

# Theodore F. Cockle, Ph.D.

Lecturer & Director of Leadership Studies  
BAYLOR UNIVERSITY

## ABOUT

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Theodore F. Cockle (Ph.D., Baylor University), is a scholar-practitioner pursuing more theologically animated forms of leadership and education. His research interests include educational philosophy, leadership, and moral and faith formation. Ted currently serves as Lecturer and Director of Leadership Studies at Baylor University. He is a co-author of [\*Christ-Enlivened Student Affairs\*](#) (ACU Press, 2020) and *Christian Higher Education: An Empirical Guide* (ACU Press, Forthcoming). When he is not teaching or writing Ted and his wife, Kate, enjoy spending time outside and reading to their four boys.

## EDUCATION

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Ph.D. **Baylor University** (Waco, TX): Higher Education Studies and Leadership, *August 2021*  
Dissertation: *The Importance of What Students Care About: A Grounded Theory Exploration of Student Preferences and Pathways*

M.A. **Wheaton College** (Wheaton, IL): Christian Formation and Ministry, *2011*

B. A. **Wheaton College** (Wheaton, IL): Communication and Business/Economics, *2009, Cum Laude*

## FACULTY AND RESEARCH APPOINTMENTS

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2023-Present **Lecturer/Director of Leadership Studies**, Educational Leadership, Baylor University

2022-Present **Resident Scholar**, Center for School Leadership, Baylor University

2022–2023 **Postdoctoral Research Associate**, Baylor University  
Project: *The Role of Meta-Identity in Developing Moral Communities Within Higher Education*

2021 **Full-Time Lecturer**, Educational Leadership, Baylor University

## TEACHING EXPERIENCE

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### **Baylor University** (Waco, TX)

2023 Introduction to Leadership, Fall 2023 (Two sections)  
Core Class for the Undergraduate Leadership Minor

Leadership Capstone, Fall 2023  
Core Class for the Undergraduate Leadership Minor

Moral and Faith Development of College Students, Fall 2023  
Core Class for M.SEd. Higher Education and Student Affairs program

2022 Moral and Faith Development of College Students, Fall 2022  
Core Class for M.SEd. Higher Education and Student Affairs program

- 2021 Introduction to Leadership, Full-Time Lecturer, Fall 2021 (Four sections)  
Core Class for Undergraduate Leadership Minor
- 2020 Culture and Organization of Higher Education, Co-Teacher of Record, Fall 2020  
Core Class for M.SEd. Higher Education and Student Affairs program
- 2019 Foundations and History of Higher Education, Teaching Assistant, Fall 2019  
Lead Instructor: Nathan F. Alleman, Ph.D.
- 2018 Culture and Organization of Higher Education, Teaching Assistant, Fall 2018  
Lead Instructor: Rishi Sriram, Ph.D.

### **Ethiopia Theological College (Addis Ababa, Ethiopia)**

- 2023 Moral and Faith Development, Summer 2023  
Graduate Level Elective Course for MA in Educational Leadership

### **SCHOLARSHIP**

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#### **Books**

- 2024 Glanzer, P. L., **Cockle, T. F.**, Martin, J. (Forthcoming, 2024). *Christian Higher Education: An Empirical Guide*. Abilene Christian University Press.
- 2020 Glanzer, P. L., **Cockle, T. F.**, Jeong, E. G., & Graber, B. N. (2020). *Christ-Enlivened Student Affairs: A Guide to Christian Thinking and Practice in the Field*, Abilene Christian University Press.

#### **Chapters in Edited Volumes**

- 2023 **Cockle, T. F.** (Accepted, Forthcoming). The Importance of What Students Care About: Accounting for Institutional and Student Values Dialectically. In P. Blessinger (Ed.), *Worldviews and Values in Higher Education: Teaching, Learning, Curricula, and Assessment – Volume 1*
- 2023 **Cockle, T. F.**, Glanzer, P. L., Jeong, E. G., & Graber, B. N. (2023). The Outrageous Idea of Christian Student Affairs: How Christian Chief Student Affairs Officers Envision Their Practice. In Z. Gross (Ed.), *Reimagining the landscape of religious education* (pp. 93-108). Springer. [https://doi.org/10.1007/978-3-031-20133-2\\_6](https://doi.org/10.1007/978-3-031-20133-2_6)

