



**Texas State University
Dean of the College of Science and Engineering**

(Final: 1/3/2023)

EXECUTIVE SUMMARY

Texas State University seeks a research-active leader with innovative leadership experience, preferably as a department chair at a research university, for the position of Dean of the College of Science and Engineering. Texas State is a Hispanic Serving Institution dedicated to the continuation of its historic mission of teaching a diverse and often first-generation population of students. The university is currently classified as Doctoral University: High Research Activity (R2) by the Carnegie Classification system and is laser-focused on continuing to raise its national research profile and become an R1 university. The College of Science and Engineering will play a major role in expanding the research focus of the university, balanced with the continued commitment to undergraduate education and student success. The individual selected as dean will have the opportunity to provide visionary leadership as the university and the college increase in size, impact, and stature.

ABOUT TEXAS STATE UNIVERSITY

Overview

Texas State encompasses multiple campuses and locations across central Texas; employs more than 7,000 faculty, staff, and students; and offers its 38,000 students 99 bachelor's, 92 master's and specialists, and 14 doctoral degree programs through the following colleges: Applied Arts, McCoy College of Business, Education, Fine Arts and Communication,

Health Professions, Liberal Arts, Science and Engineering, and University College. The university also has The Graduate College and an Honors College. The university's students are diverse, closely reflecting the demographics of the State of Texas. Texas State recently celebrated its 11th anniversary as a Hispanic Serving Institution and earned the Seal of *Excelencia* from *Excelencia* in Education in September 2022.

Authorized by the Texas Legislature in 1899, Southwest Texas State Normal School opened its doors in 1903. Over the years, the legislature broadened the institution's scope and changed its name numerous times, in succession, to Southwest Texas State Normal College, Southwest Texas State Teachers College, Southwest Texas State College, Southwest Texas State University, Texas State University-San Marcos, and in 2013 to Texas State University. Each name reflects the university's growth from a teacher preparation institution to a major, multipurpose university. It has become renowned for carrying out this mission and has also expanded its excellence to the broad range of disciplines and activities associated with a major public research institution.



Mission

Texas State University is a doctoral-granting, student-centered institution dedicated to excellence and innovation in teaching, research, creative expression, and service. The university strives to create new knowledge, embrace a diversity of people and ideas, foster cultural and economic development and prepare its graduates to participate fully and freely as citizens of Texas, the nation and the world.

Values

In pursuing its mission, the faculty, staff and students at Texas State University are guided by a shared collection of values:

- Teaching and learning based on research, student involvement and the free exchange of ideas in a supportive environment.
- Research and creative activities that encompass the full range of academic disciplines – research with relevance, from the sciences to the arts, from the theoretical to the applied.
- Cultivation of character, integrity, honesty, civility, compassion, fairness, respect, and ethical behavior in all members of the university community.

- Diversity of people and ideas, a spirit of inclusiveness, a global perspective, and a sense of community as essential conditions for campus life.
- Commitment to service and leadership for the public good.
- Responsible stewardship of the university's resources and environment; and
- Continued reflection and evaluation to ensure that the university's strengths as a community always benefit those it serves.

University Plan

Texas State University created the [2017-2023 University Plan](#) to build on the many successes of its previous plan. From 2012 to 2017, Texas State added numerous academic programs at the undergraduate, master's, and doctoral levels. In addition, the university vastly improved its undergraduate retention and graduation rates, established and implemented an Honors College and the PACE Center, and achieved status as a "High Research Activity" university (R2) in the Carnegie Classification system, among many other successes.

As the university developed its 2017-2023 plan, it was guided by the fundamental principle that its students must be the primary beneficiaries of the defined university goals, as well as the initiatives supporting those goals. Within this framework, the university sought to balance a complex variety of objectives that address not only student success while at Texas State, but success after graduation. Goals also include promoting academic quality through new academic and educational programs; achieving significant progress in advancing its research and creative activities; and providing the necessary services, resources and infrastructure needed to successfully move the university forward. The university is developing the [2023-2029 University Plan](#) and President Dampousse recently launched [task forces and commissions](#) to embolden innovation and outcomes in research, student recruitment, student success, administrative processes, and the Round Rock Campus.

