Executive Summary

The inaugural Vice President of Talent, Culture and Inclusion will bring purposeful leadership to act as a visionary change agent and help create an inclusive culture at the University of Texas at Arlington.

The Vice President of Talent, Culture and Inclusion will play an integral role in ensuring the University continues to maintain its designations as both a Hispanic-Serving Institution and an Asian American Native American Pacific Islander-Serving Institution (AANAPISI).

This visible leader is responsible for providing strategic, transformational leadership to ensure an inclusive culture and the development of our talented faculty and staff.

The Vice President reports to the President, with dotted line reporting to the Provost and Senior Vice President of Academic Affairs and serves as a key member of the UTA senior leadership team.

Role of the Vice President

UTA's Talent, Culture, and Inclusion team will support the University of Texas at Arlington by delivering programs and services that attract, develop, and retain the best and brightest team members. The team will work closely with departments and units across UTA to lead initiatives in Diversity, Equity and Inclusion, culture, and talent development as well as performance management, career planning, compensation, benefits, compliance and employee relations.

Opportunities and Expectations for Leadership

The successful Vice President, Talent, Culture & Inclusion will strategically lead initiatives and operations most notably by:

Providing strategic leadership in the areas of talent, culture, and inclusion by:

- Developing a vision and strategies for advancing talent, culture, and inclusion across UTA.
- Establishing and implementing short- and long-range goals, objectives, policies, and operating procedures to effect institutional change.
• Working across the organization to identify and lead initiatives that advance the university’s diversity, equity and inclusion efforts, including active engagement in a shared governance model.
• Building strong working relationships with leaders across UTA to identify and deliver services and enhance capacity – meeting the organization’s talent, culture and inclusion needs.
• Strengthening and amplifying an organizational spirit and optimism and resourcefulness.

Create solutions to address the University’s talent, culture and inclusion needs by:

• Serving as a trusted advisor to the President and leaders across the university as it relates talent, culture, and inclusion.
• Working with the TCI team to analyze and prioritize critical challenges and opportunities while providing recommendations in collaboration with the President and university leaders.
• Proactively working to support our campus leaders with TCI initiatives, such as intercultural competencies, leadership development programs, and succession planning.
• Analyzing trends and metrics in partnership with the TCI team to develop solutions, programs and policies.
• Serving as a thought leader on the future of workforce strategy and provides guidance and stewardship of hybrid workforce planning.

Foster Workplace Culture Management by:

• Revisiting the principles of community ensuring our principles resonate throughout the organization.
• Strengthening and amplifying an organizational spirit of optimistic, can-do problem-solving.
• Collaboratively building on an ongoing commitment to a holistic approach to Diversity, Equity and Inclusion.
• Fostering a healthy workplace culture including strategies, programs and initiatives related to internal communications, talent engagement, and relations across and inclusive of all the organization’s programs and offices.
• As a thoughtful steward, fostering a culture of accountability, trust, recognition, and results among staff at all levels of UTA.
• Encouraging development of strong relationships within teams and helps managers to develop skills to address challenges that may arise with team members.

Provide ongoing and operational oversight in the areas of talent, culture, and inclusion by:

• Providing oversight of key talent, culture and inclusion processes and programs.
• Providing guidance and frameworks to support organizational restructuring, career ladders, and workforce planning.
• Identifying learning and professional development needs, as well as the solutions, for the organization and for individual leaders or teams, with an emphasis on career development and diversity, equity and inclusion programming. The position also provides counsel to student facing units on programming aimed at students.
• Managing and/or assisting departments and employee groups in establishing and achieving their diversity and inclusion objectives.
Advancing the culture of assessment and evaluation of TCI programs, processes and initiatives.
Increasing competitiveness of UTA’s total compensation package.
Managing and resolving complex employee relations issues.
Maintaining knowledge of legal requirements related to day-to-day management of employees, reducing legal risks and ensuring regulatory compliance, partnering with the legal department when appropriate.
Working closely with management and employees to improve work relationships, build morale, and increase engagement and productivity.

Qualifications and Characteristics

- A bachelor’s degree is required; an advanced degree is highly preferred.
- Experience in implementing DEI initiatives, organizational development, human resources, or talent management, including a minimum of 10 years’ experience managing teams.
- Broad institutional perspective expected of a vice president, including a collaborative spirit and the ability to contribute to discussion on a wide range of university issues.
- Experience in collaboratively developing and implementing a shared strategic vision across a complex institution.
- A demonstrated commitment to and sophisticated understanding of the national conversation around diversity, equity and inclusion and talent development in higher education and a strong understanding of best practices and emerging issues.
- Gifted relationship and trust builder across functions and levels within the university and in the community.
- A track record of creativity and innovation in approaching complex and/or difficult conversations.
- Demonstrated knowledge, and/or experience with the process of recruitment and retention of historically underrepresented staff and faculty.
- Ability to effectively communicate with faculty and staff both on an individual level and in large groups.
- Exceptional propensity to manage and lead people and learn the strengths of inclusive teams in order to put people in positions to succeed.
- Proven ability to analyze and interpret HR business processes and data to identify areas of efficiency or process enhancement.
- Ability to analyze organizational talent data and other key performance indicators to identify additional service offering opportunities.
- Demonstrated success in managing and resolving complex employee relations issues.
- Working knowledge of multiple areas of HR including compensation, benefits, federal and state employment laws, talent acquisition, diversity, performance management, succession planning, learning and organizational development.
- Excellent verbal and written communication skills.
- Strong analytical and problem-solving skills.
- Strong support for shared governance.
Procedure for Candidacy

How to Apply

The profile can be found on or Executive Searches site. This role will be posted internally until September 30, 2022 to allow for internal applicants to apply. To apply for this position internally, visit https://uta.peopleadmin.com/postings/19897

For questions, please contact Amy Osborn
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