



Position Specification

The University of Texas at Arlington
Dean, College of Engineering

The University of Texas at Arlington

Founded in 1895, The University of Texas at Arlington (UTA) is the fifth largest university in Texas, and the second largest in the University of Texas System. UTA is located in the heart of the Dallas-Fort Worth-Arlington (DFWA) Metroplex, a vibrant and diverse metropolitan area that is home to nearly 8 million people, one of the fastest growing tech economies in the United States, and offers a wide array of arts, entertainment, and cultural activities. A comprehensive teaching, research, and public service institution dedicated to the advancement of knowledge through scholarship and creative work, UTA is committed to providing access, ensuring student success, and fostering a culture of innovation, entrepreneurship, and commercialization of discoveries by its community of scholars.

UTA is designated as a Carnegie Research 1 (R1) institution with Very High Research Activity. It also holds the 2026 Carnegie Elective Classification for Community Engagement, reflecting the University's deep integration of community-engaged teaching, research, and service, and it has been recognized as an Opportunity University through Carnegie's Student Access and Earnings Classification for expanding educational access and supporting strong post-graduation outcomes. In addition, according to *U.S. News and World Report*, UTA currently ranks #42 nationwide for impacting social mobility of its graduates. The University is designated by the U.S. Department of Education as both a Hispanic-Serving Institution and an Asian American and Native American Pacific Islander-Serving Institution. With more than 50% of its students coming from underrepresented backgrounds, it is among the top six most ethnically diverse undergraduate student bodies in the United States.

With more than 30,000 undergraduate students, more than 10,000 graduate students, more than 1,500 faculty, and more than 2,500 staff, UTA is home to ten schools and colleges: College of Architecture, Planning, and Public Affairs; College of Business; College of Education; College of Engineering; Honors College; College of Liberal Arts; College of Nursing and Health Innovation; College of Science; School of Social Work; and Graduate School. The University's main campus in Arlington is roughly 420 acres; in addition, UTA is proud of its Fort Worth Center, the UTA Research Institute, and the new UTA West campus (coming Fall 2028). In FY 2024, University research expenditures reached nearly \$155 million.

In 2024, the University launched its Recruiting Innovative Scholars for Excellence (RISE) initiative, which aims to recruit 100 new tenure-system faculty to amplify research standing and position UTA as a leader in key scholarly areas. Thus far, approximately 80 such hires have been made, which have contributed to UTA's significant upward trajectory. UTA has approximately 280,000 living alumni, including those who occupy leadership positions at many of the 24 Fortune 500 companies headquartered in North Texas and contribute to UTA's \$29 billion annual economic impact on Texas.

UTA launched its strategic plan, [UTA 2030](#), with five strategic themes: People and Culture; Student Success; Alumni and Community Engagement; Finance and Infrastructure; and Research and Innovation. A [dashboard](#) reveals progress on metrics associated with the plan. The University is now in the silent phase of its first comprehensive fundraising campaign.

College of Engineering

The College of Engineering at UT Arlington is the most comprehensive engineering program in North Texas, with [12 baccalaureate, 13 master's, and nine doctoral programs as well as 33 certificate programs](#). According to *U.S. News and World Report's* graduate rankings in April 2026, the College is ranked #1 in the Dallas - Ft. Worth metroplex and #4 in Texas and its four surrounding states. The College has experienced remarkable growth over the past decade: Full-time faculty have grown from 162 to 265, tenure-track faculty from 128 to 191, and FTE staff from 92.25 to 110.25 (129 staff currently serve the College). The number of endowed faculty positions has increased from 10 to 23. Research expenditures have grown from \$32.2 million to \$67.6 million, and research awards have

grown from \$21.2 million to \$56.9 million; ***the College of Engineering is the largest contributor to the University's research enterprise***. The College's non-research budget has increased from \$46.3 million to \$68.6 million. Perhaps most worthy of note is the College's 39-spot climb over the last decade from #110 to #71, according to *U.S News and World Report*.

The College is home to 7,184 undergraduates, 1,364 master's, and 627 doctoral students who study across seven departments: Bioengineering; Civil Engineering; Computer Science and Engineering; Electrical Engineering; Industrial, Manufacturing, and Systems Engineering; Materials Science and Engineering; and Mechanical and Aerospace Engineering. The College's continued increase in undergraduate students has grown the College to boast the largest on-campus undergraduate enrollment at UTA by far, accounting for 26% of physical undergraduates.