Enrollment & Student Demographics



In fall 2022, Texas State enrolled over 38,000 students, including 34,037 undergraduates and 4,134 graduate, post-baccalaureate, and professional students. The fall 2022 freshman class was the largest in university history with more than 7,500 students. The university also enrolled a significant number of new students, both undergraduate and graduate, surpassing 11,000 new students for the second time. In fall 2022, the first-year retention rate of freshman students exceeded 80 percent.

Nearly sixty percent of Texas State students identify as minorities and 44 percent of

undergraduates are first-generation college students. Approximately 95 percent of Texas State students are from Texas. Texas State has long served a significant number of first-generation and Pell-eligible students.

Locations – San Marcos and Round Rock



Texas State has grown significantly since its inception, which is reflected in expansion in land and physical infrastructure. The university's footprint has grown from 39,283 gross square feet of space in its first building, Old Main, to over eight million gross square feet today. This includes a 495-acre campus in San Marcos; a 101-acre Round Rock Campus; a 58-acre [Science, Technology, and Advanced Research \(STAR\) Park](#); 4,522 additional acres of recreational, instructional, farm, and ranch land; and 50 buildings in various locations not adjacent to either campus.

In the last session of the Texas State Legislature, Texas State received more than \$104 million for the construction of a Science, Technology, Engineering and Mathematics building in San Marcos and a health profession building (Esperanza Hall) on the Round Rock Campus.

In San Marcos, Texas State offers bachelor's, master's, and doctoral degree programs, as well as undergraduate and graduate certificates. The San Marcos River flows through the San Marcos Campus. The San Marcos Springs, which is the second largest artesian springs in the Western U.S., are the headwaters of the San Marcos River and home to The Meadows Center for Water and the Environment, Texas State's world-class research and educational center. The area around the springs is one of the oldest continually inhabited sites in North America, attracting humans for at least 11,500 years.

In Round Rock, Texas State offers degree programs in a wide range of health professions and non-health professions disciplines. Health disciplines include communication disorders, health information management, physical therapy, radiation therapy, respiratory care and nursing. Non-health professions disciplines include computer science, criminal justice, education, data analytics, and mass communication. Once completed, Esperanza Hall will accommodate clinical laboratory science and health administration and complete the transition of the College of Health Professions from San Marcos to the Round Rock Campus.

Athletics

Texas State athletics sponsors 16 NCAA Division 1 sports, and 282 of its 350 student-athletes receive financial aid.

The Bobcat Club is the principal fundraising arm of the Department of Athletics, with more

than 1,000 members in 2022 and more than \$700,000 raised for scholarship support. While the primary focus is providing scholarship support for student-athletes, the Bobcat Club is also focused on raising money for facilities upgrades, sport restricted accounts, and high impact projects that directly benefit student-athletes.

The Department of Athletics transitioned from the Football Championship Subdivision to the Football Bowl Subdivision (FBS) and joined the Western Athletic Conference in 2012. The next year, Texas State accepted an invitation to join the Sun Belt Conference, one of the premier FBS conferences in the country. Sun Belt Conference members currently include Appalachian State University, Arkansas State University, Coastal Carolina University, Georgia Southern University, Georgia State University, James Madison University, Marshall University, Old Dominion University, Texas State University, Troy University, the University of Louisiana at Lafayette, the University of Louisiana Monroe, the University of South Alabama, and the University of Southern Mississippi.

Texas State is one of the top programs in the Sun Belt Conference, winning the conference's all sports championship trophy for the 2018-2019 and 2021-2022 seasons.

