TEXAS STATE UNIVERSITY

Founding Dean, Ingram College of Engineering

Leadership Profile

Fall 2026



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Executive Summary

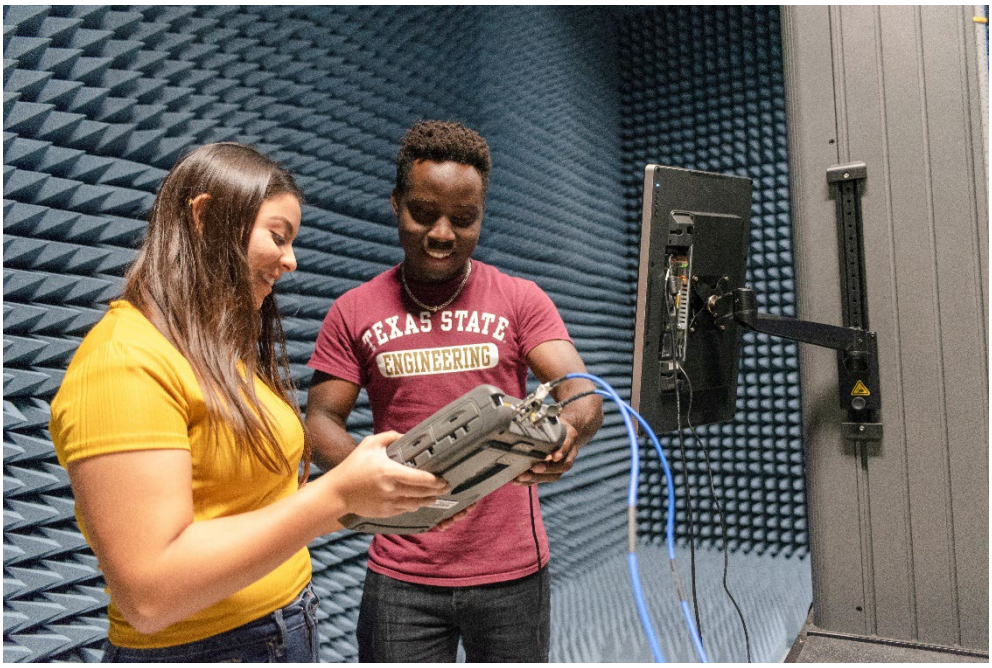
Texas State University invites applications and nominations for a nationally recognized scholar and administrator to lead the newly established Ingram College of Engineering as the founding Dean.

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean is a member of the Provost's leadership team and serves as the chief academic and administrative officer for the Ingram College of Engineering. This is a historic opportunity to launch a new college in a high-growth environment, building on more than 20 years of strong engineering development at Texas State University (TXST). The Dean is responsible for developing and implementing a strategic vision that continues the growth in the research portfolio, advances excellence in undergraduate and graduate education, promotes student success, and builds deep industry and philanthropic support for the Ingram College of Engineering, while effectively managing resources and personnel. The Dean will oversee a team of associate deans, chairs, and directors, as well as administrative staff that manage a wide range of support functions.

This opportunity comes amid extraordinary momentum across Texas State. The University enrolled more than 47,500 students in fall 2026, reported $196.4 million in research expenditures in 2026, and is investing $300 million over five years in research, faculty, and doctoral students. The Dean will capitalize on these investments to grow externally sponsored research, expand doctoral education, recruit and retain outstanding faculty, foster interdisciplinary collaboration, and strengthen areas of research excellence.

The successful candidate will be an entrepreneurial, collaborative, and visible leader who can steward resources strategically, secure major philanthropic and industry investment, cultivate external partnerships, and advocate effectively for the College. Candidates must hold an earned doctorate in a discipline represented within the College or a closely related field; possess a record meriting appointment as a tenured full professor; and demonstrate progressively responsible academic leadership experience. The next Dean will bring a strong commitment to research and teaching excellence, student success, shared achievement, and building an environment in which faculty, staff, and students can thrive.

For information regarding how to apply, submit nominations, or inquire about the role, please see the section "Procedure for Candidacy" at the end of this document.