#### **Refereed Journal Publications**

- 2023 Glanzer, P. L., & **Cockle, T. F.** (Accepted, in production). Students' Perceptions of Their Moral Growth in College: A Case Study of Undergraduate Seniors at a Faith-Based University. *Journal of Character Education*.
- 2023 Smith, A. T., Glanzer, P. L., & **Cockle, T. F.** (2023). Residential Chaplains: A Promising Resource for Faith and Character Formation. *Christian Higher Education*.  
<https://doi.org/10.1080/15363759.2023.2219069>

- 2023 Glanzer, P. L., **Cockle, T. F.**, Schnitker, S. A., & Hill, J. P. (2023). American College Students' Understandings of the Good Life: A Grounded Theory. *Journal of Beliefs and Values*. <https://doi.org/10.1080/13617672.2023.2212358>
- 2023 Glanzer, P. L., **Cockle, T. F.**, Martin, J., Alexander, S. (2023). Getting Rid of "Church-Related" Colleges and Universities: Applying a New Faith-Based Identity Scale to Protestant Higher Education Religious Education. *Religious Education*, 118(2), 146-172. <https://doi.org/10.1080/00344087.2023.2184962>
- 2023 Glanzer, P.L., **Cockle, T. F.**, Martin, J., Alexander, S. (2022). Understanding the Diversity of Catholic Higher Education: A New Empirical Continuum for Evaluating the Influence of Catholic Identity. *Journal for the Scientific Study of Religion*, 62(1), 49-67. <https://doi.org/10.1111/jssr.12815>
- 2022 **Cockle T. F.**, Vanderpool, S. K., & Hao, D. Q. (2022). Thinking theologically about student success: Higher education with a higher calling. *International Journal of Christianity and Education*. <https://doi.org/10.1177/20569971221130009>
- 2022 **Cockle, T. F.**, Glanzer, P. L., & Whitmore, M. (2022). Faculty Development for Christian Mission: The State of the Field. *Christian Higher Education*, 21(5), 377-401. <https://doi.org/10.1080/15363759.2022.2029622>
- 2022 Glanzer, P. L., Dougherty, K. D., **Cockle, T. F.**, & Davignon, P. (2022). The Ethnic Church Attendance Gap at Christian Colleges. *International Journal of Christianity and Education*. <https://doi.org/10.1177/20569971221098725>
- 2021 Glanzer, P. L., Graber, B. N., & **Cockle, T. F.** (2021). Learning from the Mediators: How Student Affairs Staff at Christian Colleges Combine Care and Conviction in Their Responses to LGBTQ+ Students. *Christian Higher Education*, <https://doi.org/10.1080/15363759.2021.1978903>
- 2020 Glanzer, P. L., **Cockle, T. F.**, Graber, B., & Jeong, E. (2020). Does God Make a Difference for Student Affairs? Emerging Student Affairs in the Christian Story. *International Journal of Christianity and Education*, 24(1), 34-54. <https://doi.org/10.1177/2056997119879713>
- 2019 **Cockle, T. F.** (2019) Morally Animated: Toward a First-Year Seminar from the Person Up. *Journal of College and Character*, 20(3), 218-233. <https://doi.org/10.1080/2194587X.2019.1631188>
- 2019 Glanzer, P. L., **Cockle, T. F.**, Graber, B., Jeong, E., & Robinson, J. A. (2019). Are Nondenominational Colleges More Liberal than Denominational Colleges?: A Comparison of Faculty Religious Identity, Beliefs, Attitudes and Actions. *Christian Higher Education*, 18(3), 207-223. <https://doi.org/10.1080/15363759.2018.1517620>

### **Professional Conferences – Refereed Presentations**

- 2023 **Cockle, T. F.**, Martin, J., Glanzer, P. L. (2023) "Piecing Together the Good Life: A Qualitative Longitudinal Analysis of Young Emerging Adults' Views" Paper presented at the American Education Research Association (AERA) annual meeting, Chicago, IL, April 13–16, 2023
- 2023 **Cockle, T. F.**, Alleman, N. F., Madsen, S., Cliburn Allen, C. (2023) "The Goods of the University: How Students from Low-SES Backgrounds Help Humanize our Institutions" Paper presented at the American Education Research Association (AERA) annual meeting, Chicago, IL, April 13–16, 2023
- 2022 **Cockle, T. F.**, & Cockle, K. G. (2022) "Loving the Good by Learning the Beautiful: How a Thematic Approach to Music Appreciation Promotes Cultural Stewardship and Intellectual Humility" Presentation at the Baylor Symposium on Faith and Culture annual conference, Waco, TX, October 27, 2022.

