vice president for student affairs

VIRGINIA TECH

Blacksburg, Va
Virginia Tech, a public land-grant university, pushes the boundaries of knowledge by taking a hands-on, transdisciplinary approach to preparing students to be leaders and problem-solvers. Through experiential learning, future-focused research, and an inclusive, spirited culture, Virginia Tech strives to accomplish the charge of its motto Ut Prosim (That I May Serve). As the Commonwealth’s most comprehensive university and its leading research institution, Virginia Tech offers more than 280 undergraduate and graduate degree programs to more than 34,000 students and manages a research portfolio of $521 million. The University fulfills its land-grant mission of transforming knowledge to practice through technological leadership and by fueling economic growth and job creation locally, regionally, and across Virginia.

Building on its motto, Virginia Tech is dedicated to InclusiveVT—serving in the spirit of community, diversity, and excellence. They seek candidates who adopt and practice the Principles of Community, which are fundamental to the institution’s on-going efforts to increase access and inclusion, and to create a community that nurtures learning and growth for all of its members. Virginia Tech actively seeks a broad spectrum of qualified candidates to join their community in preparing leaders for the world and encourages individuals across racial, ethnic, religious, gender, sexual orientation, ability, and other identities to apply.
Reporting to the executive vice president and provost, the vice president for student affairs (VPSA) is the chief student affairs officer and serves as a member of the provost’s senior leadership group and other executive leadership teams as appropriate. The VPSA provides executive leadership and vision in administering a comprehensive range of programs and services related to student affairs programming and planning; assists in creating a campus climate that promotes the academic achievement and personal development of all students (undergraduate, graduate and professional); and fosters collaborative relationships among students, faculty, and staff.

The Division of Student Affairs includes Advancement, Assessment and Professional Development, Cook Counseling Center, Corps of Cadets, Cranwell International Center, Dean of Students, Recreational Sports, Schiffert Health Center, Services for Students with Disabilities, Student Conduct, Student Engagement and Campus Life, VT Engage, Dining Services, Fraternity and Sorority Life, Hokie Wellness, Housing and Residence Life, Learning Partnerships, New Student and Family Programs, and Operations and Administration.

The 2018-19 revenue budget for Student Affairs totaled $183 million, of which approximately $3.8 million were Education and General funds and $2.7 million were Unique Military Activities funds. The remaining $176.8 million in Auxiliary Enterprises accounts for 48% of the university’s total Auxiliary Enterprise funds.

The division is one of the largest employers at Virginia Tech, with approximately 3,600 faculty, staff, wage, student employees, and graduate assistants.

Core Responsibilities:

- Spearheads the strategic vision for planning that affects student life, success, and experiences on the campus.
- Envisions, plans, manages, and delivers services to meet the needs of the university’s undergraduate and graduate students, as well as prospective students.
- Provides strategic leadership, appropriate support to academic goals and advises in the development and implementation of student policy.
- Develops, implements, and coordinates campus-based programs that meet the varying needs of a culturally diverse student population and encourages the success of all students.
- Establishes and implements short and long-range organizational goals, objectives, strategic plans, policies, and operating procedures; monitors and evaluates programmatic and operational effectiveness, and effects changes required for improvement.
- Oversees and manages the division’s budget; forecasts and controls expenditures by projecting needs, justifying requests, allocating funds, revising priorities, and monitoring expenditures.
- Designs, implements, and maintains an organizational structure and staffing to effectively accomplish the organization’s goals and objectives; oversees recruitment, training, supervision, professional development and evaluation of division staff.
- Maintains a visible profile both on campus and with external constituencies and fully engages with the faculty, student, alumni, and staff communities; anticipates and stays abreast of emerging issues.
- Participates in fundraising activities to raise support for the division’s strategic initiatives.
- Oversees development and submission of internal and external reports, assessment and evaluation of programs, and initiates improvements, collaborating with internal and external offices and agencies as appropriate.
- Ensures compliance with federal/state regulations and university policies in organization’s operations.
QUALIFICATIONS AND CHARACTERISTICS

An earned doctorate and a record of progressive and visionary senior leadership experience in student affairs in higher education are required. The ideal candidate will possess demonstrated effectiveness in planning, administration, and personnel and fiscal management; substantial evidence of leading sustainable transformation in diversity and inclusion initiatives; demonstrated effectiveness in working with a diverse student body, faculty, staff, other university constituents, and external organizations; and the ability to work with academic units to create co-curricular components that advance student learning outcomes. Experience in administering and obtaining grants and scholarships, fundraising and the design, renovation and
construction of major buildings; evidence of leadership in professional associations; and a strong understanding of the landscape of higher education, both in research and practice are preferred.

