



PRESIDENTIAL
**LEADERSHIP
PROFILE**



Presidential Leadership Profile

Table of Contents

Click on an item below to navigate to a page.

President	1
About Bowie State University	1
Vision	
Mission Statement	
Core Values	
History	3
Academics & Accreditations	4
Profile	
Points of Pride	
Governance & Administration	6
Campus Facilities	7
Strategic Partnerships	8
Athletics	8
Opportunities	9
The Position	10
How to Apply	11

Presidential Leadership Profile

President

The Chancellor and the Regents of the University System of Maryland seek a dynamic, entrepreneurial, innovative, and creative leader with strong academic, administrative and business acumen as President of Bowie State University. As Chief Executive Officer, the President is responsible for all operations of the university, including overall leadership and management of the institution, the academic enterprise, and the acquisition and allocation of resources, with a focus on private fundraising.

The President is charged with being a visionary leader and creative problem-solver when leveraging assets and strengths to take advantage of all opportunities for improvement and growth, both international and domestic. The next President will assess, evaluate and transform university operations and practices to increase efficiencies, sustain shared resources, and excel in the increasingly competitive and evolving higher education landscape.

About Bowie State University

Bowie State University is building a dynamic 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. *The Economist* magazine, in 2015, ranked Bowie State the best educational value among all Maryland institutions, and *U.S. News & World Report* ranks Bowie State among the top 30 historically black colleges and universities (HBCUs).

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 5,600 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



About Bowie State University

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.

Bowie State has placed a strategic emphasis on teaching and student success, resulting in a 27-percent increase in the number of graduates over the last 10 years. 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, and in fall 2016, saw a record enrollment of 967 new freshmen, a 63-percent increase over the past fall.

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. With increased emphasis on growing the institution's financial support, Bowie State exceeded its \$15 million goal in the university's first comprehensive fundraising campaign.

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. 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 an important higher education access portal for qualified persons from diverse academic and socioeconomic backgrounds who seek a high-quality and affordable public comprehensive university. The university will empower our students and improve our world through rising enrollments, improving graduation rates, and service to the community. We will do so while placing special emphasis on the science, technology, teacher education, business, and nursing disciplines within the context of a liberal arts education.

Mission Statement

Bowie State University empowers a diverse population of students from Maryland, the nation, and the world to reach their full potential through its high-quality, liberal arts-based bachelor's, master's, and doctoral programs. The university provides a nurturing environment distinguished by a culture of success that supports students in completing their course of study. As Maryland's first historically black university, Bowie State inspires and prepares ethical and socially responsible leaders who can think critically, discover knowledge, commit to lifelong learning, value diversity, and function effectively in a highly technical and dynamic global community.

Core Values

- Excellence
- Civility
- Integrity
- Diversity
- Accountability

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.

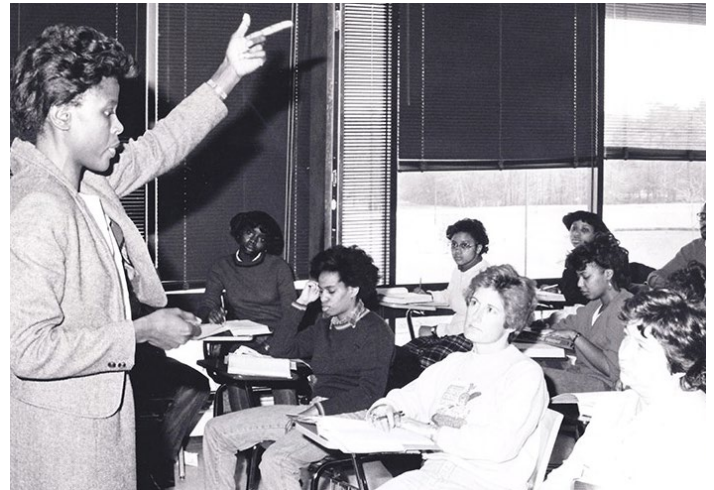
After repeated petitions from the Baltimore Normal School trustees, the state legislature authorized the Board of Education to assume control of the school in 1908. By 1910, the state relocated the school to a 187-acre tract formerly known as Jericho Farm in Bowie, Maryland. The school

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.



Academics & Accreditations



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. Through its four colleges, the university offers a rigorous academic program that prepares students to compete in a changing world. Students have access to numerous high-quality programs including 22 undergraduate majors, 19 master's programs, 14 certificates, and two doctoral programs. 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 **College of Arts and Sciences** offers a broad spectrum of courses that teach students how to question, analyze, understand, and theorize. Students work closely with highly credentialed professors who are practicing in their field and doing cutting-edge research, and will select from unique programs like music technology and bioinformatics. The university's programs in cybersecurity education have been recognized by the National Security Agency and the Department of Homeland Security as models of excellence.

