

Sam Houston State University Human Resources

Staff Classification Description – Associate Director IV

Skill Category: Professional

Position (Employee) Class: 3N146 (E1)

Grade: 23

Date: 11/2014

Department: Various

Educational & Experience Requirement: Bachelor's degree in related field. Eight years of experience in a related field. A combination of education, experience, and training that would produce the required knowledge and abilities could be considered.

Nature & Purpose of Position: Plans, organizes, and directs the day-to-day operations of a department with the oversight of the Director. Performs advanced complex managerial work providing direction and guidance in strategic operations and planning in the department, college, or division.

Supervision Given & Received: Works under minimum direction and supervises employees.

Primary Responsibilities: Establishes the strategic plan and goals and objectives. Directs program activities of staff in a business function, division or department. Develops and implements techniques for evaluating program activities. Develops goals and objectives. Oversees and approves schedules, priorities, and standards for achieving goals. Develops, implements, and evaluates policies and procedures and oversees compliance with policies and procedures. Oversees schedules, priorities and standards for achieving goals. Identifies areas of needed change and makes recommendations to improve operations. Directs and evaluates business function, division, or department activities. Develops and reviews budget expenditures. Oversees the work of others. Oversees the preparation of management and productivity reports and studies. Manages programs focusing on continuous process improvement. Develops and implements techniques for evaluating program activities. Reviews and approves management, productivity, and financial reports and studies. Represents the agency at business meetings, hearings, trials, legislative sessions, conferences, and seminars. Makes decisions independently under the authority of the director when the director is absent. Enforces department policies and procedures. Performs other duties as assigned.

Other Specifications: Knowledge of local, state, and federal laws. Ability to manage business functions. This position may be designated as a Campus Security Authority (CSA).

This is a classification description with the complete list of job duties being maintained at the departmental level. Other job duties necessary for the effective operation of the University are expected to be performed. Any qualifications to be considered as equivalents in lieu of stated minimums require the prior approval of Human Resources.

Sam Houston State University is an at will employer and drug free/smoke free workplace. This position is security-sensitive and thereby subject to the provisions of the Texas Education Code §51.215, which authorizes the employer to obtain criminal history record information. The pay grade range is inclusive of social security benefit replacement pay.

Sam Houston State University is Committed to Equal Opportunity in Employment and Education.