

Richard L. (Rick) Gibson

October 7, 2025

Florida State University
Assistant Vice President for Student Affairs
Search Process

To the Search Committee:

I am excited to submit my application for the position of Assistant Vice President for Student Affairs at Florida State University. This opportunity aligns perfectly with my longstanding commitment to supporting students as they navigate their collegiate journey.

My professional philosophy revolves around mission-driven leadership, active listening, flexibility, and fostering innovation. I continuously seek feedback and new perspectives to ensure that student experiences—especially those in residential settings—are continually enhanced.

In my current role as Senior Housing Officer, I manage the daily operations of a complex unit encompassing administrative operations, budget oversight, accommodations, assessment, climate concerns, communications, community engagement, conduct, and residence education. I directly supervise a talented team of directors and associate directors, and collectively, we manage 25 residential facilities serving approximately 11,500 students. Additionally, I am heavily involved in planning and designing a two-phase residential and dining project, with phase one alone representing a \$631 million investment and housing for 2,300 students plus an 800-seat dining facility. The next phase is projected to add 2,200 beds to the housing portfolio.

My career has included numerous roles at six universities, each offering me valuable opportunities to expand my skill set and lead diverse teams. Notable highlights include:

- Exercising sound financial stewardship across multiple budgets and accounts
- Developing and maintaining fair fee structures and equitable assignment processes
- Overseeing contracts with residents and vendors
- Managing timely, sensitive outreach to parents and stakeholders
- Designing, updating, and implementing policy initiatives
- Developing and assessing impactful student programs
- Building an in-house security program and serving as liaison with vital campus partners such as facilities, legal affairs, dining, campus police, and the ombuds office

A central focus in all these endeavors is delivering high-quality service while upholding clear communication, accountability, and positive, collaborative relationships. Significantly, I have led efforts to foster inclusive residential environments, creating initiatives that support a culture of belonging and encourage dialogue around inclusivity.

I am enthusiastic about the possibility of contributing this experience, leadership, and passion to Florida State University as your next Assistant Vice President for Student Affairs. I welcome the opportunity to discuss my qualifications further and to learn more about your vision for student affairs at Florida State University.

Thank you for your time and consideration.

Sincerely,

Rick Gibson