Additionally, the following characteristics and attributes were identified by various stakeholders and informally shared with Spelman Johnson at Virginia Tech when considering the position of vice president for student affairs:

- A demonstrated commitment to supporting underrepresented students and championing social justice, and an ability to work effectively with and understand the interests of students, faculty and staff from diverse backgrounds.
- A convener with an appreciation for, and ability to, lead effectively within a de-centralized and highly collaborative campus community; skill in working with administrators, faculty, staff and students in a climate of openness and transparency, integrity, trust, mutual respect and collaborative problem solving; approachable, visible, and engaged in all aspects of campus life.
- Ability to meaningfully engage faculty in the life of students and support a strong link between academic affairs and student affairs; exhibiting strategic thinking and an ability to contribute to discussions of university issues beyond student affairs.
- A record of superior communication and presentation skills; demonstrated success in being a persuasive, effective, and politically sophisticated advocate for student life and the student body within the larger university community, and comfortable articulating the value of student engagement and the value of student life contributions to the overall educational experience; a deep understanding of student and staff well-being and the service challenges facing a small community with limited resources for mental health.
- A strong student advocate and compassionate mentor who demonstrates a proactive approach in dealing with student issues and has experience in the handling and resolution of conflict; a strong understanding of contemporary student issues and values, a willingness to spend time in support of student activities and interests, and the ability to develop a natural rapport with students and student leaders.
- A gifted leader with the demonstrated financial and human resource management skills required to oversee a large, complex student affairs enterprise; strong budget management skills and financial acumen, with the ability to think entrepreneurially with regard to revenue generation; an entrepreneurial approach and ability to take calculated risks in support of strategic goals.
- Ability to work patiently through ambiguous situations yet be decisive and take action when necessary; a hands-on leader when necessary, while delegating appropriate responsibilities to staff members and ensuring accountability for outcomes; a positive track record of managing and developing professional staff and graduate students.
- A systems-oriented thinker, combining excellent organizational and management skills to improve policies, practices, and protocols; able to articulate a visionary agenda a commitment to fact-based and data-driven decision-making.
- Personality traits that include a good sense of humor, optimism, self-confidence, intellectual curiosity, passion for student development, and a friendly and engaging style.
- Offer a record of leadership in higher education professional associations.
Student Affairs exists to sustain a culture of learning, reflecting the profound opportunities inherent for students at Virginia Tech. We are committed to providing transformative experiential learning, to access and success, and to service and leadership in the spirit of Ut Prosim (That I May Serve).

The Division of Student Affairs focuses on the importance of promoting student learning while providing a welcoming and inclusive environment for all.
Big ideas don’t happen in a vacuum. Strong communities aren’t built without participation. Transformative learning isn’t limited to academic lessons. Student Affairs intentionally creates environments where relationships flourish, diverse ideas converge, and people discover a purpose greater than themselves.

The division’s 2017-2018 annual report is available at: https://students.vt.edu/content/students_vt_edu/en/about/_jcr_content/content/vtmultitab/vt-items_0/download/file.res/2017-2018%20Annual%20Report.pdf

Virginia Tech Student Survey

In 2017, Virginia Tech partnered with Gallup to examine the experiences and perceptions of its sophomore, junior and senior undergraduate students — comparing them with the perceptions and experiences of key groups from Strada-Gallup’s nationally representative survey of college graduates.

The study explores the experiences of Virginia Tech’s undergraduate students (sophomores, juniors and seniors) and how those experiences relate to important outcomes and attitudes, such as student well-being, student engagement, views about campus climate, and perceptions about the value and quality of their education.

