & Engineering in honor of Louis Dilworth Davis of San Antonio, Texas. Mrs. Davis provided the college with the largest philanthropic investment in its 25-year history, \$40 million, to support the college's strategic plan and operations in perpetuity. The gift also endowed the deanship, which is now named the Louise Dilworth Davis Dean. The mission of the Davis College is to foster knowledge of and curiosity about science, mathematics, engineering, and computing by offering personalized, rigorous academics that emphasize research and internship opportunities. Davis College is the second-largest college at TCU, with over 2,300 undergraduate and 130 graduate students; 135 full-time faculty and approximately 100 staff; and [26 undergraduate, 13 master's-level and eight doctoral programs](#) within 11 academic departments.

- [Biology](#)
- [Chemistry & Biochemistry](#)
- [Computer Science](#)
- [Engineering](#)
- [Environmental Sciences](#)
- [Geological Sciences](#)
- [Mathematics](#)
- [Nutritional Sciences](#)
- [Physics & Astronomy](#)
- [Psychology](#)
- [Ranch Management](#)

The Davis College promise is “where open doors open minds.” The core values of integrity, respect, intellectual curiosity, excellence and hard work are practiced by students and supported by a committed faculty. The college prides itself on small class sizes and hands-on research opportunities for undergraduate and graduate students.

World-class faculty lead students to “strive for a better future” through advanced research, community involvement and prestigious grants and publications. Faculty are true teacher-scholars – believing that research is vital to cultivating critical thinkers, analytical learners and global-minded citizens. Students learn and conduct research alongside faculty in state-of-the-art laboratories. More than 40 percent of the college's undergraduate students are involved in research. Many are supported by Science and Engineering Research Center (SERC) grants and participate in the Annual Michael and Sally McCracken Student Research Symposium. Davis College strives to be a national leader in research, teaching, and student engagement.

Centers & Institutes

Davis College supports the growth and development of its students, faculty and community through six different centers and institutes.

- [Institute of Behavioral Research \(IBR\)](#) – This is a national research center dedicated to evaluating and improving treatment strategies to target reductions in drug abuse, related mental health and social issues, and public health risks—especially HIV/AIDS and infections among at-risk populations. The IBR has a 60-year history of federally funded research (NIH as well as other entities) that continues to inform health and public policy nationally and internationally.
- [Institute for Environmental Studies](#) – This collaboration between departments, institutions, government and business creates a unique educational experience where research, teaching and partnerships result in integrated solutions to local and global environmental issues.

- [Institute of Ranch Management](#) – The TCU Institute of Ranch Management works with its students, faculty and alumni to establish partnerships with private industry, institutions and governments around the globe to address current resource management challenges.
- [Karyn Purvis Institute of Child Development \(KPICD\)](#) – Named for its beloved late founder, the institute's mission is research, education, training and outreach to improve the lives of children who have experienced abuse, neglect, and/or trauma. A global leader in trauma-informed care, KPICD has trained more than 7,600 practitioners world-wide in Trust-based Relational Intervention® (TBRI®), an attachment-based approach developed at TCU.
- [Monnig Meteorite Gallery](#) – TCU is home to one of the largest university-based meteorite collections in the world. The collection is used for both academic research and public outreach, with samples on display in an interactive gallery open to the public.
- [TCU Pre-Health Professions Institute \(PHPI\)](#) – For over 100 years, the TCU PHPI has prepared students interested in careers in the health professions for post-graduate study through personalized advising, access to high-quality clinical experiences, targeted programming, and rich professional development opportunities. The PHPI supports more than 1,000 students each year who are pursuing careers in dentistry, medicine, optometry, pharmacy, physician assistant/associate and veterinary medicine. Through its efforts, TCU's acceptance rate to medical school averages 80 percent—twice the national average.

The Role

The Davis Dean of the Davis College of Science & Engineering at Texas Christian University serves as the chief academic, administrative, budgetary, and advancement officer for the college. Reporting to the Provost and Vice Chancellor for Academic Affairs, the Davis Dean provides visionary and strategic leadership to one of TCU's largest and most dynamic academic units, comprising 11 departments, over 2,300 undergraduate and over 130 graduate students, and more than 230 faculty and staff.

With the responsibility for advancing Davis College's mission, the dean oversees daily operations through thoughtful personnel decisions, general administration and management, prudent budgeting and resource management, academic program support and fundraising. The dean represents the college and leads the effort to create and strengthen partnerships within and outside of the university. The dean will be able to articulate the value of a combined science and engineering college, foster high-quality academic teaching and research, as well as the development of collaborative academic programs and experiential learning opportunities. The dean will actively engage faculty to assess Davis College's needs and marshal the resources required to support the university's aspirations to achieve Carnegie Research 1 (R1) status. The dean will maintain TCU's tradition of excellence in mentoring and undergraduate teaching, while pursuing R1 distinction and strengthening the student experience and educational quality.

