

ASSOCIATE VICE PRESIDENT FOR STUDENT AFFAIRS

SEARCH PROFILE

CONTENTS

Welcome Message	1
The Division of Student Affairs	2
Position Overview	3
Investing in Our Staff	5
Texas A&M University	6
Our Community	8



TEXAS A&M UNIVERSITY
Division of
Student Affairs



A MESSAGE FROM DR. BILL KIBLER

Howdy!

The student experience at Texas A&M is distinctive because our six **Core Values** — Excellence, Integrity, Leadership, Loyalty, Respect and Selfless Service — are not simply aspirational statements, but guiding principles that shape how we live, learn and lead together. The commitment of our faculty, staff and students to these values creates a strong sense of community and shared responsibility. At Texas A&M, we are intentional about developing students who understand their role as engaged citizens and who are prepared to contribute meaningfully to the world around them.

The staff of the Division of Student Affairs at Texas A&M is truly exceptional. This dedicated team is deeply engaged in all aspects of students' lives, providing programs, services and support that foster holistic development. Our graduates are highly sought after, not only for their academic preparation, but for the leadership, teamwork and ethical decision-making skills developed through experiences supported by the Division of Student Affairs.

In the spring and summer of 2024, Texas A&M conducted two important studies — **the Student Experience Study and the Capacity Study** — to better understand the impacts of growth and to ensure we remain focused on providing a meaningful, high-quality experience for every student. These efforts reflect our responsibility to be thoughtful stewards of the Aggie experience and to ensure that our graduates leave Texas A&M prepared to lead lives of purpose and service.

As we move forward in implementing priorities informed by these studies, the Associate Vice President for Student Affairs will serve as a key leader on the Student Affairs Executive Team. This role will help guide division-wide efforts and work closely with the directors of some of Texas A&M's most visible and impactful departments, including **MSC Programs**, **Recreational Sports** and **Student Activities**, to advance student engagement, community and success.

This position represents a significant opportunity to shape the future of student life at a university committed to being a **Force for Good**. Texas A&M University is an inspiring place to work and I encourage you to consider joining the Division of Student Affairs as we continue to strengthen the student experience and develop the next generation of leaders.

Gig 'em,

Dr. Bill Kibler

Vice President for Student Affairs



Dr. Bill Kibler



THE DIVISION OF STUDENT AFFAIRS

studentaffairs.tamu.edu

OUR VISION

To be a student-centered division that is committed to inspiring growth, creating an inclusive environment and preparing graduates to apply their Aggie experience to lead and serve in a dynamic global community.

OUR MISSION

The Division of Student Affairs is a community of dedicated professionals who provide exceptional programs, services, and facilities that create a supportive campus environment where students feel a sense of community and have the opportunity to develop as leaders. Through a student-centered approach to engagement, learning, leadership development and well-being, we instill a commitment to critical thinking, lifelong learning and the Aggie Core Values — Excellence, Integrity, Leadership, Loyalty, Respect and Selfless Service.

[VIEW THE ORGANIZATIONAL CHART FOR THE DIVISION OF STUDENT AFFAIRS](#) ▶

OUR PRIORITIES

Our strategic plan focuses on six key priorities: Inclusive & Caring Communities, Investing in Our Staff, Leveraging Resources, Student Learning Through Engagement, Telling Our Story and Well-being.

[VIEW THE STRATEGIC PLAN](#) ▶

14 DEPARTMENTS
600+ FULL-TIME STAFF
70+ GRADUATE STUDENTS
1,500+ STUDENT HOURLY EMPLOYEES

DEPARTMENTS

- Career Center
- Disability Resources
- Marketing & Communications
- MSC Programs
- Multicultural Services
- Music Activities
- Office of the Vice President for Student Affairs
- Recreational Sports
- Residence Life
- Student Affairs Planning, Assessment & Research
- Student Activities
- Student Community Standards
- Student Life
- University Health Services (Anticipated Summer 2026)
- Don & Ellie Knauss Veteran Resource & Support Center



CONNECT WITH DSA ▶





POSITION OVERVIEW

The Division of Student Affairs (DSA) at Texas A&M University supports students across every dimension of their Aggie experience. Through 14 departments, the division delivers programs, services and facilities that foster student learning, engagement, well-being, leadership development and a strong sense of belonging. Grounded in the Aggie Core Values, DSA partners closely with academic units and campus stakeholders to create a supportive, student-centered environment where undergraduate, graduate and professional students can thrive both inside and outside the classroom.

