BOWIE STATE UNIVERSITY
*State of the University
President's Address*

BOLDLY FORWARD

August 18, 2025

**Aminta H. Breaux, Ph.D.
President**

"*We are experiencing a period of instability in our nation and for higher education, but the state of our **Bowie State University** is sound, and the future is bright.*"

Summer in Review

Summer in Review…

o **Governmental Transformation**

1. Federal Policy Overhaul: "One Big Beautiful Bill"
In July 2025, the "One Big Beautiful Bill Act" introduced sweeping higher education reforms:
- Student Loan Overhaul: Implements a mortgage-style repayment system and a new "Repayment Assistance Plan (RAP)"—extends forgiveness periods to 30 years, raises minimum payments, and eliminates income protection
- Aid Restrictions: Caps have been placed on graduate and parent borrowing; this may push students toward private loans.
- Program Accountability: Eligibility for federal aid is tied to program outcomes—low-earning degree programs could lose access.
- Pell Grants Expanded: Includes short-term workforce programs (under 8 weeks), though quality and financial strain concerns persist.
- Endowment Tax Hike: Increases taxes up to 8% on investment earnings for wealthy institutions; may impact financial aid.

2. Funding Cuts & Research Instability
- The Trump administration directed over $3 billion in federal research funding cuts, increased taxes on university endowments, and imposed restrictions on international student enrollment—destabilizing research pipelines.
- Elite private universities are facing hiring freezes, layoffs, and possible reductions in financial aid due to the endowment tax and grant freezes—Harvard and others are already in trouble.

- American Council on Education, Acenet.edu (July 29, 2025)https://www.acenet.edu/Documents/Summary-One-Big-Beautiful-Bill-Act.pdf

Summer in Review…

3. Legal Pushback on DEI Restrictions
A federal judge in Maryland struck down two Trump-era directives targeting DEI programs.

4. State-Level Censorship and Gag Orders
Since May 2025, more than 70 bills and policies across 26 states have been introduced to censor higher ed;
22 have become law in 16 states.

Ohio's S.B. 1, effective June 27, banned DEI-based hiring and scholarships, faculty strikes, and limited university engagement with controversial topics—public institutions face funding loss if in violation.
These actions have led to closure of DEI and multicultural centers on campuses within states like Ohio, Indiana, Utah, Idaho, West Virginia, and Louisiana.

5. Public Service Loan Forgiveness (PSLF) Changes
An executive order in March 2025 initiated changes to the PSLF program, excluding employers involved in activities deemed as having a "substantial illegal purpose"—introducing ambiguity that may inadvertently disqualify legitimate public service workers.

Negotiated rule-making in July resulted in 15 proposed regulatory revisions to PSLF to be formalized later in 2025.

American Council on Education, Acenet.edu (July 29, 2025)https://www.acenet.edu/Documents/Summary-One-Big-Beautiful-Bill-Act.pdf

Summer in Review…

1. Launched **Boldly Forward** Strategic Plan.

2. Reorganized to invest in strategic goals.

3. New technology

4. New Bulldogs

5. Balanced the budget

Transforming & Investing in the Future

1. Launched *Boldly Forward* Strategic Plan

Boldly Forward Strategic Plan

Advancing Academic Distinction
- Strive to enhance academic programs, faculty development, and student experience.

Transforming the Student Experience
- Enhancing internal processes and campus-wide resources that contribute to students' academic, well-being, and career-related needs.

Fostering a Culture of Inclusivity, Equity, Civic Engagement, and Social Justice
- Implement actions that ensure all campus community members feel valued, respected, and empowered to participate actively in societal and civic matters.

Ensuring Bowie State's Future through Growth and Innovation
- Evolve into a model institution known for its innovative community engagement, philanthropy, work environment, and partnerships.
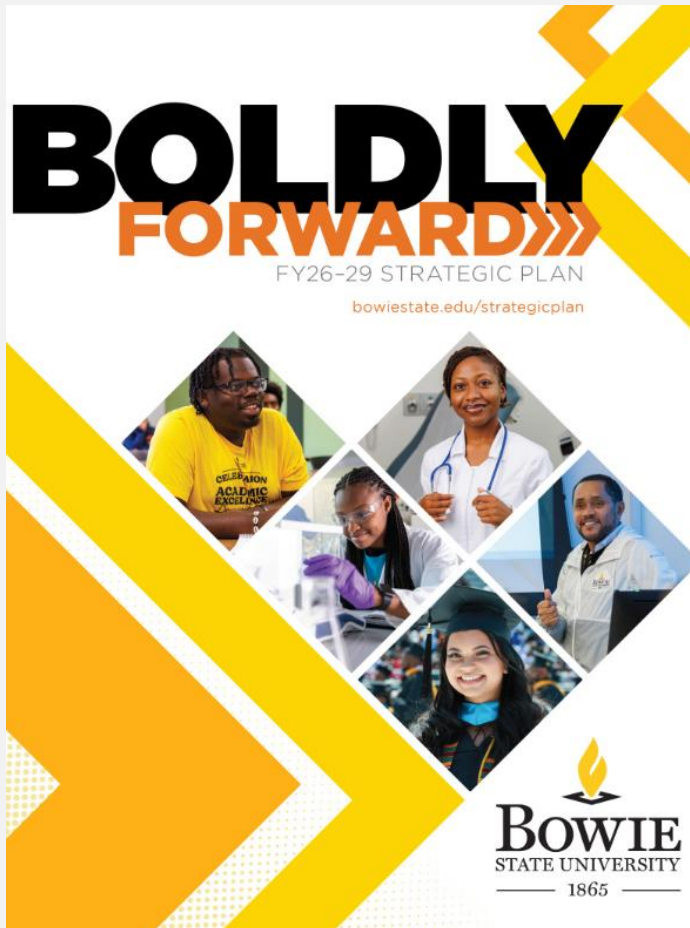
Boldly Forward Strategic Plan Webpage
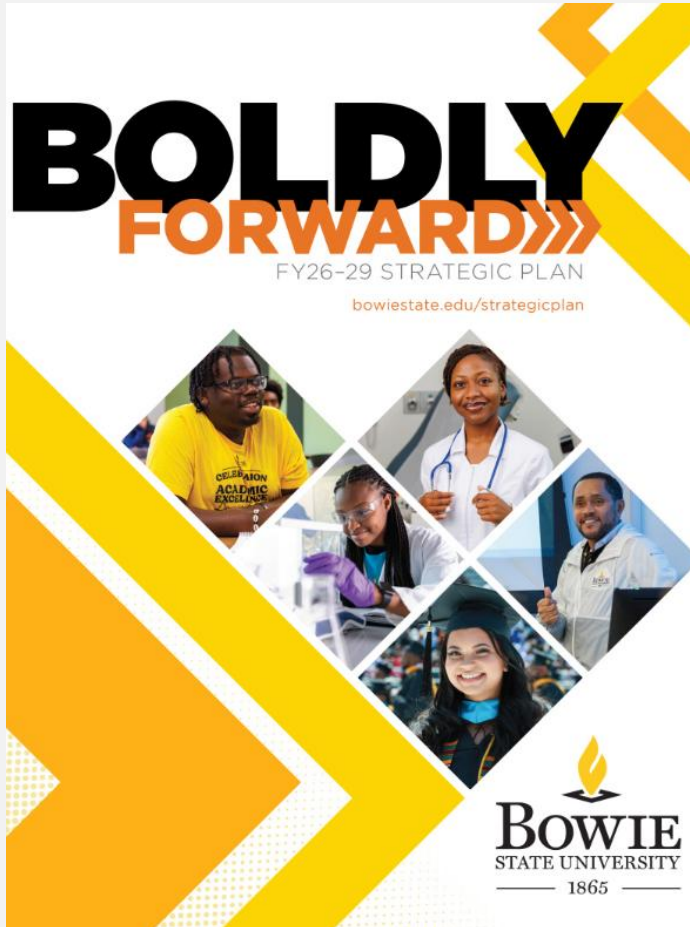
2. Reorganized to Invest in Strategic Goals

