

# SEARCH PROFILE:

DIRECTOR FOR ASSESSMENT AND  
EXPERIENTIAL LEARNING



UNIVERSITY OF  
**TEXAS**  
ARLINGTON

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## THE OPPORTUNITY

The Director for Assessment and Experiential Learning (DAEL) at the University of Texas at Arlington (UTA or the University) is a senior leader within the Division of Student Affairs. The position reports to the Assistant Vice President for Student Success and Transitions. The Director coordinates assessment initiatives, advises various experiential learning efforts supported by the Division of Student Affairs, and supports strategic planning and accreditation compliance efforts. The Director has ongoing partnerships with staff members in each department in the Division of

Student Affairs, and this collaborative work focuses on completing assessment projects each year. The Director also works on assessment initiatives with staff in the Office of Institutional Effectiveness and Reporting, as well as assessment professionals from other divisions and the University's colleges housed in Academic Affairs. Similarly, the Director works across the Division and the institution as the primary point of contact for experiential learning opportunities inside and outside of the classroom to help students develop marketable skills and prepare for their careers.





## ABOUT THE UNIVERSITY OF TEXAS AT ARLINGTON

The University of Texas at Arlington, founded in 1895, is located in the heart of the Dallas-Fort Worth-Arlington metroplex. This vibrant and diverse metropolitan area is home to more than seven million people. It has one of the fastest-growing tech economies in the United States as well as a wide array of arts, entertainment, and cultural activities. UTA is a comprehensive teaching, research, and public service institution dedicated to advancing knowledge through scholarship and creative work. The University is committed to providing access, ensuring student success, and creating a culture of innovation, entrepreneurship, and commercialization of discoveries by our community of scholars.

With an enrollment of more than 40,000 students, UTA is the second-largest institution in the University of Texas System. As a result of its combination of rigorous academics and innovative research, UTA is designated as a Carnegie R-1 “Very High Research Activity” institution. UTA ranks fifth nationally in the Military Times’ annual “Best for Vets: Colleges” list and is among the top 36 performers nationwide for promoting the social mobility of its graduates (U.S. News & World Report, 2025).

The U.S. Department of Education designates UTA as both a Hispanic-Serving Institution (HSI) and an Asian American and Native American Pacific Islander Serving Institution (AANAPISI), and it has one of most ethnically diverse undergraduate student bodies in the United States. Its approximately 270,000 alumni, including some who occupy leadership positions at many of the 24 Fortune 500 companies headquartered in north Texas, contribute to UTA’s \$22.2 billion annual economic impact on Texas.

Furthermore, UTA is poised to experience widespread growth in the near future. The University recently launched the first phase of its RISE 100 initiative aimed at recruiting 100 new tenure-system faculty to amplify research standing and position UTA as a leader in key scholarly areas. More details are available at [www.uta.edu/administration/president/strategic-plan/rise100](http://www.uta.edu/administration/president/strategic-plan/rise100). The successful candidate for this position will have the opportunity to join UTA during an exciting period of growth and contribute as the University broadens its impact.

### MISSION, VISION, AND VALUES

#### 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 community shares diverse cultural values that foster inclusivity and cultivate mutual respect.

#### Vision

To have a lasting impact on the communities we serve by developing the talents of our students, leading in innovation and discovery, and fostering a culture of engagement.

#### Values

*Collaboration* – Building authentic partnerships to leverage access, skills, talents, and knowledge to achieve desired results.

*Engagement* – Creating a thriving community that demonstrates appreciation, value, and respect for all individuals.

*Excellence* – Approaching all actions with high standards and exemplary service.

*Innovation* – Consistently striving to think and act in new and creative ways.

*Integrity* – Demonstrating honesty, transparency, and ethical behavior.

