

Ingram School of Engineering – Department of Engineering Technology Reorganization

Task Force Recommendations

June 21, 2025

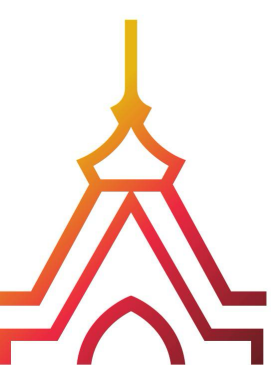
TASK FORCE MEMBERS

Ingram School of Engineering (ISoE)

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EXECUTIVE SUMMARY

This report presents a comprehensive vision for establishing a College of Engineering at Texas State University (TXST) when the time is appropriate. The proposed college will comprise six departments formed from the Department of Engineering Technology (ET) and the Ingram School of Engineering (ISoE):

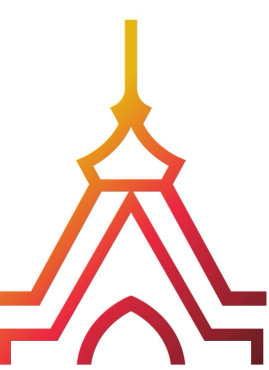
- Civil Engineering
- Construction Science and Concrete Industry Management
- Electrical Engineering
- Engineering Technology
- Industrial and Manufacturing Engineering
- Mechanical Engineering

TXST is undergoing significant transformation. It aims to achieve R1 research status and has launched several new initiatives to enhance student and faculty success, while also evaluating new models for academic budgeting. The ET departments and ISoE show notable growth and progress, with increasing enrollments, new faculty hires, the implementation of new undergraduate and graduate programs, and the preparation of the ABET accreditation application for the new B.S. in Mechanical Engineering program, as well as the preparation for the ABET reaccreditation of existing engineering and engineering technology programs.

In this transformative environment, the task force recommends reorganizing the ET and ISoE into six departments. The reorganization may be divided into two phases, if needed: an “Implementation” phase followed by a “Full Rollout” phase. This phased reorganization allows time to establish the academic departments by utilizing one of two transitional structures detailed below during the Implementation phase, and subsequently transitioning to a structure that supports the establishment of a College of Engineering during the Full Rollout phase.

The task force proposes two transitional structures. Maintaining the ISoE in both options is crucial for protecting the school’s brand value to donors and for central resource and personnel management, at least until the new college of engineering is established.

- Alternative A includes four departments: Civil Engineering, Construction Science and Concrete Industry Management, Electrical Engineering, and the Ingram School of Engineering, with five disciplines (which include Engineering Management, Engineering Technology, Industrial Engineering, Manufacturing Engineering, and Mechanical Engineering).
- Alternative B comprises six departments: Civil Engineering, Construction Science and Concrete Industry Management, Electrical Engineering, Industrial and Manufacturing Engineering, Mechanical Engineering, and the Ingram School of Engineering. Here, the Engineering Management program relocates to the Industrial and Manufacturing Engineering Department, and the Engineering Technology program is temporarily housed at the Ingram School of Engineering, alongside the M.S. in Engineering.



SCOPE OF WORK

The task force was charged with recommending the reorganization of ET and ISoE based on three goals:

- 1) Determine which units should be standalone departments.
- 2) Propose a model for incorporating existing ET programs into similar programs in the ISoE or into the CIM/CSM programs if appropriate.
- 3) Recommend a timeline for accomplishing the reorganization.

The 2023 Task Force on the College of Science and Engineering recommended moving the Computer Science department to the future college of engineering. However, the ISoE-ET Reorganization task force focused only on ISoE and ET programs. Future efforts may expand the reorganization to include additional departments in the future college of engineering.

PROPOSED ORGANIZATIONAL STRUCTURE FOR A COLLEGE OF ENGINEERING AND ACADEMIC DEPARTMENTS: A FIVE-YEAR VISION

This report outlines a vision for establishing a new college of engineering at TXST within the next three to five years. The college will consist of six departments formed from the ISoE and the ET Departments. These departments include Civil Engineering, Construction Science and Concrete Industry Management, Electrical Engineering, Engineering Technology, Industrial and Manufacturing Engineering, and Mechanical Engineering. An overview of the structure and organizational chart is presented in Figure 1.

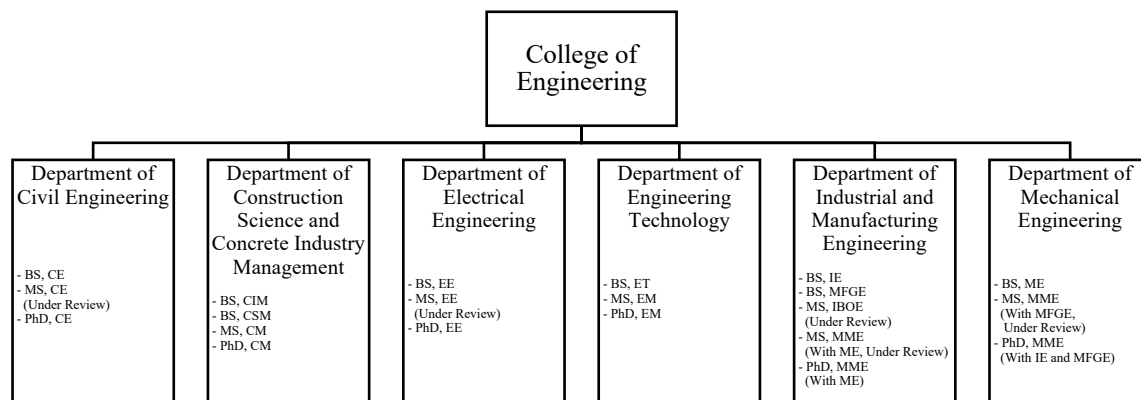


Figure 1. Proposed Structure and Organizational Chart.