- o **Research and Innovation**
  - Office of Research and Sponsored Projects
  - Grants Accounting
  - Office of Economic Development and Strategic Engagement
  - Entrepreneurship Innovation Center*

- o **Administration and Finance**
  - Merger with Information Technology
  - Elimination of DoIT Vice President position

- o **The ENGAGE Center**
  - Career Development Center
  - Office of Experiential and Integrative Learning

3. New Technology

o **Transforming Our Digital Foundation with Workday**

- We are entering a new era of operational excellence with the Kuali + Workday integration, scheduled to go live this September. This alignment of grant tracking and financial systems supports our R2 research designation goals and streamlines administrative workflows.

- Workday training and business process enhancements are empowering our teams to work smarter, not harder—reducing technology debt and increasing fiscal agility.

o **CircleIn: Equity-Driven Innovation for Student Success**

- CircleIn is more than a study app—it is a community-building platform tailored for first-generation students, working parents, and learners from under-resourced educational backgrounds.

- Our pilot program showed a 5.9% increase in pass rates among CircleIn users and a 27% reduction in failure due to non-attendance.

- Thanks to a goodwill offer from the CEO, CircleIn will be free for all students in the 2025–2026 academic year—removing barriers and reinforcing our commitment to inclusive excellence.

- **GoogleNash & Penetration Testing: Security Without Compromise**
  - Our partnership with Google's security team resulted in zero successful exploits during penetration testing.
  - This milestone, combined with our nearly completed USM Active Directory Audit and a 40% improvement in incident response efficiency, demonstrates our proactive stance on cybersecurity and risk management.

- **Strategic Infrastructure and Process Modernization**
  - We have resolved over 15,000 support tickets this year, with a median first reply time of just 31 minutes—outpacing industry benchmarks.
  - Our network modernization in the Fine Arts and Performing Arts Centers, PeopleSoft upgrades, and Slate CRM implementation are laying the groundwork for scalable, cloud-ready infrastructure.
  - The 25Live system event and space management is saving $26,000 annually while transforming academic and event scheduling and enabling revenue generation activities.

- **AI Agents and the AI Taskforce: Leading with Intelligence**
  - We are developing AI agents to support self-service, help desk operations, data automation, and programming—scaling human and capital resources through a human-in-the-loop approach.
  - Our AI Taskforce is guiding responsible adoption, embedding AI into business workflows, and drafting policies to ensure privacy, security, and compliance.
  - We will host an AI Innovation Event on September 30, fully sponsored by IT, to showcase our leadership in AI-driven education

- o **Agentic AI: The Next Frontier**
- Agentic AI systems—capable of autonomous decision-making, contextual understanding, and workflow optimization—are being explored to transform how we support students, faculty, and staff across IT, Human Resources, Enrollment Management, and Student Services.
- AI-enabled systems are being deployed for weapons detection across campus, enabling proactive and faster responses and bolstering campus safety. Soon, AI systems will forecast student performance, tailor financial aid, and automate reviews to improve academic and operational results.

- o **AI in Action: Across the Student Lifecycle**
- From recruitment to retention, AI will help us identify top candidates, personalize outreach, and support at-risk students using predictive analytics.
- In admissions, Co-Pilot will enable holistic application reviews and help reduce bias.
- In finance, AI will optimize cash flow strategies and automate reporting.
- AI will enable accelerating research support activities via accelerated data analysis and synthesis.

- o **Responsible AI Governance**
- We are aligning with the NIST AI Risk Management Framework to evaluate and mature our AI governance practices. An AI policy is part of the IT policies revamp.
- Our principles emphasize boldness, accountability, cybersecurity, data privacy, bias mitigation, and explainability, ensuring ethical and transparent AI use across the university.

4. New Bulldogs

- **New Member of the President's Cabinet**
  Dr. Yvonne Harris, Vice President for the Research & Innovation,

- **New Academic Deans**
  Dr. Mohamed Djerdjouri, Dean of the College of Business
  Dr. Ofosuwa M. Abiola, Dean of the Graduate School
  Dr. Steven Damo, Dean of the College of Arts & Sciences

- **New Department Chair**
  Monique Alston, Chair and Associate Professor

- **New Faculty**
  -**Fine & Performing Arts**
    Shawn Short, Assistant Professor of Dance & Movement Studies
  -**Natural Sciences**
    Dr. Hyeokmin Choe, Visiting Professor
    Dr. Ahmet Yildirim, Visiting Professor
  -**Management, Marketing & Public Administration**
    Isiah Brown, Assistant Professor of Management
    Joshua Steinfeld, Assistant Professor of Public Administration
    Qingqing Sun, Assistant Professor of Public Administration
    Jeremy Treadwell, Lecturer
    Trevor Thomas, Lecturer
  -**Professional Studies**
    Dhaya Nandipamu, Associate Professor

- **New Staff**
  29 Employees

- **Total Number of Students: 6107**
  Undergraduate: 4937
  Graduate Students: 1170