## PEOPLE



### **PRESIDENT JENNIFER COWLEY**

Dr. Jennifer Cowley is an American urban planner and academic leader, who has served as the tenth president of the University of Texas at Arlington (UTA) since April 28, 2022. She is the first woman to hold this position and is a native of Arlington. She earned a bachelor's degree in political science, a master's degree in urban planning,

and a Ph.D. in urban and regional science from Texas A&M University. Additionally, she holds two master's degrees from the University of North Texas: one in public administration and another in interdisciplinary studies. Dr. Cowley began her career in urban planning, working for the cities of College Station and Amarillo, Texas. She transitioned to academia as a research scientist and visiting assistant professor at Texas A&M University. In 2001, she joined The Ohio State University as an assistant professor of city and regional planning, eventually serving as vice provost for capital planning and regional campuses. In 2017, Dr. Crowley became provost and vice president of academic affairs at the University of North Texas. As UTA's president, she has focused on fostering research and innovation. Under her leadership, UTA led a consortium aiming to establish a biomanufacturing hub in North Texas and Oklahoma.

Dr. Crowley has also emphasized civic and community engagement, earning the Richard Guarasci Award for Presidential Leadership from Campus Compact in 2025.

### **VICE PRESIDENT FOR STUDENT AFFAIRS LOWELL DAVIS**

Dr. Lowell Kent Davis is the Vice President for Student Affairs at the University of Texas at Arlington, a role he assumed on July 10, 2023. A native of Dallas, Dr. Davis earned a Bachelor of Arts with a major in English Arts–Secondary Education and a master's degree in counseling with an emphasis on college student development from Hampton University. He obtained his Ph.D. in higher education administration and student affairs, focusing on the history of education, from Indiana University. Before joining UTA, Dr. Davis served as Vice Chancellor for Student Affairs at the University of North Carolina



Wilmington (UNCW). At UNCW, he oversaw housing and residence life, student organizations, the career center, student health services, and other student-focused departments. His prior roles include Associate Vice Chancellor for Academic Affairs and Student Success at Western Carolina University, where he managed student support units and administered summer sessions. Dr. Davis also held positions at the University of Alabama, Indiana University, and Hampton University, contributing significantly to student affairs administration and collegiate leadership. As UTA's Vice President for Student Affairs, Dr. Davis is dedicated to enhancing the student experience, emphasizing support services, and fostering a vibrant campus community. His leadership focuses on student success, access, and well-being, aligning with UTA's commitment to excellence in higher education.

### **ASSISTANT VICE PRESIDENT FOR STUDENT SUCCESS AND TRANSITIONS BRANDON WRIGHT**

Dr. Brandon Wright serves as the Assistant Vice President for Student Success and Transitions at UTA.

He earned a Bachelor of Science in Business Administration from Arkansas Tech University with a focus on marketing and management. Dr. Wright's master's degree in college student personnel is also from Arkansas Tech. He completed his Ph.D. in health education and promotion at the University of Alabama at Birmingham (UAB). Prior to his appointment at UTA, Dr. Wright was the head of the career center at UAB for more than six years. He also served Arkansas Tech and William Carey University in administrative positions. In his role at UTA, he oversees orientation, career development center, military and veteran services, transition programs and services, intercultural student engagement, international education, assessment, and experiential learning. Together with his colleagues, Dr. Wright focuses on building efficient systems, fostering student development, and enhancing the overall student experience. He emphasizes the importance of building experiences that enhance employability, expanding professional networks, utilizing employer benefits for further education, leveraging workplace resources, finding mentors, creating actionable plans, and committing to continuous growth.







## DIVISION OF STUDENT AFFAIRS

The UTA Division of Student Affairs is dedicated to enhancing the collegiate experience by fostering student development, engagement, and success. The Division operates under the motto, “We’re in the business of changing lives,” emphasizing its commitment to supporting students throughout their academic journey. Comprising more than 25 departments and programs, the Division employs approximately 200 professional staff members and advises nearly 330 student organizations. Areas

include student activities and organizations, career development, fraternity and sorority life, multicultural affairs, counseling and psychological services, parent and family services, orientation, commuter student services, accessibility services, relationship violence and sexual assault prevention, student publications, housing and residence life, military and veteran support, and student health services.

