

Marvin Arts, MS, MBA

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Summary

Dedicated adjunct instructor with experience teaching business, ethics, and professional development courses across undergraduate and continuing education settings. Strong academic foundation in management, human resources, and communications with a practical background in higher education administration and recruitment. Committed to student engagement and fostering inclusive, outcomes-driven learning environments.

Education

Master of Business Administration

University of Dallas, Irving, TX

Master of Science in Human Resources

Amberton University, Garland, TX

Bachelor of Arts in Mass Communications

Midwestern State University, Wichita Falls, TX

Certifications

Certified Internet Recruiter (CIR), AIRS®

Teaching Experience

Adjunct Professor

University of North Texas System – Denton, TX

UNT Denton & UNT Dallas College of Business

August 2023 – Present

Courses: Organizational Behavior, Organizational Design & Change

Continuing Education Adjunct (ESL & GED)

Irving Independent School District – Irving, TX

February 2023 – December 2023

Continuing Education Adjunct (ESL, GED & Job Skills)

Dallas County Community College District – Mesquite, TX

October 2012 – April 2018

Professional Experience

Career & Succession Planning Partner

Dallas College – Mesquite, TX

September 2025 – Present

Lead the development and implementation of job architecture and internal mobility strategies across multiple functional areas. Partner with HRBPs, leaders, and employees to design career pathways, support succession

planning, and enhance talent profiles in Workday. Drive strategic workforce initiatives to strengthen leadership pipelines and align organizational capabilities with future needs.

Recruiter

Dallas College – Mesquite, TX

November 2023 – August 2025

Lead strategic recruitment efforts across a large community college system, supporting faculty and staff hiring needs. Collaborate with academic leadership to identify top talent and implement inclusive hiring practices. Enhance recruitment branding and streamline onboarding to support institutional goals.

Senior Talent Acquisition Partner

University of Dallas – Irving, TX

October 2021 – October 2023

Managed full-cycle recruitment for academic and administrative positions, reducing time-to-hire and improving new hire retention. Built pipelines for hard-to-fill faculty and staff roles and led hiring manager training initiatives. Partnered with the career center to improve employer engagement and hiring outcomes.

HR Business Partner

North Texas Food Bank – Plano, TX

September 2018 – July 2021

Advised leadership on performance management, workforce planning, and employee relations across departments. Revamped onboarding and stay interview processes to improve engagement and reduce turnover. Recruited senior leaders and supported major organizational restructuring efforts.

Recruiter

University of Texas at Dallas – Richardson, TX

January 2017 – September 2018

Oversaw recruitment and onboarding for a large public university, supporting academic departments and administrative units. Optimized hiring processes and improved candidate engagement through digital platforms.

HR Generalist

University of North Texas System – Dallas, TX

March 2015 – January 2017

Provided shared HR services across four campuses, supporting faculty and adjunct hiring processes. Streamlined postings and onboarding workflows, improving hiring timelines for academic roles.

HR Specialist

Eastfield College – Mesquite, TX

March 2012 – March 2015

Supported employee onboarding, file management, training coordination, and employee relations activities at a Dallas County community college. Partnered with departments on new hire orientation and development.

Public Speaking

Keynote Speaker, “**Building a High-Performing Team**” — Colleyville Chamber of Commerce, Colleyville, TX (July 2025)

Panelist, **“Job Search Strategies for New Graduates”** — Midwestern State University, Wichita Falls, TX (March 2025)

Guest Speaker, **“Disabilities in the Workforce”** — University of North Texas at Dallas, Dallas, TX (January 2025)

Guest Speaker, **“Preparing for a Promotion”** — Kraft-Heinz, Dallas, TX (March 2025)

Guest Speaker, **“Effective Communication in the Workplace”** — Richardson Mayor’s Internship Program, Richardson, TX (April 2023)