5. Balanced Budget

Fiscal Year '26 Budget

**Manish Kumar,
Vice President for
Administration and Finance**

Agenda Items

- **Introduction**

- **Glossary**

- **State of Maryland**

- **The Perfect Storm**

- **FY Budget Comparison**

- **FY 2025 End of Year**

- **FY 2026 Budget**

- **Historical FTEs**

- **Budget Reductions**

- **IT Strategic Reinvestment**

- **Cost Efficiencies**

- **Updates since May 2025**

- **What to Expect**

- **Budget Cycle**

Glossary

| Revenue Source	Description	Avg % of Budget
Tuition and Fees	Payments from students for instruction, enrollment, and other academic services. Includes mandatory fees (e.g., technology, student activities).	23%
State Appropriations and Maryland HEIF Funds	Annual funding from the State of Maryland, including Higher Education Investment Funds (HEIF), which are state-designated revenues for public higher education.	35%
Coalition Funds (HBCU Settlement)	Funds provided under the Maryland HBCU Coalition Settlement to support historically Black colleges and universities. The settlement "expires" at the end of the 2023–2032 funding period.	8%
Federal Grants and Contracts	Funding from U.S. federal government agencies, typically awarded through competitive grants or contracts to support research, academic programs, or institutional initiatives.	18%
Sales and Services – Auxiliary	Revenue from non-academic operations such as housing, dining, bookstores, parking, athletics, and other campus services.	12%
State, Local, and Private Grants	Competitive or formula-based funding from government entities or private organizations to support specific programs or research.	2%
Other Sources	Miscellaneous income such as interest earnings on investments, rental income, or one-time reimbursements.	2%

State of Maryland

- Revenue shortfalls aligned with Governor Moore's budget [Budget Highlights Fiscal Year 2026](#)

- State of Maryland's Revenue Deficit - $3B

- University System of Maryland Budget Deficit - $111.1M

- State General Funds reduction - $3.5M

- HBCU Coalition Funds reduction - $1.2M

- Governor's 2% Supplemental reduction - $1.4M

- Tuition and Fee increases

- Continue to address outstanding student debt

- Anticipation of future reductions

The Perfect Storm

- **Free Application for Federal Student Aid (FAFSA) Disruptions** – Delays & process challenges

- **Student Financial Planning (SFP) Hurdles** – Funding gaps impact retention

- **Student Billing Challenges** – Delays & viewing accurate data

Enrollment FY 2018 - FY 2025
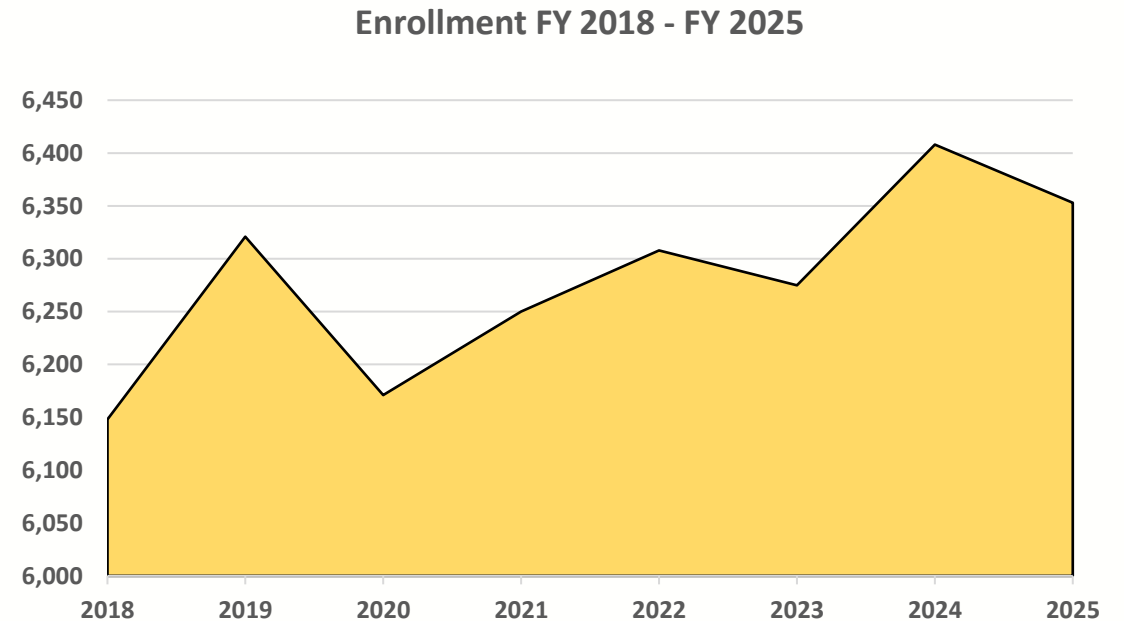
Budget Comparison

	FY25 Budget	%	FY26 Budget	%
Tuition and Fees	54,885,195	25%	52,327,972	24%
State General Funds	66,781,842	30%	66,088,351	31%
Higher Ed Investment Fund (HEIF)	3,983,069	2%	4,544,801	2%
HBCU Settlement Funds	17,476,088	8%	16,318,751	8%
Federal Grants and Contracts Indirect	918,843	0%	1,224,558	1%
Auxiliary Enterprises	34,400,107	16%	34,234,726	16%
Other Sources	1,096,092	0%	1,564,390	1%
Federal Grants and Contracts	35,209,513	16%	36,709,513	17%
HEERF	3,588,884	2%	-	0%
Private, State and Local Grants & Contracts	2,500,000	1%	2,500,000	1%
	220,839,633	**100%**	**215,513,062**	**100%**
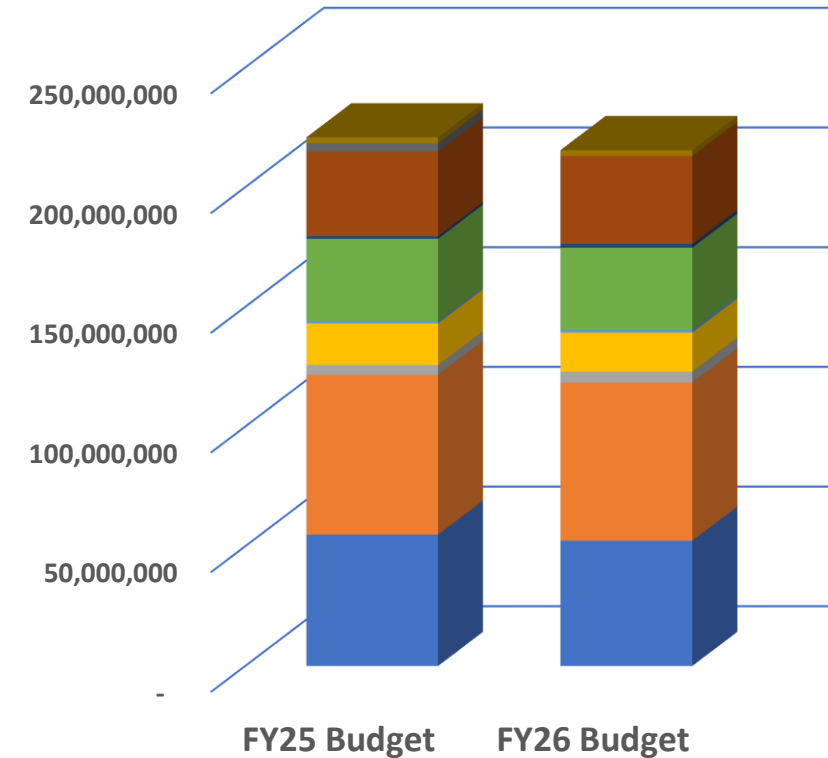
*Does not include BSU Foundation Funds

