



VICE PRESIDENT

STUDENT LIFE AND DEAN OF STUDENTS

KANSAS STATE

UNIVERSITY

UNIVERSITY MISSION

The mission of Kansas State University is to foster excellent teaching, research and service that develop the highly skilled and educated citizenry necessary to advancing the well-being of Kansas, the nation and the international community.

THE OPPORTUNITY

The Vice President for Student Life and Dean of Students ("VPSL & DOS") is responsible for fostering a commitment to student success by actively developing, implementing, and maintaining programs and services that enrich student learning, build and maintain a strong sense of community, and support the social and personal development of students at K-State. K-State is proud of the family-oriented environment that is central to the campus culture and it is critical that the new Vice President for Student Life and Dean of Students continues to foster this environment and build upon it as a foundation.

As a member of the President's Cabinet and direct report to the President, the VPSL & DOS provides institutional leadership for developing, delivering, evaluating and refining a cohesive and coordinated vision and strategies for student life on campus to support student access, learning, success and an optimal student experience. The VPSL & DOS will serve as an advocate for a student-responsive institution that focuses and fosters a culture of excellence and quality service orientation within all areas of responsibilities.

The VPSL & DOS has leadership and oversight over the Division of Student Life, which includes the following departments and programs: the Office of Student Life (including the Center for Student Involvement, Student Access Center, Non-Traditional and Veterans Services, Center for Advocacy, Response, and Education and the LGBT Resource Center), the Office of Diversity and Multicultural Student Affairs, Housing and Dining Services, K-State Student Union, Recreational Services, Lafene Health Center, Counseling Services, Career Center, Parents & Family Relations, and Military and Veterans Affairs. The VPSL & DOS also serves as a leader in collaborative efforts with other areas of the University and works closely with the Provost and other senior university leadership, particularly in the areas of Enrollment and Student Success.

Core duties and responsibilities:

The Vice President for Student Life and Dean of Students will be responsible for the following duties:

- Provide executive-level leadership, strategic planning, oversight, and coordination of all units in the Division of Student Life in the areas of programming, policy development, human resources, facilities, and fiscal resource management.
- Provide leadership for the development and implementation of high-quality and student-centered approaches to support student success in non-academic dimensions of student university experiences. Examples include residential housing and residential life, diversity and inclusion activities, student activities and events, student clubs and

organizations, student government, student conduct, wellness and well-being, accommodation of disabilities, access programs, career and skill counseling, and placement services.

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- Organize and unite the distinctive functions under the VPSL & DOS's purview to leverage resources, services, and programming to best meet the needs of the K-State student body.
- Oversee an assessment plan for the functional areas with learning outcomes and program outcomes – taking into consideration the K-State mission and that of the division.
- Train, develop, and manage departmental leaders; provide them with shared and individual goals for which they are accountable. Develop effective controls to guide effort toward expected outcomes.
- Promote positive student relations by maintaining open and effective lines of communication with student groups and student leaders and serving as a strong advocate for the non-academic, extra- and co-curricular needs of students.
- Oversee a complex multi-million dollar budget.
- Provide on-site emergency preparation / response coverage as necessary.
- Respond to student crises, issues and concerns; mobilize campus resources to respond to emergencies, crisis situations and disruptions that involve students; and maintain a visible presence on campus and during student-focused / -sponsored activities.
- Apply and enforce the Student Code of Conduct.
- Partner with the KSU Foundation to further philanthropic support of the Division's programs and initiatives.

The successful candidate will possess:

STRATEGIC LEADERSHIP

- Proven success as a strategic leader with a record of success in creating and implementing a vision for a student affairs division at a comprehensive

university with a diverse student population.

- Must possess exemplary leadership skills with demonstrated ability to communicate well, build consensus and collaborate, solve problems, manage complex systems, and make decisions in a team environment.
- Must possess leadership skills to inspire, motivate, empower, and stimulate students and staff to achieve their full potential.
- Proven ability to initiate, lead, and facilitate change, be adaptable with changing conditions, and comfortable with the ambiguity that accompanies a large public university.

STUDENT SERVICES

- Demonstrated knowledge of student development theory and a broad range of trends and best practices nationally in student development programs and services.