This is a unique and exciting opportunity to join an ambitious university in its continued upward trajectory, led by a strong executive leadership team and a highly collaborative council of college deans.

Key Priorities

The next dean will oversee the daily responsibilities of Davis College and will focus on the following opportunities:

- **Advance TCU's R1 Aspirations:** Lead the college's transition to a high-research activity institution by increasing external research funding, enhancing Ph.D. output, and growing graduate programs.
- **Execute the Strategic Priorities:** Execute the college's strategic plan and champion the implementation of the university's newly developed strategic plan. Advocate for resources and align college priorities with institutional goals.

- **Grow Academic Programs:** Launch new undergraduate and graduate programs in high-demand areas such as electrical, mechanical, aerospace, systems, computer and software engineering; and expand Ph.D. offerings in biomedical, engineering and computer science disciplines.
- **Expand Research:** Increase research productivity, enhance and diversify external research funding and build interdisciplinary programs and research centers.
- **Enhance Reputation:** Build the college's academic and research reputation across Texas, nationally and internationally through strategic branding, partnerships and visibility.
- **Foster Community:** Build cohesion, lead growth and foster a supportive culture that values and engages faculty, staff and students.
- **Support Interdisciplinary Collaboration:** Strengthen partnerships across TCU, including with the Anne Burnett Marion School of Medicine, Harris College of Nursing & Health Sciences and data science and AI clusters.
- **Engage External Stakeholders:** Cultivate relationships with industry leaders, government agencies and regional partners to create research and experiential learning opportunities.
- **Spearhead Fundraising and Resource Development:** Lead fundraising efforts to support faculty lines, graduate stipends, research infrastructure and capital projects, including a new STEM building and biosciences facility.
- **Liaise on Space and Infrastructure Planning:** Collaborate on feasibility studies and planning for new facilities, renovations and equipment acquisition to support cutting-edge research and teaching.

Qualifications

The dean should demonstrate the qualifications and personal characteristics that are well-matched with TCU's values, strengths and aspirations. The search committee seeks strong candidates with the following experience, abilities and professional and personal attributes:

- A recognized thought leader in their field with academic credentials, including a Ph.D. or other relevant terminal degree, and a distinguished record of scholarship sufficient for appointment as a tenured full professor
- An experienced academic leader with the ability to set and articulate vision and strategy to a wide range of constituents and to engage them in its implementation
- A creative and thoughtful change manager who can lead transformation by investing time to learn about and build upon the legacy strengths of the college
- Demonstrated experience in developing new academic programs—either by leveraging existing expertise or creating new initiatives—based on strategic demand and student needs
- An established record of strong, collaborative and forward-looking leadership, along with an empathetic, creative and transparent leadership style that fosters an environment of shared faculty governance and collaboration
- The ability to recruit and retain top talent and be a strong developer of others
- Possess a track record of building research capacity at an R1 institution or experience aiding a university's transition from an R2 to an R1 institution
- Strong financial acumen and fiscal management
- Possess a broad understanding of the science and engineering landscape, including academic, research, industry, funding and policy trends to identify unique opportunities and establish meaningful connections
- A dynamic communicator who can elevate the college's profile and articulate its unique strengths to inspire internal stakeholders and external partners, including donors
- Genuine appetite and aptitude to engage in fundraising, ideally with experience in strengthening philanthropic support from individuals, foundations and corporations

Nomination and Application Procedure

Texas Christian University invites inquiries, nominations and applications for the position of Davis Dean of the Davis College of Science & Engineering. Interested candidates should confidentially submit a curriculum vitae and letter of

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interest (Adobe PDF files preferred) to TCU.CSE@russellreynolds.com. **For full consideration, materials should be received as soon as possible and preferably by January 5, 2026.**

Texas Christian University values Integrity, Engagement, Community and Excellence in the workplace. TCU treats applicants and employees with fairness and respect. TCU hires and promotes individuals based on their qualifications and their commitment to making a positive impact on our student-centered community. TCU is an equal opportunity employer and follows all applicable employment laws. TCU fairly considers all qualified individuals, ensuring we are a workplace free from unlawful discrimination and harassment.

Texas Christian University

Texas Christian University is a world-class, values-centered private university located in Fort Worth, Texas, one of the nation's largest and fastest-growing metropolitan areas. TCU is a top 100-ranked National University as classified by *U.S. News and World Report* and currently has a Carnegie Classification of R2: Doctoral Universities – High Research Activity. *The Princeton Review* named TCU as the #2 best-run university in the country, and TCU is the only school in Texas to receive an A+ financial rating by *Forbes*, named #8 overall for financial health. The university has a \$2.7 billion endowment.

