

Irene R. Thrower
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EDUCATION

2018 PhD, Higher Education, University of North Texas, Denton, TX (in progress)

1999 MA, Communications/Public Relations, University of Houston, Houston, TX

1996 BA, English, University of Dallas, Irving, TX

WORK EXPERIENCE

Present: Texas A&M University – Commerce

Present College of Innovation & Design - Instructor & Design Incubator

The Design Incubator will lead in the creation of new programs for the College of Innovation & Design by researching, developing, and implementing new academic programs while also teaching courses in the programs within the college and engaging in teaching and learning, advising students, serving on committees and meeting standards of accrediting agencies.

2002- 2020: Tarrant County College

2019-Present Center for Teaching and Learning - Interim Director of Staff Development

The Director of Staff Development reports to the Executive Director of The Center for Teaching and Learning. This position has responsibility for fostering and sustaining a professional development culture that promotes a continually growing capacity for faculty development inside and outside of the classroom with faculty to foster and forward the mission of a 21st Century community college.

- Provide leadership and oversight over new project management system for operational and strategic work of the institution.
- Provide leadership and planning of the First Year Faculty Experience for all first-year district faculty.
- Assist in the planning and direction of annual “Learning Symposium” for 800+ full-time faculty to attend each year for a professional development session in preparation for the spring semester.
- Assist in maintaining the necessary client-relationships with internal partners and external consultants.
- Initiate and maintain a process to onboard instructional designers and external consultants to manage the growing professional development requests coming in due to increased college-wide initiatives.
- Initiate and plan a year-long professional development series to correspond to a district staff relocation project for over 200 employees.
- Participate in the facilitation of two Great Teacher Retreats in fall 2019
- Serve on emergency Academic Continuity Planning Team and Student Continuity Planning Team to institutionally meet student/employee needs during COVID-19 emergency.

2018-2019 Trinity River Campus - Interim Vice President of Academic Affairs

The Vice President for Academic Affairs reports to the President and has responsibility for fostering and sustaining an academic affairs culture that promotes collaboration, innovation, and excellence in teaching and learning, especially among faculty. Participates in teaching and learning policy, program review, and recommends changes.

- Directed and coordinated all activities across all four academic divisions.
- Oversaw hiring and personnel evaluation processes across the academic affairs division.
- Advised on all personnel matters in academic affairs including faculty initiating and applying for promotion in rank and tenure.
- Worked with students regarding academic issues and the consistent interpretation of College policies.
- Finalized scheduling of courses, recommendation of implementation of additional courses, and the cancellation of low enrollment sections.
- Assigned appropriate teaching spaces for all disciplines on campus.
- Initiated and managed three renovation projects: a full-service gym, gallery, and a 21st century active-learning classroom modular designed classroom with state-of-the-art technology for up to 94 students.
- Provided leadership for Divisional Deans in assessing and responding to enrollment trends and issues, including implementation of strategies to improve student access, engagement, and success.
- Developed and managed the academic budget and all academic matters for the campus under the direction of the Campus President.
- Oversaw the budgetary resources for all Academic Affairs at the campus.
- Served as liaison officer with accrediting agencies, which evaluate academic programs and facilitated two reaffirmations of accreditation in the sonography and surgical tech programs as well as an initial national accreditation for 10 years for our Sign Language Interpreting Program.
- Led, supported, and participated in the curriculum and instruction review and development process (C&I) of several disciplines and the start of a new program: vascular intervention radiological technician.\
- Initiated and served as lead in a partnership, MOU and Operational Agreement negotiation with a four-year institutional partner that would share space in our facility.
- Served as primary point of contact and lead for the development, scheduling, and facilitation of three “in-service” professional development weeks for faculty and staff at the campus level.

