



ASSISTANT VICE PRESIDENT FOR STUDENT SUCCESS

DIVISION OF STUDENT SUCCESS





SEARCH PROFILE

WELCOME FROM THE VICE PRESIDENT

A MESSAGE FROM THE VICE PRESIDENT FOR STUDENT SUCCESS

Dear Colleague,

Thank you for your interest in the Assistant Vice President for Student Success position at Texas State University.

At Texas State, we understand that student success is strengthened when academic achievement is complemented by meaningful opportunities for connection, engagement, leadership development, and personal growth. Students who find their place within the university community are more likely to persist, graduate, and leave prepared to make meaningful contributions in their professions and communities.

As one of the fastest-growing public universities in the nation, Texas State is experiencing tremendous momentum. Our growth presents an opportunity to think strategically about how we create a vibrant and connected student experience that meets the needs of students across campuses, learning environments, and stages of their educational journey.

The Assistant Vice President for Student Success will play a critical leadership role in advancing that vision. The departments of Campus Recreation, the Lyndon Baines Johnson (LBJ) Student Center, and Student Involvement & Engagement serve as vital spaces where students develop meaningful relationships, strengthen their connection to the university, and participate in a co-curricular living laboratory that cultivates leadership capacity and career-ready competencies. This position will help shape a comprehensive engagement strategy that fosters belonging, supports student development, and creates opportunities for students to build the skills and experiences that contribute to their success during and after college.

This is an exciting opportunity for a collaborative and forward-thinking leader who is energized by the power of engagement to transform the student experience and who is committed to helping all students thrive.

Thank you for considering Texas State University. I encourage you to explore this opportunity and learn more about the meaningful work taking place across our Division of Student Success.

It's a great day to be a Bobcat!

Sincerely,

Cynthia L. Hernandez, Ph.D.
Vice President for Student Success
Texas State University



CYNTHIA L. HERNANDEZ, Ph.D.
VICE PRESIDENT FOR STUDENT SUCCESS TEXAS
STATE UNIVERSITY



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ABOUT TEXAS STATE UNIVERSITY

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Texas State encompasses multiple campuses and locations across central Texas; employs more than 4,000 faculty and staff; and offers its 44,000 students 104 bachelor's, 94 master's and specialists and 23 doctoral degree programs. The university's students reflective of the demographics of Texas, with over 92% of students coming from in-state. Texas State recently celebrated its 15th anniversary as a Hispanic Serving Institution and earned the Seal of Excelencia from Excelencia in Education in September 2022. The university is currently classified as a Doctoral University: High Research Activity (R2) by the Carnegie Classification system and is laser-focused on continuing to raise its national research profile and become an R1 university.

MISSION

Texas State University is a public, student-centered research institution dedicated to excellence, discovery, and innovation. We create new knowledge, embrace a diversity of people and ideas, foster cultural and economic development, and educate our students to participate fully and freely in the communities of Texas, the nation, and the world.

VALUES

In pursuing its mission, the faculty, staff, and students of Texas State University are guided by a shared collection of values:

- Teaching and learning based on research, student needs, and the free exchange of ideas in a supportive environment;
- Research and creative activities that encompass the full range of academic disciplines;
- Meaningful student engagement built on active involvement, accessibility, and intentional educational experiences;
- The cultivation of university community that consistently practices integrity, civility, compassion, and respect;
- A shared commitment to creating a sense of belonging across unique communities, identities, ideas, and contributions;
- A welcoming spirit and a global perspective;
- Dedication to service and leadership for the public good;
- Responsible stewardship of our resources and environment; and
- Continued reflection and evaluation to ensure that our strengths always benefit those we serve locally and globally.

UNIVERSITY PLAN

As the university developed its new plan, it was guided by the fundamental principle that its students must be the primary beneficiaries of the defined university goals, as well as the initiatives supporting those goals. Within this framework, the university sought to balance a complex variety of goals that address, not only student success while at Texas State, but success after graduation. Goals also include promoting academic quality through new academic and educational programs; achieving considerable progress in advancing its research and creative activities; and providing the necessary services, resources and infrastructure needed to successfully move the university forward.

ENROLLMENT & STUDENT DEMOGRAPHICS

In fall 2025, Texas State enrolled over 44,000 students, including 39,000 undergraduates and 5,000 graduate, post-baccalaureate and professional students. The fall 2025 first-year class was the largest in university history with more than 9,329 students. The university also enrolled a significant number of new transfer students, both undergraduate and graduate, surpassing 3,000 new transfers.

Texas State students come from 236 counties in Texas, all 50 states, and over 100 countries around the world. 43 percent of undergraduates are first-generation college students.