Founded in 1873, TCU's main campus sits on 302 acres nestled in a tree-lined neighborhood of Fort Worth, just minutes away from downtown. TCU's Anne Burnett Marion School of Medicine campus is just minutes away in the heart of the city's thriving medical innovation district. TCU's mission is 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 pioneering concept at the time in the 1870s. TCU succeeded in creating an enriching community for men and women to acquire a liberal arts education and strive for the greater good.

Today, TCU remains a thriving and connected academic community that values integrity, engagement, community and excellence. TCU's new strategic plan, [LEAD ON: Values in Action](#), calls for significant investment and growth in student-centered growth; research, scholarship and creative activity; community engagement; and athletics. This builds upon an ambitious [Campus Master Plan](#) and a decade of investment in more than \$1 billion of new and renovated facilities where students are supported in their quest for education, inspiration and success. Economic and values-based stability is necessary for a university to achieve its academic mission. TCU is still honoring its history and legacy, with more than 100,000 living alumni and over 12,900 students striving to serve the greater good and each other.

TCU's approximately 11,100 undergraduate and 1,800 graduate students participate in 117 undergraduate areas of study and 99 graduate areas of focus. TCU continues to attract the nation's most outstanding student talent to Fort Worth and the institution is one of the most selective universities in the state of Texas. In fall 2025, TCU's first-year retention rate was 93.4 percent. The university has benefited from significant enrollment growth, with first-year student enrollment increasing significantly while maintaining a favorable student-faculty ratio. Thirty-three percent of students self-identify as students of color, five percent are international students, and forty-eight percent are from out of state.

Each year, TCU offers hundreds of need-based and merit scholarships to ensure that talented and academically gifted students can take part in a TCU education. The university continues to grow the financial aid budget, with three out of four students receiving financial aid. TCU's focus on students is reflected in a number of accolades. In 2025, *The Princeton Review* ranked TCU #2 in the category of Best Quality of Life. TCU is comprised of 9 schools and colleges:

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- [AddRan College of Liberal Arts](#)
- [Anne Burnett Marion School of Medicine](#)
- [Bob Schieffer College of Communication](#)
- [College of Education](#)
- [College of Fine Arts](#)
- [Harris College of Nursing & Health Sciences](#)
- [John V. Roach Honors College](#)
- [Louise Dilworth Davis College of Science & Engineering](#)
- [Neeley School of Business](#)

The university has approximately 750 full-time faculty members. The teacher-scholar model embraced by the faculty provides a balance of teaching, scholarship and service and offers enriching experiences and involvement with impact. With a 14:1 student-to-faculty ratio, TCU's educators are deeply invested in the student's academic journey, which is grounded in the liberal arts tradition.

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. Below are four pillars in TCU's current strategic plan, [LEAD ON: Values in Action](#):

- **Student-Centered Growth** – TCU nurtures an engaging learning environment where students thrive academically, personally and professionally. The university aims to create more of the values-based leaders the world needs by thoughtfully growing enrollment while maintaining a high standard of student-centered experiences, thus preparing students for success in their careers and for meaningful lives of impact and purpose.
- **Research, Scholarship & Creative Activities** – With a commitment to curiosity and innovation, TCU fosters a research culture that encourages academic discovery, creativity and scholarship across disciplines. TCU aspires to grow as a leading center for research and creativity, drive new knowledge, inspire interdisciplinary connections, and make a lasting impact on society.
- **Athletics** – Excellence and integrity are at the heart of TCU's athletics programs. TCU is dedicated to building athletic programs that embody TCU values, shaping student-athletes into leaders on and off the field. The university aspires to lead nationally in collegiate athletics, celebrating not only our achievements but also our commitment to sportsmanship, teamwork and community spirit.
- **Community Engagement** – With a deep commitment to our community, TCU seeks to strengthen meaningful connections that drive social and economic development both locally and beyond. Through collaborative initiatives, TCU strives to be a valuable community partner and a resource for change, fostering partnerships that make a lasting difference in the lives of our neighbors and our students alike.

The TCU campus is nationally lauded for its beauty and signature architectural style, manicured, tree-lined walkways and welcoming common spaces built to enhance the academic experience. 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. Members of the university and community walk through stately columned grounds that give way to sleek, modern, technology-first spaces that invite collaboration and interaction. The sense of community at TCU is unparalleled; 48 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.

Church Affiliation

TCU is affiliated with the Christian Church (Disciples of Christ) and the “C” in TCU is a reflection of this historical relationship. Students come from more than 60 religious traditions and can participate in 23 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.

About TCU Leadership

Chancellor Daniel W. Pullin

Daniel W. Pullin, an accomplished educator, leader, and innovator, was conferred as Texas Christian University's President during an Investiture ceremony in November 2023. He became TCU's 11th Chancellor on June 1, 2025, as part of the leadership succession plan announced by the TCU Board of Trustees and Chancellor Victor J. Boschini, Jr.

