ASSISTANT VICE PRESIDENT FOR STUDENT AFFAIRS
SEARCH PROFILE

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Dear Student Affairs Leader —

Howdy! Thank you for taking the time to review this search profile for the assistant vice president for student affairs at Texas A&M University.

Texas A&M is renowned and respected for our excellent academics, commitment to student learning and development, robust campus traditions and the indomitable Aggie spirit. Our abiding commitment to our core values of excellence, integrity, leadership, loyalty, respect, and selfless service combined with our honor code predicates our actions as a university and as a division. This commitment to values and honor propels each of us every day in our vision to remain our nation’s preeminent, student-centered Division of Student Affairs. So, if you are searching for an environment in which you can thrive and excel, welcome to Aggieland.

Our commitment to preeminence as a division is rooted in the outstanding quality of our staff. As our greatest resource, we invest in the staff who work in the division by providing support and opportunities for personal and professional growth. At Texas A&M, you will be surrounded by professionals who are both thought leaders and scholars in their areas of professional expertise. We will expect the same of you, whether through professional affiliations, scholarly work, or other contributions to the student affairs profession. As a Division of Student Affairs at one of 62 member institutions of the Association of American Universities, we will expect the same of student affairs as we do of academic affairs … and that is to lead in the development of next-generation research and best practices to inform professional practice in our nation and the world.

Your interest in Texas A&M and the Division of Student Affairs could not be better timed. We recently completed Vision 2020, Texas A&M’s strategic plan, and now embark on a Decade of Excellence focusing on four pillars: (1) transformational education; (2) discovery and innovation; (3) impact on the state, the nation, and the world; and (4) university as community. As the assistant vice president for student affairs, you will be a critical part of university and division leadership teams implementing strategic objectives in support of a Decade of Excellence.

Yours & Gig ‘em!

Dr. Daniel J. Pugh, Sr.
Vice President for Student Affairs

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OUR VISION
To be the preeminent, student-centered division that inspires and prepares students for a life of citizenship, leadership, learning, and service.

OUR MISSION
In support of the Texas A&M University mission, the Division of Student Affairs actively contributes to student learning and development. We provide exceptional services, programs, and facilities that promote student success, embody the Aggie spirit, and foster a diverse and inclusive campus community to deepen the understanding and individual application of the Aggie core values—excellence, integrity, leadership, loyalty, respect, and selfless service.

VIEW THE ORGANIZATIONAL CHART FOR THE DIVISION OF STUDENT AFFAIRS.

VIEW THE ORGANIZATIONAL CHART FOR THE OFFICE OF THE VICE PRESIDENT FOR STUDENT AFFAIRS.
OUR COMMITMENTS

The Division of Student Affairs continuously aligns itself with the university mission and priorities. In conjunction with the Aggie core values, the division uses these commitments to guide our practice.

Discovery
We are committed to lifelong learning and providing opportunities to reflect on individual knowledge of character, abilities, and beliefs.

Diversity and Inclusion
We are committed to cultivating a campus environment where people from all backgrounds and experiences can thrive. We build and model a welcoming environment that promotes a deeper understanding of identities of an increasingly diverse population.

Responsibility
We are committed to being innovative, efficient and effective stewards of our financial, physical, technological, and personnel resources. We are committed to making student-centered, data-informed, knowledge-driven decisions. A commitment to responsibility also means a commitment to fulfilling our mission through intentional, collegial, and ethical practices.

Wellbeing
We are committed to promoting and supporting holistic areas of wellbeing including physical, mental, emotional, social, intellectual, and spiritual.

GOALS & OUTCOMES

1. Enrich the student experience.
2. Contribute to student success.
3. Develop global leaders.
5. Ensure future effectiveness.
6. Enhance staff development.

VIEW THE STRATEGIC PLAN
The assistant vice president (AVP) for student affairs is a full-time appointment within the Division of Student Affairs. The AVP reports directly to the vice president for student affairs and is responsible for special projects, reporting, strategic initiatives, oversight of committees, and oversight to Division of Student Affairs Marketing and Communications and the department of Student Life Studies (student affairs assessment). In addition, this position will advise a sponsored student organization and work with new and renewed initiatives under the direction of the vice president.

In conjunction with the vice president and other senior staff members, this position works to set strategic direction for and raises the visibility of the Division of Student Affairs, collaborates with internal and external stakeholders, and furthers initiatives that contribute to student success, learning, and development.