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ABOUT THE DIVISION OF STUDENT SUCCESS

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LEADERSHIP

Dr. Cynthia L. Hernandez joined Texas State University as the Vice President for Student Affairs in January 2021. She served as the Vice President for Student Affairs until February 2023 when President Kelly Damphousse expanded the scope of her division and appointed her Vice President for Student Success.

ELEVATING STUDENT SUCCESS

“Doubling down on our commitment to student success is one of the top priorities of my presidency. As we accelerate our progress toward becoming a Research 1 institution, we will stay true to Texas State’s long-standing commitment to student success. We will honor our history and unique identity by recruiting and enrolling a diverse student body and providing a rich student experience that will prepare them for life and success during their time at Texas State and after graduation.”

–President Kelly Damphousse

The Division is comprised of 500 full-time staff housed in 14 departments including housing and residential life, dean of students, counseling services, health services, campus recreation, disability services, career services, LBJ student center, new student and family engagement, student involvement and engagement, student learning assistance center, academic engagement, assessment, planning, and technology services. The Division’s \$90M budget is funded through multiple sources, including an institutional allocation, mandatory fees, and revenue-generating activities.

MISSION

To provide high quality resources and experiences that engage our diverse student community in advancing their personal, academic, and post-graduation success.

GOALS

- Provide an environment focused on eliminating barriers and increasing access to support students in their persistence to graduation.
- Enrich the student experience through engagement and involvement opportunities designed to affirm institutional choice and sense of belonging.
- Promote a culture of health and well-being that considers a student’s holistic development and facilitates decision-making to enhance individual success.
- Optimize divisional resources to effectively position the division to meet the growing needs of our students.



George’s at the LBJ Student Center offers a space for students to gather and enjoy a wide range of activities and programs.



Campus Recreation is more than just a gym, these dynamic spaces offer opportunities for students to engage in everything from rock climbing to various certifications.



SEARCH PROFILE

POSITION & OPPORTUNITIES FOR IMPACT

POSITION OVERVIEW

Reporting to the Vice President for Student Success, the Assistant Vice President for Student Success (AVPSS) is a full-time, 12-month position that serves as a member of the Division's Senior Staff. The AVP provides visionary and strategic leadership for the successful facilitation and delivery of a comprehensive student engagement strategy designed to improve student success through fostering a sense of connection and institutional connection. The position provides leadership and support to the departments of Campus Recreation, LBJ Student Center and Event Services, and Student Involvement and Engagement.

Utilizing the Student Success framework, the Assistant Vice President will work across the division and the institution to develop a co-curricular experience that supports retention, persistence and holistic development that best supports Texas State students.

OPPORTUNITIES FOR IMPACT

STRENGTHENING SENSE OF BELONGING AND INSTITUTIONAL CONNECTION

Position student engagement as a foundational driver of belonging, persistence, and retention by advancing a cohesive, inclusive engagement strategy that leverages the power of two large scale divisional facilities where students find their third place to create choice affirmation for students.

DEVELOP A CAREER-READY CO-CURRICULAR EXPERIENCE

Partner with Academic Affairs, Career Services, and other university stakeholders to advance a co-curricular ecosystem that serves as a living laboratory for students to develop and demonstrate marketable skills most valued by employers. This role will help connect engagement experiences to career readiness, leadership competencies, experiential learning, and post-graduate success outcomes for Texas State students.

COORDINATE INSTITUTION-WIDE ENGAGEMENT STRATEGY ACROSS LOCATIONS AND MODALITIES

Serve as a strategic convener to align and strengthen co-curricular engagement opportunities across San Marcos, Round Rock, and online student populations. This role will foster collaboration among campus and divisional partners to create seamless and accessible engagement experiences that enhance belonging, leadership development, and student success for all students regardless of location or instructional modality.

CULTIVATE STUDENT LEADERSHIP FOR BELONGING AND PERSISTENCE

Advance a student leadership ecosystem that supports student growth, agency, and belonging while preparing students to lead with integrity and purpose. This role will strengthen leadership development across organizations, programs, and experiences to support persistence, engagement, and success.

ADVANCE STRATEGIC ALIGNMENT AND ASSESSMENT OF STUDENT ENGAGEMENT

Lead strategic planning, assessment, and evaluation efforts to ensure student engagement initiatives are data-informed, outcomes-focused, and aligned with institutional priorities for student success, belonging, and persistence and assist in the comprehensive story-telling on the value of engagement.



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ATTRIBUTES OF THE SUCCESSFUL CANDIDATE



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- A collaborative and value-driven leader who centers student success, belonging, and holistic development while understanding the critical role engagement plays in persistence, retention, and graduation.
- A strategic thinker who can translate vision into action, connecting day-to-day engagement work to divisional and university priorities, student success frameworks, and measurable outcomes.
- An effective communicator who builds trust, fosters shared understanding, and communicates impact clearly to students, staff, faculty, senior leaders, and external partners.
- A leader who is comfortable working across organizational boundaries, able to influence, align, and advance shared goals without relying solely on formal authority.
- A leader who values assessment and evidence-based practice, using data to inform decision-making, strengthen programs, and demonstrate the impact of engagement on student learning and success.
- A people-centered manager who invests in staff growth, sets clear expectations, and cultivates high-performing teams grounded in accountability, trust, and professional integrity.
- A steady, adaptable presence can lead through complexity, navigate competing priorities, and support institutional stability during periods of change.



