

## Posting Preview

### Posting Details

Working Title: Director of Student Success and Retention

Role Title: PROFESSIONAL-LECTURER-AUXILARY

Department: Student Success & Retention - 50015

Job Open Date: 12-09-2016

Job Close Date: Open Until Filled

Job Type: Administrative/Professional Faculty

Hiring Range: Salary commensurate with experience

Position Number: FA4810

Job Posting Number: 0801768

Type of Recruitment: General Public

Pay Band: No Payband

Job Summary: Radford seeks an experienced, collaborative, and visionary professional to provide leadership in the development, implementation, and coordination of an integrated retention plan and student success initiatives. The new Director of Student Success and Retention reports to the Vice President for Student Affairs and through engagement with the campus community will develop, implement, and coordinate retention based outreach and student success initiatives to a diverse undergraduate and graduate student population, specifically 1st generation, low income, historically underrepresented, international, and veterans.

Required Qualifications:

- Requires a master's degree (doctorate preferred) or education, training, or work experience at a level which equates to an advanced degree with significant post-secondary enrollment experience;
- Experience in the areas of academic support/advising and student success programs;
- Demonstrated understanding and knowledge of current evidence-based best practices related to student retention (experience preferred);
- Solid knowledge and application of student development and leadership theories;
- Demonstrated ability to work with students, faculty and staff of diverse socioeconomic, cultural and ethnic backgrounds, including those with different levels of academic preparation and varying physical and learning abilities;
- Experience gathering data, analyzing trends and writing reports;
- Ability to effectively present information and respond to questions from groups of students, faculty, staff, administration or the general public;
- Knowledge of research on student learning, motivation and retention;
- Strong technical skills that include experience working with student management and first alert systems and tools that enhances student retention and success;
- Excellent computer skills and proficiency with a variety of computer applications i.e. Word, Excel, Google Tools (on-line calendaring system and email), as well as other web-based clients and database or enterprise systems;
- Demonstrated experience in planning and budget management;
- Experience identifying areas of improvement based on evidence;
- Supervisory experience.

Preferred Qualifications:

- A doctorate from an accredited institution of higher education;
- Five or more years of progressive leadership and management experience;
- Demonstrated understanding in enrollment/retention management services;
- Experience working with students from under-served and under-represented backgrounds preferred;
- Familiarity in the use of communication through new media, websites, and social networking sites (Facebook, Twitter, LinkedIn, Instagram, etc.).

Special Requirements:

Special Instructions to Applicants: Review of applications will begin January 17, 2017.

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