

The LSU logo is displayed in a bold, yellow, sans-serif font. The letters 'L' and 'S' are connected, and the 'U' is separate. The background of the entire page is a purple-tinted photograph of the Memorial Tower at Louisiana State University, showing its clock faces and architectural details against a cloudy sky.

LSU

SEARCH PROFILE

Executive Director,
University Recreation

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A MESSAGE FROM THE VICE CHANCELLOR FOR STUDENT AFFAIRS

Dear Candidate,

At LSU, we work diligently to create the conditions that matter most for student success on campus and beyond graduation. Regardless of the unit, the DNA of student affairs work at LSU is predicated on three priorities. Foremost, we maintain a **commitment to quality** which is rooted in the belief that LSU students deserve our best effort. Every interaction we have with students should communicate care, relevance, polish, and attention to detail. We work to ensure every space, place, and staff-to-student interaction **communicates a sense of home to students**. Finally, we design programs, services, events, and experiences with **everyone in mind**. Yes, this is a lofty undertaking, but something our students deserve!

I chose to move myself and my family to LSU because I believed in the potential of LSU and felt our division's priorities aligned with my professional beliefs. Today, even more than when I first arrived, LSU's greatest successes lie ahead, and I am confident our division will help play a significant role in this process!

In our search for the Executive Director of University Recreation, we seek to provide a value-added experience for you. To that end, leadership opportunities for this role are designed to address institutional and divisional needs and clearly define essential skills for this key team member.

We are looking for an optimistic colleague who is invigorated by solving problems and overcoming challenges and who believes deeply in the transformational potential of public higher education to change lives and improve communities. If this is the work that interests you, we hope you will consider learning more about this position at LSU.

Thank you, and Geaux Tigers!



Brandon Common
Vice Chancellor for Student Affairs



OVERVIEW OF LSU AND THE FLAGSHIP CAMPUS

LSU comprises eight campuses stretching across Louisiana and includes more than 60,000 students and research expenditures amounting to more than \$543 million, and growing each year. Within LSU are two health sciences centers offering various levels of degrees in medicine, dentistry, allied health, nursing, public health, and graduate studies. The LSU Agricultural Center encompasses both extension responsibilities and agricultural research. The Pennington Biomedical Research Center is a premier research institute specializing in chronic disease, diabetes, and obesity. LSU Shreveport offers degrees at the undergraduate and graduate level and has an emerging online presence. LSU Alexandria is a four-year institution serving the central region of the state. LSU Eunice is a junior college offering degrees and certificates in health, business, and liberal arts.

LSU's flagship campus, located in the state capital of Baton Rouge, is Louisiana's premier public institution. It is a land-, sea-, and space-grant institution enrolling some 39,000 students studying in nearly 200 bachelor's, master's, doctoral, and specialist programs. The flagship campus includes the Paul M. Hebert Law Center and the state's only School of Veterinary Medicine. There are more than 5,000 employees with a budget of more than \$1 billion on the flagship campus.

Over the past 20 years, LSU has consistently produced finalists and winners of the Rhodes, Truman, Goldwater, and Udall Scholarships. Several of LSU's programs are ranked top in the nation, including the Robert Reich School of Landscape Architecture in the College of Art & Design and the Internal Auditing program in the E. J. Ourso College of Business, which is internationally known as one of the top such programs in the world. LSU faculty and students contributed to the 2017 Nobel Prize in Physics with the discovery of gravitational waves, which were predicted by Einstein but not previously recorded. And Forbes recently recognized LSU among the top 20 universities in the country that dominate in both academics and athletics.





COMMUNITY COMMITMENT

The LSU Office of Civil Rights & Title IX advances LSU's institutional commitment to a learning, working, and living environment grounded in civil rights, equal access, accountability, and respect. Serving the entire LSU system, the office provides leadership, guidance, and oversight to help ensure that LSU's campuses uphold applicable federal and state laws, university policies, and the shared values that define our academic community.