Faculty within the College of Engineering include 11 fellows of the National Academy of Inventors, 3 members of the National Academy of Engineering, 1 member of the National Academy of Medicine, and 46 fellows of 54 other esteemed professional organizations. The College has grown significant faculty strength in many areas of research important to Texas and the United States, including: Photonics & Semiconductors; Health & Medicine (Brain Health, Biomanufacturing, Precision Medicine); Artificial Intelligence/Machine Learning/Cyber; Water; Energy; Smart Agriculture; Aerospace Systems; Chip to Chiller Data Centers; Autonomous Vehicle Systems; Civil Infrastructure; Materials; and Quantum Systems.

The following centers and institutes are housed within the College: Aerodynamics Research Center; Center for Advanced Construction Materials; Center for Artificial Intelligence and Big Data; Center for Assistive Technologies to Enhance Human Performance; Center on Stochastic Modeling, Optimization & Statistics; Electronics, MEMS and Nanoelectronics Systems Packaging Center; Institute for Predictive Performance Methodologies; Solid Waste Institute for Sustainability; and Water Engineering Research Center. Additional UTA research facilities include the Characterization Center for Materials and Biology; Shimadzu Nanotechnology Research Center; Texas Manufacturing Assistance Center; and UTA Research Institute.

In May 2023, the College received a historic \$12 million gift from a generous energy industry alumnus to help elevate UTA to the forefront of the growing resource and energy engineering (REE) field. As a result, UTA named three endowed REE academic positions as well as a REE laboratory space, a career development center to support student success in transitioning from academia to industry, scholarship support for REE undergraduates, and fellowship support for engineering graduate students.

Ten of the twelve undergraduate programs (all except the Construction Management program and the new REE program) were ABET accredited in 2025. The Construction Management BS program is currently under review, with the site visit taking place in September 2026. The review of the REE BS program will be requested later this fall, after the first cohort of student graduates.

The College also offers multiple online master's programs including data science, engineering management, and construction management. Additional online programs in software engineering as well as resource and energy engineering will be available in 2027.

Dean, College of Engineering

Reporting to the Provost and Senior Vice President for Academic Affairs, Dr. Tamara L. Brown, the Dean of the College of Engineering is the chief academic and administrative leader for the College and serves as a key member of the University's leadership team. The Dean will provide visionary leadership to propel the College of Engineering forward and to continue building its national reputation. The Dean's objective is to provide foundational leadership to the College in all aspects of operation, including academic affairs, administration and planning, faculty recruitment

and research, student recruitment and career placement, financial management, and institutional advancement. The following people report directly to the Dean:

- Associate Dean, Programs
- Associate Dean, Research
- Associate Dean, Student Success
- Associate Dean, Operations
- Assistant Dean, Outreach
- Assistant Dean, Development (dual report to University Advancement)
- Senior Director, Communications and Marketing
- Director, Student Recruitment
- College Business Officer (dual report to Resource Planning/CFO)
- Chair, Bioengineering
- Chair, Civil Engineering
- Chair, Computer Science & Engineering
- Chair, Electrical Engineering
- Chair, Industrial, Manufacturing, & Systems Engineering
- Chair, Materials Science & Engineering
- Chair, Mechanical & Aerospace Engineering
- Executive Assistant

Key Priorities (not in rank order):