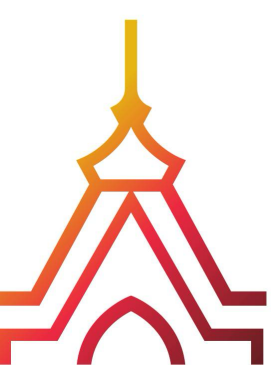
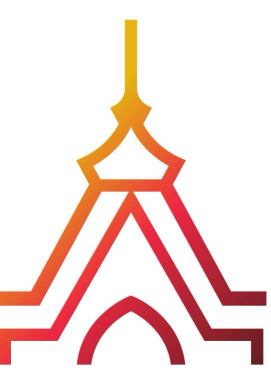


Table 1 outlines the departments and their respective programs. This comprehensive list includes existing undergraduate and graduate degree offerings, newly approved Ph.D. programs, and those currently under review. In FY 2025, Civil, Electrical, and Industrial Engineering submitted proposals for discipline-specific Master of Science (M.S.) programs. Additionally, Mechanical and Manufacturing Engineering have collaborated on a joint proposal for an M.S. in Mechanical and Manufacturing Engineering. These programs are currently under review.

Table 1. Proposed academic departments and their administered programs.

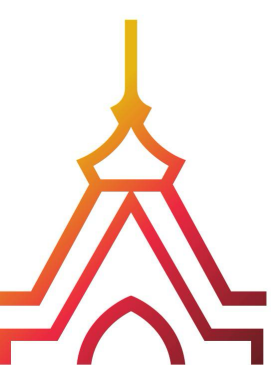
Department	Programs
Civil Engineering	• B.S. in Civil Engineering • M.S. in Civil Engineering (under review) • Ph.D. in Civil Engineering
Construction Science and Concrete Industry Management	• B.S. in Concrete Industry Management • B.S. in Construction Science & Management • M.S. in Construction Management • Ph.D. in Construction Management
Electrical Engineering	• B.S. in Electrical Engineering • M.S. in Electrical Engineering (under review) • Ph.D. in Electrical Engineering
Engineering Technology	• B.S. in Engineering Technology • M.S. in Engineering Management • Ph.D. in Engineering Management
Industrial and Manufacturing Engineering	• B.S. in Industrial Engineering • B.S. in Manufacturing Engineering • M.S. in Industrial and Business Operations Engineering (under review) • M.S. in Mechanical and Manufacturing Engineering (under review; shared with Mechanical Engineering) • Ph.D. in Mechanical and Manufacturing Engineering (shared with Mechanical Engineering)
Mechanical Engineering	• B.S. in Mechanical Engineering • M.S. in Mechanical and Manufacturing Engineering (under review; shared with Manufacturing Engineering) • Ph.D. in Mechanical and Manufacturing Engineering (shared with Industrial and Manufacturing Engineering)
College/School-Level	• M.S. in Engineering



The M.S. in Engineering, with concentrations in Civil, Electrical, Industrial, and Mechanical & Manufacturing Engineering, will remain under ISoE's supervision. Currently, 101 students are enrolled, and we will maintain this program until they transfer to a specific M.S. degree or finish their studies. This ensures continuity. We will monitor enrollment and reevaluate the program's viability if numbers decline.

Reorganization's Key Aspects

- Four new engineering departments will be established from ISoE, which include the Department of Civil Engineering, the Department of Electrical Engineering, the Department of Industrial and Manufacturing Engineering, and the Department of Mechanical Engineering.
- ET can be reorganized into two departments: the Department of Construction Science and Concrete Industry Management and the Department of Engineering Technology.
- Civil, Electrical, and Mechanical Engineering are common departments in most universities with engineering colleges or schools, so the establishment of these departments follows this trend.
- While this department may not match the size of civil, electrical, and mechanical engineering departments, stand-alone industrial and manufacturing engineering departments are common at leading R1 universities. The Texas Triangle megaregion (Austin, Dallas-Forth Worth, Houston, and San Antonio) has a strong manufacturing base and high demand for industrial and manufacturing engineers. Establishing this department will allow TXST to meet this critical need, especially in sectors like aerospace, automobile, logistics, and semiconductors.
- By establishing the Construction Science and Concrete Industry Management department, Texas State University will enhance its responsiveness to the workforce needs of Texas's thriving concrete and construction sectors. This realignment is not only timely but crucial, given the significant growth in enrollment and the increasing industry interest in supporting these programs. Such a targeted focus will enable deeper industry collaboration, allowing the university to secure greater endowment funding and large-scale donations, as indicated by strong endorsements from the advisory board. Furthermore, the restructuring will foster tailored academic offerings, such as the B.S. in Concrete Industry Management, the B.S. in Construction Science Management, the M.S. in Construction Management, and the Ph.D. in Construction Management, enabling students to gain expertise that directly translates into employability and professional growth in these high-demand fields. This type of structure allows for the development of other potential programs in the future, such as Construction Engineering and Architecture.
- The Engineering Technology department will offer the B.S. in Engineering Technology, the M.S. in Engineering Management, and the Ph.D. in Engineering Management. The B.S. in Engineering Technology is a single degree and currently has concentrations in