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RESPONSIBILITIES

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PROVIDE LEADERSHIP FOR STUDENT ENGAGEMENT INITIATIVES

- Provide visionary and strategic leadership for a comprehensive, university-wide student engagement strategy that fosters belonging, connection, leadership development, and co-curricular learning in support of student retention, persistence, and graduation.
- Advance a student success-oriented engagement model that leverages evidence-based practices, assessment data, and national best practices to demonstrate the impact of involvement on student engagement and leadership development.
- Oversee the development and assessment of campus-wide programs, initiatives, and traditions that promote civic engagement, leadership capacity, and community connection across the student lifecycle.
- Provide leadership and accountability for the integration of assessment, data analytics, and reporting within student engagement units to support continuous improvement, strategic decision-making, and executive-level communication of impact.
- Ensure student engagement policies, practices, and organizational structures align with divisional and university strategic plans, equity and access commitments, risk management standards, and evolving student needs.
- Foster a culture of collaboration, innovation, accountability, and professional development within student engagement units by investing in staff development, succession planning, and high-performing leadership teams.

OPERATIONAL MANAGEMENT

- Provide direct supervision to the Executive Director of Student involvement and Engagement, Director of the LBJ Student Center and Event Services, and Director of Campus Recreation.
- Develop, oversee, and assess university-wide programs and services that are informed by best practices in higher education to improve retention and graduation rates and expand student involvement and leadership practices.
- Provide secondary level oversight of auxiliary funding sources and student fee accounts to ensure proper management and fiscal controls.

OTHER DUTIES AS ASSIGNED

- Advance the University's learning mission by providing leadership for student services, programs, and activities that foster student development and engagement the complete student body.
- Assures departmental strategic initiatives, goals and objectives align with and contribute to division and university vision, mission, and goals.
- Represents the Division and the University at university and community/town & gown events.
- Represent the Division of Student Success on various university committees and at appropriate activities and functions, both on and off campus.
- Serves as a resource person for students, parents, and other constituents in helping them solve problems and obtain information.
- Coordinate special projects and other duties as assigned by the Vice President of Student Success.



SEARCH PROFILE

EMPLOYEE BENEFITS



WE'VE GOT YOU COVERED

At our university, we recognize that faculty and staff serve as the building blocks to the foundation of our work with students. Texas State is proud of our competitive benefits from health plans, wellness leave, life insurance and retirement programs provided to keep our Bobcats healthy and happy.

By joining Texas State University, employees gain access to work in one of the best public universities in the country and the opportunity to live in one of the most beautiful towns.

FEATURED BENEFITS

- Group Insurance
- Paid Leave
- Longevity Pay
- Academic Release and Tuition
- Support
- Retirement
- Supplemental Retirement
- Savings
- Wellness Program
- Work Life and Employee Assistance Program
- Employee Discount Program
- Mother-Friendly Worksites



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QUALIFICATIONS & CONTACT INFORMATION

REQUIRED QUALIFICATIONS

- Master's degree in higher education, student affairs, student development, leadership or related field.
- 10 or more years of progressive leadership experience in student involvement, campus recreation, or student union/centers or related areas.
- Experience supervising and developing full-time, professional staff across multiple functional areas, with a demonstrated commitment to building high-performing, accountable teams.
- Demonstrated experience leading cross-functional collaborations, committees, or initiatives that extend beyond direct reporting lines.

PREFERRED QUALIFICATIONS

- Doctoral or other terminal degree in higher education or related field.
- National-level engagement or leadership experience through professional associations, multi-institutional initiatives, or contributions to the field of student engagement and student success.
- Demonstrated experience advancing inclusive engagement strategies that support first-generation, Pell-eligible, and student populations.
- Experience integrating co-curricular engagement with academic success initiatives, enrollment or retention strategies, or institutional student success frameworks.
- Experience leading institutional change initiatives that require collaboration, influence, and alignment rather than formal authority.
- Experience using assessment, data, and evidence-informed practices to evaluate programs, inform decision-making, and demonstrate impact.

CONTACT INFORMATION

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Search Chair

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Division of Student Success

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Homecoming events such as Soap Box Derby and TXST's Got Talent are planned annually by the Student Involvement & Engagement team.



The LBJ Student Center hosts a large number of events every year including career networking expos, receptions, and orientation.

The Texas State University System Board of Regents

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