Through prevention, education, supportive measures, policy consultation, investigations, and resolution processes, the Office of Civil Rights & Title IX supports students, faculty, staff, visitors, and campus leaders in understanding rights, responsibilities, and institutional obligations. The office is committed to prompt, equitable, impartial, and procedurally fair responses to concerns involving discrimination, harassment, sexual misconduct, Title IX violations, power-based violence, retaliation, and related civil rights matters. Learn more about the [Office of Civil Rights & Title IX](#).

LSU IS AN EQUAL OPPORTUNITY EMPLOYER

LSU is an Equal Opportunity Employer. View [PS-01 Equal Opportunity Policy](#) for more information.

EMPLOYEE BENEFITS

LSU offers outstanding benefits to eligible employees and their dependents including health, life, dental, and vision insurance; flexible spending accounts; retirement options; various leave options; paid holidays; wellness benefits; tuition exemption for qualified positions; training and development opportunities; employee discounts; and more. [Explore LSU Employee Benefits](#).

WELCOME TO BATON ROUGE

Louisiana has arguably **the most colorful history and fascinating culture of any state in the nation**. Baton Rouge, French for “Red Stick,” is the capital city of Louisiana. Situated on the banks of the Mississippi River, it represents the best of Louisiana’s vibrant culture. **Just minutes from LSU, downtown Baton Rouge is a hot spot** where you can attend an art exhibition or concert or watch the sun set over the Mississippi River.

Over the last several years, the Baton Rouge area has enjoyed an unprecedented economic expansion—offering employment opportunities in diverse industry sectors.

Why Baton Rouge?

Baton Rouge is a **cultural crossroads** between the Cajun heartland of Lafayette (located about 55 miles southwest) and the birthplace of jazz and home of **Mardi Gras**, New Orleans (located about 80 miles to the southeast). **Housing options in Baton Rouge are diverse** and include historic neighborhoods like Spanish Town and the Garden District, river front apartments and chic, loft-style condos like the Commerce Building, cozy family neighborhoods, and sprawling mansions.

Our city boasts **award-winning public and private school options**; more than **900 restaurants**; **live concerts** ranging from home-grown favorites to superstars like Kenny Chesney and James Taylor; a **world-leading medical research center**; a variety of **museums**, including one that houses a 65-million-year-old triceratops skull and a 5,000-year-old mummy; a nationally recognized, award-winning **public library system**; more than **180 parks** across the region; and much more. No matter your age or interest, the Baton Rouge Area is a great place to call home.



Downtown Baton Rouge has numerous leisure, culinary, and cultural activities in which to participate.



Louisiana’s wildlife and nature is unrivaled in beauty.

#1 MIDSIZED CITY
FOR BUSINESS COST FRIENDLINESS
KPMG, Competitive Alternatives, 2016

 **LARGEST**
PORT IN THE U.S.

800K
METRO
POPULATION

 **SEMI-TROPICAL**
CLIMATE WITH MILD WINTERS

EXECUTIVE DIRECTOR, UNIVERSITY RECREATION POSITION OVERVIEW

Reporting to the Assistant Vice Chancellor for Student Affairs, the Executive Director of University Recreation (UREC) is responsible for the overall administration and supervision of collegiate recreational programs, facilities, operations, personnel, and budgets, including management of the University Recreation Center (UREC), Sport & Adventure Complex, intramural and sports clubs, health and fitness programs, adventure education programs, aquatics programs, and outdoor recreational fields and facilities. In executing this work, the Executive Director has supervision oversight over 300 professional and student staff in addition to approximately 257,000 square feet of facilities, and key engagement programs helping create valuable opportunities for students to engage in wellbeing activities that support student success.

GENERAL RESPONSIBILITIES FOR THIS POSITION INCLUDE:

- Provides leadership and support for the University Recreation and its 300+ full-time and student staff members.
- Oversight of an annual revenue exceeding 13 million, exercising high-level short- and long-term forecasting to sustain the high quality and financial health of UREC.
- Ensures all UREC facilities, including a student recreation complex, pools, a field complex, and satellite facilities, meet safety standards and are maintained appropriately.
- Is responsible for the overall quality of all UREC programs, including aquatics, fitness, intramurals, outdoor recreation, sport clubs, and youth programs, ensuring they meet all safety and certification regulations and are accessible to the LSU community.
- Serves as a key leader within the Division of Student Affairs Strategy Council.