Leadership

President Damphousse: The Board of Regents of the Texas State University System confirmed Kelly R. Damphousse, Ph.D., as the 10th president of Texas State University and he assumed office on July 1, 2022. Since 2017, Dr. Damphousse served as chancellor of Arkansas State University in Jonesboro. He previously served as associate dean, interim dean, and dean of the College of Arts and Sciences at the University of Oklahoma (OU), an R1 Carnegie doctoral research university that enrolls more than 31,000 students and generates \$362 million in total research. Dr. Damphousse is an accomplished scholar and has conducted extensive research on terrorism and substance abuse, rising through the faculty ranks to become a tenured Presidential Professor of Sociology. He began his academic career as an assistant professor at the University of Alabama at Birmingham and at Sam Houston State University, before joining the OU faculty in 1997. A native of Canada, Dr. Damphousse is familiar with Texas, having earned a bachelor's degree in Criminal Justice from Sam Houston State University and a master's degree and Ph.D. in Sociology from Texas A&M University. He also holds an associate degree in law enforcement from Lethbridge College, a community college in Alberta, Canada.

Provost Bourgeois: Dr. Gene Bourgeois has served as provost and vice president for academic affairs at Texas State University since 2011. Prior to becoming provost, he served in a variety of administrative positions at Texas State, including associate provost, chair of the Department of History, director of the Texas State Honors Program, founding director of the Texas State in England Study Abroad Program and founding faculty coordinator for the Texas State Residential Colleges. Dr. Bourgeois earned B.A. and M.A. degrees from Louisiana State University and a Ph.D. in History from the University of Cambridge. He joined Texas State University as an assistant professor of history in 1990 and was promoted to professor in 2004. His publications include books and articles on sixteenth-century English history.

As the university's chief academic officer, he is responsible for the administration and oversight of the quality of the university's academic instructional and research programs, and for the coordination of the university's administrative and support functions central to its academic mission. Integral to his role as provost, he actively supports economic development and quality of life efforts for the central Texas region, including civic work with the Greater San Marcos Partnership, San Marcos Economic Development Board, and E3 Alliance, in

addition to initiatives associated with the university's academic units and its STAR Park and business incubator.

THE TEXAS STATE UNIVERSITY SYSTEM

The oldest university system in Texas, [The Texas State University System](#) was established in 1911 by the 32nd Legislature as the State Normal School Board of Regents. It was the first higher education system established in Texas. Beginning as an administrative means to consolidate the support and management of state teacher colleges, the system has evolved into a network of higher education institutions stretching from the Texas-Louisiana border to the Big Bend region of West Texas. It is governed by a nine-member Board of Regents appointed by the governor and confirmed by the Texas Senate. A non-voting student regent is also appointed annually to the board for a one-year term.

Texas State's sister institutions are Lamar University, Sam Houston State University, Sul Ross State University, Lamar Institute of Technology, Lamar State College-Orange and Lamar State College-Port Arthur. Dr. Brian McCall has served as chancellor of The Texas State University System since 2010.

THE SURROUNDING AREAS AND COMMUNITY

Texas State is in Central Texas, an area that is experiencing robust growth and opportunity. Texas State's San Marcos location is in the southern portion of the Austin Metropolitan Statistical Area (MSA), and its Round Rock location is in the northern portion. With 2.2 million residents, the Austin MSA is the 28th largest MSA and the fastest-growing MSA in the U.S. The Austin MSA's population is expected to be 3 million in 2030 and 4.3 million in 2045.

THE COLLEGE OF SCIENCE AND ENGINEERING



The College of Science and Engineering faculty and staff are committed to nurturing the talents of young scientists and engineers by immersing students in a robust curriculum and applied learning experiences in laboratory research, field study, and cutting-edge technology. The college prepares undergraduate and graduate students for careers in the natural and physical sciences, mathematics, computer science, engineering, and engineering technology. The college is also committed to preparing students with marketable skills of value to the state and national workforce who will become leaders in a world characterized by the rapid pace of emerging technologies and new scientific discoveries. Faculty have active research programs that involve

undergraduate and graduate students, focused on solving science and technology challenges facing the state, nation, and world.

