

NATIONAL SEARCH PROSPECTUS

**VICE PRESIDENT
for STUDENT AFFAIRS**



**Western Oregon
UNIVERSITY**

THE OPPORTUNITY

Transformative Change

Western Oregon University invites applications and nominations for its next Vice President for Student Affairs (VPSA). Reporting to the President and working closely with the senior leadership team, the VPSA will play a central role in shaping the student experience during a period of meaningful institutional change. This is a distinctive opportunity to lead student affairs at a university deeply committed to access, belonging, and student success.

The VPSA serves as the university's senior student affairs officer and provides strategic leadership for programs and services that support student well-being, engagement, retention, and persistence to graduation. The successful candidate will be a collaborative leader who can navigate change, align student support services with enrollment and fiscal realities, and ensure that student perspectives remain integral to campus decision-making.

Inspiring Mission and Vision

Western's [Strategic Plan: Education. Innovation.](#)

[Community](#), mission statement, and vision capture the core of its character and the essence of this leadership opportunity: "Western Oregon University provides a personalized learning community where individuals experience a deep sense of belonging and empowerment." This ethos is amplified by its strategic vision to "be a model of intentional inclusion and accessibility. We strive to empower students to meaningfully impact our local community and beyond. Grounded in the principles of a public liberal arts education, we will enhance career and social mobility through a focus on critical thinking and communication skills that are essential for successfully navigating the complexities of life." That, coupled with Western's commitment to serving rural, first-generation, and low-income students sets the university up to make a real and significant difference in the higher education landscape.



Commitment to Diversity, Equity, Inclusion, and Accessibility

Western achieved a significant milestone in 2025 by becoming the first four-year public university in Oregon to earn the Hispanic Serving Institution (HSI) designation. With nearly 27.5% of its student enrollment identifying as Latiné, 41% as students of color, and 50% as first-generation students, the university is committed to fostering an environment where diversity, equity, inclusion, and accessibility are central to the Western experience. Western is the first and only public university in Oregon to have formed a standing Board of Trustees committee on Diversity, Equity, Inclusion, and Accessibility to ensure these values manifest at all levels. Western's next VPSA will exemplify these values and incorporate them into their leadership.

Western is expanding upon its long-standing outreach and service to underserved communities, including, but not limited to, students of color, rural students, veterans, LGBTQIA+ students, first-generation students, low-income students, and returning adult learners. For decades, Western has served these communities, including the sizable Latiné population in the greater mid-Willamette Valley and beyond. Examples of Western's commitments include the Multicultural Student Services and Programs Office, the Cesar E. Chavez Leadership Conference, and innovative Diversity Commitment Scholars, and Bilingual and Diverse Teacher Scholars programs. The President is committed to strengthening the ways Western serves diverse students and is looking

for a VPSA who will lead these efforts for the division of student affairs.



Academic Programs of Excellence and Distinction

Western Oregon University is changing lives and contributing to the vitality of the State of Oregon through high-quality, relevant, and distinctive academic programs. The University's College of Education is among the largest public or private postsecondary preparers of teachers in Oregon. Grounded in a strong liberal arts foundation, Western's education curriculum equips graduates to succeed professionally and lead with purpose. In addition to education, Western's largest majors are business, psychology, criminal justice, and exercise science, which reflect the breadth and impact of a public, regional, mid-sized comprehensive university.

Through the Center for Graduate Studies in Salem, the University is well positioned to support degree completion, serve adult learners across the region, and deepen partnerships with state agencies and community organizations. Western has expanded its graduate portfolio to meet workforce and community needs, including the launch of Oregon's first public Occupational Therapy Doctorate that began in Fall 2024.

Looking ahead, Western is poised for continued growth through graduate and interdisciplinary programs such as Organizational Leadership, Criminal Justice, Rehabilitation Counseling, Teaching, and Education. These offerings underscore the University's commitment to access, applied learning, and academic programs that advance equity, social responsibility, and regional impact.

Exceptional Sponsored Projects and Research

Western Oregon University exceeds its peer institutions for sponsored projects and research. The Sponsored Projects Office (SPO) supports the scholarship, research, teaching, and programmatic missions of the University by providing guidance and oversight to faculty and staff at every stage of the external funding processing, including identifying funding opportunities, proposal development and submission, post-award management, and compliance.



The Research Institute (TRI) has been serving Oregon for over 60 years through a large array of externally funded projects and Centers. TRI's impact on early childhood education, in particular, has made lasting national and regional impacts. Project leaders and researchers at TRI continue to improve the quality of life for

children, families, and individuals throughout Oregon and the nation.

THE ROLE OF THE VP FOR STUDENT AFFAIRS

The Vice President for Student Affairs (VPSA) reports directly to the President and serves as the university's senior administrator responsible for student affairs. The VPSA provides executive leadership, strategic direction, and fiscal accountability for the Division of Student Affairs, which includes 14 departments supporting students' academic success, well-being, engagement, and persistence.

