Student Affairs Leadership Profile

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Vice President for Student Affairs
Leadership Profile

Vice President for Student Affairs

Bowie State University (BSU) invites nominations and applications for the position of Vice President for Student Affairs. This position provides vision and strong leadership for comprehensive programs and services to enhance students’ co-curricular experience and promote civic engagement and student success.

Reporting to the President as a member of the senior leadership team, the Vice President for Student Affairs will oversee the Division of Student Affairs. The division fosters a vibrant and stimulating community for students and provides services that promote and enable student well-being and growth. The successful candidate will work in collaboration with faculty, academic colleges, and student leaders to enhance the student experience and each student’s potential for success.

About Bowie State University

Bowie State University is building a bold future on a proud heritage. A comprehensive, regional university, it has established itself as a leader in providing affordable, high-quality educational opportunities to a diverse population of students with ambitions to achieve and succeed. Bowie State has been recognized as one of the nation's best value universities by Money.com. *U.S. News & World Report* ranks Bowie State among the top 25 historically black colleges and universities (HBCUs). Bowie State is one of Maryland’s top five institutions graduating African-Americans with bachelor's degrees in science and technology fields.

One of the 12 member institutions in the University System of Maryland, Bowie State is the oldest HBCU in Maryland and one of the 10 oldest in the country. While remaining true to its founding mission, the university has become a broadly diverse community whose 6,100 students, along with faculty and staff, represent many ethnic and cultural backgrounds. There is continued focus on increasing educational opportunities for students who may be the first in their families to attend college.

Situated on a serene, wooded 337-acre tract in Prince George’s County, Maryland, Bowie State is ideally positioned with easy access to the intellectual and economic power centers in the nation’s capital; Maryland’s largest city, Baltimore; and the state capital, Annapolis. The city of Bowie is the county’s largest municipality and the state’s fifth most populous city. It has been ranked as one of best places to live in America by CNNMoney and *Money* magazine. Bowie also offers a low unemployment rate and one of the nation’s highest graduation rates of high school students. The state of Maryland is among the nation’s best in public education.
About Bowie State University

Bowie State has placed a strategic emphasis on student success, academic excellence and institutional viability. With an eye toward improving graduation rates and closing the achievement gap, faculty collaborate to develop hands-on experiences for students and supportive learning environments. The university has also experienced a positive enrollment trend. In fall 2018, the university experienced record-high overall enrollment of 6,320 students.

Over the last decade, the university has experienced transformation of teaching and research facilities, as well as expansion of academic programs and opportunities for student research. Gearing up for its next comprehensive fundraising campaign, Bowie State is building on recent successes to further enhance its capacity to cultivate and secure financial support from private entities who will help to ensure the long-term viability of the institution.

Bowie State’s shared governance model reflects a commitment to creating a caring, diverse community that demonstrates respect and encourages the success of each person on campus. Faculty, staff, and students have multiple opportunities to positively impact campus policies and decision-making, encouraging a spirit of collaboration and inclusion within a collegial environment. The university’s shared governance bodies are the Faculty Senate, Staff Council, Student Government Association (SGA), and the Graduate Student Association (GSA), as well as the University Council, which includes representation from the four groups.

Bowie State has also made sustainability a priority as the institution strives to reduce its carbon footprint. Over the last five years, the university has made strategic investments in green technologies, including energy-efficient lighting systems, electric vehicles, solar-powered trash compactors and charging stations for mobile devices, and a bike-share program. Students showed their commitment to sustainability by electing to add an annual student fee to ensure that the university can continue to make it a priority.

Vision

Bowie State University will be widely recognized as one of the nation’s best public comprehensive universities that is a model for academic excellence, innovation, and student success.

Mission Statement

As Maryland’s first historically black public university, Bowie State University empowers a diverse population of students to reach their potential by providing innovative academic programs and transformational experiences as they prepare for careers, lifelong learning, and civic responsibility. Bowie State University supports Maryland’s workforce and economy by engaging in strategic partnerships, research, and public service to benefit our local, state, national, and global communities.

Core Values

- Excellence
- Inclusivity
- Integrity
- Accountability
- Innovation
History

Founded in 1865, Bowie State University is an outgrowth of a school opened in Baltimore, Maryland, by the Baltimore Association for the Moral and Educational Improvement of the Colored People, an organization dedicated to offering educational opportunities that the state failed to provide for its black citizens. The association opened its first Baltimore school, School #1, on January 9, 1865, in the African Baptist Church in Crane’s Building.

The school offered courses in the elements of education. Courses to train teachers were added in 1866. With the aid of the Freedmen’s Bureau, the Quakers of England and others, the Baltimore Association, in 1867, purchased and renovated the Old Friends Meeting House for the Baltimore Normal School for Colored Teachers.