MANAGING COMPLEX DECISIONS

- Demonstrated organizational, problem solving, management, and decision-making skills with proven ability to develop a team approach to planning and effective coordination of programs and personnel.
- Demonstrated ability to exercise sound judgment, tact, and discretion, and maintain integrity with sensitive and confidential information.
- Demonstrated ability to manage a large and complex organization, staff, and budget.

VALUES DIFFERENCES

- Demonstrated commitment to an inclusive philosophy to support all university students, faculty, and staff and an appreciation for the relation between academic and co-curricular programs.

BUILDING COLLABORATIVE RELATIONSHIPS

- Excellent communicator and consensus builder, with demonstrated ability to effectively listen to all points of view, build consensus on initiatives and issues, and inform others of policies and plans.

- Demonstrated success as a collaborator and relationship-builder, demonstrating strong interpersonal skills and the ability to forge effective collaborative partnerships, coalitions, and relationships with students, academic affairs, finance and administration, enrollment and retention services and others across a diverse university community to achieve results.

Education requirement:

- Master's Degree required, PhD or terminal professional degree preferred.

Preferred Competencies/Qualifications:

STRATEGIC LEADERSHIP

- Record of effective and innovative leadership in policy development, strategic planning, diversity programming, and first-generation student engagement programming.
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STUDENT SERVICES

- Demonstrated experience providing response and assistance to students in crisis situations.

MANAGING COMPLEX DECISIONS

- Demonstrated experience with critically assessing the efficiency and efficacy of services to students, including those delivered through technology.

BUILDING COLLABORATIVE RELATIONSHIPS

- Demonstrated experience working with multiple functional units or departmental teams to advance complex organizational goals.
- Proven ability to create a climate responsive to student needs and concerns.
- Demonstrated success in alumni relations, external funding development, and private philanthropy.





The university embraces diversity, encourages engagement and is committed to the discovery of knowledge, the education of undergraduate and graduate students, and improvement in the quality of life and standard of living of those we serve.

DIVERSITY AND INCLUSION

Kansas State University has a long, storied history of embracing diversity and inclusion as a core component of our educational mission. As the nation's first operational land-grant, K-State has always admitted students without regard to race, gender or creed. Our commitment to meeting the needs and interests of a diverse student body and preparing all constituents for meaningful engagement in an ever changing, diverse world is unwavering. We believe that diversity adds value to the educational fabric of our institution and students are encouraged to capitalize on the learning opportunities that differences can create.

K-State is moving forward. As we continue to move forward with the revision and redeployment of the K-State 2025 Strategic Alignment Plan for Diversity, it is a great time to be a member of the Wildcat Family. In the past 5 years, Kansas State University has been recognized for its commitment to diversity and inclusive excellence. To learn more information about diversity and inclusion at K-State, please visit [k-state.edu/diversity-inclusion/](https://www.k-state.edu/diversity-inclusion/).

THE UNIVERSITY

Kansas State University educates nearly 22,000 of tomorrow's potential leaders and provides some of the best global food systems and biosecurity research in the world. The university is progressing toward its goal of becoming a Top 50 public research university by 2025.

The university has nine academic colleges and offers more than 250 majors and options. The Graduate School offers 73 master's degrees, 44 doctoral degrees and 43 graduate certificates in multiple disciplines. The Princeton Review recognizes the university as one of the nation's best colleges and the association of Public and Land-grant Universities designated Kansas State University as an Innovation and Economic Prosperity University.

Commonly referred to as K-State, the university is proud of its welcoming environment and considers all K-Staters family. Our athletic teams, known as the Wildcats, compete in the Big 12 Conference and frequently win titles and championships.



THE COMMUNITY

Situated in the heart of northeast Kansas' scenic Flint Hills, Manhattan's 56,000 citizens enjoy a dynamic community with shopping, dining, entertainment and nightlife. Manhattan is affectionately known as the "Little Apple," a nod to its East Coast namesake, but has a vibrant culture all its own. Here is just a sampling of what residents look forward to year-round:

- Shopping, dining and socializing in Aggieville, a local entertainment district with a fun, energetic vibe.
- A vibrant, revitalized downtown area with fine dining options and local boutiques.
- The Flint Hills Discovery Center, featuring exhibits about the beautiful surrounding region.
- Beautiful outdoor life at Sunset Zoo and The Gardens at Kansas State University.
- Recreation opportunities at the Konza Prairie, Tuttle Creek State Park, Linear Park Trail and more.
- Music festivals, including country music's brightest stars at the annual Country Stampede.
- The university's McCain Performance Series, which hosts acclaimed Broadway musicals, comedians, musicians and other entertainers.
- Exciting Big 12 athletic events (faculty and staff are eligible for discounted tickets).
- Colbert Hills Golf Course, ranked as the top public golf course in Kansas.
- Excellent K-12 education. The local high school ranks among the top 5 percent of U.S. high schools, and the district is home to several Kansas Master Teachers.