The computer science and computer technology programs are accredited by the Computing Accreditation Commission of ABET.

Profile

FALL 2016

- 4,711 undergraduate
- 958 graduate
- 5,669 total
- 83% African American
- 967 first-time freshmen
- 16/1 student-faculty ratio
- 220 full-time faculty
- 98 have terminal degrees
- 86 are tenured
- 372 full-time staff
- \$123.6 million operating budget

The **College of Business** uses a holistic, career-oriented approach to teaching the skills needed for a rewarding career in corporate America, government, or as an entrepreneur. Close relationships with area businesses and government agencies provide many opportunities for internships and post-graduate employment. The college's programs create a microcosm of the real-life business arena where students interested in starting their own businesses learn to think like entrepreneurs and have access to mentors through the Bowie Business Innovation Center, Maryland's first incubator at an HBCU.

The bachelor's and master's programs in business administration are accredited by the Accreditation Council for Business Schools and Programs (ACBSP). The Master of Public Administration is accredited by Network of Schools of Public Policy, Affairs, and Administration (NASPAA).

Academics & Accreditations

In the **College of Education**, highly credentialed faculty members are constantly researching best practices and programs to align with national trends and local needs, such as new teacher-leader emphasis. The college has maintained continuous accreditation of its professional teacher programs by the National Council for Accreditation of Teacher Education (NCATE) since 1954 and has received national recognition for the quality of its partnerships with local schools that accept student interns. The college also works with local school districts to increase the number of well-prepared principals to fill anticipated vacancies. Proof of the college's commitment to educational excellence is reflected in a nearly 100-percent pass rate for key exams and graduates who go on to win awards and take leadership posts.

In the **College of Professional Studies**, students have opportunities for cross-disciplinary learning, internships with top employers, community involvement and global learning. Expert faculty prepare students to enter in-demand fields, like criminal justice and nursing, and get hands-on experience inside the classroom and in criminalistics and simulation labs. Overall, the college provides access to innovative programs and resources tailored to supporting success.

The bachelor's and master's programs in nursing are accredited by the Accreditation Commission for Education in Nursing (ACEN), Inc. They are also approved by the Maryland Board of Nursing. The bachelor's program in social work is accredited by the Council on Social Work Education.

Points of Pride

- BSU faculty and staff have recently been honored by the University System of Maryland:
 - International Student Services Director Robert Batten received a 2016 Board of Regents' Staff Award for outstanding service.
 - Professor Hoda El-Sayed was honored with a 2016 Board of Regents Faculty Award in Innovation.
 - Professor George Ude was awarded a 2015–16 Wilson H. Elkins Professorship.
- Gabriel Ajiwe, a social work major, participated in a global learning visit to South Africa in summer 2016 on a Benjamin A. Gilman International Scholarship, sponsored by the U.S. Department of State. He was one of more than a dozen BSU students who traveled abroad in university-sponsored learning or research trips in summer 2016.
- Assistant Professor Anne Osano was awarded a prestigious Carnegie African Diaspora Fellowship in 2015 to travel to Kenya to work with researchers at the University of Nairobi to investigate the health benefits of a native plant. In summer 2016, she returned to Kenya with four biology students to continue the research, using a National Science Foundation grant.



Governance & Administration

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. In keeping with that commitment, faculty, staff, and students have multiple opportunities to positively impact campus policies and decision-making, encouraging a spirit of collaboration within a collegial environment.



The Faculty Senate meets monthly during the academic year to address faculty matters on campus. Its membership is comprised of elected representatives from each department and at-large members from the colleges. The Faculty Association meets once or twice a semester and is open to all faculty members.

The Staff Council represents the interests of staff employees who are not part of collective bargaining, advises the review and implementation of university policies, and provides a forum for discussions about the welfare of the university. The council also develops committees to serve the membership, provides representation to the Bowie State University Council, informs employees of the University System of Maryland's related actions, and liaises with Council of University System Staff (CUSS) and Bowie State University.

The Student Government Association (SGA) and Graduate Student Association (GSA) also take on a major role as the advocacy bodies for students by appointing

representatives to sit on university committees and meet with administrators to ensure the students have a voice in the university's decision-making process.

The University Council includes representation from the four constituent governance groups to serve as the forum for review of institutional policies and to make recommendations to the President for action.

Through the practice of shared governance, the university works hard to maintain a collaborative and inclusive environment for the entire Bowie State community.

The university is a proud member of the University System of Maryland (USM), the state's public higher education system. USM is governed by a 17-member Board of Regents, who are appointed by the Governor. The regents oversee the system's academic, administrative and financial operations, formulate policy, and appoint the USM Chancellor and the presidents of the institutions. USM institutions, faculty and staff make valuable contributions to the state's economy and communities: faculty and staff continue to fuel research and discovery by attracting nearly \$1.3 billion in external grants and contracts annually; the institutions address critical workforce shortages, especially those related to STEM (science, technology, engineering, mathematics); and students, staff, and faculty volunteer in local communities for more than a million hours annually. The University System of Maryland is ranked among The Reuters 100: The World's Most Innovative Universities.