ATTRIBUTES OF THE SUCCESSFUL CANDIDATE

- Is a collegial team player who gives energy to the spaces they occupy. They build authentic and mutually beneficial relationships and can influence without positional authority. They put institutional priorities before their own interests and don't need credit to know they did the work.
- Is a skilled administrator with a high degree of self-awareness. They have a history of effective leadership and develop their staff with clear expectations, timely feedback, and redirects behaviors and attitudes that are inconsistent with institutional objectives or a positive work environment.
- Solves problems through cross-institutional, holistic approaches and believes that progress over perfection helps an organization achieve its goals. They are committed to getting things done; moving fast enough to make meaningful progress, yet slow enough not to compromise quality, readily adjusting when priorities shift.
- Has a demonstrated record of innovation, taking thoughtful risks to improve services and experiences in ways that advance student success. Can identify when organizational priorities require a change in approach. Balances creativity with practicality and understands that innovation requires both vision and discipline.
- Leads, supervises, and inspires people across professional backgrounds and lived experiences. Adapts their leadership style to meet the needs of different constituents while maintaining accountability. Builds trust through strong interpersonal skills and meaningful relationships with students, staff, faculty, alumni, and campus partners.
- Is a thoughtful steward of people, resources, and facilities, understanding the responsibility that comes with leading one of the university's most visible and heavily utilized operations. Advocates for departmental priorities and staff while maintaining broad divisional and institutional perspective. Makes fiscally sound decisions that advance both UREC and LSU.

DIVISION OF STUDENT AFFAIRS CREATING CONDITIONS **THAT MATTER** FOR STUDENT SUCCESS

5,147

students supported by
Disability Services
annually

1M+

University Recreation
experiences delivered
annually

8,646

students live on campus,
including in living-learning
communities

86%

of graduates report a
positive outcome within
6 months of graduation

OPPORTUNITIES FOR LEADERSHIP

Build What's Next through a Culture of Innovation

LSU UREC has a strong tradition of innovation and continuous improvement aimed at elevating the student experience. Recent additions include expanding high and low ropes courses, including the addition of a zipline, a new outdoor fitness area, and an EGYM smart fitness technology system. The Executive Director inherits a strong team, solid infrastructure, and the resources necessary to continue to boldly innovate while maintaining the quality students have come to expect.

Help Shape the Future of Campus Recreation Nationally

Few institutions offer a platform like LSU. From its iconic LSU-shaped leisure river to one of the most recognizable recreation brands in higher education, LSU UREC is widely respected for its facilities, programs, and commitment to student success. This visibility gives the Executive Director an opportunity beyond the campus gates: as part of a collaborative network of recreation leaders across the SEC and nationally, the Executive Director will have a voice in national conversations, influence trends, and help establish new standards for excellence in collegiate recreation.



RESPONSIBILITIES

Leadership & Administration (35%)

Provides internal leadership for a large, multifaceted organization through operational oversight and strategic management of programs and services, facilities, and human and fiscal resources. Programs include the University Recreation Center, Sport & Adventure Complex, intramural and sports clubs, health and fitness programs, adventure education programs, aquatics programs, and outdoor recreational fields/facilities. Ensures alignment between UREC and the Division of Student Affairs' strategic vision and communicates priorities to staff throughout the department. Provides leadership and support, supervising a team of associate directors and aiding in the ongoing management of all department staff. Demonstrates divisional attitudes and priorities in all aspects of work, specifically focusing on how UREC can best collaborate, and lead when appropriate, in efforts to promote health and wellbeing across the institution

Strategic Oversight (20%)

Steward human, financial, and physical resources to ensure quality, efficiency, impact, and alignment with institutional and divisional objectives. Enhance the professional competence of staff through training and development opportunities. Direct budget planning, forecasting, and resource allocation for the unit to ensure optimal and timely use of funds consistent with departmental goals and campus regulations, and to best support the needs of UREC users. Sets parameters and expectations for delegated decision-making by staff, specifically how resources are allocated within UREC, to ensure operational and programmatic success. Is accountable for delegating tasks and assigning objectives to those on their leadership team and across UREC.