## DALLAS-FORT WORTH-ARLINGTON METROPLEX

The Dallas-Fort Worth-Arlington metroplex (typically referred to as DFW) is one of the fastest-growing and most dynamic metropolitan areas in the United States. With a diverse economy, booming job market, and no state income tax, it attracts professionals from various industries, including technology, finance, healthcare, aerospace, and transportation. Major employers in the region include American Airlines, AT&T, Lockheed Martin, JPMorgan Chase, and Texas Instruments.

Housing in DFW varies from urban high-rises in downtown Dallas and Fort Worth to sprawling suburban communities in cities like Plano, Frisco, and Arlington. The cost of housing, while rising due to demand, remains more affordable in comparison to many coastal metropolitan areas. The region also boasts excellent school districts, making it attractive for families. In addition to UTA, there are three other public four-year institutions, two community college

systems, two private universities, and one university medical center in DFW.

Beyond work, DFW offers a high quality of life with a mix of cultural, entertainment, and recreational opportunities. Sports fans can enjoy teams like the Dallas Cowboys, Texas Rangers, and Dallas Mavericks, while art lovers can explore the Dallas Museum of Art and Kimbell Art Museum. The area also has a thriving music, nightlife, and culinary scene, with everything from Texas barbecue to international cuisine.

The warm climate, with hot summers and mild winters, allows for year-round outdoor activities, including hiking, biking, and water sports at local lakes. DFW’s central location and major airports make it a convenient travel hub.





## THE POSITION

### PRIMARY RESPONSIBILITIES

The Director for Assessment and Experiential Learning has the following primary responsibilities:

- Manage Division of Student Affairs assessment initiatives and support Division strategic planning and accreditation compliance efforts, including required and relevant reporting processes.
- Provide leadership, coordination, and expertise in designing, implementing, and interpreting assessment projects related to student development, learning, and educational programming/services, and measuring how these initiatives impact important outcomes, including student success and retention.
- Provide expertise on the types of assessments which will be most effective, as well as guidance on designing instruments, sampling, data analysis, and reporting.
- Assist Student Affairs' departments in assessment design and application which includes consideration of psychometric characteristics, qualitative/quantitative analysis, and ethical methodology.
- Manage the annual reporting process for the Division.
- Serve as the central resource and advisor to all departments within the Division of Student Affairs on the development of experiential learning opportunities within existing and new programs.
- Provide training and development opportunities to increase knowledge of experiential learning across the Division.
- Support development and monitoring of the Division's strategic plan with relevant assessment measures focus on the effectiveness of the various strategic processes with primary consideration for the progress of students toward specified learning outcomes and departments' administrative outcomes.
- Provide oversight and reporting for Division programs and services including planning, data gathering, and analysis.
- Consult with the Office Institutional Effectiveness and Reporting in ascertaining and disseminating relevant information concerning student characteristics and experiences.
- Convey information from professional literature, institutional effectiveness research, and other student-related studies to guide planning, policy, and procedures within an integrative University learning environment.
- Consult in identifying and advancing compelling programs and services which promote student retention and success.
- Provide guidance to Student Affairs' leadership on program effectiveness and student learning.
- Serve as the data metrics custodian for the Division, assisting departments with retrieving, analyzing, and understanding institutional data pertaining to students.
- Supervise the Data Analyst regarding student data metrics, database management, and assessment consultation for the Division.
- Collaborate with Academic Affairs and other campus partners to integrate experiential learning opportunities into new and existing programs, coursework, and the curriculum.
- Serve on University committees as a representative of the Division to promote co-curricular programs and services as contributors to student learning, engagement, and success.