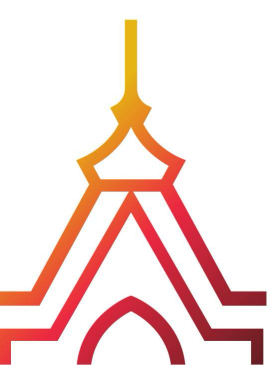
Civil Engineering Technology (CET), Electrical Engineering Technology (EET), Environmental Engineering Technology (ENVET), Manufacturing Engineering Technology (MFGET), and Mechanical Engineering Technology (MET). A stand-alone engineering technology department is a common structure in Texas. See Appendix A, Table A1. The proposed department has significant enrollment growth potential because of several factors:

- Introduction of new graduate degrees in Engineering Management.
- Retention of TXST engineering students who haven't completed their program but wish to earn a TXST degree.
- Texas State Global plans to create upscale workforce programs in collaboration with academic partners and affiliates, paving the way to expand the B.S. in Engineering Technology into other markets.
- Offering concentrations targeting niche industries, such as semiconductor manufacturing and the automotive industry, among others.

Potential Benefits of the Proposed Organizational Structure

Some of the positive aspects of this structure include:

- Improving support for Ph.D. students and aligning doctoral programs more effectively with academic departments.
- Potential for attracting donors to endow departments, programs, and facilities.
- Increasing the visibility of undergraduate and graduate degree programs.
- Supporting enrollment growth and enhancing student services.
- Enhancing the value of the TXST Engineering brand and bolstering the school's reputation.
- Attracting and retaining talented faculty and researchers.
- Enhancing the leadership, engagement, and visibility of engineering and engineering technology programs with professional organizations and federal agencies.
- Cultivating stronger relationships with industry partners and government agencies.
- Optimizing resources, operational efficiency, and service levels.
- Establishing the groundwork for a future college of engineering.



By the Numbers

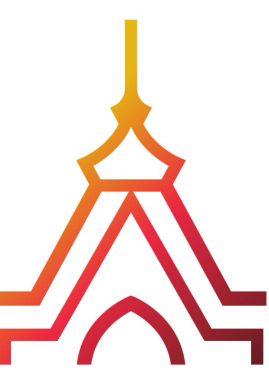
Table 2 presents the key indicators for the proposed organizational structure, by academic programs, student credit hours, enrollment, as well as tenure-line faculty and non-tenure-line faculty funded through Academic Affairs and Texas State Global.

Table 2. Key Indicators of the Proposed Organizational Structure

Academic Unit	Student Credit Hours (2024) ¹	Fall 2024 Enrollment ²	FY2025 Tenure Line Faculty	FY2025 Nontenure Line Faculty
Civil and Environmental Engineering³	1478	437	9 (+3 new)	6 (+1 new)
Civil Engineering (CE)	1478	437	9 (+3 new)	6 (+1 new)
Construction Science and Concrete Industry Management	4841	829	11	8 (+1 new)
Concrete Industry Management (CIM)	441	149	4	1
Construction Science and Management (CSM)	4400	680	7	7
Electrical and Computer Engineering	2443	465	8 (+4 new)	6 (+2 new)
Electrical Engineering (EE)	2443	465	8 (+4 new)	6 (+2 new)
Engineering Technology	1679	282	5 (+1 new)	5 (+2 new)
Engineering Management (EM) ⁴	0	35	0 (+1 new)	1 (+2 new)
Technology (TECH)	1679	247	5	4
Industrial and Manufacturing Engineering	1516	179	9	9
Industrial Engineering (IE) ⁵	1072	111	5	5
Manufacturing Engineering (MFGE)	444	68	4	4
Mechanical Engineering	982	629	6 (+1 new)	5(+2 new)
Mechanical Engineering (ME) ⁶	982	629	6 (+1 new)	5(+2 new)
ISOE– Ingram School of Engineering	3199	101	0	0
Engineering (ENGR) ⁷	3199	101	0	0

Notes

1. SCH retrieved from the Catstats webpage (Catsstats.txstate.edu) on May 5, 2025.
2. Headcount retrieved from the Institutional Research webpage (<https://www.txst.edu/university-data/student-enrollment.html>) on May 5, 2025.
3. The CE's SCH is higher than reported, as several graduate courses in this discipline are taught under the "ENGR" prefix. These courses will be changed to the "CE" prefix as part of the new MS in CE and Ph.D. in CE.
4. The Ph.D. in Engineering Management will launch in Fall 2025. One NTL faculty has been hired, and three more are expected to join the program in Fall 2025.
5. The Industrial and Manufacturing Engineering department's tenured and tenure-track faculty includes the School Director, who receives course releases as part of his role.
6. ME is a new program and in its third year of implementation. The SCH and enrollment are expected to increase.
7. The ISOE offers courses with the "ENGR" prefix that are typically taken by multiple engineering majors. The plan is for the ENGR courses to be taught by the departments equipped with expertise in the subject area, which will then receive credit for the generated SCH.



OPTIONS FOR ORGANIZATIONAL STRUCTURE DURING THE TRANSITION

The task force generated two alternatives for a transitional structure for the dean and provost to consider if it is not possible to create the organizational structure in Figure 1 immediately. Either alternative can be implemented starting in Fall 2025. It is essential to maintain the ISoE in these two options to protect the school's brand value for its donors and to manage resources and personnel centrally, at least until a new college is established.