- **Provide bold vision and leadership to reimagine the future of the College of Engineering and to continue to elevate its reputation and ranking:** As noted earlier, there has been tremendous growth and momentum within the College over the last decade, reflected in the 39-spot climb in the rankings. The next dean will lead the effort to define where the College is headed and to clarify the College's key strengths, with a goal of narrowing in on a few key areas in which the College will be best-in-class. Getting the word out widely about all that the College has achieved will be critically important. The College has not engaged in a strategic planning process in some time, so the next dean may choose to prioritize such an effort.
- **Boost enrollments in master's programs:** Since fall 2023, undergraduate enrollments within the College have increased by 20% and doctoral enrollments have increased by 16%. However, due to the challenges with attracting international students to the United States, master's enrollments have declined by a whopping 60%. Not surprisingly, this has significantly impacted revenue. While maintaining international recruitment as part of a broader enrollment strategy, the next dean will work with others to grow enrollments in master's programs with a focus on attracting more domestic students (including encouraging current Engineering undergraduate students to remain for graduate study) and increasing availability of online programs. Faculty have indicated the desire to develop online courses, and department chairs have indicated the desire to begin online delivery of other programs, which can serve qualified domestic and international students.
- **Continue to grow annual research expenditures and research awards:** Annual College research expenditures have grown by 110% over the last decade, and annual research awards have grown by 168% over this same time period. The next dean must be a tremendous champion for research and will work to incentivize interdisciplinary collaboration with a goal of faculty pursuing larger, multidisciplinary grants. This will require a bit of cultural change given that the size of individual grants is what has mattered most historically. The next dean will continue to recruit faculty to accelerate faculty research focus areas in the College. Recently launched are a Semiconductor/Photonics Center and the Maverick Autonomous Vehicle Research Center, the latter of which will boost drone research and innovation. The College plays an important role in state and federal sponsored technology initiatives, including semiconductors, artificial intelligence, space, infrastructure, and water. Large block grant funding (state or federal) in these areas of strategic interest to the state of Texas should be pursued. UTA seeks to become an AAU-caliber research institution.
- **Develop the financial resources of the College, especially through fundraising and growing new revenue streams:** The University is now in the silent phase of its first comprehensive fundraising campaign,

Shared Dreams, Bright Future, which will likely go public in spring 2028. Thus far, \$73 million of the University's \$250 million test goal has been raised. In the last fiscal year, \$31 million was raised University-wide, \$11 million of which was from Engineering. Ideally, funds will be raised to help expand and improve facilities, among other priorities. The dean will be supported in this effort by a College development team of three individuals, plus one open position that will focus on industry relations. In addition to revenue generation through fundraising, the next dean will think creatively about how to grow new revenue streams, including new program creation and growth in online programs.

- **Create strategies to strengthen undergraduate and graduate education, including promoting undergraduate student success:** The next dean will ensure that the College of Engineering curriculum remains relevant and on the cutting edge. Curricular innovation will be important, including inter-departmental collaboration. It will be important to embed in the curriculum how to use artificial intelligence responsibly. Of particular importance is the need to focus on undergraduate student success. Toward that end, the Engineering Success Services Center will work with undergraduate students to develop their academic and social networking skills to improve retention and graduation attainment; in addition, an associate dean position was created to focus on student success. Currently, the College of Engineering's 1-year retention rate, 2-year retention rate, and 6-year graduation rate are 79%, 69%, and 57%, respectively. Ensuring graduate student success and stable graduate funding will also be important.
- **Build connections and strategic partnerships with industry:** Twenty-four Fortune 500 companies are headquartered in North Texas. The College of Engineering can gain substantial strategic value from deep, sustained relationships with local and regional industry. Such relationships will help to create a stronger talent pipeline, increase research funding and sponsored research, accelerate technology commercialization, keep academic programs relevant, provide real-world problems for students, strengthen the College's regional economic development role, improve access to expensive technology and facilities, create executive and professional education opportunities, and build philanthropic support. While the College is currently very successful when it comes to attracting potential employers to recruit students (184 employers attended the College's most recent career fair) and hosting high-level industry events, more strategic partnerships are needed.

Specific Responsibilities:

Executive Leadership: Establish a clear vision to ensure that the College of Engineering is viewed as a progressive and innovative leader among colleges of engineering, with a focus on impact and excellence. Provide leadership in establishing the College's strategic objectives in alignment with those of the University and develop and manage all resources essential to the achievement of these objectives. Maintain a leadership team capable of supporting and implementing the College's vision and strategies. Work with faculty, students, academic, and University leadership in pursuit of broader institutional goals.

Academic Leadership: Serve as a collaborative and decisive leader who empowers others and has an established record of effectively engaging, convening, and supporting diverse disciplines. Support, enhance, and promote faculty research productivity, teaching excellence, and professional service. Recruit and retain top faculty who will further the College's research and academic mission and attain high standards of excellence. Evaluate faculty for appointment, tenure, and promotion. Enhance the student experience by fostering excellence in programs, classroom teaching, advising, and mentoring.

