



# Position Profile



**Honors College Dean | July 2024**

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## About the Role

The [University of Texas at Arlington](#) (UTA) invites applications, expressions of interest, and nominations of candidates in its search for its next Dean of the Honors College (Honors). The new Dean will have the opportunity to develop and articulate a strategic vision for Honors, a diverse community of student scholars from all majors who are dedicated to academics, creative activity, research, and service. Reporting to the Provost and Senior Vice President for Academic Affairs, the Dean serves as the Chief Academic Officer for Honors and is responsible for strategic, programmatic, and financial operations.

As UTA's new senior leadership team leads the institution into its exciting future, the Dean will lead Honors in its support of UTA's central mission to promote and achieve academic excellence as it works to become one of the nation's most inclusive and impactful research universities. The Dean will support and sustain a highly effective work environment and a culture of collaboration within Honors and with UTA's other Schools and Colleges while championing the value of a liberal arts education.

The ideal candidate will have considerable administrative experience in a highly complex research institution, a collaborative and visionary leadership style, the highest standards of personal ethics and integrity, a record of research and scholarly accomplishment that would support tenure upon arrival, and an understanding of a variety of creative endeavors and research initiatives that span academic disciplines at a comprehensive university. The ideal candidate will also possess a strong working knowledge of the academic enterprises within higher education and have a deep appreciation for how research intersects with the educational mission of a university that serves a diverse, large urban population. The successful candidate will be a relationship-builder who can promote interdisciplinary collaboration and strengthen Honors' contribution to UTA and the surrounding communities.

## Opportunities and Priorities

The Dean will bring enthusiasm and innovation to Honors with a commitment to advancing the College's positive impact on the lives of students. Building on a solid foundation and working collaboratively with Honors' devoted staff and affiliated faculty, the Dean will develop a strategic vision to advance and strengthen the College. In close partnership with the Provost, President, and fellow deans, the Dean will forge a meaningful path forward for Honors.

Priorities for the new Honors College Dean include the following:

- Create and execute a vision for Honors that is accessible to all students regardless of how they started at UTA (e.g., FTIC, transfer, in-person, continuing, online, or part-time), that provides students with a small college experience at the heart of a large public, urban, research university, and that differentiates UTA's Honors program from similar programs at other universities in the DFW metroplex. This vision should not only include supporting and preparing students to pursue nationally competitive, prestigious awards while they are with us (e.g. Marshall, Rhodes, Fulbright), but also position them for post-graduation success (e.g., graduate school, career).
- Devise and execute a recruitment plan to attract students to UTA and grow the size of Honors to 10% of the undergraduate population. This will undoubtedly require an innovative approach that moves beyond the narrow criteria traditionally used.
- Create a distinctive Honor's curriculum and experience, including increasing the number of dedicated Honors classes, increasing the range and variety of high impact learning opportunities, enhancing our residential learning community experience, developing specific minors for Honors students (including interdisciplinary and pre-professional minors), and defining and curating the "UTA Honors experience."
- Establish and maintain an effective student success plan that is attentive to the reality that even the best students require support. One example might be developing in-house intervention and academic services that can reach out early with personalized assistance plans to improve student retention will be needed.
- In partnership with development and alumni relations, engage with donors to increase the number and size of scholarships available to Honor's students, create an advisory board to assist with fundraising, mentoring and job placement, and raising the profile of the Honor's College.
- As UTA is a community engaged University, it is expected that the new Dean will incorporate community engagement opportunities into the Honors curriculum, scholarship, and service activities.

# General Representative Duties of the Dean

The Dean is expected to:

- Provide leadership and oversight for all academic and student service personnel and programs for both undergraduate and graduate programs within the College;
- Work with and coordinate the activities of associate and/or assistant deans, and the Dean's office staff, who are responsible for achieving goals in support of the College;
- Establish and maintain an effective plan that supports student success, including the recruitment and retention of highly qualified and diverse faculty to volunteer in the College;
- Set quality standards for academic program assessments, curriculum, teaching, and student learning outcomes within Honors;
- Collaborate closely with the executive leadership of the University to further the strategic goals and mission of UTA;
- Coordinate and strategically manage the budget development and resource allocation of the College; and
- Engage diverse resource and funding sources for innovative programs, curricula, and scholarship opportunities, including fundraising initiatives and partnerships.

## Desired Attributes and Qualifications

UTA seeks a Dean who has demonstrated leadership excellence in a complex higher education setting with impeccable integrity. The successful candidate will hold a terminal degree from an accredited institution in any academic discipline offered at UTA, a record of distinguished research/scholarship and teaching that would support appointment as a tenured full professor at UTA, and experience in an administrative leadership position within higher education.

