Position Summary

Florida State University
Tallahassee, FL

Director of Residential Student Experience

Institutional Background

Florida State University (commonly referred to as Florida State or FSU) is an American public space-grant and sea-grant research university. Its primary campus is located on a 1,392-acre campus in Tallahassee, Florida. It is a senior member of the State University System of Florida. Founded in 1851, it is located on the oldest continuous site of higher education in the state of Florida.

The university is classified as a Research University with Very High Research by the Carnegie Foundation for the Advancement of Teaching. The university is comprised of 16 separate colleges and more than 110 centers, facilities, labs, and institutes that offer more than 360 programs of study, including professional school programs. The university has an annual budget of over $1.7 billion and an annual economic impact of over $10 billion. Florida State is home to Florida’s only National Laboratory – the National High Magnetic Field Laboratory and is the birthplace of the commercially viable anti-cancer drug Taxol. Florida State University also operates The John & Mable Ringling Museum of Art, the State Art Museum of Florida and one of the largest museum/university complexes in the nation.

The university is accredited by the Southern Association of Colleges and Schools (SACS). Florida State University is home to nationally ranked programs in many academic areas, including law, business engineering, medicine, social policy, film, music, theater, dance, visual art, political science, psychology, social work, and the sciences. Florida State University leads Florida in four of eight areas of external funding for the STEM disciplines (Science, Technology, Engineering and Math).

FSU officially launched the “Raise the Torch: The Campaign for Florida State” on October 17, 2014. The campaign has a fundraising goal of more than $1 billion which will improve academics, research, and the overall student experience. As of September 30, 2016, Florida State University’s “Raise the Torch” campaign has raised $938,972,249.

For 2017, U.S. News & World Report ranked Florida State as the 33rd best public university in the United States. Florida Governor Rick Scott and the state legislature designated Florida State University as one of two “preeminent” state universities in the spring of 2013 among the twelve universities of the State University System of Florida.

FSU’s intercollegiate sports teams, commonly known by their “Florida State Seminoles” nickname, compete in National Collegiate Athletic Association (NCAA) Division I and the Atlantic Coast Conference (ACC). In their 113-year history, Florida State’s varsity sports teams have won 20 national athletic championships and Seminole athletes have won 78 individual NCAA national championships.
Tallahassee, FL

Tallahassee is the capital of the state of Florida. It is the county seat and only incorporated municipality in Leon County. Tallahassee became the capital of Florida, then the Florida Territory, in 1824. In 2016, the population was 190,894, making it the 7th-largest city in the state of Florida, and the 126th-largest city in the United States. The population of the Tallahassee metropolitan area was 379,627 as of 2016. Tallahassee is the largest city in the Florida Panhandle region, and the main center for trade and agriculture in the Florida Big Bend and Southwest Georgia regions.

Tallahassee is home to Florida State University, ranked the nation’s thirty-third best public university by U.S. News & World Report. It is also home to Florida A&M University, the fifth-largest historically black university by total enrollment. Tallahassee Community College is a large state college that serves mainly as a feeder school to Florida State and Florida A&M. Tallahassee qualifies as a significant college town, with a student population exceeding 70,000.

As the capital, Tallahassee is the site of the Florida State Capitol, Supreme Court of Florida, Florida Governor’s Mansion, and nearly 30 state agency headquarters. The city is also known for its large number of law firms, lobbying organizations, trade associations and professional associations, including the Florida Bar and the Florida Chamber of Commerce. It is a recognized regional center for scientific research, and home to the National High Magnetic Field Laboratory. In 2015, Tallahassee was awarded the All-American City Award by the National Civic League for the second time. Tallahassee is currently ranked as the 18th-best college town in the nation by Best College Reviews.

Chamber of Commerce link: http://www.talchamber.com/

Mission

Florida State University preserves, expands, and disseminates knowledge in the sciences, technology, arts, humanities, and professions, while embracing a philosophy of learning strongly rooted in the traditions of the liberal arts. The university is dedicated to excellence in teaching, research, creative endeavors, and service. The university strives to instill the strength, skill, and character essential for lifelong learning, personal responsibility, and sustained achievement within a community that fosters free inquiry and embraces diversity.

Core Values

Transformative Daring: we support thoughtful risk-taking that leads to successes that improve our world dramatically. And when we face challenges, we confront them with resilience, curiosity, and renewed desire to overcome hurdles to our goals.