To learn more about the Manhattan community, at manhattan.org.

K-STATE, MANHATTAN POINTS OF PRIDE

TOP 10

most well-read cities in America (24/7 Wall Street, 2018).

NO. 3

best town-gown relations (Princeton Review, 2019).

NO. 12

improving students' critical thinking skills between their freshmen and senior years (Wall Street Journal, 2017).

NO. 13

small community in the U.S. for businesses and careers (Forbes magazine).

NO. 1

most beautiful campus in Kansas, according to Travel + Leisure, 2017.



**\$38
MILLION**

awarded in scholarships annually.

**\$248
MILLION**

in financial aid awarded annually.

NO. 1

choice for Kansas high school seniors.

NO. 4

in best quality of life (Princeton Review, 2019).

NO. 6

Best athletic facilities (Princeton Review, 2019).

NO. 8

happiest students (Princeton Review).

NO. 12

in students love their college (Princeton Review, 2019).

**\$174.2
MILLION**

in philanthropic gifts and commitments (FY 2018).

**NEARLY
22,000**

students, who come from all 50 states and more than 100 countries.

NO. 1

best educational value in Kansas (SmartAsset, 2018).



PRINCIPLES OF COMMUNITY

Kansas State University is a land-grant, public research university committed to teaching and learning, research and service to the people of Kansas, the nation and the world. Our collective mission is best accomplished when every member of the university community acknowledges and practices the following principles:

- We affirm the inherent dignity and value of every person and strive to maintain an atmosphere of justice based on respect for each other.
 - We affirm the value of human diversity and inclusion for community. We stand united against all forms of discrimination.
 - We affirm the right of each person to freely express thoughts and opinions in a spirit of civility and decency. We believe that diversity of views enriches our learning environment, and we promote open expression within a climate of courtesy, sensitivity, and mutual respect.
 - We affirm the value of honesty and integrity. We will operate with honesty in all professional endeavors and expect the same from our colleagues.
 - We acknowledge that we are a part of multiple communities, and we have an obligation to be engaged in a positive way with our civic partners.
 - We recognize our individual obligations to the university community and to the principles that sustain it. We will each strive to contribute to a positive spirit that affirms learning and growth for all members of the community.
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RESEARCH OPPORTUNITIES

As the nation's first operational land-grant university, Kansas State University is dedicated to research that will better our community, state and world. The university is at the forefront of several crucial research areas, including global food systems. Kansas State University takes great pride in ensuring our faculty members have the tools necessary to make the breakthroughs the world needs. We offer a variety of programs and funding opportunities to secure our researchers' success.

In part because of the university's biosecurity research and expertise, Manhattan was chosen as the location for the National Bio and Agro-defense Facility, which is currently under construction adjacent to campus.



\$196.5
MILLION

in FY 2017 research expenditures

1,400+

faculty members

275+

active patents

FOUR
USAID

Feed the Future Innovation Labs

\$539
MILLION

FY 2018 endowment

90 +

centers and institutes



SEARCH PROCESS

In your application materials, please include a single file PDF containing the following:

- A letter of interest describing relevant experiences and interest in the position.
- Curriculum vitae or resume.
- Three professional references, including titles, addresses, phone numbers and email addresses.
- Leadership statement.

Applications and nominations should be electronically submitted at k-state.edu/careers.

The search committee will accept applications and nominations until April 1, 2019. The committee will begin identifying candidates to interview on April 4, 2019, and initial interviews will take place April 15-19, 2019.

Applicants must be currently authorized to work in the United States at the time of employment.

Roberta Maldonado Franzen, Executive Recruiter and Director of Talent Solutions, can be reached at 785-532-4391 or rfranzen@k-state.edu.

Amy Button Renz, president and CEO of the K-State Alumni Association, is the chair of the search committee.

Kansas State University is an equal opportunity employer of individuals with disabilities and protected veterans. A pre-employment background check is required.

KANSAS STATE
UNIVERSITY