Pocket not needed on back

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Mississippi State University is an equal opportunity institution. Discrimination in university employment, programs or activities based on race, color, ethnicity, sex, pregnancy, religion, national origin, disability, age, sexual orientation, genetic information, status as a U.S. veteran, or any other status protected by applicable law is prohibited. For more information, please contact the Office of Compliance and Integrity.
Thank you for considering a leadership opportunity within the Division of Student Affairs at Mississippi State! We hope this booklet will provide some perspective on our work and our institution. I joined the Division of Student Affairs in 2015 as Vice President and it has been a tremendously rewarding and exciting time. Every day I am grateful for the committed group of colleagues we work with across the division and at the university.

We are so fortunate to work with incredible students who come from all over our state, country, and world. Our focus is student success – what that means to us is creating pathways for all students to achieve their personal, academic, and career goals. If it is your goal to work in an exciting, supportive, and friendly campus environment, then Mississippi State may be the place for you! Please reach out to us with questions and thank you for considering joining us.

And as always,

Hail State
Established in 1878, Mississippi State University is one of the nation’s leading land-, space-, and sea-grant universities. A National Science Foundation Top 100 research university, MSU enrolls more than 22,200 students and employs approximately 4,680 individuals statewide, including more than 1,270 faculty. Rich in history and tradition, the university has approximately 150,000 enthusiastic and supportive living alumni. In addition to the main campus in Starkville, MSU has a campus in Meridian, instructional sites in Jackson and Biloxi, an extensive Distance Education program, and a presence in all 82 Mississippi counties through the MSU Extension Service. More than 4,000 degrees are awarded annually at the bachelor’s, master’s, specialist, doctoral and professional levels.

**MISSISSIPPI STATE UNIVERSITY**

Mississippi State University’s culture of inclusion permeates every facet of campus life. This can be evidenced from the extensive range of institutional and departmental programming; inclusive university policies and procedures; opportunities for service and involvement; infusion of multicultural understanding and appreciation into the classroom; and through innovative research. The richness of diversity that is reflected in our campus is evident – from the student body to the diverse experiences and backgrounds of our faculty and staff. Mississippi State University proudly enrolls the largest percentage of African American students and the largest number of Pell eligible students of any Southeastern Conference institution and is home to over 780 international students representing 86 countries. Additionally, MSU ACCESS is an inclusive, 4-year, non-degree program for students with intellectual or developmental disabilities which is Mississippi’s only federally approved Comprehensive Transition Post-Secondary (CTP) program and the only program of its kind within the Southeastern Conference.
Historic Starkville, Mississippi is branded as Mississippi’s College Town. This community is a true example of how town and gown can complement each other. The town boasts a wonderful sense of community, fantastic neighborhoods, and a variety of businesses. The campus brings amazing concerts, popular plays, and exciting sporting events and serves as home to multiple museums and galleries.

For more information visit Starkville.org.
The Division of Student Affairs at Mississippi State University is comprised of 25 departments focusing on student life and engagement; student health, safety, and wellness; student support programs; and student success. The programs and services offered by our departments assist students in achieving their academic, personal, and career goals.

Our focus on excellence and innovation illustrate the Division’s commitment to creativity and forward-thinking approaches. We value the sense of tradition and belonging that comes from being a part of the Mississippi State community. Our partnership with the university’s graduate program in Student Affairs means we have great opportunities to support and train new professionals for their future careers in student affairs through graduate assistantships in our many departments. For our staff looking for advanced degrees, we offer a doctoral program in Higher Education Administration.
Mississippi State is a public research, land-grant university with a mission to provide access and opportunity to all sectors of Mississippi’s diverse population, as well as other states and countries, and to offer excellent programs of teaching, research, and service.

Mississippi State offers a comprehensive range of undergraduate, graduate, and professional programs across many disciplines.

The university embraces its role as a major contributor to the economic development of the state and beyond through targeted research and the transfer of ideas and technology to the public, supported by faculty, staff, student, and alumni relationships with industry, community organizations, and government entities.

Mississippi State is committed to its tradition of instilling among its community ideals of diversity, citizenship, leadership, and service.