FY 2025 Year End - Actuals

Total Revenues	FY 2025 Actuals	%
Tuition & Fees	$ 48,608,426	23%
State Appropriation/HEIF	$ 70,887,399	33%
HBCU (Coalition)	$ 17,476,088	8%
Federal Grants and Contracts	$ 42,954,763	20%
State and Local Grants and Contracts*	$ 2,177,421	1%
Private Grants and Contracts	$ 2,309,937	1%
Sales & Services-Auxiliary	$ 27,714,294	13%
Other Sources	$ 3,503,542	2%
Grand Total	**215,631,870**	**100%**

*This does not include BSU Foundation Funds
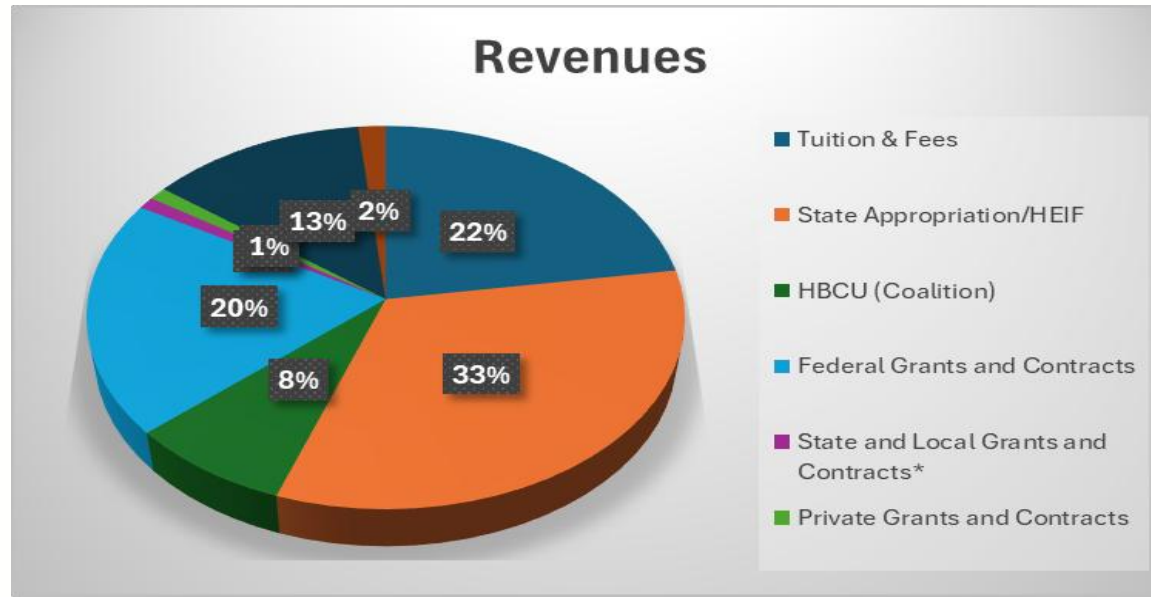
Total Expenses	FY 2025 Actuals	%
Salaries and Wages	91,742,644	43%
Technical and Special Fees (Contracts)	23,546,036	11%
Operational Expense Pool	100,343,190	47%
Grand Total	**215,631,870**	**100%**

Revenues

FY 2025 Actuals- Expenses

7
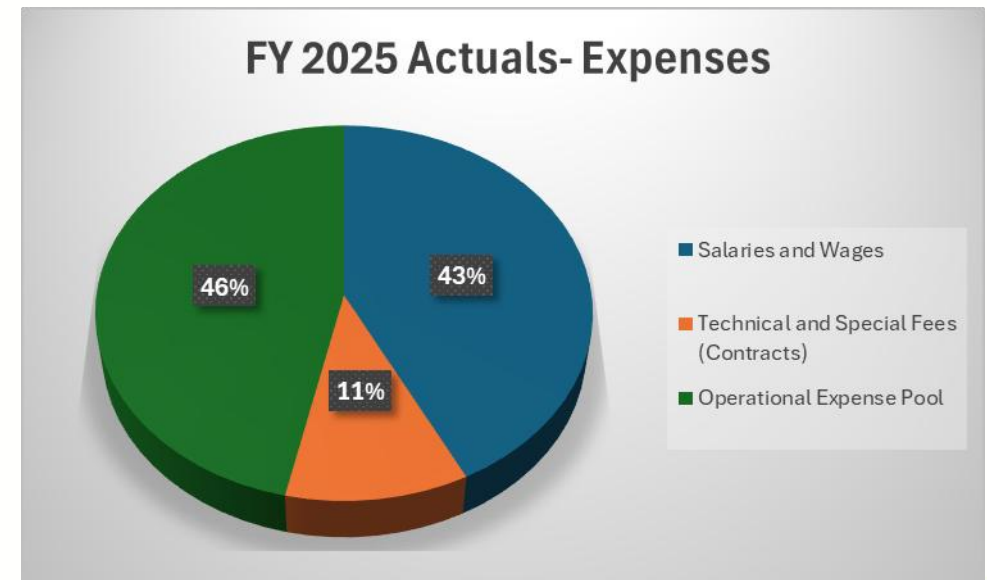
FY 2025 Budget vs Actuals

Total Revenues	FY25 Budget	FY 2025 Actuals	% Change
Tuition & Fees	$ 54,885,195	$ 48,608,426	$ (6,276,769)
State Appropriation/HEIF	$ 70,764,911	$ 70,887,399	$ 122,488
HBCU (Coalition)	$ 17,476,088	$ 17,476,088	$ -
Federal Grants and Contracts	$ 39,717,240	$ 42,954,763	$ 3,237,523
State and Local Grants and Contracts*	$ 2,000,000	$ 2,177,421	$ 177,421
Private Grants and Contracts	$ 500,000	$ 2,309,937	$ 1,809,937
Sales & Services-Auxiliary	$ 34,400,107	$ 27,714,294	$ (6,685,813)
Other Sources	$ 1,096,092	$ 3,503,542	$ 2,407,450
Grand Total	**220,839,633**	**215,631,870**	$ (5,207,763)
*This does not include BSU Foundation Funds			

FY 2025 revenue actuals came in $5.2 million less than budgeted

FY 2025 Year End - Highlights

REVENUE

- Forecast ending FY 2025 budget with a positive fund balance

- Forecast to return 0.7% fund balance, missing the 1% goal per USM requirement

- Enrollment and tuition fell short of the 6,513 target (actual: 6,353) and increased number of students dropped due to non-payment—resulted in a $6.6M revenue shortfall*

- Auxiliary revenue dropped due to enrollment shortfalls in Fall 2024 and Spring 2025—primarily in Housing (~80% of impact), Athletics, and Conference and Event services—resulting in $6.7M less than budget.