After repeated petitions from the Baltimore Normal School trustees, the state legislature authorized the Board of Education to assume control of the school in 1908. By 1910, the state relocated the school to a 187-acre tract formerly known as Jericho Farm in Bowie, Maryland. The school opened at the new location in 1911 with about 60 students and Don Speed Smith Goodloe as the principal.

The school’s name changed to the Maryland Normal and Industrial School at Bowie in 1914 and began a two-year professional teacher education program in 1925, which expanded to a three-year program in 1931. By 1935, the school was renamed the Maryland Teachers College at Bowie when it introduced a four-year program for elementary school teachers.

Following the establishment of a liberal arts program, the Maryland State Legislature authorized the college to become Bowie State College in 1963. The college established its first graduate degree program in 1969. Reflecting significant growth in academic programs, enrollment and community service, Bowie State College became Bowie State University in 1988. On the same day, the university also became one of the member institutions of the newly formed University System of Maryland.
Bowie State University has provided emerging leaders with enriching academic experiences for more than 150 years. The university’s accreditation by the Middle States Commission on Higher Education was reaffirmed in 2016. Students have access to numerous high-quality programs including 23 undergraduate majors, 19 master’s programs, 14 certificates and two doctoral programs within four colleges: the College of Arts and Sciences, College of Business, College of Education and College of Professional Studies.

Several degree programs enjoy nationally accreditation, including business administration, social work, computer science, computer technology, education, mental health counseling, nursing, public administration and school counseling programs. The university offers a rigorous academic program that prepares students to compete in a changing world. A supportive academic environment empowers Bowie State students to think critically, make new discoveries, value differences, and emerge as leaders in a highly technical global society.

The university places special emphasis on the science, technology, cybersecurity, teacher education, business and nursing disciplines within the context of a liberal arts education. Bowie State’s cybersecurity programs are recognized by the National Security Agency and the Department of Homeland Security as models of excellence.

Bowie State is moving toward infusing entrepreneurship education through the curriculum. One of the first initiatives in this effort is the introduction of the Saxbys Experiential Learning Program, where a student CEO earns full academic credit and wages each semester to run an on-campus café staffed by students.

The university’s arts students study in a beautifully appointed Fine & Performing Arts Center and learn from award-winning faculty who are active professionals in their fields.
The Division of Student Affairs supports the university’s mission and goals through its commitment in being the leader in providing excellent services to Bowie State students beyond the classroom. The division fosters student success by promoting intentional opportunities for overall student development for undergraduate and graduate students – academic excellence, personal growth, leadership, social and civic responsibility and diversity. The Division of Student Affairs encompasses the following departments:

The Office of Student Life manages more than 50 student clubs and organizations, as well as facilitates campus-wide voter registration and voter registration volunteer certification training. The office also coordinates the Honda All-Star Challenge program, a college quiz bowl for HBCU students. In fall 2019, the office facilitated nine civic engagement activities with more than 280 students. Under the office, the following four areas are represented:

1. The Office of Student Leadership oversees the Bulldog Leadership Institute, which provides opportunities that enrich and support personal growth and leadership development for all students. The office provides a variety of events, programs and services such as the Excellence Leadership Academy, leadership conferences and workshops. In fall 2019, the office facilitated leadership development programs for more than 1,200 students.

2. The Office of Student Activities oversees the Student Government Association, Campus Activities Board and the Royal Court. The office provides a variety of student programs and events to include Welcome Week, Homecoming and class events, as well as participation in external Royal Court pageants. In addition, the office partners with Enrollment Management to coordinate New Student Orientation programming and activities to support retention throughout the school year.

3. The Office of Greek Life & Community Service provides student programming, community service and social action initiatives, as such Bulldogs on the Hill where select students visited the U.S. Capitol to meet with U.S. representatives and senators. The office oversees three Greek councils comprised of nine fraternities and sororities and one interest club, along with membership intake, chapter standards and academic support for all Greeks. The office also leads the Greek Leadership Academy to train newly initiated fraternity and sorority members. The office also leads a Community Service Student Advisory Board that assists with planning service events, such as partnering with Habitat for Humanity.

4. The Office of Multicultural Programs and Services celebrates all social identities (abilities, age, gender/gender identity, nationality, race, religion, and sexual orientation) by providing ongoing programs and diversity trainings. The coordinator is a certified safe space facilitator.
Student Affairs

Counseling Services provides all students with personal, social, career, academic and crisis counseling, as well as case management. The consulting psychiatrist provides evaluation and medication management. The staff hold specialized certifications in cognitive behavioral therapy, anger management, trauma and suicide prevention. Additionally, subspeciality areas of interest include women’s issues, expressive art therapy, testing and assessment, emotional intelligence, Asperger’s syndrome, LGBTQI/multicultural issues, self-care and grief counseling.

