**Irene R. Thrower**

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## EDUCATION

2018 PhD, Higher Education, University of North Texas, Denton, TX (in progress, expected graduation 2022)

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.

* Research, prepared, and wrote SACSCOC prospectus for two new programs: BAAS in Health Services Administration and BAAS in Safety and Health.
* Wrote and submitted THECB New Program proposals for two new degree programs.
* Created a course development training and onboarding program for External Subject Matter Expert Course Developers and Internal Faculty Course Reviewers to implement the creation of 10 new classes over the summer of 2021.
* Assisted in defining courses and program competencies for two new programs.
* Facilitated and participated in Advisory Board meetings for both of the new BAAS degrees.
* Participated in a faculty committee to standardize and create a syllabi template for all the competency-based education (CBE) courses in our college.
* Created a new Introduction to Mass Communication course using CBE modality.
* Taught 2/3 courses in CBE format each semester.

**2002-2020: Tarrant County College**

**2019-2020 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.
* Served on the district assessment committee in looking to signature work and the adoption of eportfolio.
* 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.
* Researched local and national foundations, corporations, and grant-making entities to identify and obtain specific grants to fund the local affiliate programming while developing working relationships with each funding entity.
* Served as main contact to the Medical Advisory Board and Board of Directors of local affiliate.
* Developed an 18th month strategic plan for development and special events department.
* Design, wrote, and produced all marketing material and agency brochures including the annual report.

**1999: Instant Auto Insurance  
Marketing Manager**

* Worked as liaison between Instant Auto and point-of-sale in a marketing capacity.
* Trained associates in dealing with difficult customers.
* Assisted in analyzing demographics and placing media in the proper channels to reach targeted audience
* Initiated and created a peer evaluation program to be utilized as a tool within marketing department.

**1997-1998: University of Houston**

**Teaching Fellow**

1. Instructed students in the lab section of three public speaking course sections each semester.
2. Served on the board of two student communication organizations: PRSA/PRSSA
3. In collaboration with other graduate students and Division Chair of Graduate Studies, implemented a media campaign (highlighting Veteran’s Day for the Disabled American Veterans) while employing our undergraduate students.

**MEMBERSHIPS**

2019 American Educational Research Association (AERA)

2011-2014 Community College Humanities Association (CCHA)

2004-Present National Communication Association (NCA)

2003-Present Texas Speech Communication Association (TSCA) – Sustaining Member

2004-2009 Texas Community College Speech and Theatre Association (TCCSTA)

2004-2009 Phi Rho Pi Forensics Association

2004-Present Texas Community College Teacher Association (TCCTA) – Member

**COMMITEES/Participation**

2020 Faculty Search Committee – College of Innovation and Design

2019-Present Workspace Environments Panel, Employee Experience Focus Team Lead

2019-Present Member of the Integrated Instructional Learning Environments Advisory Panel, Pedagogy Work Team

2017-Present TR Campus Representative of District Assessment Committee

2013-Present Academic Curriculum Chair Speech Discipline Representative (Chair, 2014-2016)

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**

2021 Annual CBEN Conference – Austin, TX

2021 CBEN Camp CBE

2021 CBEN “Equity Collaboratory”

2020 Annual CBEN Conference – Virtual Conference

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.

DISC Certification, July 2020 – Leadership Resources & Consulting

**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*