The Associate Vice President for Student Affairs (AVP) reports directly to the Vice President for Student Affairs and serves as a senior leader within the Division of Student Affairs. As a member of the Vice President's executive leadership team, the AVP provides strategic, administrative and managerial leadership for departments and initiatives within their assigned portfolio.

The AVP plays a critical role in advancing division-wide priorities, strengthening collaboration across campus, and ensuring that student services and programs are aligned with institutional goals. This role also represents the Division of Student Affairs in university governance and external engagements and serves as the designated appeal officer for student organization-related disciplinary cases.

LEADERSHIP AND STRATEGIC OVERSIGHT

The Associate Vice President provides direct supervision and leadership for multiple departments and auxiliary units within the Division of Student Affairs. Responsibilities include guiding strategic planning and goal setting, overseeing budgets and resource allocation, ensuring effective assessment and evaluation practices and establishing policies and procedures that support high-quality, compliant operations.

The AVP ensures that departmental initiatives align with the Division of Student Affairs and university mission, vision and priorities, while fostering a culture of accountability, collaboration and continuous improvement.

DIVISION-WIDE INITIATIVES AND COLLABORATION

On behalf of the Vice President for Student Affairs, the Associate Vice President oversees and leads strategic, time-bound initiatives that advance division-wide and institutional priorities. These efforts often require cross-functional coordination and collaboration across departments, divisions and campus partners.

The AVP also provides leadership or coordination for select committees and working groups and serves as a liaison to key academic and professional programs, helping to strengthen connections between student affairs, academic affairs and co-curricular learning.

UNIVERSITY GOVERNANCE AND REPRESENTATION

The Associate Vice President represents the Division of Student Affairs at university and external activities and functions. This role serves as a resource for students, parents and other constituents, assists with problem-solving and information

REQUIRED EDUCATION & EXPERIENCE

- Master's degree in higher education or student development-related fields.
- Seven years of progressively responsible administrative and leadership experience in student affairs.

PREFERRED EDUCATION & EXPERIENCE

- Ph.D. or Ed.D. in higher education or student development-related fields.
- Ten years of progressively responsible administrative and leadership experience in student affairs.

IDEAL QUALIFICATIONS & ATTRIBUTES

- A documented record of sustained success in establishing and maintaining collaborative projects and programs in higher education.
- A demonstrated commitment to the development of students as individuals, support for student engagement across a wide variety of activities, and the establishment and maintenance of strong student relationships.
- A demonstrated record of continuous improvement based on evaluation and use of assessment data.
- Strong strategic planning skills and demonstrated leadership with organizational change for programmatic improvement.
- Excellent public relations and communication skills.



POSITION OVERVIEW

sharing and contributes to institutional decision-making through service on standing university committees, councils, and working groups.

Through this work, the AVP helps shape policy, promote cross-campus collaboration and ensure that student perspectives and divisional priorities are represented at the institutional level.

STUDENT ORGANIZATION APPEALS AND RISK/COMPLIANCE OVERSIGHT

The Associate Vice President serves as the designated appeal officer for student organization-related disciplinary cases within the Division of Student Affairs. This includes reviewing and adjudicating appeals involving organizational conduct and ensuring that appeal processes are administered fairly, consistently and in accordance with university rules and due process standards.

In addition, the AVP provides leadership related to risk awareness and compliance within their portfolio, including oversight of contractual approvals and support for responsible student engagement.

The Associate Vice President serves as the division's liaison for Campus Programs for Minors under their purview. This includes ensuring compliance with all university requirements related to documentation, approvals, training, incident reporting and after-action processes, in collaboration with University Youth Programs.

APPLY NOW ▶

Priority review March 1/Position closes March 18



IDEAL QUALIFICATIONS & ATTRIBUTES (CONT)

- Ability to multi-task and work cooperatively with others.
- A demonstrable commitment to Texas A&M University and/or College Station.
- The ideal candidate will embody the Aggie Core Values of Excellence, Integrity, Leadership, Loyalty, Respect and Selfless Service.
- Experience developing and retaining talented staff members.
- Experience with crisis management.
- Training and documented application of dispute resolution skills, including de-escalation of conflicts and due process policies and procedures.
- Experience and understanding in managing multiple stakeholder interests and a history of navigating competing expectations.
- An understanding and proven track record of navigating a state political environment.
- Experience in leading large complex organizations and/or on a campus with a large student body.