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Opportunities and Expectations for Leadership

The Founding Dean of the Ingram College of Engineering will be expected to advance the following priorities, among others:

- **Build structures and shape a strategy that will further growth.**

  The College's first Dean will join Texas State University at a consequential moment in its evolution and will have the opportunity to work with faculty and staff to build a new college positioned to thrive in an evolving world. In August, the Texas State University System Board of Regents approved separating the College of Science and Engineering into two academic colleges in fall 2027: the Ingram College of Engineering and the College of Science. The Ingram College of Engineering will consolidate several existing units into a new organizational structure comprising one school, three departments, and two programs. The founding Dean will have a unique opportunity to implement policies, evaluate processes, and identify leaders to help advance the work of the College's faculty and staff. This individual will play a key role in working with constituents to shape a vision for the College that advances the University's vision – *Hopes & Aspirations High* – and foster a culture that embraces collaboration, accountability, adaptability, and entrepreneurial thinking, while building enthusiasm around a shared sense of purpose and opportunity. Forming a new college from several existing units will require a Dean who can work collaboratively with faculty and staff that represent differing cultures, priorities, and expectations. This individual must have the judgment and resolve to make complex decisions about structure, resources, space, and personnel that place the College and the University in the best position for success.

- **Leverage institutional strengths and resources to sustain research success and doctoral program expansion.**

  The next Dean will have the opportunity to advance a rapidly growing research enterprise. TXST reported $196.4 million in research expenditures in 2026, more than tripling its research expenditures in recent years, and the College of Science and Engineering has produced 22 NSF Career awardees over its history. Additionally, Texas State has announced a $300 million investment in its research, faculty, and doctoral students through the Texas University Fund – a state-created endowment established in 2023 to support research at select public universities. As part of its *Bring Everything* initiative, the University is hiring Endowed Chair positions and pursuing strategic cluster hires in areas of distinction, including water and the environment, artificial intelligence and robotics, semiconductors, aging and dementia, and technology and society. The Dean must position the College and its faculty to take full advantage of this environment, including recruiting and retaining outstanding scholars, strengthening grant activity, and supporting emerging areas of research excellence. The Dean will be expected to build upon existing centers, identify new opportunities, and continue to foster interdisciplinary work across all colleges, including with the newly imagined College of Science.

  Equally important will be supporting TXST's expanding doctoral enterprise and ensuring its long-term success. The University has launched 11 new doctoral programs over the last three years, including Ph.D. programs in Civil Engineering, Construction Management, Electrical Engineering, Engineering Management, and Mechanical and Manufacturing Engineering. These new doctorates joined two existing programs in the College's portfolio: a Ph.D. program in Computer Science and a joint Ph.D. program with the College of Science in Materials Science, Engineering, and Commercialization.

- **Connect the work of the College to the innovation and industrial ecosystem of the region.**

  The University's main campus is located in San Marcos, midway between Austin and San Antonio in the heart of the I-35 innovation corridor, positioning the institution at the center of one of the fastest-growing regions in the country with immediate access to Austin's semiconductor and technology sector, San Antonio's cybersecurity and biosciences corridor, and a statewide construction and infrastructure boom. The Ingram College of Engineering has a history of creating unique programs that take advantage of the opportunities afforded by its location, including a focus on commercialization within its materials science and engineering

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doctorate and one of only five bachelor's degrees in concrete industry management in the world. The College is also a key contributor to Texas State's Science, Technology, and Advanced Research (STAR) Park. This 58-acre site hosts the University's first technology incubator dedicated to research and commercialization efforts. The Dean should be able to connect innovation within the College to industry and broader regional opportunities. The Dean will be expected to build and sustain relationships with industry leaders; expand advisory boards, sponsored capstones, internships, and co-op opportunities; attract equipment, laboratory, scholarship, and research investment; and make the College the first call for employers across the I-35 corridor, the state, the region, and the nation.

