Provost &
Vice President for Academic Affairs

LEADERSHIP PROFILE
Provost & Vice President for Academic Affairs
Leadership Profile

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Provost & Vice President for Academic Affairs Leadership Profile

Bowie State University, a member institution of the University System of Maryland, invites applications, nominations, and inquiries for the position of provost and vice president for academic affairs. Reporting to the president as a member of the senior leadership team, the next provost will play a key role in moving the institution forward consistent with the mission, vision, and goals set forth in the new strategic plan, in building relationships across campus and within the surrounding community, and in motivating and empowering those within the academic and research units of the institution. The next provost is expected to assume office in the summer of 2020.

About Bowie State University

Bowie State University is building a bold future on a proud heritage. Founded in 1865, Bowie State University is Maryland’s first historically black public university and is one of the 10 oldest HBCUs in the country. The university’s 337-acre campus is centrally located in Bowie, Maryland, near Washington, DC, Baltimore, and Annapolis, positioning students for prime access to internships and job placements with government agencies and industry leaders as well as a wealth of cultural experiences.

A comprehensive, regional university, Bowie State emboldens a diverse population of students to reach their potential by providing affordable, high-quality academic programs and innovative, transformational experiences both inside and outside of the classroom, as they prepare for careers, lifelong learning, and civic responsibility. Bowie State has been recognized as one of the nation’s best value universities by Money.com, and U.S. News & World Report ranks Bowie among the top 25 historically black colleges and universities (HBCUs).

A growing awareness of Bowie State University’s high-quality educational experience has led to a sharp increase in applicants and student enrollment in the last five years, including record-high enrollment both in total student body and freshman class size from 2015 to 2018. From fiscal year 2013 to fiscal year 2018, Bowie State experienced a 13-percent increase in the overall student population, with a total enrollment of 6,171 in fall 2019. This increase
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has made Bowie the third fastest-growing college or university in the state, according to the Baltimore Business Journal.

Under President Aminta H. Breaux’s leadership, the university has initiated a new marketing campaign entitled Bowie Bold and a Five-Year Strategic Plan (FY19-FY24), Racing to Excellence. Part of this plan is to expand the impact and value of Bowie State in the community through increased partnerships. To this end, President Breaux and Baltimore City Community College (BCCC) President Debra L. McCurdy came together this past fall to announce a comprehensive partnership to enable more BCCC students to transfer seamlessly to Bowie State to earn a four-year degree and receive specialized scholarships, marking the first such agreement between the institutions.

With increased emphasis on growing the institution’s financial support as well, Bowie State is gearing up for its next comprehensive fundraising campaign, 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.

Students also enjoy a vibrant campus life with 50+ clubs and organizations, as well as extensive leadership development opportunities. Thirteen Bulldog athletics teams (eight women’s and five men’s teams) compete in the NCAA Division II Central Intercollegiate Athletic Association (CIAA), the oldest African American athletic conference in the United States, and have brought home 13 conference championships in the last decade.

The university is accredited by the Middle States Commission on Higher Education and is in the process of preparing for a successful 10-year reaccreditation visit in 2021. A great deal of data about Bowie State can be viewed on the University System of Maryland Data Dashboard at: https://www.usmd.edu/IRIS/.
Local Community

Bowie began as a minor train stop and has grown to be the largest municipality in Prince George’s County, Maryland. With a population of over 58,000, the city of Bowie is the state’s fifth most populous city and is an easy commute to Maryland’s largest city, Baltimore; the state capital of Annapolis; and the intellectual and economic power centers of the nation’s capital. It has been ranked as one of the best places to live in America by CNN Money and Money magazine and offers a low unemployment rate. The state of Maryland is among the nation’s best in public education, and Bowie boasts one of the highest graduation rates of high school students.

Academics

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 and supportive environments that encourage students to think critically, make new discoveries, value differences, and emerge as leaders in a highly technical and changing global society. Students have access to numerous high-quality programs, including 23 undergraduate majors, 19 master’s degrees, 14 post-bachelor’s certificates, and two doctoral programs within four colleges: the College of Arts & Sciences; College of Business; College of Education; and College of Professional Studies. In particular, Bowie State has a reputation for academic strength in cybersecurity, natural sciences, nursing, business and teacher education, all taught within the context of a liberal arts education.

Several degree programs enjoy national accreditation, including business administration, social work, computer science, computer technology, education, mental health counseling, nursing, public administration and school counseling. Business administration, mental health counseling, nursing, school counseling, and social work all received full reaccreditation from their respective national accrediting bodies in the past year.