Baccalaureate degrees, master's degrees, and doctoral degrees are offered. The college has 6029 undergraduate students, 518 master's students, 147 doctoral students, 332 full-time faculty, 47 program faculty, and 84 staff.

The College of Science and Engineering is organized into nine academic units:

- [Department of Biology](#)
- [Department of Chemistry and Biochemistry](#)
- [Department of Computer Science](#)
- [Department of Engineering Technology](#)
- [Department of Mathematics](#)
- [Department of Physics](#)
- [Edwards Aquifer Research and Data Center](#)
- [Ingram School of Engineering](#)
- [Materials Science, Engineering and Commercialization Program](#)

Mission

The College of Science and Engineering has a triple mission:

- Preparing students for careers in science, technology, engineering, mathematics (STEM) and STEM education and imparting core knowledge in science and mathematics to all students.
- Providing an environment in which faculty can develop and sustain nationally prominent research programs.
- Serving the citizens of Texas and the nation with educational and research programs that facilitate innovation and economic development.

Degrees and Programs

Undergraduate Degree Programs

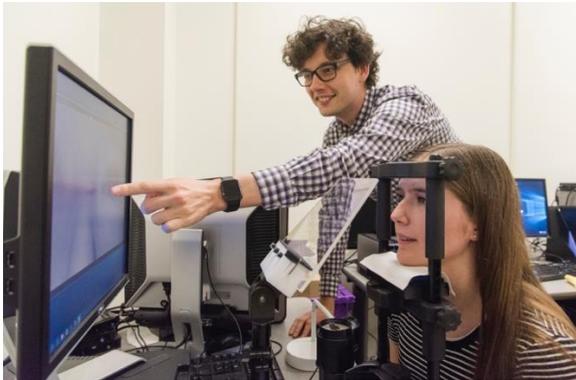
- [Applied Mathematics](#)
- [Aquatic Biology](#)
- [Biochemistry](#)
- [Biology](#)
- [Biology \(Teacher Certification in Life Science, Grades Seven through Twelve\)](#)
- [Chemistry](#)
- [Chemistry \(Teacher Certification in Chemistry, Grades Seven through Twelve\)](#)
- [Civil Engineering](#)
- [Computer Science](#)
- [Concrete Industry Management](#)
- [Construction Science and Management](#)
- [Electrical Engineering](#)
- [Engineering Technology](#)
- [Industrial Engineering](#)
- [Manufacturing Engineering](#)
- [Mathematics](#)
- [Mathematics \(Teacher Certification in Mathematics, Grades Seven through Twelve\)](#)
- [Mechanical Engineering](#)

- [Microbiology](#)
- [Physics, B.S.](#)
- [Wildlife Biology](#)

Graduate Degree Programs

- [Aquatic Resources, M.S.](#)
- [Aquatic Resources and Integrative Biology, Ph.D.](#)
- [Biochemistry, M.S.](#)
- [Biology, M.S.](#)
- [Chemistry, M.S.](#)
- [Computer Science, M.S.](#)
- [Computer Science, Ph.D.](#)
- [Construction Management, M.S.](#)
- [Engineering, M.S.](#)
- [Engineering Management, M.S.](#)
- [Material Science, Engineering, and Commercialization. Ph.D.](#)
- [Mathematics, M.S.](#)
- [Mathematics Education, Ph.D.](#)
- [Mathematics, M.Ed.](#)
- [Physics, M.S.](#)
- [Population and Conservation Biology, M.S.](#)
- [Wildlife Ecology, M.S.](#)

Research



Faculty in the College of Science and Engineering have numerous active research programs funded by national, international, state, and local funding agencies as well as from industrial partnerships. The college had over \$13 million in research expenditures in the last fiscal year with strengths in many areas including aquatic sciences, conservation studies, materials science and engineering, mathematics education, technology enhanced infrastructure, and high-performance computing. Since the early 2000s, faculty in the college have earned sixteen NSF CAREER awards and one PECASE award. Faculty research programs are often interdisciplinary and include faculty from outside the college and university. The college prides itself in the involvement of undergraduate students in research in addition to graduate student engagement. Additional information about the College of Science and Engineering can be found in the current strategic plan, [2017-2023 College of Science and Engineering Plan \(PDF\)](#).