- **Further student success for a continually growing student population.**

  Texas State enrolled a record 47,500+ students in fall 2026, continuing a period of remarkable enrollment growth and expanding opportunities to serve learners across Texas and beyond. The next Dean will be expected to champion a student-centered culture that builds upon the College's strong tradition of experiential learning, undergraduate research, industry engagement, and workforce preparation. The College serves learners through multiple instructional sites and modalities, including programs at the main campus in San Marcos, the Round Rock Campus, Texas State University México, online offerings, and co-enrollment partnerships with institutions such as Collin College. The Dean will need to ensure that academic programs remain accessible, relevant, and responsive to student demand while maintaining a commitment to educational quality and student outcomes. This includes excellence in undergraduate and graduate teaching, innovative curricula and accreditation, strong advising and support for first-generation students, and graduate education that prepares students for careers in industry and academia. This individual should be forward-looking and strategic in identifying opportunities to grow enrollment, strengthen retention and graduation rates, expand experiential learning opportunities, and prepare graduates to thrive in rapidly evolving engineering, construction, and technology professions. The University's larger strategy is built on the premise that access and excellence are complementary – nearly half of its students are the first in their families to attend college – and the Dean will be expected to advance both as the College develops.

- **Effectively manage existing resources and identify new resources that will support students, faculty, and staff.**

  The College's ambitions will require a Dean who is a strong steward of existing resources, an entrepreneurial generator of new revenue, and an advocate for additional investment. The Dean must work closely with faculty, staff, and University leadership to establish priorities and make thoughtful decisions regarding faculty and staff support, facilities, space, research infrastructure, and academic programs. At the same time, this individual should be an active external ambassador for the College, articulating its impact and aspirations to alums, donors, corporations, foundations, government partners, and the broader community. The Dean will be expected to serve as the College’s lead fundraiser, working closely with University Advancement to build a major-gifts program, secure transformational philanthropic investment, and cultivate relationships with industry and other partners to generate opportunities for students and faculty. As TXST simultaneously expands enrollment and invests significantly in its research enterprise, the next Dean must ensure that resources are strategically aligned with the College's highest priorities and support an environment in which faculty, staff, and students can thrive.

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Key Responsibilities

As the chief academic and administrative officer of the Ingram College of Engineering, the Dean is expected to be a visible, engaged, and strategic leader who builds relationships across stakeholder groups, including faculty, staff, students, alums, donors, industry partners, and the broader community. The Dean shall work collaboratively with colleagues across the University to advance the mission of Texas State University, continue progress toward R1 status, and grow graduate and undergraduate enrollment.

Key responsibilities include:

- Lead the founding organizational activities of an innovative new college, including ensuring the success of new, interdisciplinary departments; promoting scale through shared services, facilities, infrastructure, and space allocation; ensuring optimal resource allocation to advance academic and research excellence; and setting a vision for a modern college that is framed around grand challenges and real-world opportunities.
- Advance the University's efforts to achieve R1 status through support for the research enterprise, expanding externally sponsored research, growing doctoral programs, recruiting and retaining highly research-active faculty, and developing a culture of interdisciplinary and cross-college collaboration.
- Foster innovation, entrepreneurship, and technology commercialization throughout the College.
- Prioritize student success through championing high-quality, innovative instruction in all departments and proactively adopting student success initiatives related to retention, timely graduation, providing research experiences, and introducing work-integrated learning and career readiness opportunities.
- Serve as the lead fundraiser and ambassador for the College by building strong relationships with alumni, corporate and foundation partners, and donors, and partnering closely with University Advancement to grow philanthropic support and personally lead the cultivation and solicitation of major and transformational gifts.
- Build broad and deep industry engagement and investment – including advisory boards, sponsored research, capstones, internships and co-ops, equipment and laboratory support, and workforce pipelines – that create opportunities for students and faculty and sustain the College’s programs.
- Support Texas State’s enrollment strategy through developing appropriate program options at both the San Marcos and Round Rock campuses that reflect workforce needs, building pipelines from Texas high schools and regional community colleges, and scaling capacity in alignment with Texas State’s growth trajectory.
- Expand the College's online and hybrid offerings and identify opportunities for new online degree and certificate programs that improve access to higher education and respond to market needs.
- Oversee all aspects of the College’s budget and resource processes, utilizing resources carefully and planning strategically to maximize opportunities and avoid waste.
- Recruit, develop, and lead a high-performing workforce, fostering a culture of collaboration, accountability, and continuous improvement, engaging all College stakeholders in making timely, complex decisions that advance the mission of the College and University.
- Represent the College to University leadership, the Texas State University System, external agencies, industry, and the community.