2009-2018 Trinity River Campus - Department Chair, Communication & Fine Arts, FT Speech Instructor

- Served as part of the TRAC (Trinity River Academic Council).
- Cornerstone Founding Faculty Member at Trinity River Campus in 2013-2016.
- Participated in annual Cornerstone Faculty Retreat for 2 years.
- Served on Academic Curriculum Team (ACT) and as President for 2 years.
- Served on District Assessment Committee.
- Served on the Department Chair Institute Steering Committee.
- Presented on three Department Chair Institute panels.
- Staffed all adjuncts in music, dance, drama, art, sign language, speech, and journalism areas.
- Created department schedules for fall, spring, and summer terms.
- Served as the DL liaison to train campus faculty for our fall 2009 to teach distance learning courses.
- Served as district and training liaison for on-campus Blackboard training for all faculty on campus and created training calendar, curriculum, and delivered trainings to campus faculty on Blackboard in LMS transition.
- Manage all budgets for a 7- discipline department.
- Hire, mentor, train and evaluate over 40 adjunct employees within the department.
- Supervised 8 full-time faculty and staff and 7 part-time instructional associates, on-call, and students. Manage and staff two support services labs in the speech and sign language areas.
- Taught a reduced course load of 3 courses in face-to-face, online, blended, large-group instruction, and learning community modalities.
- 2009 fall semester taught English/Speech Learning Community with a Career Development Focus.

- As Cornerstone faculty taught History/Speech Learning Community and Government/Speech Learning Community.
- Served in campus faculty association since 2009 and president of the TR Campus Faculty Association.

2015-2018 Trinity River Campus - Faculty Super Advisor

- Served as faculty super advisor for three summers.
- Enrolled and advised FTIC students to plan, create, and enroll in classes.
- Used Colleague (SIS) to complete the registration process as well as initiate and remove holds.
- Utilized Super Screen to advise new and returning students.
- Attended all necessary staff meetings and trainings in the counseling/advising offices.

**2013-2014 Tarrant County College – Trinity River Campus
Achieving the Dream (ATD) Campus Coordinator**

- Served as ATD campus coordinator to distribute district initiatives to the campus.
- Worked closely with campus president to define a consistent student success message.
- Collaborated and strategized with all campus leadership to create conversations and data discussions that are useful in discussing and tracking student success.
- Scheduled, arranged and assisted in all “campus ATD conversations”.
- Planned, prepared and hosted 2 adjunct professional development sessions to communicate ATD.
- Planned, prepared and hosted 2 staff professional development sessions to communicate ATD.
- Collected all evaluations and worksheets and recorded all necessary information from each “campus conversation”.
- Created a calendar for the year of ATD events on campus and was responsible for implementing that plan.
- Attended national DREAM conference as a TR representative in 2013 and 2014.
- Provided vision, strategy and purpose to the ATD message at TR.

2002-2009 Tarrant County College – Northeast Campus

2002-2003 Adjunct Faculty
2003-2004 Temporary Full-Time Instructor
2004-2009 Full-Time Tenured Track Instructor/Assistant Dir. Of Forensics/Coach

- Taught: Oral Interpretation (2341), Introduction to Speech Communication (1311), Business and Professional Communication (1321), Public Speaking (1315), Interpersonal Communication (1318), and Forensics Activities (1144/1145).
- Served as the assistant director and coach of the forensics team from 2003-2009.
- Member of Phi Rho Pi Forensics Association and assisted in coaching a nationally ranked speech and debate team for 5 years.
- Traveled with forensics team to all intercollegiate speech tournaments within the state, regionally, and nationally while aiding in compiling and coaching programs.
- Directed the hosting of state tournaments on our campus annually.
- Organized on-campus speech tournament for three years for all department speech classes
- Created and implemented a service-learning project in Oral Interpretation in collaboration with Shady Oaks Elementary School in Hurst, Texas.
- Taught in a wide variety of class modalities including summer classes, face-to-face, online, and blended
- Redesigned district SPCH 1315 class shell for distance learning multiple times.
- Created and designed SPCH 1318 (Interpersonal Communication) district shell for distance learning.

2001-2016:

Dallas County College:
Richland, Lecroy & Eastfield, Adjunct Instructor

- Taught Developmental Writing (DWRI 091), Fundamentals of Speech Communication (1311), and Public Speaking (SPCH 1315).
- Experienced in using Blackboard while teaching online/distance learning classes.
- Taught online courses utilizing a course curriculum developed by Division Chairperson and continually revised by the team who teach online.
- Experienced in teaching non-traditional courses: Fast -Track, Maymester, Winterterm
- Instructed using multi-media (computer generated slides, websites, video, etc.), lectures, and engaged activities.
- Maintained all necessary professional development and training credentials.