THE POSITION

The Dean, College of Science and Engineering, reports to the Provost and Vice President for Academic Affairs and has responsibility for leadership and oversight for all college matters, including curriculum, instruction, research, sponsored programs, and scholarly activities, service and engagement, resource allocation, shared governance, and academic services, planning and policy.

Leadership Opportunities for the Next Dean

The steady growth of the college in enrollment and programmatic offerings, coupled with the university's aspiration of advancing to R1 status, presents several opportunities for the next dean. The new dean will be expected to advance the following leadership priorities:

Advance the University's Effort in Pursuit of R1 Status

- Develop and construct a new Science, Technology, Engineering and Mathematics building in San Marcos and additional laboratory space to support the expansion of the college as an R1 research enterprise.
- Manage culture shifts as the university transitions from R2 to R1 classification, including the need to manage changing expectations for faculty research and support for graduate students.
- Engage with external partners through philanthropic outreach and corporate partnerships.

Recruit, Retain, and Support Faculty and Staff

- Advocate for and uphold the commitment to diversity, equity, and inclusion in recruiting, retaining, and supporting faculty and staff.
- Lead the effort to assess faculty teaching loads as the continued increase in student enrollment and expectations for additional research productivity create a need to prioritize the time and effort of faculty members who are tenured or on tenure-track.
- Advocate and prioritize a strategic approach to identifying and securing resources to enhance the competitiveness of faculty and staff salaries.
- Enhance resources and opportunities for professional development for faculty and staff.

Support Student Access and Success for a Diverse Student Population.

- Fundraise for additional scholarship resources to support the large percentage of first-generation college students who are not eligible for the Pell Grant and need to work while attending college. Resources will also enable the expansion of student services to support student success for a diverse student population.
- Embrace and support programs for student success for both undergraduate and graduate students in the context of an increased emphasis on graduate education and research in the Run to R1.
- Expand the number of faculty who are research active as the number of doctoral students in the college continues to increase.
- Engage in strategic planning efforts to manage, grow, and enhance enrollment, including innovative delivery models.

Key Attributes and Responsibilities for the Dean of the College of Science and Engineering

Required Professional Qualifications and Experience

- Earned doctoral degree; a record of intellectual and academic accomplishments sufficient for a tenured appointment at the rank of professor in an academic unit within the college.
- Extensive teaching and research experience and nationally or internationally-recognized scholarly achievement in one of the disciplines represented in the college.
- Strong record of institutional leadership at the level of department chair, school director, dean or higher (including experience with budgets, the tenure and promotion process, faculty and staff hiring, and program development or assessment) at an R1 or R2 institution.
- Demonstrated commitment to and success in supporting and enhancing diversity, equity, and inclusion.
 - Recruiting, developing, and retaining faculty and staff with diverse backgrounds.
 - Supporting and developing faculty from different disciplines and academic appointments (such as tenured, tenure-track, and teaching faculty/lecturers)
 - Working with diverse faculty, staff, and students and promoting inclusive experience
- Strong track record in shared governance with integrity, honesty, and transparency.
- Visionary leadership with experience in strategic planning and implementation, as well as operational and budgetary management.
- Demonstrated commitment to
 - Academic excellence, student success, and program development
 - Developing existing internal and external relationships and engagement with stakeholders, including philanthropic opportunities
 - Building new resources and establishing partnerships with new internal and external constituents
 - Upholding visionary and creative approaches to enhancing and transforming processes and practices for the betterment of the institution.
- Proven experience in advocating for departments and schools with university administration and the ability to do so in a collegial, facilitative, and collaborative manner.