**Key Responsibilities**

- Lead or coordinate projects and short-term deep dives and participate in early discussions to scope new projects and collaborate on behalf of the Vice President with cross-functional teams on key strategic processes and initiatives.
- Advising and administration of the Texas Aggie Yell Leaders, which includes oversight and advisement of the daily operational aspects of the organization, serving as liaison with internal and external entities, attending athletic events, and serving as the “operations lead” for Midnight Yell Practices. Additional advising responsibilities include risk management, event logistics, financial oversight, student travel oversight, and other administrative tasks required by the group or department.
- Manage Division of Student Affairs strategic initiatives and processes such as the DSA Strategic Plan, annual report process, academic integration data collection, SACS-SOC accreditation, Quality Enhancement Plan (QEP), and Gallup. Make strategic decisions and ensure plans are in place regarding the resource management, program assessment, and evaluate policies and procedures for the division.
- Provide direct supervision for Division of Student Affairs Marketing and Communications and the department of Student Life Studies to include overseeing goals and objectives, budget development and resource management, and program assessment and evaluation.
- Oversee the committee process across the Division of Student Affairs to include being the direct liaison to the Staff Development Team, Committee on Student Learning, Assessment Team, Communications Team, and DSA Awards. Serve on or lead university, division, and department committees and task forces as needed.

**APPLICATION INFORMATION**

Review of applications will begin March 1, 2021, and will continue until the position is filled. Applicants can apply online.

Anticipated starting salary: $130,000 - $150,000.

Anticipated start date: June 1, 2021
The assistant vice president will provide administrative supervision to:

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<th>DEPARTMENT</th>
<th>STAFFING</th>
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| MARKETING & COMMUNICATIONS        | • 4 full-time staff               | $275,000        | • Communication with Texas A&M students on DSA services, programs and issues through creative marketing campaigns.  
• Strategy and consultation on marketing and public relations initiatives.  
• Creative services in the areas of writing, editing, graphic design, photography, and videography.  
• Management of Division of Student Affairs Marketing & Communications Committee  
• Marketing and communications liaison between Office of the Vice President for Student Affairs and Texas A&M Division of Marketing and Communication |
| STUDENT LIFE STUDIES              | • 6 full-time staff               | $520,000        | • Serve assessment needs of departments in the Division of Student Affairs and recognized student organizations (approx. 300 assessments per year)  
• Coordinate the division’s Comprehensive Program Review (CPR) process  
• Plan and implement assessment educational programs/resources for individuals, small groups, and large groups  
• Coordinate with the Office of Institutional Effectiveness and Evaluation on campus-wide surveys, university assessment plans for accreditation purposes, and continuing staff education |
INVESTMENT IN DIVISION STAFF

As a division, we recognize that our staff serves as the foundation of our work with students. We are committed professionals who seek to support and enhance the learning and development of all Texas A&M students. Collectively and individually, we are well known for our knowledge and expertise across campus and in the student affairs profession.

As our greatest resource, we invest in the people who work in the Division of Student Affairs by providing support and opportunities for personal and professional growth.

- Professional development stipends for use to attend conferences, workshops, institutes, seminars, and other learning opportunities.
- Support for involvement in related professional associations and production of scholarly works.
- Professional development opportunities coordinated through the DSA Staff Development Committee.
- Wellbeing initiatives sponsored by the DSA Staff Appreciation and Wellbeing Committee and the DSA Awards Committee.

By joining Texas A&M University, employees gain access to work in one of the best public universities in the country and the opportunity to live in one of America's Top 10 college towns. The assistant vice president of student affairs will have retirement program options of the Teacher Retirement System (TRS) or the Optional Retirement Program (ORP) in addition to a competitive benefits package.

OTHER EMPLOYEE BENEFITS

In addition to the standard benefits package, a few other items may be of interest.

- **Professional Development** opportunities offered by Texas A&M and the Division of Student Affairs to develop skills and competencies.
- **Wellness Programs** focused on physical, financial, and interpersonal growth.
  - **Wellness Release Time** provides all full-time, benefits-eligible, Texas A&M employees the opportunity to use 30 minutes of their regular work hours, up to three times a week, to exercise or participate in physical fitness activities.
  - **Employee Tuition Assistance Program** is available to eligible employees admitted to a degree-seeking program at Texas A&M University and have a minimum of 12 months of service at the university to offset some tuition and fee costs. In addition to the employee tuition assistance benefits, Texas A&M University employees may also apply for a fee exemption.
  - **Educational Release Time** is available to eligible employees who are registered as students to attend classes, with appropriate approval, during their regularly scheduled workday. This program provides employees with more flexibility to further their growth and advancement, enhance their involvement in the life of the university, and further their education to become a more productive and knowledgeable member of the workforce.
Texas A&M opened its doors in 1876 as the state’s first public institution of higher learning. Today, we stand as a research-intensive flagship university dedicated to sending Aggie leaders out into the world prepared to take on the challenges of tomorrow.