Building on the land-grant tradition, Mississippi State strategically extends its resources and expertise for the benefit of Mississippi’s citizens, the nation, and the world by offering access for working and place-bound learners through its on- and off-campus education and research sites, Extension, and distance education programs.
DEFINING THE DIVISION OF STUDENT AFFAIRS

VISION
We inspire success in all students by advancing learning and development through student engagement and our commitment to excellence and innovation.

MISSION
In support of the mission of Mississippi State University, the Division of Student Affairs engages all students through programs, services, facilities, and activities designed to promote active citizenship, learning, well-being, and success.

VALUES
In support of our mission and vision, the Division of Student Affairs will model the following values:

Integrity: As individuals and as a Division, we are honest, trustworthy, transparent, and responsible. We adhere to the highest professional standards, and we advance the values and ethical obligations associated with our work with students.

Inclusion: As individuals and as a Division, we value diversity and the worth of all people, respecting individual differences that bring richness to the student experience.

Student-Centered: As individuals and as a Division, we recognize our role in supporting student success and strive to act in the best interests of our students in all decisions.

Service Excellence: As individuals and as a Division, we utilize our knowledge and skills to improve our programs, services, facilities, and activities in ways that demonstrate our commitment to student success.
Points of Pride

Among a select group of Universities designated as Land-, Sea-, and Space-Grant Institutions

Lead university for FAA National Center of Excellence for Unarmed Aircraft Systems

Graduating 1-in-3 on-air U.S. broadcast meteorologists

1 of only 6 universities with a presidential library, the Ulysses S. Grant Library

1 of only 22 universities offering prestigious James Patterson Teacher Education Scholarships

4th fastest supercomputer in U.S. academia with five quadrillion computations per second

Combining forces with the United Nations to reduce world hunger

Largest undergraduate studio art program in the state

Pioneering antidotes to defeat harmful nerve agents and save lives

Developing the world’s first all-electric autonomous SUV for on- and off-road driving

Equipping veterinary students with markedly more surgical experience than the national average

4th largest National Science Foundation CyberCorps scholarship program in the nation

Nation’s only federally-funded center researching employment outcomes for the blind

Recognized as one of the nation’s best student forestry chapters for two decades
Welcome to Mississippi State University. As a big research university in a small town, it is a place like nowhere else on earth. Mississippi State is unique with a family atmosphere that welcomes all and cultivates an environment where excellence is expected and service to our communities is celebrated. Our goal is to make sense of the world, then make it better, brighter— to be driven in all that we do.
The Division of Student Affairs works towards four strategic goals in support of Mississippi State University’s mission. The strategic goals are Student Learning, Community and Technology, Engagement, and Effectiveness.