EXPENSES

- Funded for COLA and/or Merit for faculty and staff

- Increased Turnover Rate by 2% (2.5% to 4.5%) to balance budget in FY 2025

*Year of FAFSA disruptions

FY 2026 Total Budget

Total Revenues	FY26 Budget	% Budget
Tuition & Fees	$ 52,327,972	24%
State Appropriation/HEIF	$ 70,633,152	33%
HBCU (Coalition)	$ 16,318,751	8%
Federal Grants and Contracts	$ 37,934,071	18%
State and Local Grants and Contracts*	$ 2,000,000	1%
Private Grants and Contracts	$ 500,000	0%
Sales & Services-Auxiliary	$ 34,234,726	16%
Other Sources	$ 1,564,390	1%
Grand Total	**215,513,062**	100%

*This does not include BSU Foundation Funds
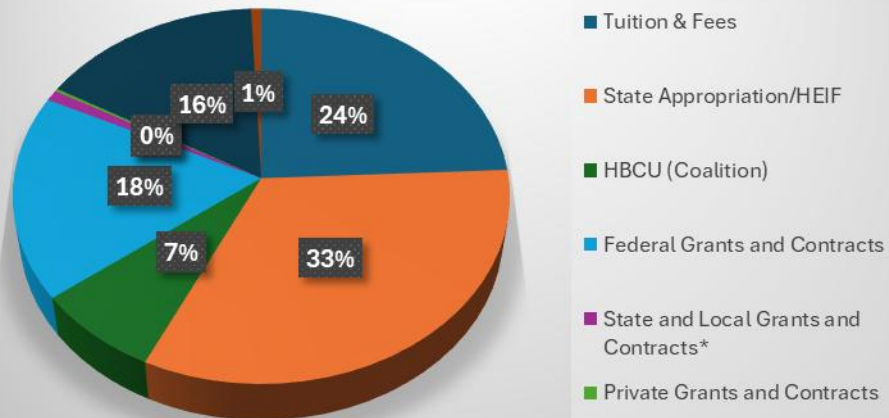
Total Expenses	FY 2026 Budget	% Budget
Salaries and Wages	88,227,948	41%
Technical and Special Fees (Contracts)	20,562,448	10%
Operational Expense Pool	106,722,666	50%
Grand Total	**215,513,062**	**100%**

FY 2026 Revenue

- Tuition & Fees
- State Appropriation/HEIF
- HBCU (Coalition)
- Federal Grants and Contracts
- State and Local Grants and Contracts*
- Private Grants and Contracts

FY 2026 Expenses

- Salaries and Wages
- Technical and Special Fees (Contracts)
- Operational Expense Pool
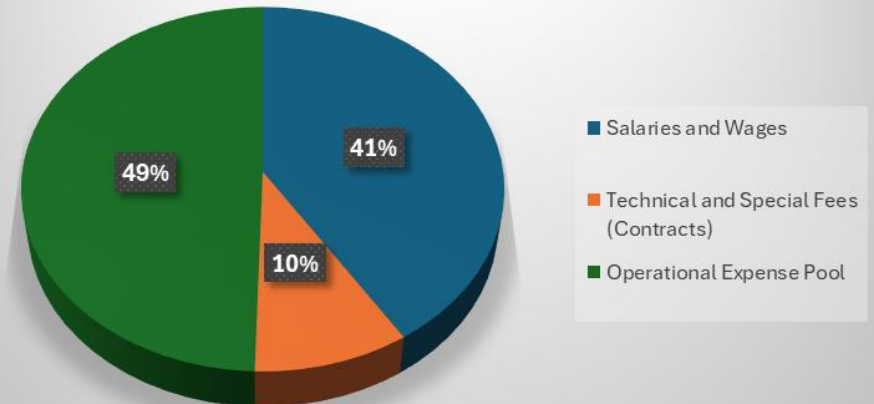
FY 2025 -2026 Unrestricted Revenue

FY 2025 - 2026 Revenue(Unrestricted)
Comparison in millions

	FY25 Budget	FY 2026 Budget
Tuition and Fees	$54.89	$52.33
State General Funds/HEIF	$70.76	$70.63
HBCU Funds	$17.48	$16.32
Fed Grants & Contracts	$.92	$1.22
Auxiliary Services	$34.04	$33.60
Other Sources	$1.45	$2.13
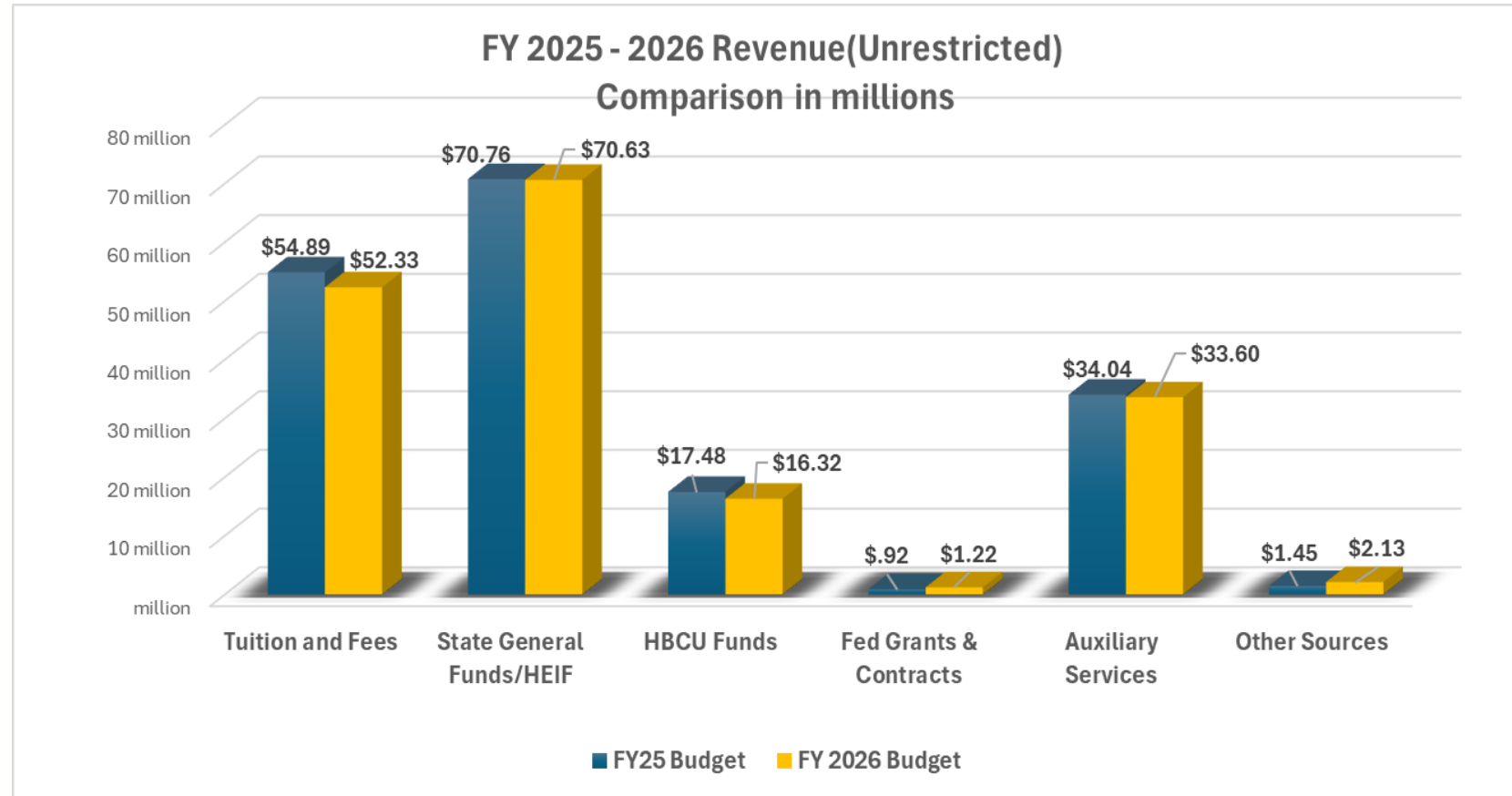
Net Revenue is projected to be $3.3 million less than FY 2025