The ideal candidate will also possess many of the following professional qualifications and personal characteristics:

- A collaborative and authentic approach to shared governance
- High motivation and ability to function effectively within a complex environment, with strong interpersonal skills
- A record of successful management of large and complex academic units
- A demonstrated ability to inspire others to engage in a collaborative environment to innovate, create, and advance the research, creative work, and development mission of the University
- An established history of contribution to student success efforts and a demonstrated record of seeking student input and fostering student engagement
- Substantial and successful fiscal management and budgeting experience, particularly in an environment of constrained resources
- Experience leading or teaching in honors programs
- A proven ability to make collaborative decisions
- An understanding of the unique culture of an urban university with diverse commuting and residential student populations (e.g., first generation, online learners, diverse backgrounds, students with disabilities, etc.)
- Excellent communication skills and demonstrated ability to engage successfully with internal and external constituencies
- Successful experience leading strategic planning, academic program evaluation, learning outcomes assessment and accreditation, and interdisciplinary programs development
- The highest level of personal integrity and a demonstrated history of promoting ethical behavior and social responsibility
- Strong commitment to fostering a transparent, collaborative, and consensus-building environment
- Evidence of fostering a culture of service, collaboration, and supporting professional growth, along with the capacity to help sustain UTA as a destination workplace that attracts and retains top-level team members committed to the institutional mission and values

## About the Honors College

The [Honors College](#) (Honors) offers students creative, interdisciplinary approaches to address the challenges of a complex, global society. Honors disciplines range across the University, with highly skilled faculty and students who are dedicated to elevating the human condition through research, scholarship, and creative activity. The Honors College is a distinctive community of faculty and student scholars within the larger University. Its mission is to offer high-achieving students an extraordinary undergraduate education through special academic programs and opportunities for research, study abroad, and leadership. The college stresses learning, service, and individual development with the goal of leading students to academic and professional success and personal fulfillment. The College is committed to the development of citizen-scholars, and students are encouraged to participate in community service and to seek leadership opportunities.

The Honors College at UT Arlington is an active member in the [Great Plains Honors Council](#) and the [National Collegiate Honors Council](#)

## About the University

Located on a 420-acre campus in the heart of the thriving Dallas-Fort Worth-Arlington metro area (population 7.6 million), [The University of Texas at Arlington](#) is a comprehensive teaching, research, and public service institution dedicated to the advancement of knowledge through scholarship and creative work.

As one of the largest and most diverse universities in Texas, UT Arlington is committed to providing access and ensuring student success, and to a culture of innovation, entrepreneurship, and commercialization of discoveries by our community of scholars. The University promotes lifelong learning through its academic, continuing education, and experiential learning programs. The faculty, staff, and student community share diverse cultural values that foster inclusivity and cultivate mutual respect.



Founded in 1895 as a private, liberal arts institution, UT Arlington enrolls over 46,000 students and employs nearly 5,000 faculty and staff. The University has the fifth most ethnically diverse undergraduate population in the United States (U.S. News & World Report, 2023) and is a Hispanic-Serving Institution and an Asian American, Native American, and Pacific Islander-Serving Institution (U.S. Department of Education). UTA graduates more African American students at the undergraduate and master's degree levels than any other Texas university (Diverse: Issues in Higher Education, 2021).

In addition to nurturing student success, UTA is focused on making an impact through innovative research. Anchored by its five strategic pillars—health and the human condition, sustainable communities, global environmental impact, data-driven discovery, and culture and societal transformations—the University's research portfolio saw significant growth over the past decade, with expenditures reaching \$125 million in 2021. Faculty work in state-of-the-art facilities that has resulted in important breakthroughs in areas such as sustainable infrastructure, healthy aging, high-energy physics, cardiovascular disease, machine-learning systems, and more.

In 2021, the combination of outstanding academics and innovative research contributed to the University once again receiving Carnegie R-1 "Very High Research Activity" designation and becoming just the fourth university in the state to achieve Texas Tier One status, a milestone of excellence that brings with it access to the state's National Research University Fund. By providing exceptional educational opportunities and addressing important societal challenges, UTA enhances the quality of life in Texas and beyond.

The government of the University is vested in a nine-member Board of Regents of the UT System, nominated by the governor, and approved by the Texas Senate. In addition to its main campus in Arlington, UTA has two facilities in neighboring Fort Worth: a downtown campus called UTA Fort Worth that is tailored for working professionals and a research institute on the banks of the Trinity River that is focused on bridging the gap between academic research and product development.

## Notables

- UTA has 16 graduate programs ranked as “Best Graduate Schools” by U.S. News & World Report (USNWR, 2022).
- UTA is ranked No. 5 nationally on the U.S. News & World Report’s undergraduate diversity index and is ranked No. 41 as a “Top Performer on Social Mobility” (USNWR, 2023).
- UTA is ranked No. 4 for veterans and their families among four-year institutions (Military Times, 2022).
- UTA alumni occupy leadership positions at many of the 22 Fortune 500 companies headquartered in North Texas.
- UTA’s College of Nursing and Health Innovation is the No. 1 producer of baccalaureate-degreed nurses in Texas.
- UTA and its alumni contribute \$22.2 billion and 216,544 jobs annually to Texas.
- UTA was one of 171 colleges and universities recognized on the Phi Theta Kappa 2022 Transfer Honor Roll.
- UTA baccalaureate graduates working in Texas earn the highest first-year median wage of all UT System non-medical institutions (UT System Smartbook, 2021).