<table>
<thead>
<tr>
<th>UNIT</th>
<th>FTE</th>
<th>KEY FOCUS/ SERVICES</th>
<th>ACCOMPLISHMENTS</th>
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</table>
| ACCESS Program                       | 4 FTE | • Provides successful transition for students with intellectual disabilities into post-secondary education and employment  
                                          • Provides students with intellectual disabilities training in academics, independent living, social skills and employment | • Grown from 9 to 25 students in last 3 years  
                                          • Doubled number of Special Olympics participants  
                                          • Increased ACCESS participants from 29 to 50 | • Through a focus on Well Being, provides healthy and safe environment  
                                          • Development Autonomy by growing capacity for independent thinking |
| Center for America’s Veterans        | 7 FTE | • Provides VA education assistance and counseling  
                                          • Provides outreach and transitional support to veterans  
                                          • Provides programs and services to support veterans and other military-affiliated students | • Recipient of several national awards  
                                          • Top 50 Military Friendly School  
                                          • Implemented first ever MS National Guard free tuition program  
                                          • 3,000+ military-connected students | • Student Engagement and Learning in support of veteran and military-affiliated student programs and services  
                                          • Foster campus environment that supports and understands the needs of student veterans |
| Center for Community-Engaged Learning| 3 FTE | • Leads student-based community engagement efforts  
                                          • Connects students to research service, and learning opportunities | • Placed 7,500 students, faculty, staff in partnerships with 85 community agencies  
                                          • Completed 52,500 hours of community service last year | • Student Engagement by increasing opportunities in community  
                                          • Student Learning by working collaboratively for positive change |
| Colvard Student Union                | 21 FTE | • Provides a diverse environment for student activities and events  
                                          • One-stop shop for student services and activities | • FYE camp exceeded participation goals for fifth consecutive year  
                                          • Completed over $250K worth of infrastructure improvements  
                                          • Hosted over 5,000 events | • Leadership development through experiencing growth in a shared vision  
                                          • Effectiveness by impacting student success related to persistence and graduation |
| Dean of Students’ Office             | 5 FTE | • Provides advocacy for students  
                                          • Manages and facilitates student and family concerns related to legal issues, assault and misconduct, crises | • Successfully hosted the 8th Annual Legal Issues Conference | • Developing Autonomy through independent decision-making and self-governance |
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<tbody>
<tr>
<td>Dining Services</td>
<td>420 employees</td>
<td>• Provides over 20 on-campus dining options</td>
<td>• Added 2 dining options on campus</td>
<td>• Well-Being in the pursuit of a healthy quality of life</td>
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<td></td>
<td></td>
<td>• Manages student, faculty, staff meal plans</td>
<td>• Redesigned the famous State Fountain Bakery</td>
<td>• Apply Technology towards reaching and serving students</td>
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<tr>
<td></td>
<td></td>
<td>• Added 2 dining options on campus</td>
<td>• Implemented the Simple Solutions Station to address common food allergens</td>
<td></td>
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<tr>
<td>Disability Support Services</td>
<td>4 FTE 6 graduate</td>
<td>• Provides accommodation for students on campus with disabilities</td>
<td>• Awarded a Mississippi Department of Rehabilitation Services grant valued at $150,000</td>
<td>• Student-Centered focus on student success</td>
</tr>
<tr>
<td></td>
<td>assistants 8 hourly</td>
<td>• Fosters relationships and understanding of students with disabilities through training and advocacy</td>
<td>• Awarded $1.2 million MSDHS grant</td>
<td>• Student Engagement through increased opportunities</td>
</tr>
<tr>
<td></td>
<td>students</td>
<td>• Added 2 dining options on campus</td>
<td>• Administered 7,400 tests</td>
<td></td>
</tr>
<tr>
<td>Emergency Management</td>
<td>1 FTE</td>
<td>• Leads efforts towards preparing, preventing, responding to emergencies and crises</td>
<td>• Established an Emergency Response First Year Experience Course</td>
<td>• Communication through increased and enhanced visibility of services</td>
</tr>
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<td></td>
<td></td>
<td>• Conducts campus training in emergency response and preparedness</td>
<td>• Created University Safety Week</td>
<td>• Well-Being by ensuring a safe community</td>
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<td></td>
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<td>• Establishes an online building emergency action plan</td>
<td>• Established an online building emergency action plan</td>
<td></td>
</tr>
<tr>
<td>Fraternity &amp; Sorority Life</td>
<td>3.5 FTE 1 graduate</td>
<td>• Promotes leadership, community service, and social activity through fraternities and sororities</td>
<td>• 34 Greek-letter organizations</td>
<td>• Student Learning through student leadership opportunities</td>
</tr>
<tr>
<td></td>
<td>assistant 5 hourly</td>
<td>• Develops programs and learning outcomes in support of overall student success</td>
<td>• Raised over $700,000 in philanthropy</td>
<td>• Engagement by providing diverse opportunities for students to excel and learn</td>
</tr>
<tr>
<td></td>
<td>students</td>
<td>• Plans and implements various health and wellness education programs in support of student success</td>
<td>• Completed 40K volunteer hours</td>
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<tr>
<td>Health Promotion &amp; Wellness</td>
<td>8 FTE 9 graduate</td>
<td>• Supports a university-wide effort towards improving faculty and staff health and wellness goals</td>
<td>• Collegiate Recovery hosted inaugural scholarship breakfast</td>
<td>• Expand services and programs focused on student Well-Being and education</td>
</tr>
<tr>
<td></td>
<td>assistants 5 hourly</td>