Departments within the division include Abby's House, Campus Dining, Center for Professional Pathways, Child Development Center, Disability Access Services, Financial Aid, Multicultural Student Services and Programs, New Student and Family Programs, Student Health and Counseling Center, University Housing, Veterans Resource Center, Student Conduct, Student Engagement, and Upward Bound.

The VPSA directly supervises six Student Affairs directors, the Associate Vice President and Dean of Students, and the Executive Assistant to the VPSA. The VPSA leads the establishment of goals, expectations, and performance standards for departments and services within the division and serves as the senior personnel officer for Student Affairs, with oversight of hiring, evaluation, and personnel actions in alignment with university policies and equity commitments.

As a member of the President's Cabinet and Senior Leadership Council, the VPSA plays a central role in institutional decision-making and provides regular counsel to the President on student issues, campus climate, and student success and belonging strategies. The VPSA engages with the Academic, Student, and Athletics

Affairs Committee (ASAAC) of the Board of Trustees and provides reports as requested.

The VPSA is responsible for the fiscal management of the Student Affairs division, ensuring responsible stewardship of resources in accordance with State of Oregon requirements, Higher Education Coordinating Commission guidelines, Board of Trustees policies, and university regulations. The VPSA also serves as an advisor to the Incidental Fee Committee and works closely with student leaders on the allocation and use of student fees.

The VPSA provides leadership and oversight for the division's commitment to diversity, equity, inclusion, and accessibility, fostering a campus environment where all students can thrive, learn, and develop the skills needed to engage in a diverse and global society. The VPSA also oversees the administration of the campus student conduct system and serves as a liaison to the Associated Students of Western Oregon University (ASWOU), maintaining strong partnerships with student governance leaders.

The primary responsibility of the VPSA is to ensure that student support services are effective, responsive, and aligned with the university's mission and strategic priorities. Long-term goals include strengthening collaboration across academic and administrative units, maintaining strong relationships with students and



families, engaging with peer VPSAs across Oregon universities, and fostering a professional, collegial, and student-centered work environment within the division.

Salary is commensurate with experience, within a range of \$150,222 - \$187,777.

QUALIFICATIONS & KEY ATTRIBUTES

Required Qualifications

- A master's degree preferably in College Student Services Administration, Higher Education Administration/Leadership, Counseling, or other appropriate discipline.
- A minimum of eight (8) years of demonstrable career progression with increasing management/leadership responsibilities within Student Affairs or related field.
- A thorough working knowledge of financial management practices.
- Knowledge of student development theory.
- Demonstrated organizational skills that foster collaboration within student affairs and campus.
- Experience serving as a senior student affairs leader at a comprehensive or regional public university.
- Experience advancing diversity, equity, inclusion, and accessibility initiatives.
- Or an equivalent combination of education, experience, and knowledge that provides a comprehensive understanding of and ability to carry out the role.

Desired Qualifications

- Ph.D. in College Student Services Administration, Higher Education Administration/Leadership, Counseling, or other appropriate discipline.
- Understanding of key issues in higher education, including diversity, shared governance, collective bargaining, and accreditation.
- Demonstrated leadership in student conduct, judicial affairs, or behavioral intervention systems, including care team or threat assessment models.
- Experience partnering with student government organizations and advising student leaders.
- Experience managing student fee-funded programs and working with incidental or student fee committees.
- Experience collaborating with academic leadership to align co-curricular and curricular student success efforts.

Required Skills

- Demonstrated ability to provide executive leadership for a comprehensive student affairs division, including student support services, engagement, well-being, conduct, and co-curricular learning, within a public higher education environment.
- Student-centered and inclusive leadership approach, with experience advancing student success, retention, and belonging for diverse student populations.
- Strong working knowledge and ability to guide student affairs programs using assessment, outcomes, and continuous improvement practices.
- Proven ability to lead and support professional staff through organizational change, set clear expectations, and foster accountability, collaboration, and staff development.
- High level of interpersonal effectiveness and sound judgment in managing sensitive student matters, including crisis response, care team coordination, behavioral intervention, and student conduct processes.
- Demonstrated skill in building and maintaining effective relationships with students, student leaders, families, faculty, staff, senior administrators, and community partners.

- Strong written and verbal communication skills, with the ability to clearly interpret and communicate policies, advocate for student needs, and represent student perspectives in institutional decision-making.
- Effective organizational and time management skills, with the ability to balance competing priorities, respond to emerging student needs, and meet established timelines.
- Working knowledge of technology and data systems commonly used in student affairs to support communication, assessment, reporting, and student support efforts.