The Office of Student Conduct and Community Standards manages the overall administration and management of the university’s conduct and academic integrity system for all graduate and undergraduate students, including student organizations. It also provides leadership on issues related to student conduct, academic integrity and threat assessment. The office facilitates a comprehensive educational process focused on responsible citizenship and educates the university community to fully understand their individual rights and responsibilities.

The Alcohol Tobacco and Other Drug Prevention (ATOD) Center increases prevention efforts through education, training and the effective development of constructive alternatives to substance use and abuse. By promoting an environment where students have an opportunity for academic success and wellness, risk-taking behaviors associated with the use and abuse of alcohol and drugs can be reduced. The center trains students to become Peer Educators who lead workshops on substance abuse prevention and HIV/AIDS awareness. ATOD is funded by the Behavioral Health Administration and the Substance Abuse and Mental Health Services Administration, Center for Substance Abuse Prevention.

The BSU Police and Department of Public Safety is a full service law enforcement agency providing 24/7 police, investigative security and emergency communication services to the campus. The City of Bowie Greater Chamber of Commerce recognized the Department of Public Safety with awards for outstanding service from 2017-2019.

Points of Pride

- BSU faculty and staff have recently been honored by the University System of Maryland:
  - Professor Julius Davis was awarded a 2019-20 Wilson H. Elkins Professorship and established a Center for Research and Mentoring of Black Male Students and Teachers to support black male high school students who are interested in a career in education.
  - Computer science Professor Sharad Sharma received the 2018 Board of Regents Faculty Award for outstanding research.
  - Alumnus and professional actor Melvin Jackson Jr. (’05) — best known for his portrayal of rapper Kurtis Blow on BET’s “The New Edition Story” — received his first Emmy nomination in 2018 for his performance in his YouTube series, “This Eddie Murphy Role is Mine, Not Yours.”
  - Physics professor Mikhail Goloubev and recent BSU graduate Joshua Brown received the university’s first U.S. patent in more than a decade in 2018 for a silent wind turbine, which improves the performance over similar devices, can operate with low wind speeds and is small enough to power a single home.
Student Affairs

The **Office of Residence Life** houses approximately 1,500 students on campus through a system of five traditional residence halls, a private-public partnership and an off-campus housing location. The office is committed to fostering an environment conducive to the academic and personal growth of residential students. The university recently became a member of Rho Alpha Sigma, a national resident assistant service honor fraternity that recognizes the outstanding work and efforts of resident advisors, community assistants and resident assistants. The office also regularly coordinates annual programs, such as a competition to develop camaraderie among residential students and an academic recognition program.

The **Henry Wise Wellness Center** provides the university community with accessible and confidential outpatient primary care clinical services and health promotion in a supportive and compassionate environment. Appointments and walk-in visits are available at little or no additional cost. The center specializes in adult medicine and women’s health, as well as education in wellness and sexual misconduct prevention. The center also manages a student food pantry that provides non-perishable food and personal care items.

The **Cheerleading Program** supports home and away athletic contests, as well as participates in university and community events. The students are skilled in tumbling and advanced stunting. The team earned a Silver Bid in the National Cheerleaders Association (NCA) Cheer Camp from 2017-2019, which grants participation in the NCA College Cheerleading Competition.
Campus Facilities

Bowie State University is committed to laying a foundation for success by consistently creating modern, state-of-the-art facilities. The university plans to construct new buildings to meet the growing needs of our students, and continue its work to make campus improvements. The university opened three new buildings since 2012, which enhance the learning environments and equip the esteemed faculty with the necessary tools to provide holistic academic experiences.

The Entrepreneurship Living-Learning Community, slated to open in July 2021, will house more than 500 students and become the new home of the university’s Entrepreneurship Academy and the Bowie Business Innovation Center, Maryland’s first business accelerator at an HBCU. In addition to meeting BSU’s need for on-campus student housing, the facility will also provide retail space that will be open to the public, space to house Bowie State student businesses, a student makerspace, technology-infused classrooms and more.

Opened in 2017, the Center for Natural Sciences, Mathematics and Nursing provides cutting-edge research and instructional laboratories, a nursing simulation suite and a fully enclosed greenhouse, as well as flexible classrooms that foster collaboration. The 148,995-square-foot center is already boosting the university’s efforts to attract and retain highly qualified faculty in STEM fields, as well as recruit students interested in STEM.

The Student Center, opened in 2013, is the heartbeat of campus. It houses a campus bookstore, a theater, meeting space for extracurricular activities and multiple dining facilities, including Saxbys, an exclusively student-run café. The center received LEED Gold certification for its environmentally sustainable design, making Bowie State the first HBCU to receive that honor for a student center.

