



Vice President of Student Services

Executive Leadership Opportunity

Leadership is measured not only by the effectiveness of the divisions we lead, but by the success of the institution we build together.



Improving Lives. Strengthening Communities.

Executive Leadership Opportunity Guide

Vice President of Student Services

Welcome, and thank you for your interest in Victoria College.

This guide has been prepared to provide prospective executive candidates with a comprehensive understanding of Victoria College, our mission, our culture, and the opportunity to serve as Vice President of Student Services.

At Victoria College, we believe exceptional leaders deserve exceptional clarity. Selecting an executive leadership position is one of the most important professional decisions a leader will make. We believe candidates should have a clear understanding of our institution, our leadership philosophy, and our expectations before deciding whether to pursue the opportunity to join our executive team.

This guide introduces Victoria College and the executive leadership opportunity. The accompanying **Executive Position Description and Leadership Expectations** serves as the official position description and provides detailed information regarding the position's purpose, leadership expectations, strategic responsibilities, qualifications, and institutional outcomes.

Together, these companion documents are designed to help you thoughtfully evaluate whether your experience, leadership philosophy, and aspirations align with Victoria College's mission of *Improving Lives. Strengthening Communities.*

Sincerely,

Terri Kurtz

Executive Director of Human Resources
Victoria College

An Invitation to Lead

Thank you for your interest in Victoria College and for considering the opportunity to serve as our next Vice President of Student Services.

Leadership is one of the greatest responsibilities entrusted to us. At Victoria College, we believe leadership begins with care—care for our students, care for one another, care for our communities, and care for the future we are building together. We believe excellence and care are inseparable. Students—and employees—achieve their greatest potential when they are challenged and genuinely supported. That belief shapes our culture, informs our decisions, and defines how we serve.

Our mission—*Improving Lives. Strengthening Communities.*—is more than a statement; it is the purpose that guides our work every day. We believe education transforms lives, strengthens families, and creates prosperous communities, and we are committed to ensuring every student achieves educational attainment, transfers to a university, or enters a career of high value.

At Victoria College, completion is not the destination—it is a significant milestone in a student's lifelong journey. Our responsibility extends beyond graduation until students are prepared to continue their education or launch meaningful careers that provide opportunity, purpose, and economic mobility. This philosophy inspires us to continually improve how we serve students and measure our success.

I have the privilege of working alongside an exceptional Board of Trustees, dedicated employees, and an outstanding executive leadership team. Together, we are building a culture grounded in collaboration, innovation, accountability, continuous improvement, and care. We believe the strongest institutions are built by people who share a common purpose, trust one another, and are committed to serving something greater than themselves.

We are seeking a leader who is deeply committed to students, passionate about building strong teams, and inspired by the opportunity to strengthen an institution that is continually becoming more student-centered. The successful candidate will lead with integrity, humility, courage, and care while developing people, strengthening our culture, and creating opportunities that improve lives.

If you are energized by the opportunity to lead with purpose, cultivate a culture of care, build meaningful partnerships, and help shape the future of an institution committed to improving lives through education, I invite you to consider joining our leadership team.

I hope the pages that follow provide meaningful insight into our mission, our people, and the extraordinary opportunity before us. I look forward to learning more about you and your interest in helping write the next chapter of Victoria College's story.

Sincerely,

Jennifer Kent
President
Victoria College

Victoria College at a Glance

The following information provides an overview of Victoria College and the communities we proudly serve.

Founded

1925

Serving students and the Crossroads region of Texas for more than 100 years.

Mission

Improving Lives. Strengthening Communities.

Service Area

Victoria College serves the Crossroads region of Texas, including

- Victoria County,
- Calhoun County,
- DeWitt County,
- Gonzales County,
- Jackson County,
- Lavaca County, and
- Refugio County.

Number of Full-Time Employees

280 Full-time Employees

Number of Students

6,445 Students

Students We Serve

Victoria College proudly serves a diverse student population through

- Associate Degrees,
- Workforce Certificates,
- Workforce Credentials,
- Transfer Pathways,
- Continuing Education,
- Adult Education,
- Customized Business and Industry Training, and
- Community Education.

Student Success Philosophy

Victoria College believes education transforms lives, strengthens families, and creates prosperous communities.

We measure our success not only by helping students complete a credential, but by helping them achieve

- Educational Attainment,
- Transfer Success or Career Success, and
- Upward Economic Mobility.

Completion is an important milestone—not the destination.



The Opportunity

The Vice President of Student Services provides executive leadership that aligns institutional priorities, organizational resources, and collaborative partnerships to improve measurable outcomes for students and the communities Victoria College serves. Reporting directly to the President, the Vice President of Student Services is a member of the President's Cabinet and provides strategic leadership for a unified division that advances student access, enrollment, persistence, educational attainment, transfer success, career success, and upward economic mobility.

The Vice President of Student Services leads a comprehensive division that includes Admissions and Recruitment, Advising, Counseling, and Support Services, Financial Aid, Student Life, Athletics, Testing Center, TRiO Student Support Services (KEY Center), and GEAR UP. Through collaborative leadership across the institution, the Vice President of Student Services aligns student success initiatives with academic excellence, workforce development, strategic enrollment management, institutional effectiveness, and regional workforce priorities.