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Professional Qualifications and Personal Qualities

Required Qualifications

- An earned doctorate in a discipline represented within the College of Engineering or a closely related field.
- A record of teaching, research, and service sufficient to merit appointment as a tenured full professor within one of the College's departments.
- A strong record of progressively responsible academic leadership experience (e.g., department chair, associate/assistant dean, or equivalent, including experience with budgets, the tenure and promotion process, and program development or assessment).
- Experience supporting and developing faculty from different disciplines and academic appointments (such as tenured, tenure-track, faculty of practice, and teaching faculty/lecturers).
- A demonstrated ability to lead people: building consensus among faculty and staff, setting clear expectations and accountability, and making decisions that advance the mission of the institution.
- A demonstrated commitment to research excellence and to advancing an institution's research profile.
- A demonstrated commitment to undergraduate and graduate teaching excellence, student success, and serving a student population representative of the state of Texas.
- Evidence of successful budget, personnel, and resource management.
- Strong written, verbal, and interpersonal communication skills.
- Experience in fundraising, donor cultivation, and external partnership development.

Preferred Qualifications

- Experience in leading the effort to expand partnerships with other institutions, industries, companies, and alums to improve the stature and reputation of the institution nationally and internationally.
- Experience in an institution pursuing or holding R1/high-research-activity status.
- Experience working across multiple engineering disciplines.
- Experience developing or expanding online or hybrid academic programs.
- Experience implementing and operationalizing change that impacts a range of stakeholders.

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About the Ingram College of Engineering

In 1966, Texas State founded a School of Science with four core departments, and it has steadily grown for the past 60 years. In 2007, the Ingram School of Engineering was established within the College of Science, and in 2011, it was renamed the College of Science and Engineering to reflect the growth of the College and its engineering programs.

That growth has continued, and in fall 2026, COSE enrolled 10,105 students, more than 3,000 more than the next-largest college. The University's research has expanded as well, from $33 million in 2011 to $196.4 million in 2026, with COSE playing a significant role in the institution's success. Texas State is on the verge of achieving R1 status and now receives a full share of the Texas University Fund. Texas State is currently investing $300 million in research over the next five years and conducting strategic hiring across five areas of strength: water, semiconductors, artificial intelligence, aging and dementia, and digital humanities. To support continued growth and increased prominence, the colleges each need their own infrastructure and specialized leadership.

The Ingram College of Engineering will be home to one school, three departments, one program, and one joint program:

- School of Computing and Artificial Intelligence
- Department of Electrical and Computer Engineering
- Department of Civil Engineering and the Built Environment
- Department of Mechanical, Manufacturing, and Industrial Engineering
- Engineering Technology and Engineering Management Program
- Materials Science, Engineering, and Commercialization Program with dual reports to the Dean of the College of Science and the Dean of the Ingram College of Engineering

The Departments and the School field a broad portfolio of graduate and undergraduate degree programs and conduct significant, externally funded research programs. The College provides distinctive training in high-demand fields and boasts one of only five Concrete Industry Management programs in the world.



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About Texas State University

Overview

Texas State University is a public, student-centered research institution guided by an unwavering belief in the power of education to transform communities, power economies, and reimagine the world. Its students come from every walk of life, from across Texas, the nation, and the world. Over the last two years, TXST has added 32 new degree programs (including 10 doctoral programs) designed to support workforce needs, research growth, and economic development. Student demand continues to accelerate, with applications exceeding 74,000 and enrollment hitting a record 47,500+ students in fall 2026. Overall, TXST is the fastest-growing university in Texas, adding more students than any other university in the state between fall 2022 and 2026 (over 9,000 additional students).

Today, nearly half of TXST's students are the first in their families to attend college. Providing access to higher education for these first-generation college students and offering multiple pathways to a degree are core elements of TXST's institutional strategy. Over the last several years, the University has created more than 30 transfer and co-enrollment partnerships across Texas, launched nearly 60 online degree programs, and grown online enrollment 500%. In addition, TXST has launched 11 doctoral programs in the last three years. TXST has also expanded workforce-focused academic offerings and increased support systems designed to help students persist and graduate.