Experiential Learning

The university is committed to providing hands-on learning opportunities for students and continues to expand strategic partnerships, research, and public service that enable students to learn about diverse career paths and prepare for the careers of tomorrow. Below is a shortlist of some of the amazing opportunities available to students:

- Bowie State is a leader in cyber technology. The university’s cybersecurity programs are recognized by the National Security Agency and the Department of Homeland Security as models of excellence. Students work with expert faculty to develop solutions to real-world challenges using emerging and advanced technologies, like blockchain, internet
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of things (IoT), artificial intelligence, and high-performance computing, and using Bowie’s 3D virtual reality lab, students develop simulations that aid homeland security preparedness.

- Strong industry partnerships open doors for Bowie State’s business administration students who often land job offers from the region’s leading accounting and finance firms before they graduate. In addition, students within the College of Business learn to think like entrepreneurs and have access to mentors through the Bowie Business Innovation Center — a business accelerator and collaborative workspace for technology companies and government contractors within Prince George’s County, Maryland, and Maryland’s first incubator at an HBCU – and an Entrepreneurship Academy that is preparing students to be their own bosses, create community connections, and launch thriving, solution-based ventures. A campus-wide initiative is underway to infuse entrepreneurial thinking across the curriculum to prepare all students to embrace innovation and change throughout their careers.

- Bowie recently partnered with Saxbys, a coffee company headquartered in Pennsylvania, to bring its Experiential Learning Program to campus by opening a cafe run exclusively by students.

- Education students benefit from award-winning professional development partnerships with local schools that place students with mentor-teachers in the classroom, as they prepare to shape young minds, and the College of Education boasts a nearly 100-percent pass rate for key exams. To meet the ongoing demand for qualified special educators, the College of Education launched a tuition-free program to prepare more teachers for children with disabilities and special needs.

- Using a state-of-the-art criminalistics lab, criminal justice students learn how to analyze physical evidence—from fingerprints and firearms to documents and toxicology reports—and reconstruct past events with high-powered microscopes and high-speed cameras to develop the expertise to become next-generation crime scene investigators.

- Bowie is the proud recipient of a $1.02 million federal grant that has allowed for the creation of the Peer Recovery Workforce Training Project, an opioid recovery program to prepare participants to provide critical support to organizations and agencies in metropolitan Washington, DC, Baltimore, and beyond. The project is on track to train 265 peer recovery specialists by 2021 to be dispatched to the region’s most in-need communities.
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- WBSU Bulldog Nation Radio now streams worldwide online and through a mobile app, enabling students to get comprehensive, hands-on experience in radio production and digital technology.

- Dozens of Bowie State students have studied abroad in China since 2015, strengthening the university’s international engagement and paving the way for Chinese students to study at Bowie State.

Faculty are also working hard on Bowie’s campus. Majors from all academic disciplines can work one-on-one with expert faculty in the intensive Summer Undergraduate Research Institute. In addition, Bowie State has joined a select group of six universities in working to improve student learning and success, especially for first-generation and minority students. Through a 15-month pilot project led by the American Association of State Colleges and Universities (AASCU), administrators and faculty at the six schools receive support and guidance to develop and implement innovative instructional strategies that AASCU will later offer to its nearly 420 member institutions.

Another recent achievement is the development by a physics professor and an alum of a patent for a silent wind turbine design that can operate with low wind speeds and is small enough to power a single home.

Moreover, Bowie State is involved in two initiatives to engage students and faculty in data science education and research. A multidisciplinary team of faculty is working on the Data Science Analytics project to prepare students to become data scientists, which tops the list of best jobs in America. By educating faculty on data science techniques, the team aims to infuse data analytics across the university-wide curriculum and research, with the goal of developing an undergraduate certificate in data science analytics. Bowie State University joined three other Maryland universities to form a Data Science Corps, an elite interdisciplinary group of undergraduate students who will become proficient in these skills through specialized instruction and real-world projects. The research team will engage Baltimore government agencies and nonprofit organizations to design projects to improve the quality of life for city residents.

Facilities

Over the last decade, the university has experienced transformation of teaching and research facilities. This past October, the university broke ground on a $42 million Entrepreneurship Living-Learning Community, set to open in July 2021. Built through a public-private partnership, the building will be home to the university’s Entrepreneurship Academy and the Bowie Business Innovation Center. The new building will also contain:

Entrepreneurship Living-Learning Community

Center for Natural Sciences, Mathematics, and Nursing

Fine & Performing Arts Center
space to house student businesses, a student makerspace, and technology-infused classrooms in addition to public retail space and, to meet the growing demand for on-campus housing, living space for about 500 students.