Alternative A (Organization structure with four departments)

This alternative proposes a structure with four departments from the ISoE and ET: Civil Engineering, Construction Science and Concrete Industry Management, Electrical Engineering, and ISoE. The ISoE will oversee undergraduate and graduate programs in five disciplines: Engineering Management, Engineering Technology, Industrial Engineering, Manufacturing Engineering, and Mechanical Engineering, until it transitions to the structure in Figure 1. Eventually, the ISoE will split into departments for Engineering Technology, Industrial and Manufacturing Engineering, and Mechanical Engineering, and a college of engineering will be established. Figure 2 and Table 3 outline the departmental organization and the programs offered by each department.

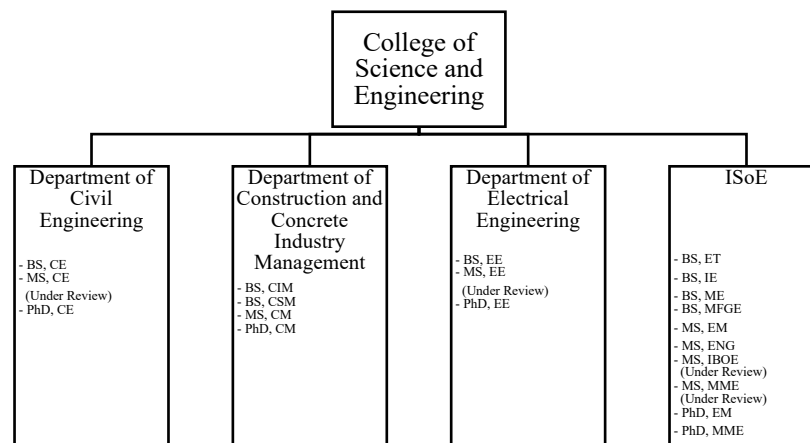


Figure 2. Alternative A's Structure and Organizational Chart.

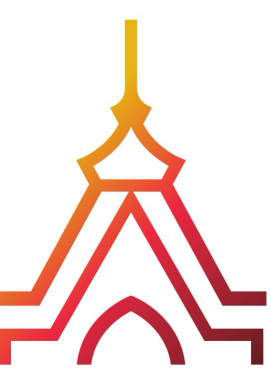
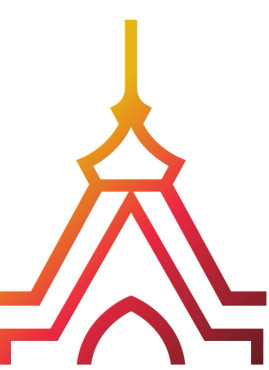


Table 3. Alternative A's Academic Departments and Associated Programs.

Department	Programs
Civil Engineering	• B.S. in Civil Engineering • M.S. in Civil Engineering (under review) • Ph.D. in Civil Engineering
Construction Science and Concrete Industry Management	• B.S. in Concrete Industry Management • B.S. in Construction Science & Management • M.S. in Construction Management • Ph.D. in Construction Management
Electrical Engineering	• B.S. in Electrical Engineering • M.S. in Electrical Engineering (under review) • Ph.D. in Electrical Engineering
Ingram School of Engineering	• B.S. in Engineering Technology • B.S. in Industrial Engineering • B.S. in Manufacturing Engineering • B.S. in Mechanical Engineering • M.S. in Engineering • M.S. in Engineering Management • M.S. in Industrial and Business Operations Engineering (under review) • M.S. in Mechanical and Manufacturing Engineering (under review) • Ph.D. in Engineering Management • Ph.D. in Mechanical and Manufacturing Engineering

Alternative A's Key Aspects

- If the structure in Figure 1 is currently unfeasible, postponing the implementation of the Engineering Technology, Industrial and Manufacturing Engineering, and Mechanical Engineering departments may be the best option due to their interdependence and current challenges faced by these programs.
- Alternative A suggests the creation of two new engineering departments at ISoE: the Department of Civil Engineering and the Department of Electrical Engineering. Furthermore, the current CSM and CIM programs in the ET department will be reorganized into the Department of Construction Science and Concrete Industry Management, which will continue to offer the CIM and CSM programs. The undergraduate and graduate programs in Civil Engineering, CIM/CSM, and Electrical Engineering have achieved a level of maturity, as evidenced by solid and consistent



enrollments and student credit hours, as shown in Table 4. This progress justifies the formation of independent departments to oversee these programs.

- ISoE will continue to administer the IE, ME, and MFGE disciplines. Additionally, it will administer the EM and ET disciplines, which will be moved from ET to ISoE. However, with five disciplines under ISoE's administration, the resulting organization will remain large, thus there will be a need to add more administrators, such as associate directors at the school level and program coordinators for each program.
- Alternative A prioritizes the following:
 - implementing and accrediting the BS in ME program before creating a stand-alone department. ME is in its third year, with enrollments exceeding projections by more than double. However, no additional faculty or staff have been added to ME. The historical data on the persistence and retention rates of ME students is still limited and transient, making enrollment predictions for junior and senior courses unreliable. ME plans to apply for ABET accreditation in January 2026, drafting its self-study report in FY 2026, with an on-campus review scheduled for Fall 2026. Keeping the program under ISoE supervision will provide stability and leverage resources from a larger organization during implementation. It is also critical that this program receives additional institutional support, commensurate with its enrollment numbers, including the allocation of additional faculty lines.
 - identifying opportunities to integrate curricula and optimize faculty teaching workloads, particularly in areas where there are significant interdependencies between the EM, ET, IE, ME, and MFGE programs.
 - expanding enrollments in IE, MFGE, and ET through targeted recruiting and marketing strategies.
 - increasing the MME Ph.D. enrollments by facilitating the collaboration among ME, MFGE, and IE within the ISoE framework. The ET faculty will also be part of ISoE, ensuring they benefit from their participation in this Ph.D. program.
 - continue the ongoing implementation of the new EM Ph.D. program with a focus on creating an in-person EM Ph.D. program.
 - transitioning the MS Engineering students to discipline-specific MS programs. The M.S. in Engineering has concentrations in Civil, Electrical, Industrial, and Mechanical & Manufacturing Engineering. Currently, 101 students are enrolled, and they may transfer to a specific M.S. degree or finish their studies.
- We can convert new or existing programs into departments in Figure 1 once they reach steady-state enrollments and meet other important criteria, such as adequate faculty sizes, optimal curricula, and teaching workloads.
- A process should be developed in collaboration with the dean and provost to enable interested faculty members in existing engineering and engineering technology departments to transfer to other departments, based on established criteria such as academic background, research productivity, and availability of faculty positions.

