



Radford
UNIVERSITY

POSITION PROFILE

Vice President for Student Affairs

RADFORD UNIVERSITY



TRANSFORM LIVES

FOSTER BELONGING

CREATE OPPORTUNITIES

The Opportunity

Radford University seeks an innovative, caring, and deeply student-centered leader to serve as its next **Vice President for Student Affairs**.

Reporting directly to the President and serving as a member of the President's Cabinet, the Vice President will serve as the University's chief student affairs officer and provide strategic leadership for a comprehensive division committed to advancing the full student experience.



This is an opportunity for a forward-thinking student affairs executive to help shape a vibrant, inclusive, and engaging campus environment where students are known, supported, challenged, and inspired. The Vice President will foster a culture in which students discover their voice, build confidence, develop purpose, and create meaningful pathways to academic achievement, personal growth, and lives of service and impact.

Recognizing that learning occurs both inside and outside the classroom, the Vice President will position Student Affairs as an essential partner in Radford's academic mission and student success agenda. The successful candidate will bring vision, creativity, operational discipline, and a collaborative spirit to the work of aligning programs, services, partnerships, people, and resources in support of student success, engagement, health and well-being, and belonging.

Guided by Radford University's mission to **Empower Brighter Futures** and **Build Stronger Communities** and the Division of Student Affairs' vision of **Empowering Curiosity to Ignite Purpose**, the Vice President will develop and implement a bold and responsive vision for Student Affairs. This leader will have the opportunity to strengthen an already meaningful student experience while helping the University anticipate and respond to the evolving needs of today's learners, emerging trends in higher education, and the changing expectations of the communities Radford serves.

Leadership Responsibilities

▲ Strategic Leadership

- Provides visionary, strategic, programmatic, budgetary and operational leadership for a comprehensive Student Affairs division. Establishes priorities, develops long-range strategies, and ensures programs, services, and resources advance the university's strategic plan and mission.
- Serves as a trusted advisor to the President and an active member of the President's Cabinet, collaborating with fellow vice presidents to advance university-wide priorities and foster an integrated student experience.
- Provides counsel to the President regarding student trends, campus climate, student success initiatives, behavioral concerns, crisis response, and emerging issues affecting higher education.
- Works collaboratively with faculty, staff, students, shared governance bodies, and university leadership to advance institutional priorities.

▲ Organizational Leadership

- Provides executive leadership for divisional planning, budgeting, assessment, personnel administration, organizational effectiveness, and policy development.
- Develops measurable program and learning outcomes, assesses divisional effectiveness, and promotes a culture of continuous improvement, accountability, innovation, and excellence.
- Leads and develops a high-performing leadership team while fostering professional growth, collaboration, and organizational effectiveness across the division



Leadership Responsibilities

▲ Student Success and Well-Being

- Leads a comprehensive portfolio dedicated to promoting student learning, engagement, retention, persistence, graduation, health, wellness, and personal development.
- Provides leadership for the following departments:
 - Center for Accessibility Services
 - Connected Communities
 - Dean of Students
 - Greek Leadership and Campus Traditions
 - Housing and Residential Life
 - Military Resource Center
 - Student Affairs – Roanoke
 - Student Counseling Services
 - Student Involvement
 - Student Life
 - Student Recreation and Wellness
 - Student Standards and Conduct
 - Substance Abuse and Violence Education Services
- Ensures programs and services are student-centered, evidence-informed, and aligned with institutional goals while fostering an environment where all students experience belonging, engagement, and success.



Leadership Responsibilities

Student Engagement and Campus Community

- Maintains a visible campus presence through active engagement with students, student organizations, campus events, faculty, and staff.
- Serves as a visible advocate for students while promoting a culture rooted in opportunity, authenticity, supportive relationships, respect, and student development
- Strengthens collaboration across academic and administrative units to ensure a seamless student experience from enrollment through graduation.

Crisis Leadership

- Provides executive leadership during student and campus emergencies while ensuring coordinated institutional responses grounded in compassion, professionalism, and sound judgment.
- Develops and implements policies, procedures, and practices that promote student safety, compliance, well-being, and organizational resilience.
- Demonstrates experience leading complex organizations through change while effectively managing sensitive and high-profile situations.

Innovation and Assessment

- Promotes innovation throughout the division through data-informed decision making, strategic assessment, technology, and evidence-based practices
- Encourages creative approaches to improving student learning, engagement, operational effectiveness, and service delivery while remaining responsive to the changing needs of today's students

Qualifications

REQUIRED QUALIFICATIONS

- Master's degree in higher education, student affairs, or a related field
- Significant progressively responsible leadership experience in student affairs or related areas
- Demonstrated success leading complex organizations
- Experience in strategic planning, crisis management, and student success initiatives

PREFERRED QUALIFICATIONS

- Doctoral degree in higher education or a related field
- Experience working in a comprehensive university setting



About Radford University

Radford University is a comprehensive university of 7,837 students that has received national recognition for many of its undergraduate and graduate academic programs, as well as its sustainability initiatives. Radford University serves the Commonwealth of Virginia and the nation through a wide range of academic, cultural, human service and research programs. Well known for its strong faculty/student bonds, innovative use of technology in the learning environment and vibrant student life on a beautiful 211-acre American classical campus, Radford University offers students many opportunities to get involved and succeed in and out of the classroom.