INVESTING IN OUR 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](#).
- Well-being initiatives sponsored by the [DSA Staff Appreciation and Well-being 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 Associate 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 UNIVERSITY

Texas A&M University opened in 1876 as the state's first public institution of higher learning. Today, we are a research-intensive main university dedicated to sending leaders out into the world prepared to take on the challenges of tomorrow. Learn more about our university, including our goals, mission, values, locations, leadership and history.

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. Its mission of providing the highest quality undergraduate and graduate programs is inseparable from its mission of developing new understandings through research and creativity. It prepares 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 140 undergraduate degrees, we have something for every interest. Whether students are interested in science or engineering, performing arts or teaching, Texas A&M has a program that will equip them with the knowledge and skills needed to excel in whichever field they choose.

Leadership

Texas A&M University's leaders guide our faculty and staff in carrying out the university's mission, vision and strategic plan. Leadership members ensure we provide a top-quality education that prepares our students for life. They also work to position our university to advance like never before.

Campuses and Locations

Texas A&M University is always expanding to make a quality education accessible to as many students as possible. Our main campus is in College Station. We also have a higher education center in McAllen, a law school in Fort Worth, a government and public service school in Washington, D.C., a comprehensive health science center with various locations in Texas, and branch campuses in Galveston and Qatar.



EXPLORE TEXAS A&M

AT A GLANCE

- Texas A&M is one of the largest public universities in the nation, and one of the few to have land-, sea- and space-grant designations.
- No. 1 public university in Texas (*The Wall Street Journal*, 2026)
- No. 1 best value school in Texas public universities (*U.S. News & World Report*, 2024)
- 3rd largest student body in the nation (*U.S. News & World Report*, 2025)
- 27th best college for veterans in the nation (*U.S. News & World Report*, 2024)

ENROLLMENT

FALL 2025

62,543 UNDERGRADUATES

18,811 GRADUATE & PROFESSIONAL STUDENTS

81,354 TOTAL ENROLLMENT (ALL CAMPUSES)



TEXAS A&M UNIVERSITY

A Force For Good

At Texas A&M University, we stand to be the best for the world. Since 1876, Aggies have answered the call to lead with character and serve with compassion — for Texas, the nation and beyond.

Our research drives solutions that matter: from disaster preparedness and agriculture to immersive technology, robotics, leadership and civics. Our students leave prepared to create anything possible — equipped with knowledge, shaped by values and committed to serving for the good of our communities.

This is what it means to be an Aggie: to stand together as a force for good.

Aggie Code of Honor

Our students live by an honor code of honesty and integrity. The Aggie Code of Honor is “An Aggie does not lie, cheat or steal or tolerate those who do.”

Core Values

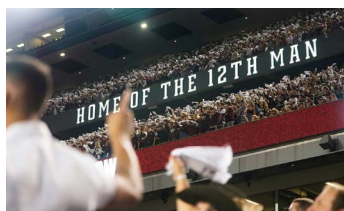
Our core values unify our current and former students, faculty and staff. They are guideposts we live by and show in our words and deeds. We are a community of problem-solvers, scholars and creators with a service mission. These core values are:

- Respect
- Excellence
- Leadership
- Loyalty
- Integrity
- Selfless Service

Tradition

Texas A&M University’s traditions unite our current and former students, build camaraderie and foster the Aggie Spirit. We seek to be a top-quality university while respecting our past and our many traditions that have formed since we began instruction in 1876.

These traditions embody our core values while recognizing our history, honoring those we’ve lost and celebrating our excellence and successes.



WHAT TEXAS A&M STANDS FOR

STUDENT INVOLVEMENT

1,300+ STUDENT ORGANIZATIONS

11,300+ ON-CAMPUS RESIDENTS

6,200+ STUDENTS INVOLVED IN GREEK LIFE

53,000+ UNIQUE REC CENTER STUDENT VISITORS



READ ABOUT OUR  TIME-HONORED TRADITIONS

CONNECT WITH TAMU 





LIFE IN AGGIELAND

Texas A&M University's main campus is in College Station, Texas. Nearby Bryan is home to the Texas A&M Health Science Center and Texas A&M-RELLIS. College Station and Bryan are twin cities that are often referred to together as "Aggieland," a college community known for its hospitality and friendliness. Here you will be greeted with a smile and the university's official greeting, "Howdy!"

