Director, University Innovation

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Type: Full-Time
Salary: $73,683 - $95,787 per year
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Category: IT Manager/Director

LAMAR UNIVERSITY
MEMBER THE TEXAS STATE UNIVERSITY SYSTEM™

Director, University Innovation

Salary: $73,683.00 - $95,787.00 Annually
Location: Beaumont, TX
Job Type: Full-Time Staff
Job Number: 202500320
Closing Date: Continuous
Home Org: Distance Education
FLSA: Exempt

Job Summary

The Director of University Innovation plays a leadership role within the Division of Digital Learning, serving as an operational leader and key deputy to the Associate Provost of Academic Innovation & Digital Learning. The director is responsible for implementing the comprehensive innovation strategies set by the Associate Provost, with initial emphasis on artificial intelligence and emerging digital tools to enhance education and institutional operations.

The director will coordinate cross-departmental initiatives to implement educational technologies and AI tools that support student success, teaching excellence, and administrative efficiency. This includes developing AI governance frameworks, leading pilot projects, executing technology roadmaps, and supporting faculty innovation efforts.
This role requires deep expertise in AI applications in education, including natural language processing, predictive analytics, adaptive learning, and ethical deployment. The director will work with CITL, IT Services, and other units to align efforts, facilitate change, and ensure responsible, scalable innovation.

The director must be a skilled communicator, collaborator, and strategic leader capable of translating innovation visions into operational success.

Special Note: We are unable to provide visa sponsorship for this position. Candidates must be authorized to work in the United States without the need for sponsorship now or in the future.

Essential Job Functions

1.Change Management & System Adoptions:

- Execute technology adoption roadmaps across all academic and administrative areas.
- Lead change management for technology adoption including communication, training, and support.
- Manage innovation project portfolio including pilots, scaling, and vendor partnerships.

2.Collaborative Leadership:

- Coordinate cross-departmental collaboration with CITL, IT, DARPA, and Academic Affairs.
- Facilitate communication and alignment.
- Lead pedagogical and andragogical innovation initiatives and with faculty to implement AI-supported teaching and assessment.
- Support the Associate Provost in developing and implementing university-wide innovation strategies at faculty, staff, and student levels.

3.Reporting, Analysis, and Presentation:

- Conduct needs assessments and evaluate technology impact using outcome and adoption data.
- Develop and maintain regular reports to track key performance indicators (KPIs).
- Translate analytical insights into actionable recommendations and prepare and deliver clear presentations to internal and external partners.
- Provide thought leadership on innovation topics and represents the university at conferences and in publications.

4.Governance and Compliance:

- Implement AI governance and ethical frameworks including policies for responsible AI use and compliance.
- Ensure compliance with data privacy, security, and accessibility standards.

Minimum and Desired Qualifications

Minimum Qualifications:

- Master's degree or higher. A combination of education, experience, and training that would produce the required knowledge and abilities could be considered.
- Higher education experience in educational technology, information technology, innovation management, AI implementation, or digital transformation
- Knowledge of FERPA, accessibility standards, and higher education compliance requirements
- Demonstrated experience in artificial intelligence applications in educational settings
- Demonstrable knowledge of emerging technologies including AI, machine learning, blockchain, AR/VR, or other innovative educational or operational platforms or tools
- Knowledge of data privacy, security protocols, and ethical AI implementation
- Strong analytical, strategic planning, and problem-solving abilities
- Exceptional communication, presentation, and stakeholder management skills

Desired Qualifications:

- Doctorate
- Strong leadership skills and experience managing cross-functional teams and initiatives
- Experience with enterprise AI platforms and learning management systems
- Certification in AI ethics, data governance, or innovation management
- Experience in change management and organizational transformation
- Background in pedagogical research and adult learning theory
- Experience with grant writing and funding acquisition for innovation projects
- Proven track record in large-scale technology integration projects

Supplemental Information

Key Competencies:

- Ability to develop and execute comprehensive innovation strategies that integrate cutting-edge technologies with educational best practices
- Expertise in AI governance and ethical implementation, including bias mitigation, transparency, and responsible AI deployment
- Proven experience in cross-departmental collaboration and ability to build consensus among various stakeholders
- Strong understanding of data privacy and security with experience implementing FERPA-compliant AI solutions
- Competency in change management and organizational transformation methodologies
- Ability to assess and evaluate emerging technologies for educational impact and institutional fit
- Experience in policy development and creating frameworks for responsible technology adoption
- Skills in project portfolio management and ability to prioritize and resource multiple innovation initiatives
- Excellent communication abilities, including translating complex technical concepts for non-technical audiences
- Proven track record of stakeholder engagement at executive levels and across organizational boundaries
- Data-driven decision-making skills with experience in analytics and performance measurement
- Knowledge of pedagogical innovation and adult learning principles in digital environments
- Ability to foster innovation culture and encourage experimental learning approaches
- Experience in risk assessment and mitigation strategies for emerging technologies
- Skills in vendor management and technology partnership development
- Commitment to accessible innovation ensuring equitable access to technological advances

Physical Requirements:

- Short term and long-term memory ability is required in all tasks
- Ability to lift up to 20 pounds
- Work under pressure of deadlines and rapidly changing technology landscapes
- May be required to work at a computer workstation for extended periods of time
- Ability to see and read printed materials and digital displays
- Ability to hear and understand speech at normal room levels, and to hear and understand speech on the telephone or in web meetings
- Manual dexterity to carry out the functions of the above essential responsibilities
- Ability to speak in audible tones so that others may understand clearly
- Ability to comprehend visual and auditory input given by others
- Ability to travel up to 20% to attend conferences, vendor meetings, and meetings with institutional partnerships

Job Conditions:

- This position's duties are normally performed in a typical interior/office work environment, with occasional travel to various campus locations and external venues
- Some physical effort required; however, the employee must occasionally lift and/or move up to 20 pounds
- Moderate exposure to technology-related risks requiring adherence to cybersecurity protocols
- Regular travel may be required for conferences, professional development, and partnership meetings

Lamar University is An Equal Opportunity Employer

Lamar University is proud to provide employment preference to veteran applicants in accordance with Texas 805 Government Code, Section 657.003.

This position is security-sensitive and thereby subject to the provisions of the Texas Education Code 51.215, which authorizes the employer to obtain criminal history record information.

To apply, please visit
https://www.schooljobs.com/careers/lamar/jobs/5154215/director-university-innovation

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