11

FY 2026 Revenue Assumptions

- The university budget assumes an enrollment headcount of 6,107 for fall 2025 and a headcount of 5,496 or 90% for spring 2026

- 2% In-State and 2% Out-of-State Tuition increases

- Continue to address the outstanding student debt, which was $18M in the previous FY. As of June 2025, student debt is $10M.

- FY 2026 Total Unrestricted & Restricted Revenues are $215.5M, a $5.3M reduction over FY 2025 Budget

FY 2026 Revenue Highlights

	FY 2025 Budget		FY 2026 Budget		FY 25-26 Change
Current Unrestricted Revenue:					
Tuition and Fees	54,885,195	31%	52,327,972	30%	(2,557,223)
State General Funds/HEIF	66,781,842	37%	66,088,351	37%	(693,491)
HEIF	3,983,069	2%	4,544,801	3%	561,732
HBCU Settlement General Funds	17,476,088	10%	16,318,751	9%	(1,157,337)
Federal Grants and Contracts Indirect	918,843	1%	1,224,558	1%	305,715
Sales and Services Educational Activities	23,500	0%	23,500	0%	-
Sales and Services of Auxiliary Enterprises	34,400,107	19%	34,234,726	19%	(165,381)
Other Sources	2,900,975	2%	3,342,787	2%	441,813
Transfer to Fund Balance	(1,828,383)	-1%	(1,801,897)	-1%	26,486
Total Unrestricted Revenue	**179,541,236**		**176,303,549**		**(3,237,687)**
Current Restricted Revenue:					
Federal Grants and Contracts	35,209,513		36,709,513		1,500,000
HEERF	3,588,884		-		(3,588,884)
Private Gifts, Grants and Contracts	500,000		500,000		-
State and Local Grants and Contracts	2,000,000		2,000,000		-
Total Restricted Revenue	**41,298,397**		**39,209,513**		**(2,088,884)**
Total Revenue	**220,839,633**		**215,513,062**		**(5,326,571)**

Key Highlights

- $3.6M reduction in HEERF funding

- $3.5M State General Fund reduction, (specifies $1.7M for COLA and Merit, and $1.1M for MLK support) net reduction of $693K over FY25

- $2.6M Tuition & Fee reduction - 6,107 vs. 6,513 (FY25)

- $1.5M increase associated with Federal Grants

- $1.2 M reduction for HBCU Settlement Funds

- $170K reduction associated with Auxiliary Services

FY 2026 Expense Highlights

Total Expenses	FY 2026 Budget	% Budget
Salaries and Wages	88,227,948	41%
Technical and Special Fees (Contracts)	20,562,448	10%
Operational Expense Pool	106,722,666	50%
Grand Total	**215,513,062**	**100%**

Key Highlights

- Eliminated 50 + FTE internal vacancies/positions for regular PIN positions both faculty and staff

- Established 17 new FTE positions

- Reduced travel by ~ 85% and supplies by ~ 75%

- $1.4M increase for COLA & Merit

- $800k increase for Health & Fringe changes

- $250K increase for CRM Philanthropic Engagement

- $200k increase for Financial Aid

- $1.1M increase for New Facilities (Humanities) operating

Five-Year FTE Trend
(Regular Positions)