External Relations (20%)

Serves as the primary representative from the department to internal and external stakeholders, ensuring UREC is viewed as a contributor and a necessary component of a student's health and wellbeing goals. Sets expectations for how the UREC will interact or engage with departments across campus, to best enhance student learning, development, health, wellbeing, and success.

Quality Control (15%)

Is accountable for ensuring every aspect of UREC operations, including human resource decisions, administrative tasks, programs, services, events, experiences, and all communication, exudes a high degree of quality. Engages leadership team and staff throughout UREC in efforts to implement high-quality programs and services. Responsible for measuring and reporting key results relating to student satisfaction, learning objectives, and student impact metrics. Embraces, plans, and executes continuous improvement efforts, including an annual review of all services, events, programs, and experiences.

Compliance (5%)

Ensures that the department adheres to all university, local, state, and federal laws, policies, and procedures applicable to supporting students in their use of UREC. Oversees the development and management of protocols, policies, procedures, and instruments for the effective internal management of reporting requirements, including ensuring the certification and licensing of professional and student staff when required.

Other Duties as Assigned (5%)

Other duties as assigned by the Assistant Vice Chancellor for Student Affairs, including but not limited to efforts that support broad division/institution goals, including at least 40 hours per year spent helping divisional initiatives such as Move-in Day, Welcome Week, Family Weekend, Career Expo, Disability Services Finals Testing, other special projects.

MINIMUM QUALIFICATIONS

Master's degree and 8 years of related experience including progressive experience in a recreational setting and at least 5 years of supervisory experience OR Bachelor's degree and 10 years of related experience including progressive experience in a recreational setting and at least 5 years of supervisory experience.

DESIRED QUALIFICATIONS

- Five or more years management experience at or above the director/department head level.
- Demonstrated experience working on cross-institutional teams to solve problems.
- User experience (UX), design-thinking, or other program/organizational development expertise.

ADDITIONAL REQUIREMENTS/EXPECTATIONS

- This position may be required to report to campus in times of emergency and/or closure per PS-18.
- This position has access to/directly handles cash. Financial history/credit check required per FASOP HR-04.
- This position and/or position's responsibilities require work directly with minors. Finger printing and National Sex Offender Registry check required per FASOP HR-04.
- As with all LSU employees, due to this position title and/or responsibilities, this position has an obligation to assist students in the acquisition of necessary services. Should a student appear in need of or seek assistance with issues of an emotional, behavioral, or mental health related matter they should be referred to the proper service within the Student Health Center. In situations where the student creates an impression that they are a danger to themselves or others, the advisor should immediately contact the Care Team, the Dean of Students or the appropriate law enforcement agency. The employee outside of those rights contained within FERPA should create no impression of client or patient confidentiality.



APPLICATIONS

Applications will be accepted online on the LSU Careers website. Please direct all nominations and inquiries for the position to Emily Hester at ehester@lsu.edu or 225-578-7441. The search committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. However, in order to assure the fullest consideration, candidates are encouraged to have complete applications submitted by **September 7, 2026**.

Requested application materials include a letter of interest or cover letter; resume or curriculum vitae; and at least five professional references including name, telephone number, e-mail address, and relationship. All applications, nominations, and inquiries will remain confidential. Salary will be competitive and commensurate with qualifications. An offer of employment is contingent on a satisfactory pre-employment background check.

External applicant link:

https://lsu.wd1.myworkdayjobs.com/en-US/LSU/job/Executive-Director--University-Recreation_R00117837

Internal applicant link:

[https://www.myworkday.com/lsu/d/inst/1\\$9925/9925\\$53677.htmlid](https://www.myworkday.com/lsu/d/inst/1$9925/9925$53677.htmlid)

CONTACT INFORMATION

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