Campus Facilities

Bowie State University is committed to laying a foundation for success by consistently creating modern, state-of-the-art facilities. With each new building, the students benefit from enhanced learning environments and the university's esteemed faculty gain the necessary tools to provide holistic academic experiences.

The **Fine and Performing Arts Center**, the first of three new buildings in five years, opened in 2012. It 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.

The **Student Center**, opened a year later in 2013, has become the heartbeat of campus. It houses multiple dining facilities, a campus bookstore, and meeting space for extracurricular activities. 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.

Slated to open in 2017, the **Center for Natural Sciences, Mathematics and Nursing** is currently under construction. The new building replaces the Crawford Science Building and will provide cutting-edge research and instructional laboratories, as well as flexible classrooms that foster collaboration. The 148,995-square-foot center will undoubtedly boost the university's efforts to attract and retain highly qualified faculty in STEM fields, as well as recruit students interested in STEM.



Strategic Partnerships

Bowie State has developed community, industry, and international partnerships to leverage opportunities for students and faculty. In partnership with industry giant Lockheed Martin, the university developed its first signature program, Education Innovation Initiative (EI²), to provide hands-on experience for students to develop technology-based solutions to real-world problems and increase the pipeline of minority students entering STEM disciplines. Students also have access to professional mentors and the latest cloud computing technologies.

Bowie State is one of the founding members of the HBCU-China Network, which provides full scholarships to students from 42 HBCUs to study abroad in China. So far, a total of 28 Bowie State University students studied in China through this partnership. Compared to the other HBCU members, Bowie State has sent the highest number of students to China for semester-long study.

The university also engages in ongoing research through an agreement with the Godfrey Okoye University in Nigeria and the DNA Learning Center at Cold Spring Harbor Laboratory in New York, the preeminent research and educational institution for molecular biology and genetics. Through a recent National Science Foundation grant, Professor George Ude travels with BSU students each summer to conduct DNA barcoding research at the Nigerian university and the DNA Learning Center.

Athletics

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 19 CIAA championships since 1989. Most notably, the women's bowling team holds the 2016 championship title and is the winningest BSU team in the CIAA conference with six titles since 2005.

Bowie State University became a hub for startups in 2012 when the Bowie Business Innovation Center opened on campus, in collaboration with the city of Bowie, as Maryland's first incubator at an HBCU.

To address the shortage in cyber industry talent and to provide United States veterans and others access to meaningful careers in cybersecurity, Bowie State University partnered with another USM institution, the University of Maryland Baltimore County (UMBC), to launch a cybersecurity national workforce training pilot. The RX5 Cybersecurity Workforce Development program is a public-private partnership that aims to train a number of cohorts at each RX5 campus. After the RX5 candidates complete 18 weeks of cybersecurity training, they will be placed in a special RX5 fellowship for an additional 12 weeks of hands-on cybersecurity workforce training.

Bowie State University has also partnered with the Maryland-National Capital Park and Planning Commission (M-NCPPC) to expand quality arts programming for Maryland residents, helping establish the university's state-of-the-art Fine and Performing Arts Center as an accessible local cultural resource. A broad range of non-academic arts activities, jointly developed by Bowie State and M-NCPPC, include professional performances, master workshops, small-group classes and camps.

The university's Department of Intercollegiate Athletics 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.

Opportunities



Bowie State University is well positioned to maintain its upward trajectory with opportunities for future growth and advancement.

Faculty members and students participate in research consortia and partnerships at state, national and international levels, and collaborate with federal agencies and others in industry. Some of their works have received national and international recognition for excellence. Some have secured patents for their inventions.

Bowie State University cybersecurity programs are meeting the highest standards of excellence in preparing graduates for work in that critical industry. As part of a new consortium of 13 HBCUs that was awarded a five-year, \$25 million grant by the U.S. Department of Energy's National Nuclear Security Administration, Bowie State will receive more than \$1.2 million to expand its cybersecurity curriculum and enhance its capacity to train even more students for cybersecurity careers.

With support from a National Science Foundation grant, Bowie State launched an Applied Biotechnology Initiative to increase student training in basic and advanced interdisciplinary concepts and laboratory skills in biotechnology as they pursue their biology degree.

In fall 2016, Bowie State University launched a new high-performance supercomputer that will expand the research capacity for faculty and students, especially candidates for the Doctor of Science in computer science. Acquired through a grant from the Department of Defense U.S. Army Research Office, the supercomputer provides the core capability for the university's new Center for High-Performance Information Processing (CHIP) and will support growth opportunities for research in artificial intelligence, human-computer interaction, robotics, and virtual reality.