FTE Trend
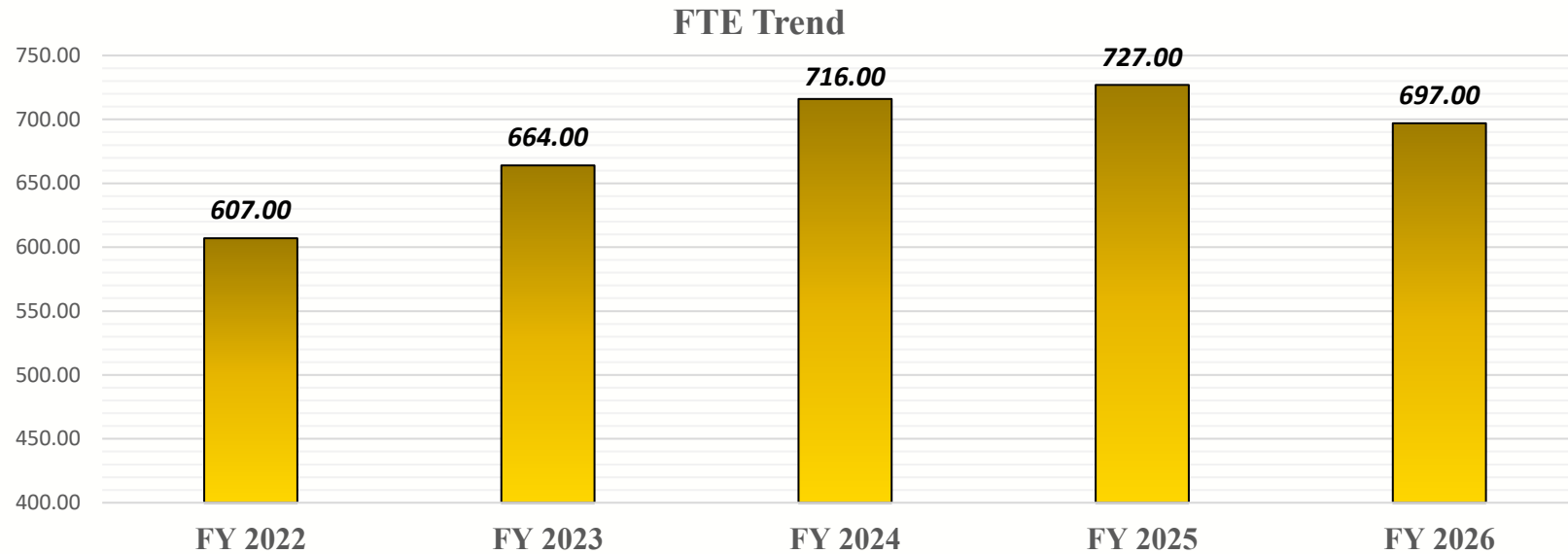
	FY2022	FY2023	FY2024	FY2025	FY2026	FY22-26
Total FTE	607.00	664.00	716.00	727.00	697.00	
Faculty	7.00	17.00	14.00	0.00	-23.00	**15.00**
Staff	13.00	40.00	38.00	11.00	-7.00	**95.00**
Total Change	**20.00**	**57.00**	**52.00**	**11.00**	**-30.00**	**110.00**

Future Budget Reductions

- Information from USM on state side adjustments in FY 2026

- Enrollment numbers

- Federal grants and research cuts

- Financial aid reductions – changes to Federal Loans

- Bad Debt/Student Debt Ratios

- Offset by new revenue streams

IT Strategic Reinvestment

Category	Recurring Savings
Software*	$329,717.08
Organizational Changes	$295,177.00
Telecomm. (on-going)*	$66,168.00
Laptops program	$250,000.00
Total	**$941,062.08**

- **Eliminating VP position of DoIT**: Integration of the IT group into Administration and Finance.

- **Cutting Costs**: Eliminating redundant software and investing in existing solutions. *Example: Removing 2 room scheduling software, EduNav, Occulist, SFP vs. CS.*

- **Vendor Contracts**: Filling mission-critical roles to build internal talent, replacing high-cost contracts with lower-cost options. *Example: Replacing Randstad staffing.*

- **One-Time Investments**: Using vendors for one-time investments and hiring engineering talent to reduce talent and process debt. *Example: Network assessment and refresh of the infrastructure.*

- **Selected Vendors**: Reducing redundant contracts and reinvesting in process improvements. *Example: Huron for University Technology Leadership, EMSA and Workday efficiencies.*

- **Process Improvements**: One-time investments in process improvements using technology consultants. *Example: Streamlining project delivery, moving onboarding to Workday.*

* Indicates that this is a work in progress and savings are being realized on an ongoing basis.

Cost Efficiencies

- Adjusted temp set points by 2 degrees, cost savings estimated to be $240-$250K annually

- Upgraded exterior lighting to LED fixtures, cost savings estimated to be $50K

- Identified roughly $10K in cellphone savings annually through the review of contracts

- Actively working on reducing software redundancies, such as using CircleIn instead of Brainfuse, and focusing on existing software, estimated to be $300K annually

- Reducing redundant contracts and reinvesting in process improvements, estimated at $300K annually

Updates since May 23, 2025

- FY 2025 revenue actuals came in $5.2 million less than budgeted

- 2% In-State and 2% Out-of-State Tuition increases

- Continue to address the outstanding student debt, which was $18M in the previous FY. As of June 2025, student debt is $10M.

- The university budget assumes an enrollment headcount of 6,107 for fall 2025 and a headcount of 5,496 or 90% for spring 2026

- Kicked off FY 2026 Budget

What to expect?

1. Focus on the big picture
2. Everyone helps with new revenue streams
3. Retention is everyone's responsibility
4. Everyone must manage their budget
5. Anticipate reductions for FY 2026 and FY 2027

Budget Development Calendar

Timeline	Dates	Task
Aug-Sept	August	USM provides Bowie with specific budget instructions and information for submission of next year's budget request (General Funds, Tuition Rate, Institutional Mandatories, etc.)
	August	Budget Office obtains preliminary enrollment numbers and credit hour mix from InstitutionalResearch for development of the University's budget request
	September	A preliminary fiscal year budget request is prepared in accordance with USM instructions, preliminary enrollment numbers, preliminary initiatives, and the current year base budget
	September	The preliminary fiscal year budget request is prepared for the State and entered into the Budget Application System (BAS)
Nov-Jan	November	Draft Tuition, Mandatory Fees, Room and Board rates are reviewed through shared governance process (SGA, GSA, & University Council)
	December	If applicable, adjustments are made to the preliminary fiscal year budget request based on information from USM
Jan-Mar	January	Governor approves fiscal year budget request and forwards to Department of Legislative Services (DLS)
	January	Receive several fiscal impact statements from USM regarding pending legislation that may have impact on higher education institutions in the State
	January	DLS prepares an assessment of BSU and submits questions/areas of concerns
	January	Conduct Mid-Year Expenditure Review with VPs and/or President – Re-allocation of one-time funds recommended, if appropriate, to align with strategic priorities
	February	If applicable, Budget Hearings with the Department of Budget and Management (DBM) are held. Testimony is prepared for President to defend upcoming fiscal year budget proposal

Budget Development Calendar

Timeline	Dates	Task
	February	If applicable, President testifies before the House/Senate subcommittees
	February	Tuition, Mandatory Fees, Room and Board rates are submitted to Board of Regents (BOR) for approval
	February	VPAF provides mid-year budget update to the campus community
	February	President and Cabinet members establish University priorities for Outlying FY
	February	Cabinet finalizes enrollment numbers for development of University's upcoming fiscal year working budget
	March	Departments begin developing initiatives for review based on instructions from their division/department heads
Apr-Jul	April	All departmental initiatives are due to their respective division/department heads (VP) for review
	May	All proposed initiatives are due to the Budget Office from division VPs
	May	Cabinet reviews submissions to ensure initiatives are aligned with BSU's Strategic Plan and FY Priorities
	May	VPAF host campus budget forum
	May	If appliable, Cabinet continues to review initiatives for approval
	June	Budget Office begins the process of reconciling and preparing the working budget for use in the financial system
	July	Budget Office informs the campus community that budgets are available

THANK YOU

Economic Development Plan Benchmarks

#1 Enhancement of Public Spaces and Amenities

- Completed the demolition of the old MLK building; final phase of new MLK Center to provide pedestrian access to the building from Henry Circle.