The Fine and Performing Arts Center, opened in 2012, has the distinction of being an All-Steinway facility, featuring only the prestigious Steinway pianos in both practice and performance spaces. The beautiful space also boasts a 400-seat main stage theater, a movement studio, a black box theatre, a band room, a recital hall, a multimedia recording studio, and a digital music lab.
Athletics & Recreation

The Bowie State Bulldogs are members of NCAA Division II and the Central Intercollegiate Athletic Association (CIAA). The current roster includes five men’s teams (basketball, cross country, indoor track and field, football, outdoor track and field) and eight women’s teams (basketball, bowling, cross country, indoor track and field, outdoor track and field, softball, tennis, volleyball). The teams have won a collective 24 CIAA championships since 1989 – 13 in the last decade alone. Most notably, the football team won back-to-back conference championships in 2018 and 2019. The women’s bowling team has won more CIAA titles than any other BSU team, earning nine since 2005.

The university’s Department of Intercollegiate Athletics and Recreation encourages a strong academic focus, good citizenship, and growth of character in every student-athlete. Overall, the student-athletes have higher graduation rates and higher four-year class averages than non-student athletes.

In 2020, the department will open a renovated eight-lane, 25-yard swimming pool and a modernized recreational space to enhance the campus’s intramural and recreation facilities, which include a state-of-the-art fitness facility, indoor and outdoor basketball courts, and outdoor tennis courts. Also in 2020, the department will expand the university’s recreation programming and activities.
The Position

Role Summary

Bowie State University seeks an experienced, highly motivated and innovative leader as its Vice President for Student Affairs (VPSA). The VPSA will provide vision and strong leadership for comprehensive programs and services to enhance the co-curricular experience for students and promote civic engagement and student success. Reporting to the President as a member of the senior leadership team, the VPSA provides strategic direction for a staff to include Counseling Services, Wellness, Campus Safety, Housing and Residence Life, Greek Life, Student Activities, and Conduct and Community Standards.

The VPSA will oversee the Division of Student Affairs and have responsibility for a total staff of 66 employees and an overall budget responsibility of more than $10 million. The Division of Student Affairs plays an important role in student retention and success.

Key Opportunities & Challenges

The VPSA will join an exceptional leadership team, all of whom are committed to maximizing the success of BSU’s talented student body and passionate faculty and staff. As BSU faces the future, the VPSA will need to focus on several opportunities and challenges:

- As BSU continues to advance its Racing to Excellence strategy, there is an opportunity to provide leadership to a Division of Student Affairs that embraces collaboration, transparency, communications, and shared governance.
- BSU enjoys strong momentum as one of Maryland’s fastest-growing universities. BSU will benefit from having a VPSA who shares the vision, excitement, and energy that is now permeating the campus community.
- With the retirement of the former VPSA, there is an opportunity for the incoming VPSA to assess all areas in the division to make sure they are responsive and equipped to address the changing educational landscape and student population at BSU.
- BSU prides itself in providing a familial environment that nurtures and supports its students. The new VPSA must be outgoing, engaging, and eager to be a part of the campus community. As a smaller-to-midsize campus, there is an opportunity to wear multiple hats.
- BSU is led by a president who firmly believes in having a leadership team whose members are committed to running a complex organization and who have the ability to step in during the absence of the president. This is an opportunity to serve as an advisor to a president who is open to new ideas and who embraces the value of teamwork.
- Since BSU has a large commuter population, the Division of Student Affairs has a responsibility to make sure that their needs are being met and efforts are made to engage them in meaningful ways.

Required Qualifications & Experience

The VPSA must develop close partnerships with key university stakeholders and be able to communicate a clear vision for the division in support of the university’s mission and strategic goals. The successful candidate will be a skilled, collaborative leader with exceptional administrative, communication and managerial skills, along with a deep commitment to diversity and inclusion, transparency, and personal integrity.

The VPSA must be an accomplished team leader able to facilitate collaboration within the division and among staff and faculty throughout the university. The successful candidate will be knowledgeable of higher education best practices in student affairs and be able to effectively translate student development theory into practice.

The VPSA must be a strong advocate for student success and be able to work effectively with the Provost and the Vice President for Enrollment Management to promote student retention, persistence and character development. A doctoral degree and a proven record of broad and progressive higher education administrative management and leadership experience is strongly preferred.
The Position

Salary
The salary is competitive and commensurate with qualifications and experience.

How to Apply
Diversified Search has been retained by Bowie State University to assist in this search process. Nominations and inquiries are invited. For full consideration, applicant materials should be received by March 1, 2020. Candidates should provide a resume or curriculum vitae and a letter of interest that addresses the responsibilities and qualifications described above, along with the names and contact information of five references. References will not be contacted without prior knowledge and approval of candidates. Application materials, nominations or inquiries should be sent electronically to BSU-VPSA@divsearch.com.

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