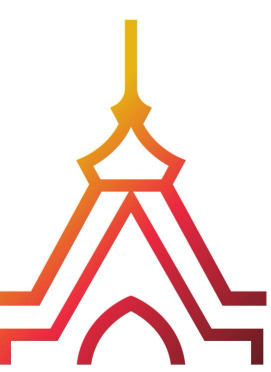


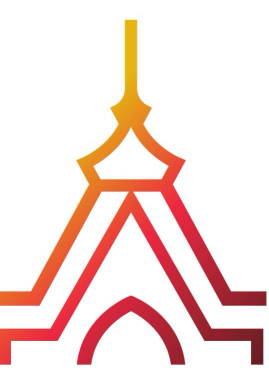
Table 4 presents the academic programs, student credit hours, and enrollment, and tenure-line and non-tenure-line faculty for Alternative A by the proposed academic unit, which includes faculty funded through both Academic Affairs and Texas State Global.

Table 4. Key Indicators of Alternative A.

Academic Unit	Student Credit Hours (2024) ¹	Fall 2024 Enrollment ²	FY2025 Tenure Line Faculty	FY2025 Nontenure Line Faculty
Civil and Environmental Engineering³	1478	437	9 (+3 new)	6 (+1 new)
Civil Engineering (CE)	1478	437	9 (+3 new)	6 (+1 new)
Construction Science and Concrete Industry Management	4841	829	11	8 (+1 new)
Concrete Industry Management (CIM)	441	149	4	1
Construction Science and Management (CSM)	4400	680	7	7
Electrical and Computer Engineering	2443	465	8 (+4 new)	6 (+2 new)
Electrical Engineering (EE)	2443	465	8 (+4 new)	6 (+2 new)
ISOE– Ingram School of Engineering	7376	1911	20 (+2 new)	19 (+4 new)
Engineering (ENGR) ⁷	3199	101	0	0
Engineering Management (EM) ⁴	0	35	0 (+1 new)	1 (+2 new)
Industrial Engineering (IE) ⁵	1072	111	5	5
Manufacturing Engineering (MFGE)	444	68	4	4
Mechanical Engineering (ME) ⁶	982	629	6 (+1 new)	5(+2 new)
Technology (TECH)	1679	247	5	4

Notes

1. SCH retrieved from the Catstats webpage (Catsstats.txstate.edu) on May 5, 2025.
2. Headcount retrieved from the Institutional Research webpage (<https://www.ir.txst.edu/university-data/student-enrollment.html>) on May 5, 2025.
3. The CE's SCH is higher than reported, as several graduate courses in this discipline are taught under the "ENGR" prefix. These courses will be changed to the "CE" prefix as part of the new MS in CE and Ph.D. in CE.
4. The Ph.D. in Engineering Management will launch in Fall 2025. One NTL faculty has been hired, and three more are expected to join the program in Fall 2025.
5. The Industrial and Manufacturing Engineering department's tenured and tenure-track faculty includes the School Director, who receives course releases as part of his role.
6. ME is a new program and in its third year of implementation. The SCH and enrollment are expected to increase.
7. The ISOE offers courses with the "ENGR" prefix that are typically taken by multiple engineering majors. The plan is for the ENGR courses to be taught by the departments equipped with expertise in the subject area, which will then receive credit for the generated SCH.



Alternative B (Organization structure with six departments)

This alternative proposes a structure that includes six departments from the ET and ISoE: Civil Engineering, Construction Science and Concrete Industry Management, Electrical Engineering, Industrial and Manufacturing Engineering, Mechanical Engineering, and ISoE. The Engineering Management program will be housed within the Industrial and Manufacturing Engineering Department, while the Engineering Technology program will be temporarily located at ISoE alongside the M.S. in Engineering. This structure will remain in place until the transition outlined in Figure 1 takes place, enabling the establishment of a stand-alone Engineering Technology department. Figure 3 and Table 5 illustrate the departmental organization and programs.