- 2022 Glanzer, P. L., **Cockle, T. F.**, Schnitker, S. A., & Hill, J. (2022) “American College Students’ Understandings of the Good Life: A Grounded Theory” Paper presented by Glanzer at the Association for Moral Education Annual Conference, Manchester, UK, July 19-23, 2022.
- 2022 Glanzer, P. L., & **Cockle, T. F.** (2022). “The Stewardship and Redemption of Our Sexual Selves: The Strengths and Limits of How Christian Student Affairs Leaders Approach Sexuality and LGBTQ+ Issues.” Presentation at the CCCU International Forum, Dallas, TX, February 12, 2022.
- 2021 Vanderpool, S. K., Hao, D. Q., & **Cockle, T. F.** “Thinking theologically about student success: Higher education with a higher calling.” Presentation at the Baylor Symposium on Faith and Culture annual conference, Waco, TX, October 29, 2021.
- 2021 **Cockle, T. F.** “The Importance of What Students Care About: A Grounded Theory Exploration of Student Preferences and Pathways.” Presentation at the Association for Christians in Student Development (ACSD) annual conference, presented virtually, June 8, 2021.
- 2019 Renbarger, R., Molnar, K., & **Cockle, T. F.** “Sources of the (doctoral) self: Reunifying fractal reflexives.” Poster presented at the Association for the Study of Higher Education (ASHE) annual conference, Portland, OR, November 14-16, 2019
- 2019 Jeong, E., Graber, B., **Cockle, T.**, & Glanzer, P. L., “Can I Call This Place Home? Challenges and Opportunities to Creating Inclusive Racial Climates.” Presentation at the Association for Christians in Student Development (ACSD) annual conference, Wheaton College (IL), June 3-6, 2019
- 2019 Glanzer, P. L., **Cockle, T.**, Jeong, E., & Graber, B., “How Does Christ Animate Student Affairs? Results from a National Research Study.” Presentation at the Association for Christians in Student Development (ACSD) annual conference, Wheaton College (IL), June 3–6, 2019
- 2019 Glanzer, P. L., & **Cockle, T. F.**, “The Outrageous Idea of Christian Student Affairs: A Survey of Christian Chief Student Development Officers.” Paper presentation at the American Education Research Association annual meeting, Toronto, Canada, April 5–9, 2019
- 2018 **Cockle, T. F.** “Ritualized Reduction: A Critical Look at Personhood within the First-Year Seminar.” Poster presented at the Association for the Study of Higher Education (ASHE) annual conference, Tampa, FL, November 14-17, 2018
- 2018 Allen, D., Nelson, J., **Cockle, T. F.**, & Rios, C. “What graduate students want: Examining indicators of doctoral student satisfaction across departments.” Paper presented at Southwestern Social Science Association annual conference, Orlando, FL, October 10–13, 2018
- 2018 **Cockle, T.**, Jeong, E., & Graber, B. “Student Affairs Fast and Slow: How to Re-Train Your Brain for Effective Practice.” Workshop presentation at the Association for Christians in Student Development (ACSD) annual conference, Biola University, June 4–7, 2018

### **NON-REFEREED PUBLICATIONS**

- 2023 **Cockle, T.** (2023, March). “What’s the Next *Best* Thing: Linking Identity, Action, and Counter Formation.” *The Sleuth* (Newsletter edited by Baylor MA students). <https://mailchi.mp/3b0f043ff9c1/march-sleuth?e=0ff25d9dde>
- 2022 **Cockle, T.** (2022, October 14). “Faith Formation: Head, Hands and Heart.” *Baylor Center for School Leadership Blog*. <https://sites.baylor.edu/bcsl/2022/10/14/head-hands-and-heart/>

