



# AUGUSTA UNIVERSITY

## **Assistant Vice President for Student Success**

### **The Opportunity**

The Assistant Vice President (AVP) for Student Success serves as a thought leader and strategic planner to cultivate student learning, engagement, retention, graduation, and career development. In the spirit of our Four-to-Finish philosophy, the AVP frames academic engagement strategies across the first 59 hours of undergraduate course work, provides academic guidance as undergraduates explore and refine their academic pathways, encourages the development of an academic mindset grounded in an assumption of growth, and crafts an academic support network that helps students make intentional academic choices. Additionally, the AVP supports student success through developing innovative strategies for student academic progression, academic support and coaching, and career development. The successful AVP fosters effective collaborative partnerships with faculty, staff, students, academic departments, and senior administrators to provide a seamless, holistic learning environment that celebrates intentional and meaningful academic success. The AVP serves as a member of the Division of Instruction and Innovation leadership team, leading Division efforts towards the achievement of the University Strategic Plan, Strategic Enrollment Management Plan, and the Division's Strategic Plan.

### **The Position**

The AVP for Student Success position includes the following responsibilities:

- Provides leadership direction, strategic planning, and supervision for the following units: Academic Advisement Center, Academic Success Center, Career Service Center, and First-Year/Second Year Experience.
- Provides strategic vision and oversight to develop and implement programs and services that achieve the university and division mission, vision, goals and objectives. Develops and implements services, activities and opportunities that complete the student's academic experience with the targeted outcome of increasing student persistence, retention, and graduation rates.
- Fosters partnerships with colleges and schools to develop retention, persistence, graduation, and employability plans for undergraduate students. Uses data and best practices to inform strategies. Evaluates plans, in partnership with colleges and schools, to determine current effectiveness, emerging best practices, and opportunities for data-informed change.
- Leads the EAB Navigate coordinated success network and other related initiatives to enhance student success. Collaborates with partners across the institution, including academic colleges and schools, Financial Aid & Scholarships, University Housing, University Advising Center, Office of Diversity & Inclusion, Multicultural Student Affairs, the Office of Institutional Research, and others, as appropriate, to leverage a coordinated student success network to intervene with and assist at-risk students. Establishes and monitors goals, objectives, and key performance indicators to determine effectiveness of outreach, opportunities for intervention, and potential improvements to practices. Facilitates improvements to processes and practices.

- Leads the University System of Georgia Momentum Approach planning to implement academic and support strategies to promote student engagement, mindset, pathways, and purpose.
- Provides strategic direction for the comprehensive programs and services of the Academic Advisement Center, Academic Success Center, First-Year Experience, Jaguar Jumpstart, and Inquiry 1000. Evaluates the effectiveness of services, monitors national best practices, ensures optimal resource utilization, and facilitates partnerships to enhance student success. Ensures alignment with the university's mission, goals and objectives. Fosters a culture of best-practice, evidence-based support and intervention.
- Provides strategic direction to the Director of Career Services. Partners with colleges/schools, employers, and other stakeholders to enhance career readiness and employment outcomes of all students. Promotes career planning, experiential learning, career preparation, and early job search engagement to strengthen post-graduation outcomes and life-readiness. Seeks guidance, collaboration, and support from key partners across and beyond the university campus to support innovative, proven practices to positively influence career outcomes. Develops new employer relationships, works with state and regional agencies on workforce development, and partners with employers on external support for career services.
- Provides strategic guidance to the Director of Academic Advising to promote strategies to enhance first and second year progression for student pathways to success.

### **Minimum Qualifications**

- A master's degree in student affairs, higher education, or other associated academic discipline from an accredited institution of higher education.
- A minimum of ten (10) years of effective leadership in student success with demonstrated results and increasing levels of responsibility working in an academic setting.
- Commitment to shared governance, consensus building, and a team approach to management.

### **Preferred Qualifications**

- A doctoral (i.e terminal) degree from an accredited institution.
- Work experience in research universities, diverse research methods, and practiced in data-informed leadership.
- Knowledge of student information systems such as Banner and EAB Navigate.

### **Knowledge, Abilities and Skills**

- Strong verbal communication skills to lead presentations and group discussions, assist with public relations, and foster interpersonal relationships;
- Excellent management, human relations, and problem solving skills while demonstrating a sophisticated understanding of student development theory and current trends in academic student success in higher education;
- Proven success in working collaboratively with co-curricular learning experiences and in the development of institutional partnerships focused on improving student academic achievement.
- Strong leadership skills, sound fiscal management, and the ability to build collaborative relationships among a wide range of constituents, including faculty, staff, academic deans,

administrators, employers, community leaders, donors, and other key stakeholders are key competencies. The ability to motivate and mobilize a cross-functional team toward common goals is critical. Knowledge of best practices in student success, including existing and emerging software tools, is important.

- Strong organizational skills, effective verbal, on-verbal, and written communication skills, ability to allocate tasks and manage complex projects, ability to function effectively in a highly ambiguous environment, ability to work well with leadership, faculty and staff at all levels of the organization.
- Excellent communication skills with a demonstrated ability to listen to a variety of constituent groups, synthesize input, make decisions and share information broadly to build consensus and support for action.

## **How to Apply**

Applicants should apply online at [AVP, Student Success](#) and upload a letter of interest, comprehensive curriculum vitae, and the names and contact information of five or more references. Confidential review of materials will begin immediately and continue until the position is filled. To ensure full consideration, applications should be received by November 1, 2021. Inquiries and nominations may be sent to Executive Search at [executivesearch@augusta.edu](mailto:executivesearch@augusta.edu).

## **Conditions of Employment**

All candidates are required to successfully pass a Background Check review prior to starting with Augusta University.

The final candidate will be required to provide proof of completed academic degree in the form of an original transcript. Those candidates trained by a foreign institution will also be required to provide an educational/credential evaluation.

All employees are responsible for ensuring the confidentiality, availability, and integrity of sensitive [patient, student, employee, financial, business, etc.] information by exercising sound judgment and adhering to cybersecurity and privacy policies during the course of their employment and beyond.

*Augusta University is proud to be an equal opportunity employer welcoming applicants from underrepresented groups, including individuals with disabilities and veterans.*