TXST's research expenditures reached $196.4 million in 2026, more than tripling in recent years and placing the University on a path toward Carnegie R1 classification by 2027. The University recently announced it is making a $300 million investment in its research enterprise and faculty through its inclusion in the Texas University Fund (TUF). TXST is making strategic investments in areas critical to the future of the American economy and society, including artificial intelligence and robotics, semiconductors, water resources, aging and dementia, and technology and society.

University Plan

In 2023, TXST launched *Hopes & Aspirations High*, an ambitious vision with five bold strategic imperatives – elevate student success, Run to R1, increase enrollment, grow the Round Rock Campus, and become an employer of choice. The University also continues to expand its footprint and upgrade its facilities through its current master plan.



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Leadership

Dr. Kelly Damphousse, Ph.D., President



After being named President in 2022, Dr. Damphousse has presided over a period of extraordinary growth, including record enrollment increases, a steady trajectory toward achieving Carnegie R1 research status by 2027, and the University's move to the Pac-12 Conference in 2026, which elevated the school's athletic and academic national profile. Research expenditures have doubled in the past three years and tripled over the last decade. The University has also expanded educational access and invested in initiatives designed to meet students where they are and to serve communities across Texas.

Dr. Damphousse began his academic career at the University of Alabama at Birmingham before joining Sam Houston State as a faculty member and later serving at the University of Oklahoma for 20 years. At OU, he was named Presidential Professor of Sociology in recognition of his nationally acclaimed research on terrorism, substance abuse, and the criminal justice system. He transitioned into University leadership roles, serving as Associate Dean and Dean of the College of Arts and Sciences. He also served as OU's Faculty Athletics Representative and as the founding Faculty in Residence at Headington Hall. Before joining TXST, Dr. Damphousse served as Chancellor of Arkansas State University in Jonesboro for five years.