- 2021 **Cockle, T. F.** (2021, November 2). "A Fresh Look at the Field: Interviews with Four New Professionals." *ACSD Ideas*. <https://acsd.org/a-fresh-look-at-the-field-interviews-with-four-new-professionals/>
- 2021 Glanzer, P. L., & **Cockle, T. F.** (2021, July 21). "How Southern Honor Corrupted American Higher Education: A Christian Critical History and Alternative to Honor Codes." *Christian Scholars Review Blog*. <https://christianscholars.com/how-southern-honor-corrupted-american-higher-education-a-christian-critical-history-and-alternative-to-honor-codes/>
- 2021 **Cockle, T.**, Vanderpool, S., & Hao, D. Q. (2021, June 7). "Student 'Success' – A Christian Reflection on Modern Definitions." *Christian Scholars Review Blog*. <https://christianscholars.com/guest-post-student-success-a-christian-reflection-on-modern-definitions/>
- 2020 Glanzer, P. L., & **Cockle, T.** (2020, April 27). "The Coming Storm for Christian Higher Education." *The Gospel Coalition*. <https://www.thegospelcoalition.org/blogs/evangelical-history/the-coming-storm-for-christian-higher-education/>
- 2020 **Cockle, T.** (2020, March 12). "The COVID-19 Pandemic: Four Recommendations as You Prepare for the Rest of the Semester." *ACSD Ideas*. <https://acsd.org/the-covid-19-pandemic-four-recommendations-as-you-prepare-for-the-rest-of-the-semester/>
- 2017 **Cockle, T.** (2017, January 23). "Learning in War-Time: The Importance of Professional Development During the Semester." *ACSD Ideas*. <https://acsd.org/learning-in-war-time-the-importance-of-professional-development-during-the-semester/>
- 2015 **Cockle, T.** (2015, August 31). "Leaders as Truth Tellers." *ACSD Ideas*. <https://acsd.org/leaders-as-truth-tellers/>
- 2013 **Cockle, T.** (2013, May 8). "Book Review: Gods at War." *The Gospel Coalition*. [https://www.thegospelcoalition.org/reviews/gods\\_at\\_war/](https://www.thegospelcoalition.org/reviews/gods_at_war/)

### **Invited Presentations**

- 2022 **Cockle, T. F.** "Christ assumed, Christ added, and Christ animating: Three ways of integrating faith and educational leadership." Invited lecture for Christian Faith and Leadership course, Baylor University, June 30, 2022.
- 2020 Glanzer, P. L., **Cockle, T. F.**, Jeong, E., & Graber, B. *Christ-Enlivened Student Affairs: A Guide to Christian Thinking and Practice in the Field*. Invited webinar presentation for the Association of Christians in Student Development (ACSD), January 27, 2020.
- 2019 **Cockle, T. F.** "Constructing Students as Whole Persons: How our Imagination Informs our Classrooms" Invited Lecture for two sections of ENG 1304, Baylor University, April 24, 2019.
- 2018 Ames, A., **Cockle, T. F.** "How to Begin the Job Search (Humanities and Social Science)" Presentation to graduate students as part of the Baylor University Graduate Schools Professional Development program. October 5, 2018.
- 2018 **Cockle, T. F.** "Opportunities and Challenges within New Graduate Student Orientation" Presented to the Association of Texas Graduate Schools (ATGS) annual conference, Baylor University, September 20-21, 2018.

## GRANTS, FELLOWSHIPS, AWARDS, AND SELECTIONS

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- 2021      **Postdoctoral Research Associate**, Templeton Foundation Grant, “The Role of Meta-Identity in Developing Moral Communities Within Higher Education,” Sarah A. Schnitker and Perry L. Glanzer (Co-PI’s).  
Submitted: \$2,698,693  
Received: \$2,698,693
- 2021      **Christian Student Success Fellow**, Coalition for Student Success in Christian Higher Education
- 2020      **ACSD Research Grant**, “The Importance of What Students Care About: A Grounded Theory Exploration of Student Preferences and Pathways”  
Submitted: \$500  
Received: \$500
- 2018      Nominated and selected for the **ASHE Graduate Student Public Policy Seminar**
- 2017-2020      **ACSD Research Grant**, “Christ Enlivening Student Affairs: A Guide to the Best of Christian Student Affairs Thinking and Practice,” with Glanzer, P. L., Jeong, E., & Graber, B. N.  
Submitted: \$9,290  
Received: \$9,290
- 2017–2021      **Presidential Fellowship**, Baylor Graduate School
- 2017–2019      **Doctoral Administrative Fellow**, Baylor Graduate School
- 2011      **Recipient**, Lois LeBar Award in Christian Formation and Ministry, Wheaton College (IL)