The full report is available at https://vtnews.vt.edu/content/dam/vtnews_vt_edu/documents/2018-student-survey-findings.pdf
Virginia Polytechnic Institute and State University officially opened on Oct. 1, 1872, as a land-grant institution under the first Morrill Act (Virginia State University became the second land-grant institution under the second Morrill Act of 1890). During its existence, the university has operated under four different legal names. The founding name was Virginia Agricultural and Mechanical College. Following a reorganization of the college in the 1890s, the state legislature changed the name to Virginia Agricultural and Mechanical College and Polytechnic Institute, effective March 5, 1896. Faced with such an unwieldy name, people began calling it Virginia Polytechnic Institute, or simply VPI. On June 23, 1944, the legislature followed suit, officially changing
the name to Virginia Polytechnic Institute. At the same time, the Commonwealth moved most women’s programs from VPI to nearby Radford College, and that school’s official name became Radford College, Women’s Division of Virginia Polytechnic Institute. The Commonwealth dissolved the affiliation between the two colleges in 1964. The state legislature sanctioned university status for VPI and bestowed upon it the present legal name, Virginia Polytechnic Institute and State University, effective June 26, 1970. While some older alumni and other friends of the university continue to call it VPI, its most popular—and its official—nickname today is Virginia Tech.
Virginia Tech’s 2,600-acre main campus is located in Blacksburg, Virginia. Nestled on a plateau between the Blue Ridge and Allegheny mountains, the Town of Blacksburg is part of Montgomery County in the heart of Southwest Virginia’s New River Valley. Because of the town’s award-winning services, reasonable cost of living, safety, moderate climate, and abundant leisure activities, Blacksburg is consistently ranked among the country’s best places to live and has a nationwide reputation as a well-managed, stable, and forward-looking community.
The town has approximately 43,000 residents and is one of three central communities that make up the New River Valley, one of the fastest-growing areas in the state. Situated on a plateau between the Blue Ridge and Allegheny Mountains, Blacksburg offers a high quality of life and low cost of living with nearby outdoor attractions such as the New River and the Appalachian Trail. Blacksburg has been named “Safest City in Virginia” by the National Council for Home and Safety Security (2018), the “Best Place in the U.S. to Raise Kids,” by Bloomberg Businessweek (2016, 2012, 2011) and one of the “South's Best College Towns” by Southern Living. Nearby metropolitan areas include Roanoke (45 minutes to the north), Charlotte, North Carolina (less than three hours to the south), and Washington, D.C. (four hours to the northeast).

Virginia Tech’s campus reaches well beyond Blacksburg through the Virginia Cooperative Extension and from campuses and research facilities throughout Virginia. These include: The Virginia Tech Carilion School of Medicine and Fralin Biomedical Research Institute in Roanoke, the Marion DuPont Scott Equine Medical Center in Leesburg, and several locations in Northern Virginia including the recently opened Virginia Tech Research Center in Arlington and the developing Innovation Campus. Virginia Tech’s international facilities include the Center for European Studies and Architecture in Riva San Vitale, Switzerland.
Mission Statement

Inspired by our land-grant identity and guided by our motto, Ut Prosim (That I May Serve), Virginia Tech is an inclusive community of knowledge, discovery, and creativity dedicated to improving the quality of life and the human condition within the Commonwealth of Virginia and throughout the world.
The university strategic plan, The Virginia Tech Difference: Advancing Beyond Boundaries, was developed in collaboration with faculty, staff, students, and alumni across our colleges, institutes, offices, and campuses, and shaped by partners and employers.

The Virginia Tech Difference: Advancing Beyond Boundaries guides initial steps to achieving our long-term Beyond Boundaries future as a comprehensive research land-grant university by affirming our vision, mission, and core values; defining university priorities; and outlining goals and initial milestones to achieve each
priority.

The Strategic Affairs team has worked with leadership within the Office for Inclusion and Diversity throughout this process to ensure alignment between the Office for Inclusion and Diversity’s strategic planning efforts and the integration of the campus’ diversity plan within the university strategic planning framework. The Office for Strategic Affairs will continue to collaborate and partner with the Office for Inclusion and Diversity to ensure continued alignment.

The Office for Strategic Affairs will continue to collaborate and partner with colleges, institutes, offices, and units in the development of unit-level strategic plans as part of the continuous planning process.

The Virginia Tech Difference: Advancing Beyond Boundaries reinforces our university’s established strengths and serves as a university-level guide for colleges, institutes, offices, departments, and units as they develop their respective strategies and plans to advance institutional priorities.

The university strategic plan has been adopted by Virginia Tech since its unanimous approval by the Board of Visitors on June 3, 2019.

Our vision, mission, core values, and strategic priorities are already being put into action in efforts at the university.
The university, together with an independent consultant, engaged in intensive study of future campus development - including academics and research, strategic partnerships, campus life, landscape, mobility, utilities and infrastructure, stormwater management, transportation planning, and locations outside Blacksburg - which supports the strategic vision of the Beyond Boundaries visioning process and timeline.

Approximately 200 meetings and presentations were conducted by the Office of University Planning with the campus community, including multiple town halls, to share the developing vision for the Blacksburg campus.
and to receive feedback on the plans.

Beyond Boundaries 2047: The Campus Plan was approved by the Board of Visitors on November 5, 2018.
The purpose of this initiative is to help Virginia Tech strengthen its capacity to deliver administrative and business services in the most cost efficient and effective manner possible to support mission-critical work.