Inspired Excellence: we achieve the highest levels of success by drawing strength and understanding from the talents of those around us and from our interactions with them.
Dynamic Inclusiveness: we believe the benefits of a richly varied community arise not only from the diversity of people it includes, but more importantly from intentional efforts to create a strong sense of belonging that encourages deep and high-quality connections.

Responsible Stewardship: we transform the resources we are given and the public’s trust in us into powerful impact that better the lives of those around us, near and far.

Engaged Community: we uphold the traditions and history that create a small-college culture within a large university. This makes FSU a welcoming place where people discover others like themselves—while also connecting to and learning from classmates and colleagues of vastly different backgrounds and experiences.

Vision
Florida State University will be among the nation’s most entrepreneurial and innovative universities, transforming the lives of our students and shaping the future of our state and society through exceptional teaching, research, creative activity, and service. We will amplify these efforts through our distinctive climate—one that places a premium on interdisciplinary inquiry and draws from the rich intellectual and personal diversity of our students, faculty, staff, and alumni. These three forces—entrepreneurship, interdisciplinarity, and diversity—deepen FSU’s impact and result in a powerful return to our students and the people of Florida for their continued support and trust.

Strategic Goals
We will achieve our vision by pursuing the following six focused and interlocking goals:

- Deepening our Distinctive Commitment to Continuous Innovation
- Amplifying Excellence Across Our Academic and Research Programs
- Realizing the Full Potential of Diversity and Inclusion
- Ensuring Student Success on Campus and Beyond
- Preparing our Graduates for 21st-Century Careers
- Investing Strategically in Our Institution and Reputation

For more information: http://strategicplan.fsu.edu/

Leadership
John Thrasher, President

John Thrasher, a Florida State University alumnus and former state legislator, is the university’s 15th president.

Thrasher assumed the presidency on November 10, 2014, after a successful career as a state legislator, businessman, lobbyist, and lawyer. As president, Thrasher has focused his efforts on elevating FSU’s reputation as a preeminent research institution. He has presided over a $1 billion fundraising campaign, advanced the university’s academic and research mission, championed diversity and inclusion, and welcomed the best and brightest students in the university’s history.

Thrasher earned a bachelor’s degree in business from Florida State in 1965. After graduating, he joined the U.S. Army where he received the Army Commendation Medal in Germany and was awarded two Bronze Stars for his service in Vietnam. He was honorably discharged as a captain in 1970.
Thrasher then returned to his alma mater to earn a law degree with honors in 1972.

After working in private law practice in Daytona Beach and Tallahassee for several years, Thrasher returned to Jacksonville to serve as general counsel of the Florida Medical Association, a position he held for 20 years. He also served as “of counsel” to the Jacksonville law firm of Smith, Hulsey & Busey from 1996 to 2008. Thrasher was a partner of Southern Strategy Group, a Tallahassee-based governmental relations firm, from 2001 to 2009.

Thrasher’s political career began in 1986 when he was elected to the Clay County School Board where he served as vice chairman, then chairman. He then became a state representative in 1992, and he was re-elected without opposition in 1994, 1996, and 1998.

Thrasher was unanimously elected as the speaker of the Florida House of Representatives in 1998. He was elected to the Florida Senate in 2009 and subsequently re-elected. He served as chairman for the Republican Party of Florida in 2010.

From 2001 to 2005, Thrasher was the first chair of Florida State University’s Board of Trustees. He was a key supporter of legislation that brought funding to the development of FSU’s College of Medicine, and a building at the college is named in his honor.

In 2016, he was inducted into the FSU College of Business Hall of Fame. He currently serves on the College Football Playoff Board of Managers.

Born in Columbia, S.C., Thrasher moved to Florida as a child and grew up in Jacksonville. He and his wife, Jean, have three children and eight grandchildren.

The Academic Program

Florida State University preserves, expands, and disseminates knowledge in the sciences, technology, arts, humanities, and professions, while embracing a philosophy of learning strongly rooted in the traditions of the liberal arts.

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responsibility, and sustained achievement within a community that fosters free inquiry and embraces diversity.

Florida State offers leading undergraduate, graduate, and professional programs. Many units have programs that consistently rank among the nation’s top twenty-five public universities, including those in Physics, Chemistry, Statistics, Ecology and Evolutionary Biology, Meteorology, Political Science, Psychology, Sociology, Criminology, Information, Creative Writing, Public Policy, Business and Law.

The university is home to the National High Magnetic Field Laboratory, funded by the National Science Foundation. The only national lab in Florida, the National High Magnetic Field Laboratory holds the most world records for the most powerful magnets on earth. Other research centers, such as the Center for Advanced Power Systems, are supported by the U.S. Departments of Defense and Energy. The NHMFL and CAPS, among other labs, place Florida State University at the cutting edge of research and its application to industry.