2002-2004:

St. Monica Catholic Church and School
Part Time Communications Director

- Designed and published monthly newsletter for the parents of the school.
- Designed and published quarterly newsletter for the parish-wide community.
- Designed and maintained new school and parish websites.
- Provided support in communication strategies and miscellaneous publicity materials, advertising, in addition to a new branding campaign for the school.

2001-2002:

Girls Incorporated of Metropolitan Dallas
Director of Communications

- Developed and maintained a collaborative relationship with AT&T Wireless by creating a community outreach program to bridge the gap between technology and the economically disadvantaged communities in West and South Dallas.
- Developed and implemented annual branding campaign for the agency.
- Oversaw and guided publicity efforts of annual fundraising luncheon.
- Responsible for all media relations for the agency.
- Designed, wrote, and produced agency annual report.
- Oversaw the design and concept of new website and provided maintenance of website.
- Collaborated with Fox4 News (DFW) in the creation of 2002 Agency Video.
- Created concept, design, and production of annual direct mail campaign and all other mailings.
- Facilitated communication in meetings and activities within the Development Department.
- Assisted in designing database management for prospective and current donor correspondence.
- Responsible for the organization of first annual fundraising golf tournament.
- In absence of the Development Coordinator, responsible for all donor thank you letters and compilation of all mailing lists for direct mail pieces. (Raiser's Edge).
- Developed a yearly, strategic calendar for media, marketing, and community relations events.

2000-2001:

National Kidney Foundation of North Texas, (NKFNT)
Development Director

- Created the sponsorship levels and successful implementation of three annual fundraising events.
- Designed, wrote, and coordinated the printing and mailing of quarterly newsletter. (circulation 6,000)
- Developed relationships with pharmaceutical companies, hospitals, professional councils, doctors, and other entities to further public relations goals and obtain credible standing within the community.
- Wrote and submitted press releases to local media to garner publicity for organization.
- Developed relationships with the medical community and hospitals in the community.

2011-Present	Member of the TRAC (Trinity River Academic Council) – TR Campus
2018-2019	Member of the Integrated Instructional Learning Environments Advisory Panel, Faculty Lead
2018	Faculty Co-Lead of Integrated Instructional Learning Environments Advisory Panel
2017	Participant of the Master of Teaching Research Institute
2017	Learning Symposium Advisory Panel (Learning Commons/IILE)
2017	North Texas Consortium Leadership Institute – CALI Participant
2015-2016	President – TR Campus Faculty Association and member of District Joint Consultation Committee
2014-2015	President Elect – TR Campus Faculty Association and member of District Joint Consultation Committee
2012-2014	Summer Project – “New District Core Curriculum”
2012-2013	Faculty Development Leave District Committee – TR Campus Faculty Association
2011	Summer Projects: District Hybrid Recommendations & Fine Arts Consolidation Committee
2011	Served on Inaugural Department Chair Institute District Committee and presented for the Institute
2010	Member of TR Campus Common Reader Committee
2010	TCC Leadership Institute - Graduate
2009-2010	Faculty Distance Learning Liaison – TR Campus
2009	Summer Academics Day Committee – TR Campus Inaugural Faculty Association - President Elect
2009-2011	Service Learning Steering Committee Chair – TR Campus
2009	Academic Discipline Meeting Facilitator – TR Campus
2008-2009	District Salary and Benefits Committee – NE Campus Faculty Association
2007-2009	Spring Student Awards Committee – NE Campus
2006-2008	Preliminary Hearing Committee – NE Campus Faculty Association
2005-2009	Facilitated and hosted on-campus speech tournament – NE Speech Department

CONFERENCE ATTENDANCE

2020	The Chair Academy (June)
2019	Texas Success Initiative Pathways Conference – San Antonio, TX
2019	AERA Conference (American Education Research Association), Toronto, Canada
2019	LEAP TX – Houston, TX

2018	AACC Future Leaders Institute – Washington, DC
2018	AAC&U Integrative Learning Institute – Boston, MA
2017	National Communication Association (NCA) (2004, 2005, 2008, 2011, 2013)
2016	New Directions in Humanities Conference – Chicago, IL
2015, 2016	Great Plains Honors Council Regional Conference
2015	Salzburg Global Seminar - Schloss Leopoldskron
2014, 2015, 2017	First Year Experience Conference
2014, 2015	National ATD DREAM Conference
2014	National Collegiate Honors Conference
2012	Great Teacher Round-Up Conference, TCCTA (Texas Community College Teacher Association)
2012	McGraw Hill Symposium – Introduction to Speech Course Dialogue
2011	CCHA Annual Conference
2010	“The Teaching Professor” Conference – Boston, MA
2009	TXDLA (Texas Distance Learning Association) Conference
2009, 2010, 2015	NISOD Convention
2003	TSCA (Texas Speech Communication Association) Conference