As an executive of the College, the Vice President of Student Services provides strategic counsel to the President, contributes to institutional planning and policy development, and helps shape institutional strategy.

Serving as both a divisional leader and an institutional strategist, the Vice President of Student Services advances Victoria College's Strategic Enrollment Management Plan while fostering a student-centered culture of collaboration, innovation, accountability, care, and continuous improvement.

This opportunity is ideal for an executive who enjoys thinking strategically while remaining connected to students, employees, and the community. The successful candidate will join a collaborative leadership team committed to innovation, continuous improvement, and building a student-centered institution where care, accountability, and excellence work together to improve lives.

For the right leader, this position offers the opportunity to influence institutional strategy, develop people, strengthen organizational culture, and leave a lasting legacy for Victoria College and the communities it serves.

The Executive We're Seeking

Victoria College is seeking an executive leader who believes the most meaningful work of leadership is creating opportunities that improve the lives of others.

The executive who will thrive at Victoria College is energized by collaboration, embraces innovation, and finds purpose in helping students achieve their educational goals and build brighter futures. This leader values relationships, develops people, welcomes diverse perspectives, and understands that lasting institutional success is built through collaboration, trust, and a shared commitment to student success.

The successful candidate will recognize that student success extends beyond enrollment and completion. He or she will embrace Victoria College's commitment to educational attainment, transfer success, career success, and upward economic mobility while fostering a culture where students and employees are known, valued, supported, and empowered to succeed.

This opportunity is ideal for a leader who

- Enjoys building and developing high-performing teams;
- Leads through collaboration, trust, and authentic relationships;
- Thinks strategically while remaining connected to students, employees, and the community;
- Uses data to improve decision-making without losing sight of the human impact behind every metric;
- Welcomes change and sees innovation as an opportunity to better serve students;
- Exercises sound judgment while balancing accountability with compassion; and
- Is motivated by the opportunity to help shape the future of Victoria College and the communities it serves.

At Victoria College, we are not simply seeking someone to lead a division. We are seeking an executive who will help strengthen our institution, contribute to a culture of care, and join a leadership team committed to improving lives and strengthening communities.

Living in the Crossroads Region

Victoria College is located in Victoria, Texas, the heart of the Crossroads Region—a welcoming community where quality of life, professional opportunity, and meaningful relationships come together.

With a population just under 200,000, the Crossroads offers the advantages of a close-knit community while providing convenient access to many of Texas' largest metropolitan areas. Residents enjoy a relaxed pace of life, excellent healthcare, strong public and private schools, a vibrant arts and cultural community, and abundant outdoor recreation, all within a region known for its hospitality and sense of community.



Victoria's central location places executive leaders and their families within easy driving distance of Houston, Austin, San Antonio, Corpus Christi, and the Texas Gulf Coast, providing convenient access to major airports, professional sports, entertainment, higher education, and coastal recreation while allowing residents to enjoy the affordability and quality of life found in a smaller community.

The Crossroads Region is home to a diverse and growing economy supported by advanced manufacturing, petrochemical production, healthcare, education, agriculture, logistics, energy, and small business. Victoria College plays a vital role in supporting these industries through workforce development, educational partnerships, and community leadership.

For those who enjoy the outdoors, the region offers year-round opportunities for fishing, boating, kayaking, birding, hunting, cycling, golf, and exploring nearby state parks and coastal destinations. Residents also enjoy community festivals, performing arts, museums, youth activities, and numerous civic and volunteer organizations that contribute to a rich and engaged quality of life.

Many executive leaders choose Victoria because it offers something increasingly difficult to find—a community where professional leadership and personal life are both valued. Here, relationships matter, families thrive, commutes are measured in minutes rather than hours, and leaders have the opportunity to make a visible and lasting impact on the community they serve.

At Victoria College, we believe where you lead matters. Equally important is where you choose to live. The Crossroads Region offers the opportunity to build both an exceptional career and an exceptional life. Executive leaders at Victoria College don't simply work in the community—they become part of it.

Compensation and Benefits

- Base Salary Hiring Range - \$117,724 - \$130,655 per year (commensurate with experience)
- Paid health insurance for employee
- Fifty percent paid health insurance for dependents
- Teacher's Retirement System of Texas (TRS) employer match 8.25%
- Optional Retirement Program (ORP) employer match 8.25%
- Social Security participating institution
- Total paid time off including campus closures and vacation – eight weeks annually
- Sick leave accrual - eight hours per month
- Access to the Sports Center and workout facilities
- Tuition waiver for employee and dependents

Application Process

- Application deadline for first consideration: October 1, 2026
- Applications will be accepted until the position is filled.
- Desired start date of new hire: January 4, 2027

Directions for application submission:

- [Complete application](#)
- Submit as PDFs
 - Current curriculum vitae / resume;
 - Letter no longer than three pages addressing how the candidate's experiences align to the position responsibilities and executive competencies;
 - Academic transcript; and
 - Reference page with contact information for at least five professional references that includes email address, nature of the working relationship, and phone number. Note- References will not be contacted until the late stage of the search. Finalists will be notified before references are contacted.