

VICE PROVOST FOR FACULTY SUCCESS



TEXAS  STATE
UNIVERSITY

MEMBER THE TEXAS STATE UNIVERSITY SYSTEM



Texas State University is an Equal Employment Opportunity/Affirmative Action Employer, committed to providing a welcoming educational and working environment for all.

THE TEXAS STATE UNIVERSITY SYSTEM BOARD OF REGENTS

Duke Austin, Chairman, Houston • Alan L. Tinsley, Vice Chairman, Madisonville • Charlie Amato, San Antonio • Sheila Faske, Rose City • Dionicio (Don) Flores, El Paso
Russell Gordy, Houston • Stephen Lee, Beaumont • Tom Long, Frisco • William F. Scott, Nederland • Kelvin Elgar, Student Regent, Beaumont • Brian McCall, Ph.D., Chancellor



TABLE OF CONTENTS

MESSAGE FROM THE PROVOST	4
ABOUT THE PROVOST AND ACADEMIC AFFAIRS	5
JOB DESCRIPTION	6, 7
INFORMATION ABOUT THE PRESIDENT AND GOALS	8
ABOUT TEXAS STATE UNIVERSITY	9

As the Chief Academic Officer at Texas State University, the Provost's role is to advance excellence across the university's academic landscape by supporting faculty, enhancing student academic success, and ensuring a strong foundation for impactful teaching, research, and innovation. Working closely with five Vice Provost offices—Academic Planning, Policy and Budgets; Faculty Success; Academic Success; Academic Innovation; and the University Library—the Provost prioritizes collaboration to meet the evolving needs of our academic community.

The Office of Academic Planning, Policy and Budgets is integral to aligning resources with strategic goals, supporting initiatives like Academic Affairs and College Budgets, and steering Academic Resource Planning and Academic Policy. This office also oversees Strategic Academic Initiatives. These functions ensure that the university's mission and financial sustainability are at the forefront of academic decision-making.

The Office of Faculty Success, which includes oversight of the Center for Teaching and Learning, Faculty Development, and Tenure and Promotion, is key to fostering an environment that values faculty achievement and supports career growth. This commitment to faculty success not only strengthens teaching and research but also enhances the student experience, ultimately contributing to the university's reputation and mission.

The Office of Academic Success focuses on essential services such as Academic Advising and Transitions, Experiential and Academic Initiatives and supports student-centered initiatives that enhance retention and academic achievement. This office also assists the Texas State Round Rock Campus, expanding the university's reach and accessibility to diverse student populations.

Additionally, the Office of Academic Innovation ensures curricular excellence by managing institutional accreditation, program accreditation and assessment, supporting innovative curricular and academic program development and commencement, and academic program review, thus upholding the university's commitment to quality education.

Together with the Vice Provost for University Libraries, the Wittliff Collections, and the leadership of the academic deans, the Provost's office works to elevate the university's academic impact, ensuring that Texas State University remains a beacon of knowledge, innovation, and societal contribution.



Dr. Pranesh B Aswath
**EXECUTIVE VICE PRESIDENT
 & PROVOST
 FOR ACADEMIC AFFAIRS**



Dr. Pranesh B. Aswath joined Texas State University as Executive Vice President for Academic Affairs and Provost on February 1st of 2024. He is a Fellow of National Academy of Inventors, American Society of Materials and Society of Tribology and Lubrication Engineers. He is an accomplished scholar with over 150 journal publications and has graduated over 20 Ph.D. and 40 MS-Thesis students.

At Texas State University, in addition to direct oversight of the Division of Academic Affairs, Dr. Aswath's sphere of influence includes the Office of Research, TXST-Round Rock, Enrollment Management, Financial Aid, Student Success and Global Engagement. He works closely with President Kelly Dampousse and Executive Vice President for Operations and CFO Eric Algoe in executing the mission of the university.