<td>• Plans and implements various health and wellness education programs in support of student success</td>
<td>• 2,000+ student participation in programming</td>
<td>• Increase and enhance visibility programs</td>
</tr>
<tr>
<td></td>
<td>students</td>
<td>• Supports a university-wide effort towards improving faculty and staff health and wellness goals</td>
<td>• Completed a 3-year healthy campus initiative</td>
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<tr>
<td>Holmes Cultural Diversity Center</td>
<td>4 FTE 2 graduate</td>
<td>• Provides opportunities for campus-wide involvement with multiple diverse organizations</td>
<td>• Established first ever Latinx Preview Day</td>
<td>• Appreciating Diversity by recognizing, valuing, and welcoming the identities of all individuals</td>
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<tr>
<td></td>
<td>assistants 4 hourly</td>
<td>• Enriches the cultural experiences of all students</td>
<td>• Hosted a McNair Scholars Preview Day</td>
<td>• Through Student Engagement, develop diverse and inclusive communities</td>
</tr>
<tr>
<td></td>
<td>students</td>
<td>• Fosters programming in support of student involvement and success</td>
<td>• Nationally recognized programming</td>
<td></td>
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| Honor Code                  | 2 FTE   | • Fosters a code of academic integrity  
• Encourages honesty and integrity  
• Enforces academic integrity policy | • Established an honor code faculty workshop  
• Adjudicated over 400 cases | • Student Learning focus on Social Responsibility  
• Leverage Technology to improve processes |
| Housing & Residence Life    | 91 FTE  | 448 hourly students  
• Provides on-campus living and learning communities  
• Engages students through residential programming  
• Fosters a healthy and safe living environment | • 17 residence halls  
• Launched community director program  
• Completed College View construction  
• Upgraded 5 facilities  
• Implemented Portal X housing management software  
• Integrated AssetWorks for service and maintenance | • Promote opportunities for Student Learning and Development  
• Develop Diverse and Inclusive communities  
• Promotes Well-Being through healthy and safe living environments |
| Leadership Programs         | 3 FTE   | 2 graduate assistants  
10 hourly students  
• Provides leadership opportunities for all students  
• Educates and empowers the leaders of tomorrow | • 53% of participating students are made up of underrepresented population  
• Delivered 27K hours of STEM education and outreach to over 336 high school students | • Student Learning through commitment to positively impact the campus and community  
• Leadership Development |
| Longest Student Health Center | 39 FTE  | 1 graduate assistant  
7 hourly students  
• Provides accessible, on-campus medical care  
• Houses a variety of medical services including pharmacy, lab, allergy clinic, physical therapy, vaccines, and health education | • Replaced telehealth mental health services with on-site psychiatrist and psychiatric nurse practitioner  
• Completed 21K patient visits with 8,500 unique patients served  
• Currently upgrading Electronic Health Record and Practice Management Systems | • Applying Communication and Technology to increase awareness of services  
• Well-Being through dedicated and professional staff |
| Maroon Volunteer Center     | 2 FTE   | 1 graduate assistant  
• Engages students in volunteer activities and programs  
• Matches students to various community partnerships and agencies | • Completed the 10th Maroon Edition Habitat for Humanity home  
• 7K students spent 52K hours giving back to the community | • Engagement through student development opportunities in community and on campus  
• Effectiveness by continuous evaluation and improvement |
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</table>
| **MSU Bookstore**    | 7 FTE 40 part-time hourly students       | • Provides students with MSU apparel and classroom needs  
• Provides discounts and sales for faculty and staff  
• Provides space for student programming and learning opportunities  
• Provides leadership and team cohesion with Student Affairs | • Saved students $700K in textbook sales  
• Donated over $41K to student groups and organizations  
• Hosted several author book signings and departmental events  
• Created unique and strategic partnerships with off-campus retailers | • Service Excellence by valued commitment to student success  
• Integrity through honest and trustworthy partnerships |
| **Parent & Family Services** | 2 FTE                                   | • Assists parents and families in navigating campus resources and achieving student success  
• Provides year-long, family-oriented programming and events in support of students | • Hosted first ever campus to community event  
• Hosted over 300 families at Bulldog Family Weekend | • Student Centered by acting in the best interest of all students  
• Increase visibility of programs and services |
| **Planning & Assessment** | 2 FTE                                   | • Leads efforts in establishing a culture of assessment in student affairs  
• Assists departments in their planning and assessment efforts  
• Builds capacity for assessment | • Grew capacity by establishing a division-wide planning and assessment work-group  
• Implemented formal program review process | • Increase knowledge and talent in support of divisional effectiveness |
| **Student Conduct**   | 2 FTE                                   | • Responsible for addressing individual and organizational conduct  
• Educate students on fairness, civility, and personal responsibility | • Advised over 1,000 students concerning the code of conduct  
• Partnered with Health Promotion and Wellness on new intervention program | • Student Learning through engagement and awareness  
• Social Responsibility and commitment to community |
| **Student Counseling Services** | 12 FTE 2 graduate assistants 3 clinicals | • Provides individual and group counseling in support of student health and well being  
• Fosters programs and activities to improve student success | • Received IACS re-accreditation  
• Established APA-accredited internship training program  
• Conducted 6,271 appointments | • Use Communication and technology to enhance services  
• Effectiveness through program evaluation and innovation |
| **Student Support Services** | 3 FTE 6 hourly students                  | • Manages Federal TRIO grant in support of first generation and low-income students  
• Fosters environment where students can learn and develop | • Doubled the number of student contacts from 513 to 1,104  
• Co-hosted the 2nd annual First Generation Celebration | • Increase awareness of program and services  
• Develop Autonomy and Social Responsibility |
## Testing Services