PRESENTATIONS

2018 “Putting Pedagogy, Technology and Space in MOTION!” – IILE Principal – TCC Professional Development
 2018 “Famous Speeches of the 1960’s” Panel Discussion – 1968 History Symposium TCC – TR/Tarleton State
 2018 “Student Behaviors Measured to Increase Retention in FTIC Student Population – First Year Experience
 2017 “A Vitality Plan: Keeping Your Department Alive and Well!” – NCA (National Communication Association)
 2016 “Critical Thinking in Cornerstone: A SPCH/HIST Learning Community – New Directions in Humanities
 2016 “Critical Thinking in Cornerstone: A SPCH/HIST Learning Community – TCCD QEP Conference
 2016 “Resilience” – Keynote address: Annual Sign Language Interpreting Completion Ceremony – TR Campus
 2013 “Making Critical Connections to Defend our Discipline” – NCA (National Communication Association)
 2013 “Sprinkle a Little Pixie Dust” – Texas Library Association Annual Conference
 2011 “Campus Cruiser for Smarties” – District Professional Development Day
 2011 “Effective Public Speaking” – All Stars – TR Campus
 2011 “Trailblazing a Path in Competitive Forensics” – CCHA Annual Conference Student Panel
 2010 “My Multiple Self” – Leadership Summit – TR Campus
 2010 “Mickey, Magic and Pixie Dust” – Presented at NISOD Conference
 2009 “What is open communication in an organization?” – Faculty Association September Meeting – TR Campus
 2010 “Challenges Facing the Community College” – TCC Leadership Institute Graduation
 2009 First Week Back - Facilitated Service Learning Panels – TR Campus
 2009 “Digging Deep – Do you have leader qualities?” – Leadership Summit – TR Campus
 2009 Fountain Lighting Ceremony Hallmark Presentation – TR Campus
 2008 “Best of Both Worlds – Hybrid” Breakout Session – Fall First Week Back – NE Campus

AWARDS

2019 Trinity River Awards Celebrating Excellence (TRACE) Hallmark Award Winner
2016 Chancellor's Quarterly Employee Excellence Award – TR Film Festival Team
2016 Chancellor's Quarterly Employee Excellence Award – TR Sign Lange Interpreting Program Team
2016 Trinity River Campus Spirit Award
2015 Salzburg Seminar Fellow
2015 NISOD Excellence Award
2014 Tarrant County College Chancellor Exemplary Teaching Award – Trinity River Campus Winner
2012 Trinity River Awards Celebrating Excellence (TRACE) Nomination for Disney Award
2012 Trinity River Awards Celebrating Excellence (TRACE) President's Award Winner
2010 TCC Leadership Institute Graduate

SPECIAL SKILLS

Experience in creating online curriculum by utilizing new technology in the online environment.

Experience teaching in an online and blended format.

Experience with creating and implementing service learning projects in the college classroom.

Experience in starting and maintaining a collegiate speech and coaching a nationally ranked debate team.

PUBLICATIONS

Blankenship, Deborah, Bailey, Stephen & Thrower, Irene. *Public Speaking Workbook*. Fountainhead Press, 2018. Print.

Blankenship, Deborah, Cheryl Hamilton, and Irene Thrower. *Instructor's Resource Manual for Hamilton's Essentials of Public Speaking*. 3rd ed. Belmont, CA: Thomson Wadsworth, 2006. Print.

SERVICE

2019-Present Board Member, Way Alliance, Inc.

2015-2018 Served on the ACH Development Committee as part of their Board of Governors

2011-2019 Volunteered at the Campus Day of Service at Trinity River Campus

2011-2012 Volunteered for the PAWS Literacy program at IM Terrell Elementary School

2011-2012 Served as a CASA Advocate for Tarrant County

2010-2013 Volunteered and redesigned the website for St. John the Apostle Catholic School

2009-2013 Served on the Advancement Committee at St. John the Apostle Catholic School

References Furnished on Request