Dr. Pranesh Aswath, Ph.D., Provost

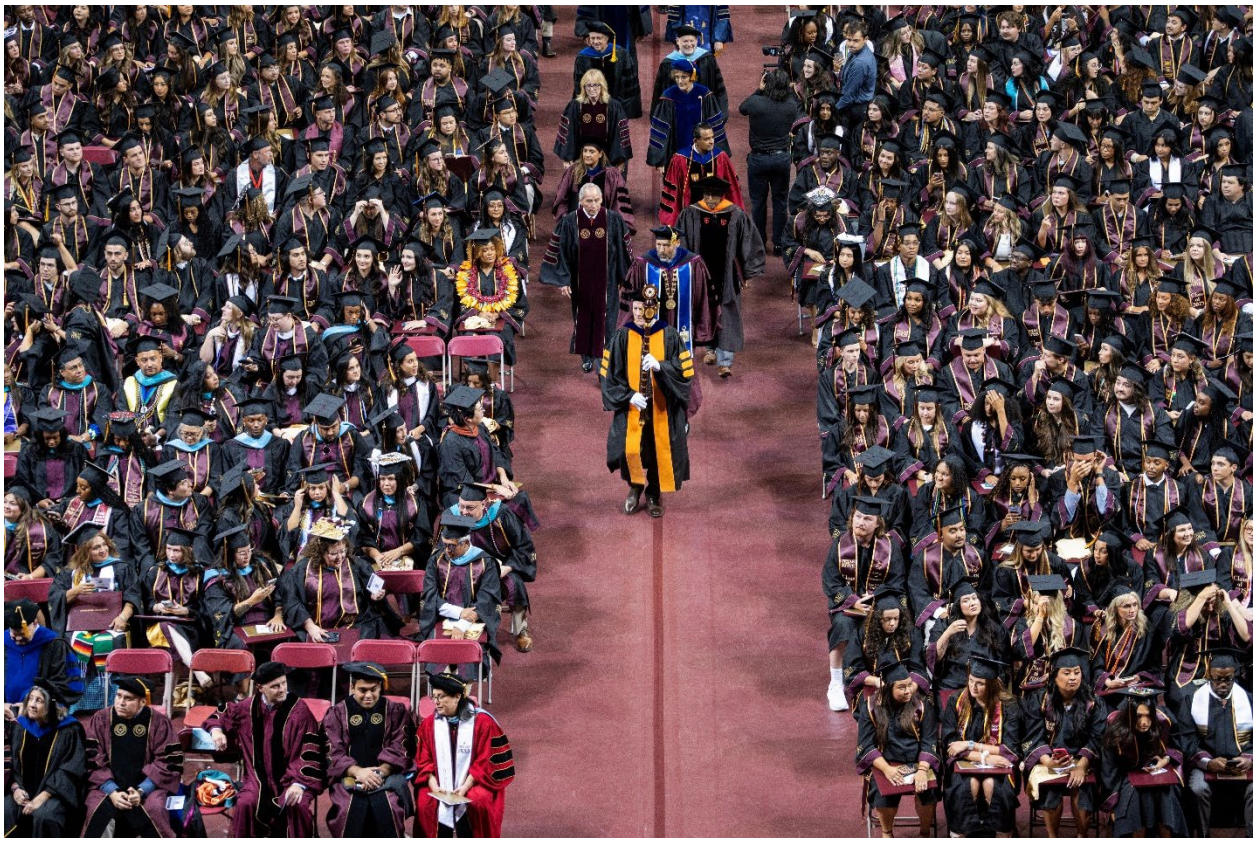


Dr. Aswath is the Provost and Executive Vice President for Academic Affairs at Texas State and a tenured Professor in the Ingram School of Engineering. His focus includes examining academic structures, resource allocation, policies, and procedures to ensure that the efforts of faculty, staff, and administrators align with the University's goals and that academic priorities, including student academic success and faculty and staff success, are implemented efficiently.

In addition to his experience in academic operations, Dr. Aswath is an accomplished scholar. He is a Fellow of the American Society of Materials International (ASM), Fellow of the Society of Tribology, Lubrication Engineers (STLE), Fellow of the American Institute for Medical and Biological Engineering (AIMBE), and Fellow of the National Academy of Inventors (FNAI). He has published over 150 journal papers, graduated 20 Ph.D. students and 35 master's thesis students, commercialized several technologies in materials science, and holds multiple patent publications and filings. Prior to his role at Texas State University, Dr. Aswath was a full professor of Mechanical and Aerospace Engineering and Materials Science and Engineering at UT Arlington and held several administrative roles there, including the inaugural Associate Dean for Graduate Studies in Engineering, Inaugural Vice Provost, and Senior Vice Provost for Strategic Initiatives and Interim Provost at the University of Texas at Arlington.

Dr. Aswath earned a Bachelor of Science in Physics, Chemistry, and Math from St. Joseph College, Bangalore University, and a Bachelor of Engineering in Metallurgy from the Indian Institute of Science. He earned a Master of Science in Materials Science and a Ph.D. in Materials Science and Engineering at Brown University.

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Procedure for Candidacy

Applications, nominations, and inquiries can be submitted through the **WittKieffer Candidate Portal**. Applicants should submit, as separate documents, a CV or résumé and a letter of interest that addresses the themes outlined in this profile. WittKieffer is assisting Texas State University in this search. For full consideration, candidate materials should be received by **January 19, 2027**.

Nominations and inquiries can also be directed to Ryan Crawford, Sandra Chu, and Tyler Workman at **TXST-ICOEngDean@wittkieffer.com**.

Texas State University is committed to a policy of non-discrimination and equal opportunity for all persons regardless of race, sex, color, religion, national origin or ancestry, age, marital status, disability, veteran status, or any other basis protected by federal or state law in employment, educational programs, and activities and admissions.

Employment with Texas State University is contingent upon the outcome of record checks and verifications including, but not limited to, criminal history, driving records, education records, employment verifications, reference checks, and employment eligibility verifications.

*In accordance with federal law, all new employees must complete the Form I-9 and provide **acceptable documentation** verifying their identity and authorization to work in the United States. Texas State University participates in E-Verify, and employment is contingent upon the successful verification of work authorization. Employees are required to maintain valid work authorization to satisfy the conditions of Form I9 at all times during their employment and the university makes no implicit or explicit promises to financially support visa or permanent residency applications.*

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