



SEARCH PROFILE

Assistant Vice Chancellor for
Student Affairs

CONTENTS

Welcome and About LSU	2
Position Overview	5
Attributes of the Successful Candidate	6
Opportunities for Leadership	7
Our Investment in Your Success	8
Responsibilities & Qualifications	9
Requirements, Applications, and Contacts	10

A MESSAGE FROM THE VICE CHANCELLOR OF STUDENT AFFAIRS

Dear Candidate,

At LSU, we work diligently to create the conditions that make a difference both in the lives of students and for the state of Louisiana. 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

In our search for the next Assistant Vice Chancellor for Student Affairs, 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 role.

Thank you, and Geaux Tigers!



Brandon Common
Vice Chancellor for Student Affairs



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

LSU believes that engagement is essential for creating a vibrant and enriching university experience. We strive to provide equal opportunities for students, faculty, and staff, ensuring that everyone has the chance to thrive and succeed. Our commitment extends to creating a safe and accessible campus, where individuals can feel secure and supported in their pursuit of knowledge and personal growth. Above all, we prioritize excellence in all aspects of our work, aiming to uphold the highest standards of education, research, and service. Learn more about the [Division of Engagement, 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.



ASSISTANT VICE CHANCELLOR FOR STUDENT AFFAIRS OVERVIEW

Reporting to the Vice Chancellor for Student Affairs, the Assistant Vice Chancellor (AVC) helps to lead the Division of Student Affairs in efforts to help students maximize the roughly 153 hours that students spend outside of the classroom each week. In doing this, the AVC will provide leadership and support for the Student Health Center, University Recreation (UREC), and Disability Services, in addition to serving as the divisional lead for divisional assessment related efforts. The AVC is a key member of the Student Affairs central leadership team that includes the Vice Chancellor for Student Affairs, Associate Vice Chancellor & Dean of Students, and the Chief of Staff.

GENERAL RESPONSIBILITIES FOR THIS POSITION

- Provides leadership and support for the LSU Student Health Center, Disability Services, and University Recreation.
- Serves as divisional lead in assessment efforts related to understanding the impact of divisional programs and services on student success and how to maintain a culture of continuous improvement.
- Serves as a point person for divisional and cross divisional initiatives in support of institutional objectives.
- Grow and foster partnerships across the university that are crucial to helping the Division of Student Affairs execute mission critical work.
- Serves as a key member of the Student Affairs leadership team.



ATTRIBUTES OF THE SUCCESSFUL CANDIDATE

- Is a collegial team-player who is an energy-giver to the spaces they occupy, actively builds authentic and mutually beneficial relationships, can influence others without positional authority. A professional who also puts institutional priorities before their own interests, and who is unconcerned with receiving credit for accomplishing institutional objectives.
- Is a skilled administrator with a high degree of self-awareness who has a history of effective leadership and management that includes the professional development of staff, the ability to articulate clear expectations and provide timely feedback, and the willingness to redirect behaviors, practices, or attitudes that are misaligned with institutional or divisional objectives, or that are inconsistent with the maintenance of an enriching work environment.
- Has a demonstrated history of cross-institutional, holistic approaches to solving challenging problems and believes in and embraces the notion that progress over perfection helps an organization achieve its goals. Is committed to “getting things done” and moves fast enough to make meaningful forward progress, yet slow enough to ensure things are done right and with a high degree of quality. Embraces the fact that no day is the same and thrives on the ability to switch gears in their work.
- Maintains a strong appreciation for the educational and social value of a broad-based community and a demonstrated commitment to accessible and welcoming programs, services, events, and experiences. Is guided by a solid philosophical and ethical foundation, respecting tradition while thoughtfully considering practices most relevant to LSU students in the present moment, recognizing that needs and perspectives may evolve over time.



A Career Coach meets with a student outside of the LSU Student Union.



An LSU family poses with their student during Move-in Day on campus.

OPPORTUNITIES FOR LEADERSHIP

Leading with Impact Through Data and Relationships

While the Vice Chancellor for Student Affairs serves as the division’s chief storyteller, the Assistant Vice Chancellor will play a critical role in shaping that narrative by partnering with department heads on assessment efforts, supporting data acquisition, and fostering relationships with key stakeholders. Through these collaborations, the AVC will lead initiatives to collect and analyze data that demonstrate the Division’s impact on the campus community.