Mission
Texas A&M University is dedicated to the discovery, development, communication, and application of knowledge in a wide range of academic and professional fields. Our mission of providing the highest quality undergraduate and graduate programs is inseparable from our mission of developing new understanding through research and creativity.

We prepare students to assume roles in leadership, responsibility, and service to society. Texas A&M assumes as its historic trust the maintenance of freedom of inquiry and an intellectual environment nurturing the human mind and spirit. It welcomes and seeks to serve persons of all racial, ethnic and geographic groups as it addresses the needs of an increasingly diverse population and a global economy.

In the 21st century, Texas A&M University seeks to assume a place of preeminence among public universities while respecting its history and traditions.

Academic Programs
With more than 125 undergraduate degree programs, 200 master’s degree programs, 100 doctoral degree programs, and five first professional degrees as options for study, Texas A&M is full of possibilities.

Leadership
Texas A&M looks to lead by example in everything we do. Our aim is to set the standard as the world-class university of the future by combining knowledge, research, and innovation to create solutions that few institutions have the depth and breadth to achieve.

Our Campus
Located in the heart of the Houston-Dallas-Austin triangle and within a two-hour drive of 26 million of the state’s 28 million residents, Texas A&M’s 5,200-acre main campus in College Station is home to more than 64,000 students. Another 5,200 are at the branch campuses in Galveston and Qatar and at the School of Law in Fort Worth, Higher Education Center at McAllen, Texas, and Health Science Center locations across Texas.
Texas A&M is a unique institution in the higher education landscape, recognized in many different ways for its combination of excellence, affordability, and ability to develop leaders of character who have an impact on the state, nation, and world. It combines the principles of practical education and outreach that are legacies of its land, sea, and space grant designations with the advanced research mission characteristic of being one of 65 member universities in the Association of American Universities.

**Research is at our Core**
As one of the world’s leading research institutions, Texas A&M is at the forefront in making significant contributions to scholarship and discovery, including that of science and technology. Research conducted at Texas A&M represented annual expenditures of more than $922 million in fiscal year 2018. Texas A&M ranked in the top 20 of the National Science Foundation’s Higher Education Research and Development survey (2017), based on expenditures of more than $905.4 million in fiscal year 2017. Texas A&M’s research creates new knowledge that provides basic, fundamental and applied contributions resulting, in many cases, in economic benefits to the state, nation and world.

**Commitment to Core Values**
Our traditions and vision focus on a unique higher education environment that fosters six core values: excellence, integrity, leadership, loyalty, respect and selfless service. We send Aggies into the world prepared to take on the challenges of tomorrow — ethical and innovative leaders with an unmatched desire to serve the greater good.

**Commitment to Diversity and Inclusion**
Texas A&M University is committed to enriching the learning and working environment for all visitors, student, faculty, and staff by promoting a culture that embraces inclusion, diversity, equity, and accountability. Diverse perspectives, talents, and identities are vital to accomplishing our mission and living our core values. It is our policy not to discriminate in employment opportunities or practices on the basis of race, sex, color, national origin, religion, age, disability, veteran status, genetic information, or any other characteristic protected by law. Furthermore, we will maintain a work environment free from discrimination on the basis of sexual orientation or gender identity.
The Bryan-College Station area offers residents a high quality of life, despite being one of the fastest-growing areas in Texas. Our twin cities offer the feel of small-town life with the convenience and variety of suburban shopping, dining and entertainment.

The Northgate District in College Station includes entertainment and shopping close to campus, and Century Square which features restaurants and bars, shops, a movie theater, two hotels, and an entertainment venue. Originally a railroad town, downtown Bryan has distinguished itself as a unique destination for arts and culture. Eclectic restaurants, shops, and art galleries foster a funky, small-town charm.

MSC OPAS, part of the Division of Student Affairs at Texas A&M, hosts professional productions of theater, music, and dance programs throughout the fall and spring semesters, and our own Department of Music Activities features performances for the campus and community by student choral groups, bands, orchestras, and jazz ensembles. Our University Art Galleries provide a variety of opportunities to experience art exhibits, events, hands-on art activities, and lectures on campus.

The Brazos Valley Symphony Orchestra performs throughout the year, and special events such as Brazos Valley Worldfest, Wiener Fest, and the Texas Reds Steak and Grape Festival are favorites among locals.

When you're ready to head outdoors, more than 100 local parks feature walking and biking trails, playgrounds, and event venues, and several state parks and national forests are within a two- or three-hour drive.

The local economy has continued to expand since 2010 and is performing among the best in the state. Both the Bryan Independent School District and College Station Independent School District are recognized for providing an exceptional education. In addition, our area has many well-regarded private schools.