The University offers 75 bachelor's degree programs in 47 disciplines and six certificates at the undergraduate level; 27 master's programs in 23 disciplines and five doctoral programs at the graduate level; and 21 post-baccalaureate certificates and one post-master's certificate. A Division I member of the NCAA and Big South Conference, Radford University competes in 16 men's and women's varsity athletics. With over 200 clubs and organizations, Radford University offers many opportunities for student engagement, leadership development and community service.

In addition to robust academic offerings and engaging student experiences on the main campus located in Radford, Virginia, Radford University also offers a clinical-based educational experience for more than 1,000 students living and learning in Roanoke, Virginia as part of Radford University Carilion, a public-private partnership focused on the cutting-edge delivery of health sciences programming, outreach and service.

Radford University by the Numbers

2025-2026 Academic Year

48%

Graduation rate

89%

Acceptance rate

6,206

Undergraduate students

1,631

Graduate students

About Radford University



MISSION

Empower Brighter Futures, Build Stronger Communities

Radford University empowers lifelong success through inclusive education, innovation and collaboration. We foster personal growth, professional development and community impact while building strong partnerships and addressing societal needs in southwest Virginia and the Commonwealth.

VISION

At Radford University, students will find their voices and build confidence through real-world experiences to help define their purpose and path forward. Within our close-knit community, Highlanders will be empowered to lead with compassion and drive positive impact in their communities.

CORE VALUES

■ Collaboration

We are committed to a spirit of cooperation, embracing all members of our Highlander Community.

■ Community

We foster relationships and a culture of service and sustainability within and beyond our university community.

■ Culture of Care

We provide students, staff and faculty with the opportunities and resources necessary to enjoy a Highlander experience that supports their well-being through care and compassion.

■ Empowerment

We engage and support our students, staff and faculty in the discovery and pursuit of their own unique paths.

■ Innovation

We inspire and support creativity through experiential learning, scholarship, service and research.

■ Intellectual Freedom

We encourage and defend a fearless exploration of knowledge in all its forms.

Division of Student Affairs



MISSION

Rooted in opportunity, authenticity, and supportive relationships, Student Affairs empowers students to **grow, lead, and create** their own journey.

VISION

EMPOWERING
curiosity
TO IGNITE PURPOSE

DIVISION OF STUDENT AFFAIRS

Serving the Commonwealth of Virginia and Beyond!

DEMOGRAPHIC SNAPSHOT

Characteristic	Profile
Total Students	7,837
Undergraduate	6,206 (79%)
Graduate	1,631 (21%)
Female	67%
Male	33%
Virginia Residents	~93% of undergraduates
Pell Grant Recipients	43% of undergraduates
Largest Racial/Ethnic Group	White (65%)
Largest Underrepresented Groups	Black (13.5%) and Hispanic (10.6%)

STUDENT CHARACTERISTICS

- Predominantly traditional-age undergraduate population
- 40% first-generation college student representation
- Approximately 381 students receive military or veteran educational benefits, the highest in university history.



Application Process

Greenwood Asher & Associates®

Greenwood Asher & Associates (GA&A) is assisting Radford University in this search.

*Applications and nominations are now being accepted. For best consideration, please submit materials by **September 18, 2026**.*

How to Apply:

Please submit application materials through the GA&A [candidate portal](#).

Application materials should include:

- ▶ A letter of interest that clearly states the applicant's qualifications for the position
- ▶ A current resume/curriculum vitae

Submission of application materials as PDF attachments is strongly encouraged.

The search will be conducted with a commitment to confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Inquiries and nominations should be directed to:

Jeremy Duff

Vice President of Executive Search

jeremyduff@greenwoodsearch.com



Ann Bailey

Assistant Vice President of Executive Search

annbailey@greenwoodsearch.com

Salary Range: \$201,000 - \$260,000 (depending on experience)

Radford University is committed to providing an environment that emphasizes the dignity and worth of every member of its community and is free from harassment and discrimination based on race, sex, color, national origin, religion, age, veteran status, sexual orientation, gender identity, gender expression, pregnancy, genetic information, against otherwise qualified persons with disabilities, or based on any other status protected by law. Per federal Title IX regulations, as well as other federal and state regulations, Radford University prohibits discrimination and harassment in its educational programs and activities, on the basis of sex or any other protected class, by individuals subject to its control or supervision. This requirement to not discriminate in the educational program or activity of Radford University extends to admission and employment. Inquiries about the application of federal Title IX regulations may be referred to Radford University's Title IX Coordinator, the U.S. Department of Education's Assistant Secretary, or both.