Aggieland residents enjoy a friendly, small-town feel, but there is also plenty to do. Our vibrant community offers many cultural, recreational and employment opportunities. The amenities of bigger cities like Houston, Dallas and Austin are also within a three-hour drive. [Learn more about life in Aggieland!](#)

Aggieland Attractions

Campus Destinations

Our College Station campus offers many activities and attractions for students, faculty, staff and visitors. Stop by one of our many landmarks or historical buildings, catch a football game at Kyle Field or visit one of our outdoor recreational spaces.

Arts and Culture

Texas A&M and the surrounding community offer many opportunities to enjoy arts and culture. Options include museums, art galleries, theater, dance and live music performances.

- [Learn more about arts and culture on campus](#)
- [Find arts and culture opportunities in Bryan-College Station](#)

Events

You can enjoy fun local events year-round. Check out nearby farmers markets, holiday events, live music and arts festivals. At Texas A&M, we also offer events for students and the community, such as conferences, speaker events and sporting events.

- [See Texas A&M events](#)
- [Explore College Station events](#)
- [Explore Bryan events](#)

Entertainment and Outdoor Adventures

Our community has plenty of dining, shopping and entertainment options. You can also stop by one of the area's many parks or Lake Bryan for outdoor adventures. At Texas A&M, the Department of Recreational Sports offers outdoor trips and sports activities.

- [Find entertainment and outdoor activities in College Station](#)
- [Find entertainment and outdoor activities in Bryan](#)
- [Explore Texas A&M's outdoor adventures](#)



QUICK FACTS

BRYAN & COLLEGE STATION



223K COMBINED POPULATION

103 PARKS



2 LIBRARIES



15



MUSEUMS



7

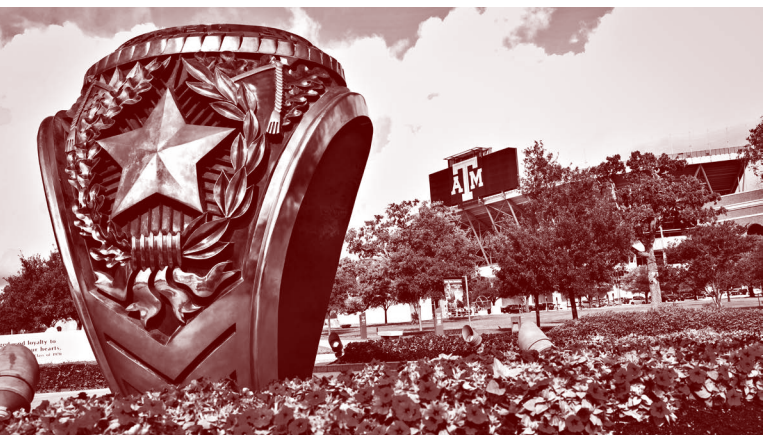
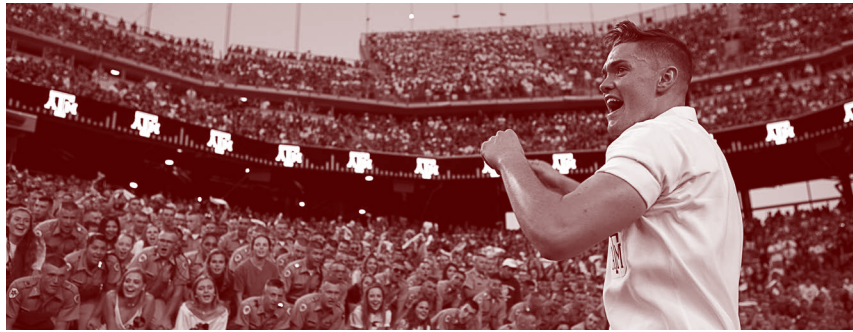
WINERIES, BREWERIES & DISTILLERIES

60+



HOTELS





TEXAS A&M UNIVERSITY
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