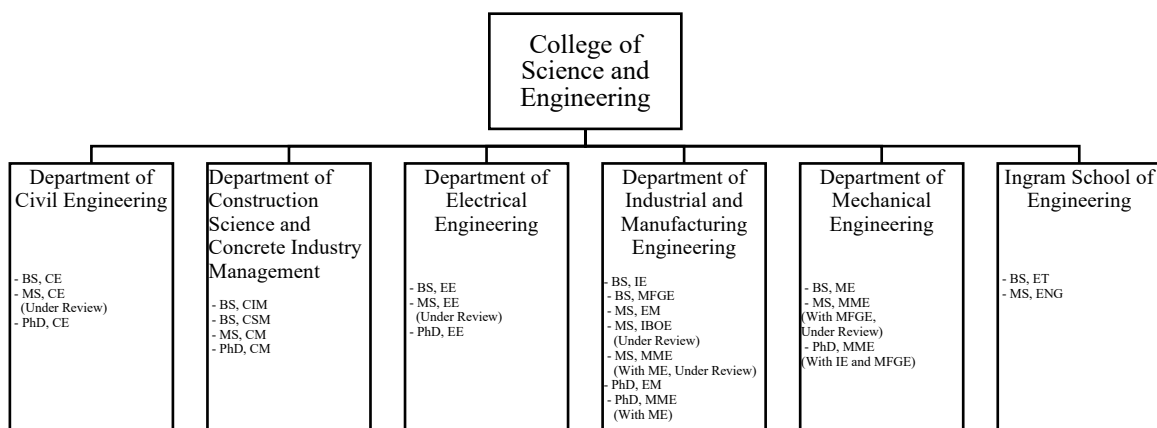
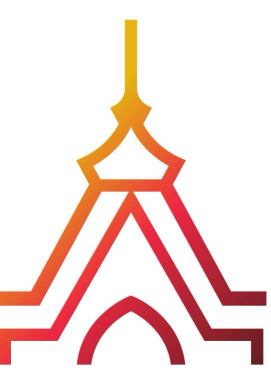


Figure 3. Alternative B's Structure and Organizational Chart.

Alternative B's Key Aspects

- Alternative B resembles the Organizational Structure in Figure 1. The implementation of the Engineering Technology department would be postponed until its programs —the B.S. in ET, M.S. in EM, and Ph.D. in EM —see increased enrollment. Although this alternative offers an accelerated path to establishing the college of engineering, it presents significant operational obstacles.
- The ET program will be centrally administered by ISoE. Since there is no plan for ISoE to keep faculty under its supervision, ET faculty will need to be reassigned to one of the five other engineering departments based on their academic background, research expertise, and the departmental teaching workload requirements. Although housed in other departments, ET faculty will still be responsible for teaching the courses under the ET prefix. For the ET program to be administered by ISoE, a program coordinator will continue to manage the program and perform its current functions, which include scheduling courses and assigning



faculty to teach those courses. This type of integration model is not common amongst other universities in Texas with similar ET programs, as evidenced in Table A-1.

- The ET faculty model distributed across departments may raise concerns about the BS in ET's ABET accreditation. The Engineering Technology Accreditation Commission (ETAC) Criteria 6 states that "The faculty serving in the program must be of sufficient number to maintain continuity, stability, oversight, student interaction, and advising. The faculty must have sufficient responsibility and authority to improve the program through definition and revision of program educational objectives and student outcomes, as well as through the implementation of a program of study that fosters the attainment of student outcomes." If the ET program is centrally located at ISoE while the faculty are with the engineering departments, it may be challenging to demonstrate that they can maintain the B.S. in ET's continuity, stability, oversight, student interaction, and advising.
- ME is in its third year, with enrollments exceeding projections by more than double. ME plans to apply for ABET accreditation in January 2026, drafting its self-study report in FY 2026, with an on-campus review scheduled for Fall 2026. It is crucial that this program receives additional institutional support, commensurate with its enrollment numbers, including the allocation of additional faculty lines.
- The Mechanical Engineering department and the Industrial and Manufacturing Engineering department should prioritize establishing collaboration protocols to administer programs in common, such as the proposed MS in MME and the new MME Ph.D., with a focus on increasing enrollments and managing faculty workloads.
- The M.S. in Engineering Management and the new EM Ph.D. program will be in the Industrial and Manufacturing Engineering department. This program is new, and its priority should be implementation, particularly in hiring new faculty and increasing enrollments.
- The ISoE will help MS Engineering students transition to discipline-specific programs. The M.S. in Engineering offers concentrations in Civil, Electrical, Industrial, and Mechanical & Manufacturing Engineering. Students in these concentrations can either transfer to the new MS in CE, MS in EE, MS in IBOE, or MS in MME, or complete their MS Engineering program.
- A process should be developed in collaboration with the dean and provost to enable interested faculty members in existing engineering and engineering technology departments to transfer to other departments, based on established criteria such as academic background, research productivity, and availability of faculty positions.

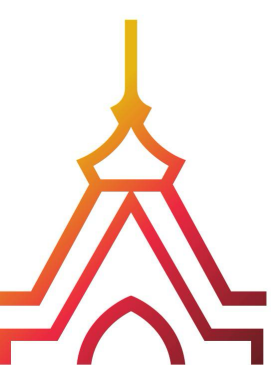


Table 5. Alternative B's Academic Departments and Associated Programs.

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Electrical Engineering	• B.S. in Electrical Engineering • M.S. in Electrical Engineering (under review) • Ph.D. in Electrical Engineering
Industrial and Manufacturing Engineering	• B.S. in Industrial Engineering • M.S. in Engineering Management • B.S. in Manufacturing Engineering • M.S. in Industrial and Business Operations Engineering (under review) • M.S. in Mechanical and Manufacturing Engineering (under review; shared with Mechanical Engineering) • Ph.D. in Engineering Management • Ph.D. in Mechanical and Manufacturing Engineering (shared with Mechanical Engineering)
Mechanical Engineering	• B.S. in Mechanical Engineering • M.S. in Mechanical and Manufacturing Engineering (under review; shared with Manufacturing Engineering) • Ph.D. in Mechanical and Manufacturing Engineering (shared with Industrial and Manufacturing Engineering)
Ingram School of Engineering	• B.S. in Engineering Technology • M.S. in Engineering

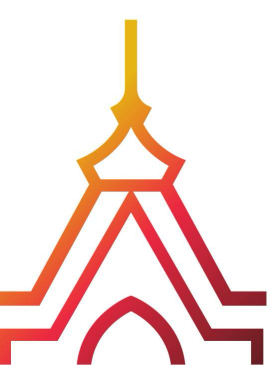
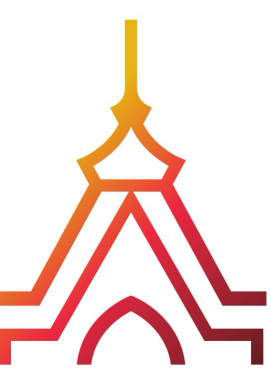


Table 6. Key Indicators of Alternative B.