A state-of-the-art Center for Natural Sciences, Mathematics and Nursing is a premier facility for transformational learning and research, providing an active learning environment that puts students at the center. 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 Fine and Performing Arts Center, opened in 2012, provides a rich educational experience for students with a passion for the arts. This modern facility houses specialized digital media technology labs, a recording studio, an art gallery, and three performance spaces. Its designation as an all-Steinway facility makes Bowie State one of only two Maryland universities that exclusively use the prestigious pianos in all practice and performance spaces.

**Shared Governance**

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, and the Graduate Student Association, as well as the University Council, which includes representation from the four groups.

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**Bowie by the Numbers**

- 6,171 Total Enrollment (Fall 2019)
  - 5,227 Undergraduate students
  - 834 First-time freshmen (full time and part time)
  - 944 Graduate students
- 16:1 Student-faculty ratio
- 221 Full-time faculty
  - 92% of full-time professors holding at least a master’s degree and 64% holding PhDs
- 424 full-time staff
- 50+ clubs and organizations, including two student governing bodies and Greek organizations
- NCAA Division II Athletics — Central Intercollegiate Athletics Association (CIAA)
  - 5 men’s and 8 women’s teams
  - 24 conference championships since 1989
- $146.5 million operating budget ($52.9 million in academic affairs)
Executive Administration

Dr. Aminta Breaux has served as the visionary 10th president of Bowie State University since July 1, 2017, bringing more than 30 years of diverse higher education leadership experience to the position. Before joining Bowie State, she held leadership positions in institutional advancement, student affairs, and academic affairs. As Bowie State’s president, Dr. Breaux is committed to ensuring that every student develops an entrepreneurial mindset to achieve success in the rapidly changing workplace and communities. She is also dedicated to building on the legacy and rich history of Maryland’s oldest historically black university through the Racing to Excellence strategic plan, with a special emphasis on academic excellence, student success, and the long-term viability of the institution.

Bowie State is one of 12 institutions in the University System of Maryland (USM) governed by the USM Board of Regents. The 18 members of the Board of Regents, including one student member, are appointed by the Governor of Maryland. The Board of Regents is responsible for the governance and management of the USM and its institutions, overseeing the System’s academic, administrative and financial operations, formulating policy, appointing the USM Chancellor and the campus presidents and holding them accountable. The Board’s Effectiveness and Efficiency Initiative serves USM’s goals of quality, accessibility, affordability, and accountability.

Points of Pride

- #1 nursing program among HBCUs (TopRNtoBSN.com)
- #2 among public historically black colleges and universities (HBCUs) ranked as best-value schools (Money.com)
- #3 among historically black colleges and universities (HBCUs) (BestColleges.com)
- One of the nation’s top 25 HBCUs (U.S. News & World Report)
- Named the safest campus in the state (YourLocalSecurity.com, an ADT Security authorized provider)
- Best value among Maryland’s four-year colleges and universities (The Economist)
- A top 5 university in Maryland for graduating African Americans with bachelor’s degrees in nursing, biology and computer/information sciences (Diverse: Issues in Higher Education)
- Leader in green building design with the Center for Natural Sciences, Mathematics and Nursing (LEED Platinum), making BSU one of three Maryland universities with a building having this distinction, and Student Center (LEED Gold)
- 80% of BSU graduates remain in Maryland and contribute to the state’s economic prosperity
- U.S. News and World Report ranked the MPA program on its Best Public Affairs Program list, and NoGRE.com selected it as Maryland’s #1 MPA program on its list of the Best-Priced Accredited MPA Programs, with no entrance exam requirements
- Designated as a Military Friendly® School
Bowie State University seeks a seasoned academic leader to bring stable leadership to the university at a critical time in its history. The next provost should embrace and foster the rich legacy and culture of Bowie State and bring constituents together to work collectively and collaboratively toward a shared vision and goals that align with the university’s overarching mission and meet the needs of the new strategic plan. The new provost will be charged with engaging current faculty, staff, and students and building and strengthening relationships with both internal and external stakeholders.