Objectives:

- Assess current state operations: processes, transactions, structure, and policies
- Understand where work is done, how it is done, and who is doing which aspects
- Develop leading-practices future state opportunities to refine and streamline work flows and processes
- Eliminate barriers and unnecessary bureaucracy while embracing a continuous improvement mindset

The assessment covers VT’s current administrative services, including finance, business operations, human resources, and facilities management, focusing on the following in scope functions.

The final report was issued by Deloitte in August, 2019.

https://svpoa.steadycontentdam.steady.com/svpoa_vt.edu/SVPOA%20AOTI%20Final%20Report%20Aug%202019%202019.pdf
Dr. Timothy D. Sands – President

Timothy D. Sands is the 16th president of Virginia Polytechnic Institute and State University, joining the university in June of 2014. A scientist, educator, and inventor, he has dedicated much of his career to advancing the impact of research and innovation in public education. As president, he has engaged the university community in a visionary plan to advance Virginia Tech’s role as a global land-grant institution, confronting the commonwealth’s, the country’s, and the world’s most challenging problems. The initiative,
called “Beyond Boundaries,” seeks to define Virginia Tech’s role a generation into the future and align the educational experience with the needs and opportunities that will be created by changing world economies and the evolving landscape of higher education.

In collaboration with the provost and academic leadership, President Sands has initiated foundational projects across the university to align Virginia Tech’s trajectory with the Beyond Boundaries vision. For example, Destination Areas are thematic focus areas that leverage the university’s signature strengths, attract talent and generate creative energy that extends across the disciplines. The university’s residential campus in Blacksburg is being reimagined to support a modern land-grant mission and provide robust and adaptable infrastructure for continued growth in transformational research and community engagement. Virginia Tech Carilion’s rapidly developing Academic Health Center in Roanoke is catalyzing economic opportunity in the Blacksburg-Roanoke region and enhancing NIH-funded research. In December, 2018, President Sands announced the creation of a 1-million-square-foot Innovation Campus in Northern Virginia to support the commonwealth’s economy with leading programs in computer science, software engineering, machine learning and artificial intelligence. The Innovation Campus was the centerpiece of the education proposal that was a critical factor in Amazon’s decision to locate a new east coast headquarters in Arlington, VA.

He also launched InclusiveVT, an initiative providing leadership, collaboration, guidance, and resources to support and accelerate the implementation of inclusion and diversity goals throughout the university community. InclusiveVT supports the imperative of inclusion and diversity as key components of a university ecosystem rich in opportunities for experiential learning, cross-disciplinary engagement, and the development of cultural awareness and empathy.

President Sands’ vision for Virginia Tech embraces the university’s heritage of service and community and its motto, Ut Prosim (That I May Serve). Virginia Tech students will graduate with disciplinary mastery, technology literacy, cultural competency, resilience, empathy for others, and the passions and strengths needed for a life and career of impactful service to humanity.

Before coming to Virginia Tech, President Sands served as executive vice president for academic affairs and provost of Purdue University in West Lafayette, Indiana. He was acting president during the summer and fall of 2012, before Mitchell E. Daniels became the 12th president of Purdue.

He earned a bachelor’s degree with highest honors in engineering physics and a master’s degree and doctorate in materials science from the University of California, Berkeley. He joined the Purdue faculty in 2002 as the Basil S. Turner Professor of Engineering in the schools of Materials Engineering and Electrical and Computer Engineering. Prior to becoming provost, he served as the Mary Jo and Robert L. Kirk Director of the Birck Nanotechnology Center in Purdue’s Discovery Park.

From 1993 to 2002, President Sands was a professor of materials science and engineering at the University of California, Berkeley, and before that, he performed research and directed research groups at Bell Communications Research (Bellcore) in Red Bank, New Jersey. Throughout his career, he has participated in and led research teams and academic programs that have been characterized by open collaboration across a wide array of disciplines.

He has published more than 250 refereed papers and conference proceedings and has been granted 20
patents in electronic and optoelectronic materials and devices. His recent research efforts have been directed toward the design and development of novel nanocomposite materials for environmentally friendly and cost-effective solid-state lighting, direct conversion of heat to electrical power and thermoelectric refrigeration. He holds faculty appointments in the Bradley Department of Electrical and Computer Engineering and the Department of Materials Science and Engineering in the College of Engineering, with research interests in microelectronics, optoelectronics, and nanotechnology. He is a fellow of the Institute of Electrical and Electronics Engineers, the Materials Research Society, and the National Academy of Inventors, and a member of the Economic Club of Washington, D.C.

President Sands is joined at Virginia Tech by his wife, Dr. Laura Sands, a professor of gerontology in the Department of Human Development at Virginia Tech. All four of their children graduated from Purdue and are proud members of the Virginia Tech community.