Academic Unit	Student Credit Hours (2024)¹	Fall 2024 Enrollment²	FY2025 Tenure Line Faculty	FY2025 Nontenure Line Faculty
Civil and Environmental Engineering³	1478	437	9 (+3 new)	6 (+1 new)
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Engineering Management (EM) ⁴	0	35	0 (+1 new)	1 (+2 new)
Industrial Engineering (IE) ⁵	1072	111	5	5
Manufacturing Engineering (MFGE)	444	68	4	4
Mechanical Engineering	982	629	6 (+1 new)	5 (+2 new)
Mechanical Engineering (ME) ⁶	982	629	6 (+1 new)	5 (+2 new)
ISOE– Ingram School of Engineering	4878	348	5	4
Engineering (ENGR) ⁷	3199	101	0	0
Technology (TECH) ⁸	1679	247	5	4

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2. Headcount retrieved from the Institutional Research webpage (<https://www.ir.txst.edu/university-data/student-enrollment.html>) on May 5, 2025.
3. The CE's SCH is higher than reported, as several graduate courses in this discipline are taught under the "ENGR" prefix. These courses will be changed to the "CE" prefix as part of the new MS in CE and Ph.D. in CE.
4. The Ph.D. in Engineering Management will launch in Fall 2025. One NTL faculty has been hired, and three more are expected to join the program in Fall 2025.
5. The Industrial and Manufacturing Engineering department's tenured and tenure-track faculty includes the School Director, who receives course releases as part of his role.
6. ME is a new program and in its third year of implementation. The SCH and enrollment are expected to increase.
7. The ISOE offers courses with the "ENGR" prefix that are typically taken by multiple engineering majors. The plan is for the ENGR courses to be taught by the departments equipped with expertise in the subject area, which will then receive credit for the generated SCH.
8. Alternative B proposes that the 5 "Tenure Line Faculty" and 4 "Nontenure Line Faculty" is transferred to the other academic departments based on established criteria. Under this alternative, ISOE will not supervise any faculty.



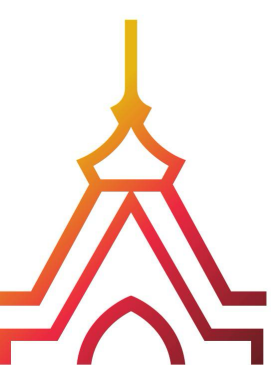
Ingram School of Engineering's Functions

Maintaining the ISoE in any of the proposed options is essential for protecting the school's brand value among its donors, particularly the Ingram family, at least until a future College of Engineering or a similar organization is established. Proactively engaging the Ingram family with clear communication about the reorganization's plans, timelines, and long-term vision will enhance donor confidence and support.

The functions of the ISoE, listed in Table 7, will help facilitate and strengthen collaborations between departments and the engineering faculty, as well as foster relationships with industry partners and alumni.

Table 7. Operational and strategic functions of the Reorganized ISoE.

Operational	Strategic
• Manage specialized staff, technicians, classrooms, and laboratories • Facilitate access to specialized equipment across all engineering programs. • Provide oversight of ABET and SACSCOC accreditation processes. • Organize Senior Design Day. • Lead industry advisory board meetings. • Manage endowed accounts. • Implement continuous improvement projects.	• Enable collaborations between engineering faculty across multiple departments. • Expand TXST Global's engineering programs to reach other markets. • Strengthen alumni and donor relationships to ensure sustained support. • Enhance industry advisory board collaborations and develop corporate relations.

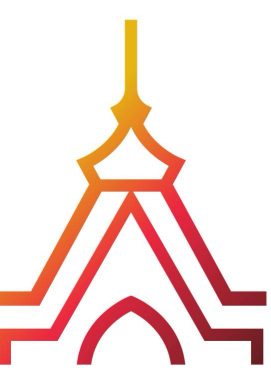


RESOURCES NEEDED

To effectively support the newly established departments, we recommend that each department hire a Department Chair and an Administrative Assistant III in FY2026. It is anticipated that, in addition to the personnel resources currently in place, the personnel resources listed in Table 8 will be required for the departmental structure described above. In larger departments or those with multiple programs, it is advisable to appoint individual program coordinators to manage specific programs. Renovation funds will also be required to build office suites for new departments, which include the reception area, the administrative level III office, and the department chair's office.

Table 8. Minimum Resource Needs for Proposed Reorganization.