Bowie State University is home to Maryland's first incubator at an HBCU, the Bowie Business Innovation Center. The College of Business built on that partnership in 2013 to establish the Entrepreneurship Academy, a pathway of practical learning opportunities to help college and high school students develop their own businesses. The academy includes an incubator for students' ventures called the Student Business Hatchery.

The Position

The President is the chief executive officer of the university and reports to the University System of Maryland Board of Regents through the system's Chancellor. The President operates in accordance with the policies and procedures established by the Board of Regents of the University System of Maryland. The chief executive officer is responsible for the complete operations of the university and oversees an annual budget of \$123.6 million. The President will:

- Think and act strategically in positioning the university within the national and international higher education environment;
- Assess university resources, evaluate opportunities and transform university leadership, operations and practices to increase efficiencies, sustain shared resources, surpass established metrics to excel in the competitive, evolving higher education landscape;
- Believe in and honor the spirit of shared governance by valuing the talents of faculty, students, staff; and encouraging a high level of transparency to ensure all voices are heard;
- Invest in, manage and strengthen the university's fiscal, human capital, physical plant, and other resources; promote a culture of innovation, partnership and strategic growth;
- Lead the university's fundraising efforts and serve as a catalyst for securing support for scholarships, capital and technological improvements, and donations to grow the endowment from a broad constituent base;
- Facilitate an environment of empowerment, which will inspire administrators, faculty and staff to seek opportunities for career and professional development;
- Identify synergy between disparate groups that can be leveraged into increased success with grants, contracts and donors;
- Leverage the proximity of the university to the community of international businesses and industry and the federal government in order to identify and target resources, partnerships, and collaborations that will enhance the initiatives and activities of the faculty;
- Serve as a passionate advocate of the institution by sharing with a wide variety of audiences that include business and industry, alumni, future students, and their parents, the unique and compelling value proposition historically black colleges offer in educating students;
- Ensure students have adequate levels of guidance, instruction, financial and personal support and facilities essential for their learning, development, well-being, safety, and success;
- Build accountability and commitment to enhancing institutional performance, as well as engage in efforts to achieve system-wide and institutional goals and objectives by working collaboratively with system presidents, sister institutions and the Bowie State University family; and
- Maintain, continue to build and engage in positive relationships with the Alumni Association.

Preferred Qualifications

The preferred characteristics, knowledge, skills, and abilities are:

- An earned terminal degree in an academic discipline from an accredited university;
- Experience building quality teams who generate quantitative and qualitative growth;
- A record of progressive senior-level administrative and managerial experience in complex organizations that include responsibilities for significant human, financial and capital resources;
- An understanding of the philosophies, strategies and tactics of successful, robust fundraising;
- A track record of soliciting and securing financial support both externally from public (state and federal) and private (individuals, corporations, organizations, and foundations) sources and internally from the system;
- Strong interpersonal skills with a keen interest in and ability to engage, partner and work collaboratively with a wide range of constituents; including students, faculty, staff, alumni, regents, system presidents, Chancellor, local municipalities, community leaders,

The Position

regional leaders, state legislators and/or federal government officials and agencies; K-20, and the corporate sector to advance the university's strategic goals;

- Strong business acumen relative to budgeting, fiscal planning, revenue stream generation, diversification of revenue streams, talent management, increasing brand recognition, and enrollment;
- Significant experience fostering a transparent, collaborative environment where multiple perspectives are gathered and considered through open exchanges, diversity, and inclusiveness; and
- Ability to engage people and to establish positive rapport with students, parents, faculty, staff, alumni, supporters, and other members of the community.

Salary

The salary is competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, Inc. is assisting Bowie State University in this confidential search. Initial screening of applications will begin immediately and will continue until an appointment is made. Applications should be received prior to February 28, 2017, for best consideration. Individuals who wish to nominate a candidate should submit a letter of nomination that includes contact information for the nominee. Application materials should include a letter addressing how the candidate's experiences match the position qualifications, a curriculum vitae or resume, and three references. Confidential inquiries, nominations, and application materials should be directed to:

Jan Greenwood, Betty Turner Asher, Partners
Marion Frenche, Principal and Practice Leader

Greenwood/Asher & Associates, Inc.
Bowie State University – President
42 Business Centre Drive, Suite 206
Miramar Beach, Florida 32550

Phone: 850-650-2277 / Fax: 850-650-2272

Email: jangreenwood@greenwoodsearch.com

Email: bettyasher@greenwoodsearch.com

Email: marionfrenche@greenwoodsearch.com



Bowie State University is an equal opportunity employer.

For more information about Bowie State University please visit bowiestate.edu.



14000 Jericho Park Road
Bowie, Maryland 20715
301-860-4000

www.bowiestate.edu