The Student Body

Florida State University preserves, expands, and disseminates knowledge in the sciences, technology, arts, humanities, and professions, while embracing a philosophy of learning strongly rooted in the traditions of the liberal arts. The university is dedicated to excellence in teaching, research, creative endeavors, and service. The university strives to instill the strength, skill, and character essential for lifelong learning, personal responsibility, and sustained achievement within a community that fosters free inquiry and embraces diversity.

During the fall 2015 semester, there were 22 freshmen and 46 total undergraduate National Merit Scholars enrolled at Florida State University. The middle 50 percent high school GPA for the summer/fall 2015 freshman class was 3.7-4.2 and middle 50 percent SAT scores were 1140-1270.

With more than 41,000 students enrolled in fall 2015, the student body was comprised of 78.3 percent undergraduates, 18.9 percent graduates and 2.8 percent unclassified. Women accounted for 55 percent of the enrollment and minorities made up 32.8 percent of student enrollment.

The average age for undergraduate students is 20.9. Students hail from all 50 states and the District of Columbia. 81.9 of all students were Floridians, and 92.6 percent were from the United States. Foreign students from more than 130 countries are represented, comprising 5.6 percent of student enrollment, and 18 foreign countries each contributed 30 or more students.
An Overview of the Division and Department

Amy Hecht, Ed.D. Vice President

Dr. Hecht serves as the Vice President for Student Affairs at Florida State University. In this role, she serves as an officer of the institution and provides vision and leadership for the Division of Student Affairs.

Prior to joining FSU as the Vice President for Student Affairs, Dr. Hecht has served in a number of leadership roles including Vice President for Student Affairs at The College of New Jersey, Assistant Vice President for Student Affairs at Auburn University in Auburn, Alabama, the Associate Dean of Students at Temple University in Philadelphia, Assistant Dean of Students at Temple University, and Assistant Director of Student Activities at Cabrini College in Radnor, PA.

A professional in the field of student affairs since 2001, Dr. Hecht has served on executive leadership teams within student affairs organizations and has extensive experience leading and managing in higher education.

Dr. Hecht earned her bachelor’s degree at Florida State University in mass communications and completed her master’s degree and doctorate in Higher Education Administration at the University of Pennsylvania. Amy has published a book on the role of assistant/associate vice presidents in student affairs and book chapters and articles focused on organizational learning, change, and executive transitions. Her research interests include organizational culture, organizational learning, and the effective use of business practices within the field of higher education.

Please see the Division of Student Affairs/University Housing organizational charts on the next page.

History of the Position

University Housing has enjoyed decades of outstanding, committed, and dedicated leadership. Many of the leaders who join FSU stay to contribute for long periods of time. The executive director of University Housing, Dr. Shannon Staten, joined FSU in August of 2015 after spending 14 years at the University of Louisville as their director of housing. When she arrived at FSU, Chandra Myrick was serving in this vacant position. In January of 2018, Chandra accepted the position of executive director of University Housing at The University of Tennessee, Knoxville. In Chandra’s 12 years at FSU, she provided stable and compelling leadership. This is an outstanding time to join the team members at FSU.
Position Description

Reporting to the Executive Director, University Housing, the Director of Residential Student Experience (RSE) is responsible for the overall management of the RSE program for the 6,712 residents living in University Housing at FSU. The RSE organization assists the other units in University Housing with developing a living experience that supports students’ academic goals to graduation. The direct functional areas within RSE include but are not limited to living learning communities, marketing, occupancy management through student applications, contracts and room assignments, and residence life within the halls. Eighty percent of the on-campus residents are considered first time in college students, requiring a robust residence life program. The RSE team provides programming, leadership development, and interaction opportunities, helping residents transition to life at FSU. Further, they are the first responders to students in crisis and to behavioral incidents such as policy violations, safety and security concerns, and student conflicts. The Director of RSE is the primary liaison with campus partners such as the Dean of Students Office, Counseling Center, Health and Wellness Center, and Undergraduate Affairs regarding the care and success of students living on campus.