Chancellor Pullin blends an early foundation in world-renowned business organizations with nearly 20 years of higher education experience to support and advance TCU's mission. Following the successful completion of Texas Christian University's historic Sesquicentennial in 2023, the Board of Trustees charged Chancellor Pullin to embark on an inclusive process to develop a new strategic plan to guide TCU to a sustainable future, ensuring TCU remains a powerful force for the greater good and advances its mission for the next 150 years.

Approved by the Board in November 2024, TCU's new strategic plan, LEAD ON: Values in Action, is a bold, innovative plan that builds on TCU's momentum and position of strength to lead TCU to new heights and greater levels of student success and impact. Guided by the TCU Values of Integrity, Engagement, Community and Excellence and inclusive of input from more than 10,000 stakeholders, the new strategic plan further enhances TCU's excellence in student-centered growth, research, scholarship, creative activities, athletics and community engagement.

Chancellor Pullin infuses operational expertise and strategic planning with innovation to support TCU's mission, vision and values. In addition to strategic planning and operational oversight of TCU, his executive leadership and experience support and expand TCU's focus on academic excellence and student success during and after college. He is an energetic leader committed to serving TCU's broad array of students, faculty, staff, donors and alumni. In addition to serving as Chancellor, Pullin remains in the classroom as a professor of entrepreneurship and innovation.

In 2019, Pullin joined TCU as the John V. Roach Dean of the Neeley School of Business, and over the next four years, Neeley experienced dynamic faculty and staff growth and curriculum innovation, earned increased national visibility and rankings, realized development success, and implemented a commitment to community excellence. Prior to joining TCU, 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.

Honored as one of Fort Worth, Inc.'s 400 Most Influential People in Fort Worth and D CEO Magazine's 500 Most Influential Business Leaders in North Texas, Chancellor Pullin has won several awards for teaching, innovation in business and academic integrity. He is committed to civic and higher education leadership, serving on the Fort Worth Economic Development Partnership Executive Council, Fort Worth Chamber of Commerce Board of Directors, Dallas Regional Chamber Board of Advisors, and is a member of Valliance Bank Board. He actively engages with higher education leadership groups, including Big 12 Conference presidents, Independent Colleges and Universities of Texas (ICUT), Association of Governing Boards of Universities and Colleges (AGB), the Education Advisory Board (EAB) University Presidents Roundtable and the CCI University Presidents Roundtable.

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. Chancellor Pullin and his wife, Ann Bluntzer Pullin, Ph.D., are avid sports fans and enjoy attending TCU fine arts and athletic events with their children.

Provost Floyd Wormley, Jr.

Floyd L. Wormley, Jr., was named Provost and Vice Chancellor for Academic Affairs in January 2025 after serving as Interim Provost since January 2024. As the university's chief academic officer, Provost Wormley provides vision and leadership to support excellence in teaching, learning, and research from undergraduate through graduate and doctoral levels.

As Provost, his primary focus is to implement TCU's mission: to educate individuals to think and act as ethical leaders and responsible citizens in the global community. He does this through leadership and partnership with vice provosts, associate provosts, deans, Academic Affairs staff, all faculty, Faculty Senate, and student governance.

Provost Wormley joined TCU in 2019 and, as Vice Provost for Research and Dean of Graduate Studies, more than doubled TCU's external research expenditures, revised academic program review and new program submission processes, expanded the offices of Sponsored Programs and Research Compliance, and enhanced the overall graduate student experience and professional development opportunities.

He earned a B.S. in cellular and molecular biology from Tulane University and both a master's degree and Ph.D. in microbiology/immunology from Louisiana State University Health Sciences Center. He completed postdoctoral training in infectious diseases at Duke University Medical Center. He is a Fulbright Scholar, a Fellow of the American Association for the Advancement of Sciences, and a Fellow for the American Academy of Microbiology.

About Fort Worth / DFW Metroplex

Fort Worth, Texas, is the 11th 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 here after graduation, thanks to the region's thriving job market. 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 large city.

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. Fort Worth, Dallas, and Arlington all rank among the top 25 most diverse cities in the country.

Fort Worth is known for its vast array of cultural, educational, and entertainment opportunities. The city boasts three world-class art museums, including the Kimbell Art Museum, the Modern Art Museum of Fort Worth, and the Amon Carter Museum of American Art. 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. The Fort Worth Stockyards in the historic district in Fort Worth features live music and the world's largest honky-tonk, daily cattle drives, and authentic Texas barbeque restaurants. Dickies Arena, a 14,000-seat multipurpose venue, is located within a ten-minute drive of TCU's campus and offers family shows, rodeo performances, and concerts featuring big-time entertainers.

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 is a top-ranked zoo in the country, and the 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.

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