Texas State University has over 40,000 students with 800 tenure track faculty, 550 full time non-tenure line faculty and about 600 adjunct faculty and is one of the largest universities in Texas. Texas State University welcomed over 8000 First-Time In College (FTIC) and over 2500 transfer students in Fall 2024. With a stated mission of achieving Carnegie R1 status by 2027, it is an exciting time to be part of a growing educational enterprise.

Visit Texas State University's Provost's webpage: <https://www.provost.txst.edu/>



FACULTY PROFILE



GOOGLE SCHOLAR

QUALITY ACADEMIC PROGRAMS

The mission of the Division of Academic Affairs is to provide quality academic programs, supported by effective teaching and scholarship, which enables students to learn and become thoughtful and productive citizens.



Reporting to the Provost and Executive Vice President for Academic Affairs, the Vice Provost for Faculty Success (VPFS) serves as a key member of the Office of the Provost leadership team to support faculty success by providing clear pathways for faculty advancement, recognition, development opportunities and successful onboarding. The VPFS also provides oversight and leadership for the Office of Faculty Success, Office of Faculty Development, and the Center for Teaching and Learning.

IN THIS ROLE, YOU WILL:

- Coordinates and participates in the promotion and tenure process to help ensure a thorough and objective review of the substance and merits of each faculty member's case following customary methods.
- Communicates with academic administrators and the faculty regarding tenure and promotion procedures.
- Encourages and facilitates support of faculty academic freedom.
- Collaborate on faculty hiring strategies, outreach programs, marketing approaches and financial incentives (in collaboration with the Senior Vice Provost) to attract high-quality faculty hires.
- Supports initiatives to improve and sustain faculty retention, incorporates practices to monitor the welfare and health of departments and schools, and support functions, and promotes an engaging culture within the institution.
- In conjunction with Human Resources and Talent Acquisition, coordinates hiring and onboarding processes and assists dual career couples with partner placement issues while continually supporting initiatives relative to succession planning, mentoring, coaching, and developmental opportunities for faculty.
- Participates in efforts relating to development programs for academic administrators.
- Leads efforts to recognize and celebrate the excellence of Texas State University faculty by partnering with awarding entities to gather nominations, convene review committees, and oversee final selection and recognition of honorees.
- Work with HR to ensure that international faculty, researchers, and staff attain the appropriate nonimmigrant status.
- Administers the faculty development leave program, providing faculty with an awareness of how participation optimizes transformational experience opportunities and expands the impact of teaching and scholarship. Proactively administers programs and partners with key finance and operations units to formulate strategies to monitor and evaluate salary and other budgetary recommendations to support a sound compensation strategy and resource management based on faculty qualifications and performance.
- Provides oversight of the appointment and evaluation process for distinguished professor positions and coordinates the awarding of emeritus status/faculty retirement recognition.
- Serves as an administrative liaison to the Faculty Senate.
- Collaborates with the Faculty Ombudsperson to ensure faculty are treated fairly and equitably.
- Assures teaching loads are in compliance with prescribed standards. Provides guidance and university information to department heads.
- Oversees faculty credentialing for accreditation.
- Supervises staff in the office of Faculty Success and works strategically with the Provost, Senior Vice Provost, Executive Vice President of Finance and Support Services, Chief Human Resources Officer, and the Vice President of Research to ensure programs and initiatives lead to faculty and academic administrator success.
- Participates in faculty grievance investigations according to University Policies and Procedures.
- Performs other duties as assigned.

PROFESSIONAL QUALIFICATIONS AND PERSONAL QUALITIES:

The successful candidate should have the following qualifications:

Required Qualifications:

- A distinguished record in teaching and scholarship with an earned doctorate (or equivalent terminal degree) to warrant an academic appointment at the rank of full professor with tenure in one of Texas State University's academic departments.
- A minimum of five years of experience in a leadership role in academic affairs.
- A demonstrated commitment to supporting faculty excellence, including promoting high-quality and impactful teaching and academic research; experience recruiting and retaining exceptional faculty; and an ability to recognize, leverage, and celebrate faculty strengths across tenure track and nontenure track faculty.
- Strong communication skills, a commitment to transparency, a willingness to engage and listen to others, a commitment to shared governance, and the ability to collaborate with a wide range of constituencies.
- Experience with issues and strategies related to faculty development and success.
- Experience working in a university-setting developing and implementing tenured, tenure-track and non tenure line faculty development programs.