Fundraising: Wholeheartedly engage in cultivating and soliciting individual donors, foundations, and corporations. Lead the development and implementation of strategies to build strong relationships with alumni and a wide range of other stakeholders, partners, and collaborators. Articulate, communicate, and advocate the College's vision to external constituencies.

Financial Management: Ensure a strong financial future for the College through revenue growth. Manage the financial resources of the College through effective management of the annual operating budget, long-term financial planning, and exploitation of strategic opportunities for revenue growth. Oversee College-wide resource acquisition and utilization.

Collaboration and Strategic Partnerships: Enhance administrative, academic, and research relationships with other entities internal and external to the University. Leverage and enhance relationships through effective communication with internal and external constituencies, including staff, local, regional, and national organizations/associations, members of senior leadership, academic communities and industry.

Qualifications

The College of Engineering at The University of Texas at Arlington seeks the following experiences and attributes in the next Dean:

Visionary Leadership: A community-driven culture builder with an established record of strong, collaborative, and forward-looking leadership. Demonstrated success building programs and/or organizations. Experience formulating and articulating a shared vision, persuading a wide range of audiences of its value, and engaging others in its implementation. Success in recruiting and retaining outstanding faculty and staff. Ability to motivate and inspire others to strive continuously for academic excellence.

Appreciation of Academic Mission: Significant administrative and management experience, ideally familiar with ABET accreditation. Genuine commitment to teaching, scholarship, and research. Deep understanding of the critical importance of knowledge production and scholarship, as well as the importance of providing students with the highest quality educational experience.

Knowledge of Industry Trends: Understanding of national and global trends in engineering with a vision for how to position a college of engineering for future success. Industry experience is a plus, as is experience building relationships with industry.

Focus on Students: Commitment to student success, belonging, and well-being. Approachable.

Fundraising Ability: Genuine appetite and aptitude to engage in fundraising efforts for the College and participate collaboratively in fundraising efforts for the University. Naturally connects and builds strong relationships with various constituents, including alumni, parents, corporate, foundation, and community partners, among others.

Financial Management Experience: A distinguished record of operational leadership demonstrating excellence, growth, and financial effectiveness. Demonstrated experience in fiscal management.

Academic Qualifications: Significant academic credentials, including a strong record of success in funded research, and a passion for academic excellence. Scholarly accomplishments in one of the disciplines represented by the College, as well as recognition as evidenced by involvement in professional societies and/or associations at a national level. Credentials for appointment at Full Professor level, including a Ph.D. (or equivalent) degree in an engineering discipline, intellectually aligned with the programs offered by UTA's College of Engineering.

Personal Qualities: The highest standards of personal and academic integrity and ethical and professional conduct. Strong interpersonal, oral, and written communication skills, with a focus on openness and transparency. Innovative thinker and creative problem solver, with a willingness to take risks. Entrepreneurial drive and growth mindset. Ability to foster a collegial and respectful work and educational environment. Possess emotional

intelligence, intellectual curiosity, and effective listening skills. Willingness to collaborate across disciplinary and cultural boundaries.

Nomination and Application Process

Inquiries, nominations, and applications are invited. Interested candidates should submit confidentially, in electronic form (Microsoft Word or Adobe PDF files preferred), a curriculum vitae and letter of interest to UTA.Engineering@russellreynolds.com.

All materials and inquiries will be held in strict confidence until the final stages of the search, at which time the express permission of the finalists will be obtained before making their candidacy public.

For fullest consideration, materials should be received as soon as possible and preferably by Nov. 16.

EEO Statement: It is the policy of The University of Texas at Arlington (UTA or The University) to provide an educational and working environment that provides equal opportunity to all members of the University community. In accordance with federal and state law, the University prohibits unlawful discrimination, including harassment, on the basis of race, color, national origin, religion, age, sex, sexual orientation, pregnancy, disability, genetic information, and/or veteran status. The University also prohibits discrimination on the basis of gender identity and gender expression. Retaliation against persons who oppose a discriminatory practice, file a charge of discrimination, or testify for, assist in, or participate in an investigative proceeding relating to discrimination is prohibited. Constitutionally protected expression will not be considered discrimination or harassment under this policy. It is the responsibility of all departments, employees, and students to ensure the University's compliance with this policy.

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