Desired Skills

- Ability to articulate and advance a clear, student-centered vision for Student Affairs and to foster an inclusive, high-trust environment that supports student success, engagement, and well-being.
- Ability to lead, support, and develop teams through coaching, mentoring, and role modeling, while setting clear expectations and promoting accountability and professional growth.
- Ability to use technology and data thoughtfully to support student services, assess outcomes, identify trends or concerns, and inform continuous improvement in student affairs programs and operations.
- Ability to lead effectively in a resource-constrained environment, making sound decisions that balance student needs, fiscal responsibility, and institutional priorities.
- Ability to establish and maintain effective working relationships with students, faculty, staff, families, campus partners, community organizations, and state or local agencies relevant to student support and success.
- Ability to collaborate across divisions to address complex student and institutional issues, while also exercising sound judgment and decisiveness when timely action is required.
- Ability to communicate clearly and effectively with diverse constituencies, adapting messaging to the audience and context, and representing student interests with professionalism and care.
- Demonstrated cultural competence and sensitivity to the diverse identities, lived experiences, and socioeconomic backgrounds of students, staff, and community members.
- Ability to advance institutional goals related to access, equity, retention, persistence, and student success through effective leadership of student affairs programs and services.

KEY OPPORTUNITIES

A rare opportunity to partner closely with a forward-looking President and senior leadership team to guide a distinctive public university through a period of meaningful transformation, with direct impact on students, families, the surrounding community, and the State of Oregon.

The ability to shape a student affairs vision that reflects Western's mission and students, rather than replicating models from larger or more resourced institutions. This role invites thoughtful innovation grounded in place, purpose, and practicality.

The chance to work alongside talented, committed colleagues who are collaborative by nature and motivated by service, curiosity, and continuous improvement.

Engagement within a diverse campus community marked by strong relationships, shared responsibility, and a genuine sense of optimism about the University's future.

An opportunity to build on Western's established strengths in student success, access, engagement, service, and applied scholarship, while advancing new approaches that prepare students to thrive in a rapidly changing world.

Meaningful autonomy to bring forward ideas, test new models, and lead with creativity and integrity in an environment where voices are heard and leadership is valued.

The ability to further develop and support a dedicated student affairs team, fostering a culture of shared purpose, accountability, growth, and recognition that sustains high-quality service to students.

QUALITY OF LIFE - MONMOUTH

Western's location in the mid-Willamette Valley also presents unique opportunities for the next VPSA. Just west of the State Capitol in Salem, 63 miles south of Portland, 50 miles from the spectacular Oregon coast, and 100 miles from mountain recreation, the vibrant community of Monmouth is in the heart of Oregon's wine-growing and hop-growing region. Monmouth and its connected city of Independence boast small-town charm with antique shops, local restaurants, galleries, outdoor amphitheaters, community celebrations, and musical performances, many of which are hosted on Western's campus. The cities are surrounded by miles of bike trails, mountains for hiking, and watersports such as canoeing, kayaking, and fishing on the Willamette River. Monmouth is known as a great place to host friends and raise a family. There is something in Monmouth for just about everyone.

WESTERN OREGON UNIVERSITY

Year founded: 1856

Total enrollment: Fall 2025 - 3,626

Location: Monmouth, Oregon and Salem, Oregon

Miles from Portland: 63

Campus size (acres): 157

Number of majors: 55+

Largest majors: Education, Psychology, Business, Criminal Justice, Exercise Science

Student-to-faculty ratio: 14:1

Average class size: 19

Acceptance rate: 93% (undergraduate)

Students receiving financial aid: 90% (all undergraduates)

Geographic origins of undergraduate students:

- In-state: 84%
- Out-of-state: 15%
- International: 1%
- Students of color: 41%

Athletics: NCAA Division II; Great Northwest Athletic Conference; Lone Star Conference (Affiliate Member, Football)

Key Web Links

Information on President Peters: wou.edu/president/

Information on the Board of Trustees: <https://wou.edu/board/>

The main website is wou.edu

[View Student Affairs](#)

[View Academic Affairs](#)

[View Academic Programs](#)

Accreditation

UNIVERSITY ACCREDITATION:

- Western is accredited by the Northwest Commission on Colleges and Universities.

PROGRAM ACCREDITATION:

- Council for Accreditation of Educator Preparation (CAEP)
- Oregon Teacher Standards and Practices Commission (TSPC)
- Council for Accreditation of Counseling and Related Educational Programs
- Commission on Collegiate Interpreter Education
- National Association of Schools of Music (NASM)

NOMINATIONS & APPLICATIONS

To nominate someone for this position or seek additional information about the position, please contact Katie Wojke, VPSA Search Chair, at wojkek@wou.edu or 503-838-9120.

To apply directly for the position, please [visit our current job openings page](#). Employment Applications should include a resume or curriculum vitae, letter of interest, contact information for three (3) professional references and Unofficial transcripts for the highest degree earned.

While applications and nominations will be accepted until a new VPSA is selected, the position will be open until filled. For fullest consideration, application materials should be submitted by March 5.

Western Oregon University is committed to providing equal access and opportunity to employees, applicants for employment, and service providers without regard to age, disability, gender, genetic information, national origin, race, religion, sexual orientation, or status as a Vietnam War Era Veteran.

Western is not considering candidates who require Visa sponsorship support. Additionally, the University typically only considers visa support for employees placed in specialized positions that are continuing regular University appointments.

If you would like to request a disability-related accommodation to participate in any part of the recruitment or hiring process, please complete the online accommodation [request form](#) at least three (3) business days in advance.

Questions? Contact Human Resources at 503-838-8490 or hr@wou.edu.