Preferred Qualifications

- Understanding of or experience in what is required to advance a university from R2 to R1 status, with preference for someone who has been in an institution that has made that transition.
- Knowledge of the required balance between research activities and teaching loads at an R1 university.
- Experience in leading the effort to expand partnerships with other institutions, industries, companies, and alumni to improve the stature and reputation of the institution nationally and internationally.
- Skilled at building consensus, forging common grounds, and conflict resolution among diverse constituents.
- Ability to manage, optimize, and allocate current resources and generate new sources of revenue through external grants and fundraising to support the continued expansion in student enrollment, programmatic initiatives, degree programs, "Run to R1" effort, professional development for faculty and staff, and to enhance student

- support services.
- Experience with supporting interdisciplinary research and identifying sources of external funding.
- Ability to unite faculty and departments, provide decisive leadership at the college level, and appropriately respect a level of autonomy at the department/school level.
- Experience with change management and understands the pace of change may take longer than in industry as Texas State is looking at a sustained organic change in the “Run to R1”.
- Experience with the culture shift from R2 to R1 with the need for change in the expectations for faculty research and support for graduate students.
- Experience in industry will be beneficial for connections for fundraising, understanding the directions and needs of industries, facilitating technology transfer, and developing affiliate programs.
- Appreciation of the value of social media/marketing in enhancing and growing an academic unit with preference for an individual with that experience.
- Knowledge of and appreciation for STEM education research as a discipline and field.

Desired Personal Qualities

A leader with the following qualities and leadership style:

- Genuine commitment to faculty, staff, and student success in the college.
- An open and collaborative management style and the ability to communicate with empathy and clarity.
- Effective communication skills and the ability to respect and appreciate a wide range of disciplines and opinions within the college.
- Ability to listen with an open mind and actively solicit input from constituencies to gain a well-rounded perspective to support strategic and decisive actions.
- Accessible, inquisitive, compassionate, fair, transparent, with strong problem-solving ability, and able to engage in meaningful conversations on challenging matters
- Organized and disciplined approach to time management and ability to follow through in a timely manner.
- Ability to appreciate the value of faculty and staff with varied experiences and from different disciplines.
- Optimistic and positive attitude with unwavering commitment to excellence.
- Sound judgment with the ability to delegate.
- Unquestionable personal and professional integrity, absolute transparency, and empathy.
- Strong work ethic necessary to help advance the college to the next level of national prominence.

Compensation and Target Appointment Date

Compensation is competitive and based upon qualifications and experience. The appointment is expected to commence in Summer 2023.

Applications and Nominations

AGB Search is pleased to assist Texas State with this search. To apply for the position, candidates are requested to submit the following:

- a letter of interest
- a resume or curriculum vitae; and
- five professional references with names, email addresses and telephone numbers for

future contact. (Note: The listed references will be contacted without prior authorization from the candidate.)

All inquiries and applications will be received and evaluated in confidence.

To assure full consideration, application materials should be received by the priority application deadline of **February 27, 2023**. Applications should be sent to: TXST-DeanCoSE@agbsearch.com

Please direct nominations and all confidential inquiries to the AGB Search Team assisting Texas State listed below:

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Texas State University is committed to providing inclusive education and a work environment that offers equal opportunity and access to all qualified persons. Texas State, to the extent not in conflict with federal or state law, prohibits discrimination or harassment based on race, color, national origin, age, sex, religion, disability, veterans' status, sexual orientation, gender identity or expression.

Texas State University is an Equal Employment Opportunity/Affirmative Action Employer, committed to inclusive thought and action in support of our diverse community. Individuals from historically underrepresented groups and all those who share our commitment to inclusivity and passion for the strength of our diversity are strongly encouraged to apply. Texas State is committed to increasing the number of women and minorities in faculty and senior administrative positions.

Texas State University seeks candidates whose professional background includes embracing a diversity of people and ideas, a spirit of inclusiveness, a global perspective, and a commitment to community-building. As a federally designated Hispanic Serving Institution, we are especially interested in applicants who share a commitment to equity, and the high-quality education of students from historically underserved and systematically marginalized communities. Individuals from historically underrepresented groups are strongly encouraged to apply.