The next provost must work with faculty and staff to bolster the curricular programming to keep it current with a rapidly changing world and student needs. This will include modifying existing academic programs and creating and supporting new ones. Examples of new programs include the new Bachelor of Science in chemistry degree program, starting in spring 2020 to meet workforce demands in medicine and technology. Bowie State also plans to develop an 18-month Master of Teacher Leadership degree program that will enroll about 100 novice educators to serve about 3,500 local students in Prince George’s County, Washington, DC, and Dorchester County, MD – three school districts where teacher shortages and family poverty are high.

The new provost must work with the academic units of the institution to continue to examine the undergraduate general education and graduate education, to offer and grow experiential learning opportunities, and to develop additional partnerships to open new pathways for students, including study abroad, service learning, civic engagement, and internships. The new provost must also place a greater emphasis on leveraging new technologies to support student success, including exploring alternative delivery modalities such as online.

A great strength of Bowie State University is its faculty and staff, who are not only dedicated to teaching students but also to serving as mentors and role models. The faculty at Bowie State are engaged and have a passion for teaching. The provost will need to continue to provide support for faculty scholarship, research, and academic presence in their respective fields and to enhance faculty skills and capacity for applying for and managing external funding.

The next provost will have the opportunity to articulate roles and responsibilities within Bowie’s academic administrative and organizational structure and to examine the current structure of 19 direct reports for greater effectiveness. The provost will be charged with looking at policies and procedures and in creating an environment of accountability within the academic administrative unit. The provost will need to plan and develop the framework for a new budget model for allocating revenues and expenses that allows direct reports to better understand the economic impact of strategic decisions and improve their ability to monitor the unit’s financial position, as well as establish internal controls to monitor division operations in alignment with the strategic plan, amend business processes, and propose cost savings through operational changes and improvements. Current direct reports can be viewed [here](#).
The Position

Required Qualifications

The successful candidate will possess an earned doctorate or terminal degree, a distinguished record of teaching and scholarship, and significant and progressively responsible experience in academic administration having served at the level of academic dean or higher.

Desired Experience and Attributes

- Demonstrated commitment to student-centered liberal arts education
- Deep understanding of the contemporary landscape of public higher education, including emerging practices and trends around academic program offerings and the importance of leveraging technology
- Ability to articulate a vision, build an effective team, and listen to and engage diverse constituencies in working toward shared goals
- Experience building relationships and forging partnerships and promoting collegiality and collaboration amongst internal and external constituencies
- Demonstrated change management skills
- An entrepreneurial, innovative leadership style
- Strong personal integrity and work ethic
- Ability to develop new and creative ways to continue to attract, support, and retain high-quality, diverse faculty and academic staff
- A deep understanding of and respect for shared governance and a commitment to creating a strong working relationship with faculty
- Exemplary interpersonal skills including the ability to listen, communicate, and collaborate effectively with the university’s multiple internal and external constituencies, including faculty, students, staff, alumni, trustees, and community members
- Understanding of and appreciation for the use of data in making informed decisions and the ability to communicate decisions in a timely and transparent manner
- A strong fiscal manager and excellent steward of institutional resources, including the ability to make strategic budget decisions
- Experience playing a successful role in student recruitment and retention
- Experience developing and growing career services and internship/co-op opportunities for students
- Experience contributing to and implementing a strategic plan
- Experience working in a multicultural/multiethnic environment with a diverse range of faculty, staff, and students, and a demonstrated ability to contribute to a climate of inclusivity
- Demonstrated ability and willingness to be a strong, visible, and enthusiastic campus advocate and presence
How to Apply

Bowie State University is being assisted in this search by Academic Search, Inc. Prospective candidates and nominators may arrange a confidential discussion with senior consultant Shirley Robinson Pippins at Shirley.Pippins@academicsearch.org or consultant Andrea Cowsert at Andrea.Cowsert@academicsearch.org.

Applications and nominations should be submitted electronically to BowieProvost@academicsearch.org and must include a cover letter that addresses the expectations outlined above, a curriculum vitae, and a list of at least five professional references with contact information, including telephone and email, and a note indicating the candidate’s working relationship with each. References will not be contacted without the explicit permission of the candidate. This position is open until filled, but only applications received by March 9, 2020, can be assured full consideration.

Bowie State University is an equal opportunity employer.

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

Bowie State University is an equal opportunity/affirmative action employer. The University administers its programs, practices and procedures without regard to race, color, ancestry or national origin, disability, religion, age, sex (including pregnancy), marital status, sexual orientation, genetic information, gender identity/expression, covered veteran status or any other basis protected by federal or Maryland state law, as well as the University’s non-discrimination policy.