- **2 FTE**
  - 4 graduate assistants
- **Services**
  - Provides computer-based testing services for a wide variety of standardized tests
  - Fosters learning and development for graduate assistants and student workers
- **Accomplishments**
  - Administered over 5K computer-based exams
  - Launched two additional test vendors
- **Strategic Alignment**
  - Develop and improve facilities that support student services
  - Increase awareness of programs and services

## University Police

- **50 FTE**
  - 30 hourly students
- **Services**
  - Fosters a safe and secure environment for students, faculty and staff
  - Offers a variety of services in support of student success and development
- **Accomplishments**
  - Added 5 vehicles to fleet
  - Introduced eco-friendly electric motorcycles to fleet
  - Achieved CALEA re-accreditation
  - Received FBI NIBRS certification (first University in State)
- **Strategic Alignment**
  - Well-Being through a safe and secure environment
  - Align resources to support programs and services
  - Diverse and inclusive campus

## University Recreation

- **20 FTE**
  - 5 graduate assistants
  - 200 hourly students
- **Services**
  - Provides programming and facilities for students desiring healthy lifestyles
  - Creates and manages campus-wide recreational activity opportunities
- **Accomplishments**
  - Celebrated 20th anniversary of Joe Frank Sanderson Center
  - Increased programming and added new facilities
  - Increased participation in MSU’s Unified Sports Program
- **Strategic Alignment**
  - Develop and improve facilities and programs that support student success
  - Well-Being through engaging and effective programming

## Vice President for Student Affairs

- **5 FTE**
  - 10 hourly students
- **Services**
  - Works with all departments in accomplishing institutional student learning and development outcomes
  - Fosters a healthy and inclusive environment resulting in campus-wide student success
- **Accomplishments**
  - Brought NASPA Mid-Managers Institute to MSU campus
  - Increased resources to address student basic needs including implementation of Bully’s Closet and Pantry
  - Principally contributed to MSU’s Nationally recognized Higher Education in Excellence in Diversity Award
- **Strategic Alignment**
  - Fosters Student Engagement and Learning Environment
  - Provides foundation for culture of assessment and effectiveness
  - Engagement towards student learning and development
  - Values Diversity and Inclusion of all individuals

*The information in this booklet was compiled in Summer 2020. For the most up-to-date information, please visit msstate.edu.*