Qualifications

The qualified candidate will have a Master’s degree in a related field, four years of directly related work experience; progressive experience in supervision and management of a residential housing program; experience working with student crisis management; demonstrated progressive experience in budget management; and experience in collaborating with multiple campus partners. Preferably, the ideal candidate will have experience as a Director of Housing/Residence Life on a medium-sized campus or as an Associate Director for a larger housing program; progressive demonstrated on-going professional development experience; a progressive career trajectory including higher level experience within a Housing and Residence Life program that demonstrates supervision of multiple layers of staff (associate, assistant, coordinator, and hall staff); demonstrated experience working closely with different functional areas; demonstrated experience in strategic planning; and demonstrated progressive experience in managing residence life concepts and developing policy and procedure.

Likely Opportunities, Priorities, and Challenges of the Position

FSU’s University Housing is known for a long history of committed staff working towards common goals toward student success. As one of the nation’s elite research universities and Florida’s oldest continuous site of higher education, FSU is often looked upon to lead the conversation of policy and procedure in the state. University Housing plays an integral role at FSU; as such, RSE and this director are expected to collaborate strongly with all levels of academics, administration, and students. The institution relies heavily on this strong professional relationship. The new director will need to quickly forge these partnerships.
Dr. Amy Hecht arrived at FSU in July of 2017. In a short amount of time, Dr. Hecht has been able to begin shifting the organizational culture. The new director must understand this culture and commit to working towards common goals and objectives. Many leaders in RSE have spent a significant time working within the department. Their commitment to students is evident in their decisions. As Dr. Hecht continues to define the new culture, the ideal candidate will be able to learn a great deal in a short amount of time while honoring FSU’s culture and traditions.

Critically connected to this position is the Dean of Students Office. A strong background and experience in crisis management, risk management, and supervision will ensure the new director’s success. All aspects of emergency response will also be necessary for success. This will also include strong collaborations with families and community stakeholders.

Some essential functions as identified by the FSU stakeholders include:

1. Providing direction and oversight for the management of room assignments/contracts, occupancy management, marketing, living learning communities, and residence life operations. Developing, implementing, and monitoring the effectiveness of services provided to constituents.

2. Initiating and facilitating policy development in all areas of University Housing with specific concentration on policies related to occupancy management, marketing, living learning communities, and residence life.

3. Serving as the key manager and responder for student crisis behavioral situations. Ensuring staff at all levels are trained in Title IX, student disability resources, and other resources on campus that can assist a student with concerns or experiencing crisis. Collaborating closely with offices on campus who work with students in need (Campus Police, Dean of Students, Student Disability Resources, and Health and Wellness.)

4. Working collaboratively to lead strategic planning for University Housing. Coordinating, reviewing, and developing strategies and objectives aligned with institutional and divisional goals to foster the growth and development of University Housing.

5. Serving as a member of the senior leadership team for University Housing. Working collaboratively to assess and determine departmental priorities related to overall housing operations. Building and maintaining partnerships with other University departments and external constituents.

6. Fostering implementation of departmental strategies and goals through supervision of unit managers and/or program coordinators. Responsible for recruiting, hiring, training, developing, and evaluating RSE staff. Ensuring staffing in accordance with Human Resources guidelines.

7. Administering operating budget for RSE program. Ensuring appropriate expenditure of funds allocated for staff development, student programming, and administration. Approving budget and purchase requisitions for department.
Benefits Overview

Florida State University provides employees the opportunity to participate in a variety of benefit programs. Voluntary programs include health, life, dental, vision, disability, long term care, tax sheltered annuities and many others. All employees are required to participate in one of three retirement plans. Our goal is to provide employees with a robust selection of benefits to meet their personal needs in dealing with work/life issues.

Leave
- Annual and Sick Leave
- Family Medical Leave
- Sick Leave Pool

Education and Learning
- Dependent Scholarship
- Employee Tuition Scholarship
- Florida Prepaid College Plans
- Florida 529 Savings Plan
- Training and Development

Financial Planning
- Payroll Deductions
- Giving Back to FSU
- FSU Credit Union

Health and Fitness
- Leach Center
- The Wellness Wire

Seminole Savings
- Seminole Savings
- Employee Discount Program Vendor Policy
- Employee Discount Program Vendor Application Form
Application and Nomination

Applications, including a position-specific cover letter and resume, may be submitted online at http://www.spelmanandjohnson.com/. Nominations for this position may be emailed to Jennifer N. Hiatt, Search Associate at jnh@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

Spelman Johnson
Director of Residential Student Experience – Florida State University
Jennifer N. Hiatt

Visit the Florida State University website at www.fsu.edu

An Equal Opportunity/Access/Affirmative Action/Pro Disabled & Veteran Employer. FSU’s Equal Opportunity Statement can be viewed at: http://www.hr.fsu.edu/PDF/Publications/diversity/EEO_Statement.pdf

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