Preferred Qualifications

- Experience with accreditation processes in higher education.
- A passionate commitment to academic excellence, with demonstrated advocacy for faculty.
- A collegial, collaborative, and accessible approach to leadership, with a track record of building meaningful partnerships and relations internally, externally, and across a university or system.
- Substantial personnel management experience, including complex and difficult personnel issues and direct line supervision of academic and professional faculty.
- A commitment to transparency in policy, strategy, and financial management, with an appreciation of and support for shared governance.
- Experience with tools such as Academic Analytics and Digital Measures to help identify faculty of excellence who have not received national recognition and help them submit nomination packages for national awards.

APPLY NOW 



TXST's Strategic Vision

In 2023 we 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. And, we have made tremendous progress in positioning ourselves to achieve this vision in a very short time.

Elevate Student Success

Student success remains at the heart of everything we do at Texas State University. Improving student success metrics is a top pillar of the Hopes & Aspirations High vision for TXST's future.

Run to R1

Texas State University is a national research university on the path to achieve the R1 Carnegie classification. The process will include earning access to the state's National Research University Fund.

Increase Recruitment and Enrollment

President Damphousse created the Division of TXST Global to implement strategies to increase enrollment among international, transfer, master's and online students.

Becoming an Employer of Choice

A critical goal of Hopes & Aspirations High is to become an employer of preference for faculty and staff.



DR. KELLY DAMPHOUSSE
PRESIDENT

"When we launched the Hopes & Aspirations High vision for TXST's future in 2023, who could have imagined how much we would accomplish toward our goals to reach R1 classification by 2027, enhance student success, increase enrollment, grow the Round Rock Campus, and become an employer of preference? However, the "why" behind this vision is and always has been clear and simple – our current and future students."

– President Kelly Damphousse

[LEARN MORE HERE >>>](#)



THE LEGACY OF TOMORROW

Offering 99 bachelor's, 91 master's and specialists, and 16 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, The Graduate College and Honors College.

The university's students are diverse, closely reflecting the demographics of the State of Texas. TXST was designated a Hispanic Serving Institution (HSI) in 2011, earned the Seal of Excelencia in 2022, and has the 14th largest Hispanic enrollment among public universities in the U.S. TXST has long served a significant number of first-generation and Pell-eligible students.



From the beginning, creating a better tomorrow has been our mission. Through decades, we've expanded our mission, developed new programs, and broken new ground. Today, we've grown in ways our founders could never have imagined, and we're endlessly proud of what our Bobcat family has achieved. As we look to the future, we know the work we do today will shape what is next.

Texas State University's 125th Anniversary >>>

WE'VE GOT YOU COVERED

At our university, we recognize that faculty and staff serve as the building blocks to the foundation of our work with students. Texas State is proud of our competitive benefits from health plans, wellness leave, life insurance and retirement programs provided to keep our Bobcats healthy and happy.

By joining Texas State University, employees gain access to work in one of the best public universities in the country and the opportunity to live in one of America's most beautiful towns. All employees have access to our competitive benefits package on day one of their employment at Texas State.

FEATURED BENEFITS >>>





TEXAS STATE
UNIVERSITY®

125



Applications, nominations, and inquiries are invited.
Applications should include the following as separate documents:
a) Resume and b) Cover Letter.

Application materials should be submitted through the university's employment opportunities website:
<https://jobs.hr.txstate.edu/postings/50407>

Nominations and inquiries can be directed to:
Talent@txstate.edu

All inquiries, applications, and nominations will be held in the highest confidence.



[TXST.EDU](https://www.txstate.edu)