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## **STATEMENT OF LEADERSHIP PHILOSOPHY**

My leadership philosophy for Student Affairs begins with a genuine passion for serving students and supporting their success. Effective Student Affairs leaders are committed to preparing students to successfully manage the complexity and challenges they will experience now, and in the future. This commitment includes helping students to develop a sense of social justice and responsibility while also learning pragmatic skills such as communication, leadership and resiliency. Through intentional and robust co-curricular experiences, quality services, and well-managed facilities, the Division of Student Affairs provides students with opportunities to learn, succeed and persist to graduation.

Accomplishing these outcomes requires a leader who possesses a complex set of leadership competencies and knowledge. Student Affairs is comprised of numerous units and professionals who often serve unique needs within the campus community. Yet, we are unified through our shared commitment to serving and advocating for our students. With this in mind, there are five core values that I believe are essential to effective leadership in Student Affairs.

1. **Vision:** We will create a shared vision with clear outcomes that support student success and the overall mission of the university.
2. **Engagement:** We will actively engage our students through intentional and meaningful programs as well as quality services to promote and support their success.
3. **Stewardship:** We will responsibly plan and manage the people, facilities and funding we are entrusted with to ensure maximum efficiency and effectiveness.
4. **Inclusivity:** We will provide leadership for social justice and promote an inclusive community where students, staff and faculty feel welcomed and safe.
5. **Assessment:** We will make strategic decisions that are grounded in best practices and seek continuous improvement through the ongoing collection and evaluation of data.

In addition to these core values, effective leadership in Student Affairs requires a committed, competent and dynamic Vice President who will advocate for the needs of students as well as the resources required to support them. A leader who possesses the courage to make difficult decisions, passion to invest in their team, initiative to collaborate across organizational lines and character to challenge others to truly pursue excellence. In addition, effective leadership in Student Affairs requires a clear understanding that the university campus is a unique and diverse community comprised of multiple stakeholders, who often have competing priorities.

With this in mind, a commitment to the ideal of shared governance is essential. Student affairs leaders must have the ability and willingness to lead the campus community through critical incidents, difficult conversations and inevitable conflicts. Effective leaders embrace these moments as opportunities to reflect on and affirm our community's values, promote learning and encourage understanding. Successfully navigating these trying moments requires authenticity, genuine care and continuous dialogue.

In conclusion, this leadership philosophy represents the core values and skills that are essential to the success of every senior Student Affairs officer. This ethos is one which I have personally committed myself to throughout my career. I have consistently and successfully provided vision, engaged students, stewarded resources, promoted inclusive communities and made data-driven decisions. For these reasons, I feel confident that I can provide the leadership Oklahoma State University seeks in its next Vice President for Student Affairs.