Dr. Cyril Clarke – Executive Vice President and Provost

Cyril Clarke was named Virginia Tech’s executive vice president and provost on January 1, 2019. Clarke had served as interim executive vice president and provost since November, 2017 when Thanassis Rikakis stepped down to take a position as executive director of the Calhoun Center for Higher Education Innovation.

A native of Johannesburg, South Africa, Clarke earned his professional veterinary degree from the University of Pretoria, South Africa, in 1981, a PhD in veterinary pharmacology from Louisiana State University in 1987, and an MS in higher education from Oklahoma State University in 2000. He is certified as a Diplomate of the American College of Veterinary Clinical Pharmacology.

Clarke’s leadership in veterinary medicine has spanned several professional organizations, including the Board of Directors for the Association of American Veterinary Medical Colleges and past president of the American College of Veterinary Clinical Pharmacology. He is also a past member of the National Agricultural Research, Extension, Education, and Economics Advisory Board and the AVMA Council on Education, the accrediting agency for veterinary medical education in North America.

Before leading Virginia Tech’s academic enterprise as executive vice president and provost, Clarke served as dean of the Virginia-Maryland College of Veterinary Medicine. In that role, he launched a degree in public health, the college’s first undergraduate degree program. The degree is an integral component of the college’s One Health initiative, which recognizes the close linkages between animal health, human health, and the environment, and is reflected in the college’s engagement with the developing health sciences and technology program in Roanoke, in partnership with Carilion Clinic.

Clarke’s leadership extends beyond Virginia Tech’s academic enterprise. As co-chair of the Educational Programs and Experiential Learning working group for the Commonwealth Cyber Initiative (CCI), he helped design a plan to advance talent development across Virginia.
As the commonwealth’s most comprehensive university and its leading research institution, Virginia Tech offers about 280 undergraduate and graduate degree programs to more than 34,000 students and manages a research portfolio of more than $531 million. The university fulfills its role as a land-grant institution by fostering a collaborative environment that integrates technology into all disciplines, so that the Virginia Tech community can serve as a force for positive change around the commonwealth, the country, and the world.

Through experiential learning, future-focused research, and an inclusive, spirited culture, Virginia Tech strives
to accomplish the charge of its motto Ut Prosim (That I May Serve).

Admissions

More than 31,900 applications for fall 2019 first-year class
1180-1390 cumulative SAT scores (middle range)

Academics

110+ bachelor’s degree programs
7 undergraduate academic colleges
170+ master’s and doctoral degrees

Faculty

2,070 instructional faculty members (both full and part-time)

Research

Top 5 percent of universities in the nation for research expenditures; one of two Virginia institution in the top 50
48th overall in the National Science Foundation’s annual survey of higher-ed research expenditures
34 patents and 46 license and option agreements in fiscal year 2016
230 acres, 33 buildings, and 180 companies housed in the Virginia Tech Corporate Research Center

https://vt.edu/about/facts-about-virginia-tech.html

The Student Body

Enrollment (fall 2019)
29,300 undergraduate; 7,083 graduate (including 499 Vet Med and 170 VT Carilion School of Medicine students)
57 percent male; 43 percent female

- White non-Hispanic: 61%
- Black: 4%
- Hispanic/Latino: 6%
- Asian: 9%
- Multi-Ethnic: 4%
- International: 11%
- American Indian/Alaskan Native: 0.1%
- Hawaiian/Pacific Islander: 0.1%
- Not Reported: 3%

Organizational Charts for Campus

https://vt.edu/about/university-leadership/administration/org-charts-brief.html
Benefits Overview
As an employee of Virginia Tech, you have the following benefits, among others, available to you:

- Medical insurance
- Accidental death and dismemberment plans
- Long term care
- Retirement and supplemental retirement plans
- Flexible spending accounts
- Life insurance
- Workers compensation
- Discounts
- Tuition assistance
- Leave plans
- Employee assistance program

https://www.hr.vt.edu/benefits.html
Application & Nomination
Applications, including a position-specific cover letter and resume, may be submitted online at www.spelmanjohnson.com/open-positions. Nominations for this position may be emailed to Mark Hall, mah@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

Visit the Virginia Tech website at https://vt.edu/
Virginia Tech does not discriminate against employees, students, or applicants on the basis of age, color, disability, sex (including pregnancy), gender, gender identity, gender expression, genetic information, national origin, political affiliation, race, religion, sexual orientation, or veteran status, or otherwise discriminate against employees or applicants who inquire about, discuss, or disclose their compensation or the compensation of other employees or applicants, or on any other basis protected by law.