### LEADERSHIP AGENDA

- Lead the cultural shift toward continuous improvement by developing and executing a strategic, Division-wide assessment model that supports more than 25 departments.
- Advocate for departments facing capacity challenges by helping them stay engaged in the assessment process, especially during staff transitions or vacancies.
- Ground assessment practices in the CAS Standards while remaining flexible and supportive of the unique needs and goals of each unit.
- Build strong relationships across the Division to understand each department's focus areas and clearly communicate the value of assessment in advocating for resources and enhancing student support.

## THE POSITION (CONT.)

- Use assessment to elevate the visibility and effectiveness of co-curricular programs and help departments demonstrate their impact on student success.
- Collaborate with the Maverick Advantage initiative to integrate assessment into experiential learning efforts, highlighting students' career readiness and personal development.
- Build the assessment infrastructure from the ground up, bringing an entrepreneurial mindset to develop frameworks, tools, and systems that currently do not exist.
- Translate complex data into meaningful insights for all audiences, creating accessible reports and dashboards that inform decision-making and foster buy-in among both assessment advocates and skeptics.

### MINIMUM QUALIFICATIONS

- Master's degree with at least three (3) years of experience in assessment research emphasizing learning evaluation and/or equivalent relevant experience.
- Experience in experimental and survey design, data analysis, and statistical reporting are essential.
- Solid analytic, writing, interpersonal, and computer skills.
- Demonstrated ability to summarize and present complex analysis of data to varied audiences and constituents.
- Solid communication skills and understands the need for confidentiality when appropriate.
- Knowledge of appropriate technology in data management, application, and presentation of results.

### PREFERRED QUALIFICATIONS

- A doctorate or significant progress toward completion of the degree.
- Background in theory and practice in education, communication, social sciences, or related field.
- Five (5) years or more of data analysis/statistics experience.
- Experience applying traditional statistical analyses in a research or program evaluation setting, including program reviews.
- Experience in developing analytics to make data actionable.

- Experience with assessment of student learning and program outcomes.
- Experience training staff and consult with others on best assessment practices.
- Background with experiential learning programs and activities.

### KNOWLEDGE, SKILLS, AND ABILITIES

- Data analysis / statistics experience.
- Strong technological skills and/or the ability to learn various technologies.
- Experience applying traditional statistical analyses in a research or program evaluation setting.
- Experience in developing analytics to make data actionable.
- Experience with assessment of student learning and program outcomes.
- A background in theory and practice in education, communication, social sciences, or related field is preferred.
- Experience with program review.

### COMPENSATION AND BENEFITS

The UTA Office of Benefits Services partners with the University of Texas System Office of Employee Benefits (OEB) to offer eligible UTA employees, retirees, and their dependents, high-quality, competitive benefits. UT Benefits Basic Coverage includes the following for all eligible employees.

- UT Select Medical Plan with Prescription Drug Coverage
- \$50,000 Basic Group Life Insurance
- \$50,000 Basic Accidental Death and Dismemberment (AD&D)

Detailed information about the University's benefits plan may be found at these two links:

- <https://www.uta.edu/hr/employee-benefits>
- <https://resources.uta.edu/hr/services/records/compensation-tools.php>

The salary for the position will be competitive and commiserate with education and experience.





## APPLICATIONS AND NOMINATIONS

This search is assisted by Academic Search, and a University search committee.

Applications should consist of:

- A detailed cover letter addressing the expectations of the position;
- A current curriculum vitae (CV); and
- A list of three professional references with contact information and a note explaining the working relationship of each to the applicant.

References will not be contacted without the explicit permission of the candidate. All documents should be in PDF format.

Nominations and applications should be sent electronically to [UTADAEL@academicsearch.org](mailto:UTADAEL@academicsearch.org). The position is open until filled, but only applications received by May 11 can be assured full consideration. Nominators and prospective candidates may arrange a confidential discussion about this opportunity with Tara S. Singer, Senior Consultant, at [tara.singer@academicsearch.org](mailto:tara.singer@academicsearch.org).

*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.*



# ABOUT ACADEMIC SEARCH

Academic Search is assisting the University of Texas at Arlington in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