Department	Reorganizational Structure		
	6 departments	4 departments (Alternative A)	5 departments (Alternative B)
CCIM	No new personnel requests will be made while the department retains its current administrative assistants. Additional funding will be necessary to increase the number of laboratory and IT technicians and to reclassify the existing ones.	No new personnel requests will be made while the department retains its current administrative assistants. Additional funding will be necessary to increase the number of laboratory and IT technicians and to reclassify the existing ones.	No new personnel requests will be made while the department retains its current administrative assistants. Additional funding will be necessary to increase the number of laboratory and IT technicians and to reclassify the existing ones.
CE	Department Chair, Administrative Assistant III	Department Chair, Administrative Assistant III	Department Chair, Administrative Assistant III
EE	Department Chair, Administrative Assistant III	Department Chair, Administrative Assistant III	Department Chair, Administrative Assistant III
ME	Department Chair, 1-2 Administrative Assistant III	NA	Department Chair, 1-2 Administrative Assistant III
ET	Department Chair, Administrative Assistant III	NA	NA



IME	Department Chair, Administrative Assistant III	NA	Department Chair, Administrative Assistant III
ISOE	No new personnel requests will be made while the department retains its current administrative assistants. Additional funding will be necessary to increase the number of laboratory and IT technicians and to reclassify the existing ones.	No new personnel requests will be made while the department retains its current administrative assistants. Additional funding will be necessary to increase the number of laboratory and IT technicians and to reclassify the existing ones.	No new personnel requests will be made while the department retains its current administrative assistants. Additional funding will be necessary to increase the number of laboratory and IT technicians and to reclassify the existing ones.

Current laboratory technicians may continue to be shared among the various departments. However, it is important to note that the labs in ET and ISOE are currently facing understaffing issues due to the increasing enrollments in these programs. Additionally, the salaries of laboratory and IT technicians need to be adjusted to match current market rates. Therefore, additional funding will be required to increase the number of laboratory and IT technicians and to reclassify existing staff. As enrollment continues to rise without a corresponding increase in laboratory staff, we may see potential impacts on student supervision and safety, as well as possible declines in the quality of the learning experience provided in those labs.

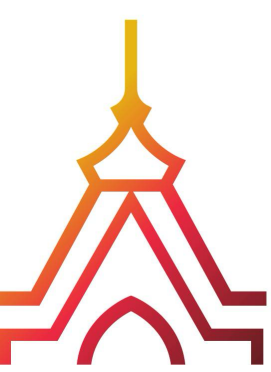
TIMELINES

The recommended timelines for the reorganization are summarized below.

Implementation Phase

FY2026

- Finalize definitions of the new departments.
- Appoint interim department chairs.
- Search and recruit permanent chairs to be ready to start the academic departments that will be formed in FY 2027.
- Search and recruit additional faculty and a director for the EM Ph.D. program.
- Reassign faculty and staff to appropriate departments as needed.
- Write departmental policies and procedures statements.
- Establish departmental personnel committees.
- Create the new departments with the Texas State University System and in the Texas State University's information systems.



- Integrate and optimize program curricula.
- Recruit donors to endow departments.
- Apply and develop the self-study report for the inaugural accreditation of the B.S. in ME.
- Support the ABET accreditation visit of the B.S. in Engineering Technology.

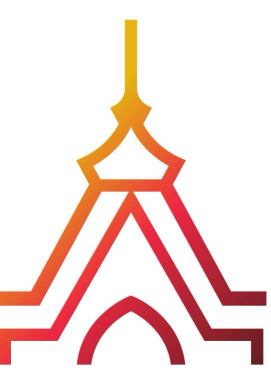
FY2027

- Start academic departments.
- Appoint permanent department chairs.
- Appoint permanent program coordinators where appropriate.
- Support the ABET accreditation visit of the B.S. in ME.
- Apply and develop the self-study report for the reaccreditation of the B.S. in CE, B.S. in EE, B.S. in EE – Computer Engineering concentration, B.S. in IE, B.S. in MFGE, and B.S. in ME.

Note: ME will go through the ABET accreditation process twice in consecutive years. The first initial accreditation and the second to align its ABET cycle with other engineering programs.

Final Rollout Phase

Launch additional departments and the college of engineering when appropriate.



APPENDIX A

Table A1. Texas State University Engineering Technology's programs vs. other Engineering Technology programs in Texas.

University	Department	ET Programs
Sam Houston State University	Engineering Technology	Construction Management, Electronics and Computer Engineering Technology, Engineering Design Technology, Engineering Technology Architectural Design Technology, Engineering Technology-Biomedical, Engineering, Engineering Technology-Electronics, Engineering Technology-Environmental, Health and Safety Management, Engineering Technology-General, Engineering Technology-Manufacturing Engineering, Mechanical Engineering Technology
Texas A&M	Engineering Technology and Industrial Distribution	Electronics Systems, Industrial Distribution, Information Technology, Manufacturing and Mechanical Engineering Technology, Multidisciplinary Engineering Technology
Texas A&M Commerce	Engineering and Technology	Technology Management
Texas A&M Corpus Christi	Engineering	Mechanical Engineering Technology
Texas A&M Galveston	Marine Engineering Technology	Marine Engineering Technology
Texas State University	Engineering Technology	Concrete Industry Management, Construction Science and Management, Engineering Management, Engineering Technology (with concentrations in Civil, Electrical, Environmental, Manufacturing, Mechanical Engineering Technology)
University of North Texas	Part of the Department of Mechanical Engineering	Construction Engineering Technology, Construction Management, Mechanical Engineering Technology
University of Texas Rio Grande Valley	Engineering Technology, Industrial Engineering, and Manufacturing Engineering	Engineering Technology
University of Houston	Engineering Technology	Computer Engineering Technology, Power Engineering Technology, Mechanical Engineering Technology
West Texas A&M	Engineering Technology program within the College of Engineering	Engineering Technology