- Renovations completed in Robinson Hall to accommodate offices of Counseling Services and new Vice Presidents for Research and Marketing & Communications.

- Refresh to the Goodloe House

- Upgraded facilities and systems to address safety and security on campus including expanded armed security presence, upgraded Blue Light Emergency Phones throughout campus, enhancements to campus exterior lighting systems.

#2 Building Relationships with Community Stakeholders

- Bowie State signed an MOU with MDOT and the Revenue Authority of Prince George's County to develop the area surrounding the Bowie State MARC Station as part of the MARC Penn Line Transit-oriented Development Strategy.

- Bowie State University has been awarded a $50,000 Teacher Quality and Diversity Program (TQDP) grant from the Maryland Higher Education Commission (MHEC) to provide displaced federal workers and conditionally licensed teachers with an accelerated pathway to earn professional certification.

- Collaboration on the Racetrack property with the City of Bowie.

- 8a Contracting Trainings to HBCUs in the country supported by $3M senatorial grant.

#3 Growth in the University's Physical Footprint

- Thurgood Marshall Library and Academic Commons received $2,230,000 for FY26 from the state to continue the library project. The RFP process has commenced for the selection of a Design Builder for the Library.

- Renovation of Tubman Hall continues which includes a complete interior demolition along with new building suites, bathrooms, study areas, and new Electrical and HVAC Systems. Slated opening for Fall 2026.

- Ongoing infrastructure projects for the improvement of the campus sanitary sewer system and widening of the Jericho Park Road with ancillary sidewalk and landscaping.

#4 Continued Focus on Innovation and Entrepreneurial Mindset

- Entrepreneurship Innovation Center's 2-24 GCEC Highly Commended Award

- Launched the first HBCU experiential learning café fully-operated by students.

- Bowie State University awarded a $99,999 subaward grant from the National Institutes of Health's Artificial Intelligence/Machine Learning Consortium to Advance Health Equity and Researcher Diversity (AIM-AHEAD) Program.

- Bowie State University's Bachelor of Science in Virtual Reality and Gaming degree program laid a comprehensive foundation in digital media, design thinking, operating systems, information security and object-oriented programming.

- The Entrepreneurship Innovation Center received the 2024 Highly Commended Award from the Global Consortium of Entrepreneurship Centers (GCEC). Bowie State University is the first HBCU to receive an award from the GCEC.

BSU Economic Development Plan

Bowie State University Economic Development Plan

Faculty Highlights

FY 2025 Grants and Awards

Department	Total Award Amount
College of Arts & Sciences	$6,797,702.19
College of Education	$6,339,111.68
College of Professional Studies	$1,019,176.00
College of Business	$401,999.00
Academic Affairs	$1,666,098.00
Administration & Finance	$2,550,000.00
Student Affairs	$405,701.00
TOTAL	**$19,179,787.87**

- Department of Nursing was awarded a 4–year, $2.2 million grant from the Maryland Higher Education Commission (MHEC) to increase the number of doctoral faculty members with the goal of having 20 students in the Ph.D. program by 2029.

- The University System of Maryland selected Dr. Rosemary Shumba for the Board of Regents Excellence Award.

- BSU received MacArthur Foundation funding. Guided by Assistant Sociology Professor Anas Askar, the study tasks students with gathering and analyzing peer data while addressing key challenges facing HBCUs.

- Professor Gina Lewis and Dr. Monifa Love awarded $122,609 to study "Special History Study—The Sandburg's Views and Roles Related to African Americans and Civil Rights.

- Dr. Karen Cook Bell, Wilson H. Elkins Professor of History, received a $60,000 National Endowment for the Humanities Faculty Award to support research and writing on her fifth book project, Black Resistance: Family, Gender, and Slave Politics in Denmark Vesey's Conspiracy.

- 23 faculty members and students from the Mental Health Counseling, Master's in Counseling, and Counselor Education and Supervision Ph.D. programs proudly represented Bowie State University at the 2025 Counselors for Social Justice (CSJ) Conference in Puerto Rico.

- Dr. Joshula A. Adebambo was selected as the newest Elkins Professor by the USM with $52,500 to support systemwide initiative to advance adaptive human AI teaming through the Autonomous Technologies Lab.

The Year Ahead

Higher Education Landscape

Federal Changes

o The dismantling the U.S. Department of Education—cutting 1,300 employees, nearly half of the workforce—signals a significant shift that is already impacting federal staffing, resources, and the systems that support educators.

o Federal protections for historically marginalized students including students with disabilities, multilingual learners, and students of color are being quietly rolled back. Key offices, such as the Department of Education's Office for Civil Rights, have lost capacity due to staff cuts and policy shifts.

o The House Education and Workforce Committee proposed several changes to Department of Education (ED) programs, including the Pell Grant program, federal student aid, and need eligibility. The Pell Grant changes impact for BSU is projected to be approximately $6 million including our new allocations for work-study and federal supplemental educational opportunity grants.

Impact on State Funding

o The final fiscal year 2026 budget plan, passed by the Maryland General Assembly, includes a $155 million reduction in state operating appropriations for the USM, a 7% decrease from the previous year. This was initially proposed as a $111 million cut by Governor Wes Moore, with an additional $44 million reduction included in a later supplemental budget framework.

o To offset funding losses, the Board of Regents approved tuition increases across the USM system. In-state resident tuition will increase by 2-4%. Nonresident undergraduate tuition will also increase. Student fees, such as housing, dining, and parking, will also see increases.

Moving Boldy Forward

Our Core Values

Excellence
Bowie State University expects students, faculty, staff, and administrators to demonstrate outstanding levels of performance by fostering a stimulating learning and work environment.

Inclusivity
Bowie State University is intentional about creating a community that encourages involvement, respect, and connection among students, faculty, staff, and administrators regardless of differences of race, gender, ethnicity, national origin, culture, sexual orientation, religion, age, and disability.

Integrity
Bowie State University students, faculty, staff and administrators demonstrate high ethical standards in their interactions with one another and the larger community.

Accountability
Bowie State University expects each member of the University community to be responsible and accountable for the outcomes of their efforts and actions.

Innovation
Bowie State University aspires to infuse innovative practices into academic and administrative functions by encouraging students, faculty, staff, and administrators to utilize best practices and pursue new opportunities.

OLD FARM HOUSE

Fifth, Sixth & Seventh Grades, Campus School

Student Body & Faculty 1925-26