## Mission

The University of Texas at Arlington is a comprehensive teaching, research, and public service institution dedicated to the advancement of knowledge through scholarship and creative work. The University is committed to providing access and ensuring student success, and to a culture of innovation, entrepreneurship, and commercialization of discoveries by our community of scholars.

The University promotes lifelong learning through its [academic](#), [continuing education](#), and experiential learning programs. The faculty, staff, and student communities share diverse cultural values that foster inclusivity and cultivate mutual respect.

## University Academics

UT Arlington offers more than 180 baccalaureates, master’s, and doctoral [degree programs](#) across nine schools and colleges, including the largest nursing college at a public university in the country. Students hail from coast to coast and over 100 countries worldwide, with around 10,000 living on or near campus. Each year, approximately 14,000 graduates join the ranks of UTA alumni, now numbering more than 250,000.

## Academic Colleges

- [College of Architecture, Planning, and Public Affairs](#)
- [College of Business](#)
- [College of Education](#)
- [College of Engineering](#)
- [College of Liberal Arts](#)
- [College of Nursing and Health Innovation](#)
- [College of Science](#)
- [Honors College](#)
- [School of Social Work](#)

## Accreditation

The University of Texas at Arlington is accredited by the [Southern Association of Colleges and Schools Commission on Colleges](#) to award baccalaureate, master's, and doctoral degrees. In addition, many of UTA's academic departments and schools have received national accreditation from specific agencies. These accreditations are detailed under the individual listings for departments and schools in the [University Catalog](#).

## Leadership



### President Jennifer Cowley

The University of Texas at Arlington welcomed Jennifer Cowley, Ph.D., on April 28, 2022, as the first female president in the University's history. Most recently, she served as Provost at the University of North Texas (UNT), where she advanced research, fostered student success, and advanced diversity, equity, and inclusion.

Before joining UNT in 2017, Dr. Cowley was a member of the faculty at Ohio State University, serving as Vice Provost for capital planning and regional campuses, Associate Dean for Academic Affairs and Administration in the College of Engineering, and department chair and professor in city and regional planning.

### Provost and Senior Vice President for Academic Affairs Tamara L. Brown

UTA welcomed Tamara L. Brown, Ph.D., as Provost and Senior Vice President for Academic Affairs on Aug. 1, 2022. Dr. Brown came to UTA from the UNT, where she served as Executive Dean of the College of Liberal Arts and Social Sciences, the largest college on its campus.

Before joining UNT in 2019, Dr. Brown was interim Dean of Graduate Studies at Prairie View A&M University, with academic roots in psychology and juvenile justice.



## About Arlington

Arlington, Texas is one of the fastest-growing communities in the nation. Located between Dallas and Fort Worth in North Texas, the city is home to more than 380,000 residents, making it the seventh largest in the state. It is also the hometown of three professional sports teams: the Texas Rangers, the Dallas Cowboys, and the Dallas Wings, the latter of which plays its home games at UTA's College Park Center. Residents, athletes, and visitors alike enjoy hot summers and mild winters and fill their days with good food, company, and entertainment.

The University of Texas at Arlington is in Tarrant County (population 2.1 million). Arlington is easily accessible, located 30 minutes from the two major airports in the Metroplex—DFW International Airport and Dallas Love Field Airport. It is also less than two miles from AT&T Stadium and Globe Life Field, where the Dallas Cowboys and Texas Rangers, respectively, play, and less than three miles from Six Flags Over Texas.



## Process for Candidacy

The Search Committee invites expressions of interest and nominations to be submitted directly to the search firm, WittKieffer at [UTArlingtonHonorsDean@wittkieffer.com](mailto:UTArlingtonHonorsDean@wittkieffer.com).

Applications should include a curriculum vitae and a letter of interest describing relevant experience and interest in the position and should be submitted to WittKieffer consultants, Mercedes Chacón Vance, and Natalie Song via the firm's [candidate portal](#).

Letters of interest and nominations will be accepted until the position is filled; however, they should be submitted as soon as possible to assure consideration. Expressing interest is the first step in receiving consideration and does not make one an applicant for the position.

## Equal Employment Opportunity

The University of Texas at Arlington (UTA) is committed to providing equal employment and educational opportunities for all qualified persons without regard to race, color, national origin, religion, age, sex, sexual orientation, disabilities, pregnancy, genetic information, and/or veteran status. 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. See the University of Texas at Arlington's [Notice of Non-Discrimination](#) which includes contact information.

## Campus Safety and Security

The Annual Security and Fire Safety Report, containing policy statements, crime, and fire statistics is [available online](#). A hard copy may be obtained by contacting Office of Legal Affairs, University Administration Building, 701 S. Nedderman Drive, Arlington, TX 76019, 817-272-2141