Driving Continuous Improvement and Excellence

Each year, the Division of Student Affairs strives to enhance its work by building on past successes to achieve even greater impact. This commitment to excellence demands a data-informed approach rooted in honest, comprehensive assessment of our programs, services, events, and experiences. The Assistant Vice Chancellor will play a pivotal role in designing and implementing a framework for continuous improvement, including external review processes to ensure quality, relevance, efficiency, and alignment with both divisional and institutional goals.

Integrating Wellbeing into the Student Success Narrative

While student success is often measured by retention and graduation rates, we also have a critical opportunity to help students build lifelong habits that support their health and wellbeing. These efforts enhance the LSU experience and contribute to long-term success beyond college. The Assistant Vice Chancellor will play a key role in ensuring wellbeing remains present in our student success strategies.





A student exercises at the University Recreation Center on campus.



Student volunteers help sort items and stock shelves at the LSU Food Pantry on campus.

OUR INVESTMENT IN THE AVC'S SUCCESS

In the Division of Student Affairs, we ask our staff to be *All In*—for our students, for the university, and for one another. At the same time, we recognize that the relationship between the institution and its employees should be mutually beneficial. To this end, our commitment to the AVC includes:

Commitment to Continuous Growth: Grounded in the belief that learning and growth are lifelong pursuits, the Division of Student Affairs is dedicated to supporting the ongoing development of its leaders. In addition to a range of internal and external professional development opportunities, the AVC will receive a 6-month one-on-one executive coaching experience to support a smooth and successful transition into the role and to further enhance their skills.

Strategy Leadership Development: The Division of Student Affairs operates with a lean leadership team, which creates a unique opportunity for the AVC to serve as a strategic thought partner. In this role, the AVC will help shape and lead initiatives and impact decisions that foster the conditions and environments most conducive to every LSU student's success.

Intentional Career Planning: The AVC will collaborate closely with the Vice Chancellor for Student Affairs to design a personalized professional development plan. This plan will not only position the AVC for success at LSU but also support their short and long-term career aspirations.

RESPONSIBILITIES

Leadership & Administration (40%)

Provides strategic leadership and oversight for the LSU Student Health Center (Medical, Mental Health, Wellness, Operations), Disability Services, and University Recreation and their 120+ full-time staff members. Executes key Student Affairs initiatives and serves as a primary representative for divisional and cross divisional initiatives in support of institutional objectives. Demonstrates divisional attitudes and priorities in all aspects of work.

External Relations (30%)

Maintains active and strong cross-campus relationships with faculty and staff in support of student affairs and student wellbeing to advance collaborations. Serves as a primary representative for internal and external stakeholders. Sets the expectations for how the departments supervised engages with departments across campus. Responsible for setting and leveraging external relations in order to advance the goals of the division.

Assessment & Continuous Improvement (10%)

Leads the use of data to assess the quality of programs and services, ensures efficient use of institutional resources, and facilitates divisional continuous improvement efforts. Facilitates divisional assessment efforts including SACSCOC accreditation, research efforts, and data management. Uses data to assess the quality of programs and services and ensures efficient use of institutional resources.

Quality Control (10%)

Is accountable for ensuring reporting departments outputs including human resource decisions, administrative tasks, programs/services/events/experiences, and all communication exudes a high degree of quality. Sets and evaluates quality expectations for the department. Embraces and executes the marginal gains approach and seeks to increase level of all services, events, programs, and experiences in department for continuous improvement every academic year.

Other Duties as Assigned (10%)

Other duties as assigned by the Vice Chancellor for Student Affairs. This includes but is not limited to: efforts that support broad division/institution efforts 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 etc.

MINIMUM QUALIFICATIONS

- Master's degree from an accredited institution of higher education and 8 years of experience.
- Progressive experience in higher education, including at least seven years of significant supervisory experience.
- LSU values skills, experience, and expertise. Candidates who have relevant experience in key job responsibilities are encouraged to apply— a degree is not required as long as the candidate meets the required years of experience specified in the job description.

DESIRED QUALIFICATIONS

- Terminal degree from an accredited institution of higher education.
- 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.

SPECIAL REQUIREMENTS & EXPECTATIONS

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. The search committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. However, to ensure the fullest consideration, candidates are encouraged to have complete applications submitted by **March 2, 2026**.

Requested application materials include a letter of interest or cover letter; resume or curriculum vitae; and at least five professional references including the 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/Assistant-Vice-President-for-Student-Affairs_R00112996

Internal applicant link: [https://www.myworkday.com/lsu/d/inst/1\\$9925/9925\\$50424.html](https://www.myworkday.com/lsu/d/inst/1$9925/9925$50424.html)

CONTACT INFORMATION

Emily Hester

Chief of Staff, Division of Student Affairs

225-578-7441