## ADDITIONAL RELEVANT EXPERIENCE

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- 2022-Present      **Leadership Consultant**
  - Co-facilitated leadership for effective practice training for K-12 school boards, student groups, and student affairs staff teams
- 2017-Present      Editor, *ACSD Ideas*, Association for Christians in Student Development, July 2017–Present
- 2019-2021      Research Assistant for Perry L. Glanzer, Educational Leadership, August 2019–August 2021
  - Contributed disciplinary expertise and administration to multiple large-scale research projects
  - Co-authored and edited scholarly research
  - Supported classroom instruction
- 2017-2019      **Doctoral Administrative Fellow**, Baylor University Graduate School, July 2017–August 2019
  - Planned and oversaw new graduate student orientation for 300 students each year
  - Developed and led graduate professional development programs open to all graduate students
  - Served on the Graduate School website update and implementation team
  - Supported the professional and graduate program development efforts of the Associate Dean for Graduate studies
- 2014-2017      **Assistant Director of Student Involvement**, Wheaton College, Wheaton, IL, June 2014–June 2017
  - Designed and implemented co-curricular experiences for student organizations and clubs
  - Collaborated with faculty and staff to advance the greater mission of the college through strategic programming
  - Advised Wheaton College student organizations in leadership, group dynamics, faith development, programming & policy, and personal development
- 2011-2014      **Marketing/Design Coordinator**, Crossway Books, Wheaton, IL, June 2011–June 2014
  - Collaborated with marketing team to create and enact communication strategies for future titles
  - Engaged readership online and in person through blog posts and discussions
  - Worked with Senior Vice President and Art Director to set design team objectives and outline plans to meet them

## PROFESSIONAL AFFILIATIONS

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**Association for Christians in Student Development (ACSD)**

**Association for the Study of Higher Education (ASHE)**

**American Educational Research Association (AERA)**

## INSTITUTIONAL, COMMUNITY, AND CHURCH SERVICE

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### Institutional Service

**Leadership Team Member, Scholarship Team, ACSD, August 2017–Present**

**Committee Member, Coalition for Student Success in Christian Higher Education, 2020–2022**

**Conference Coordinator, Christian Higher Education Leadership Seminar, Baylor University, 2018–2020**

**Representative, Graduate Student Association, Baylor University, August 2019–November 2020**

**Executive Secretary, Graduate Student Association, Baylor University, July 2017–August 2019**

**Committee Member, New Student Experience Goals Group, Baylor University, November 2018–May 2019**

**Task Force Member, Childcare Task Force, Baylor University, August 2017–May 2018**

**Faculty Committee Member, Wheaton Evangelism Group, Wheaton College (IL), June 2014–June 2017**

**Council Member, Global Programs Coordination Council, Wheaton College (IL), June 2014–June 2017**

### Disciplinary Service

**Peer Reviewer, International Journal of Christianity and Education, Spring 2022–Present**

**Session Chair, Annual Conference, Association for the Study of Higher Education, November 2020**

### Community Service

**Committee Member, Wheaton Leadership Prayer Breakfast, January 2015–June 2017**

**Host Family, Safe Families for Children, Evangelical Child & Family Agency, Spring 2015–Spring 2017**

### Church Service

**Ruling Elder, Redeemer Waco, June 2022–Present**

**Community Group Leader, Redeemer Waco, January 2019–March 2020; September 2022–Present**

**Volunteer Worship Leader, Redeemer Waco, September 2018–May 2019**

**Volunteer Ministry and Worship Leader, College Church in Wheaton, June 2012–May 2016**

**Church Committee Member, Culture Impact Committee, College Church in Wheaton, May 2012–May 2015**