



**LEADERSHIP PROFILE**

# College of Arts and Sciences Dean



## OVERVIEW

Bowie State University invites applications for the position of Dean of the College of Arts and Sciences, carrying administrative responsibility for the operation of the college and reporting directly to the Provost.

This position will oversee both the 18 undergraduate and seven graduate programs in Bowie State's largest college, supervising chairs of academic departments and advancing ongoing curricular development, assessment, and advancement of the college's programs.

The dean is responsible for preparing budgets, serving on the Provost's Council, recruiting well-qualified professors, acting as a spokesperson for the college, and serving as liaison with area leaders. The dean oversees faculty development, tenure and promotion to ensure the high-quality teaching and research that is central to BSU's mission.

## ABOUT BOWIE STATE UNIVERSITY

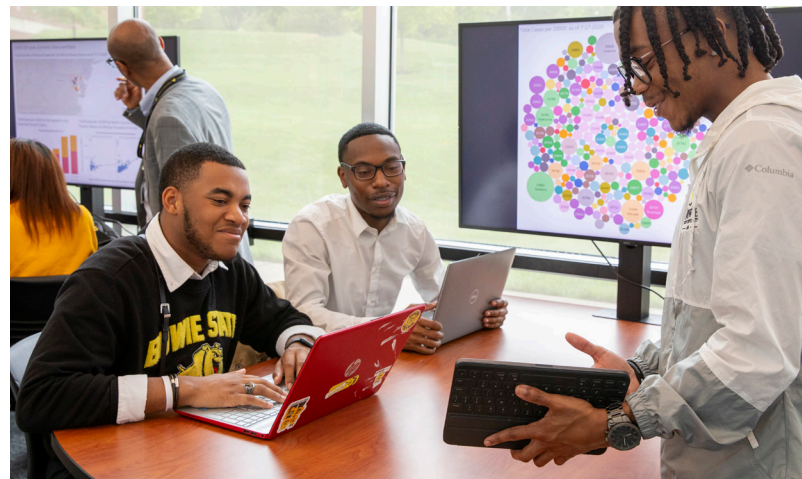
Bowie State University is building a dynamic future on a proud heritage. A comprehensive, regional university, it has established itself as a leader in providing affordable, high-quality educational opportunities to a diverse population of students with ambitions to achieve and succeed. Bowie State has been recognized as one of the nation's best value universities by Money and The Economist magazines. U.S. News & World Report ranks Bowie State as No. 11 among the more than 100 Historically Black Colleges and Universities (HBCUs) in the nation. 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. Remaining true to its founding mission, the university has become a broad diverse community whose students, faculty and staff represent a multitude of ethnic and cultural backgrounds. With its focus on providing access and opportunity, BSU serves a large number of first-generation students, many from low-income backgrounds.

Situated on a serene, wooded 337-acre tract in Prince George's County, Maryland, Bowie State University is ideally positioned with easy access to the intellectual and economic power centers in the nation's capital, Maryland's largest city, Baltimore, and Annapolis, the state capital.

The county's largest municipality and the state's fifth most populous city, the city of Bowie has been ranked as one of the best places to live in America by USA Today, CNNMoney, and Money magazine.

Bowie State places a strategic emphasis on student success, academic excellence, and institutional viability. To improve graduation rates and closing the achievement gap, faculty collaborate to develop hands-on experiences for students and supportive learning environments.

The university has also seen positive enrollment trends in the past couple of years, in fall 2024, reported a total enrollment of 6,353 students.



# BOWIE STATE BY THE NUMBERS

**6,353**

TOTAL ENROLLMENT  
(FALL 2024)

**5,136**

UNDERGRADUATE  
STUDENTS

**950**

FIRST-TIME FRESHMEN  
(FULL TIME  
AND PART TIME)

**1,217**

GRADUATE  
STUDENTS

**18:1**

STUDENT-  
FACULTY RATIO



## About the President

BSU is led by Dr. Aminta H. Breaux, its 10th president and first female president in the university's 158-year history. Dr. Breaux brings more than 30 years of diverse higher education leadership experience to her position. Throughout her career, she has demonstrated a passion for ensuring student development and success. She is dedicated to building on the legacy and rich history of Maryland's oldest historically black university with a focus on three priorities: academic excellence, student success and long-term viability of the university.



## 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

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.

# THE COLLEGE OF ARTS AND SCIENCES

The College of Arts and Sciences uses a holistic approach to teaching the knowledge, skills and behavior needed for a rewarding career in corporate America, nonprofit organizations, government service, or as an entrepreneur.

The college's nine departments are Computer Sciences, Fine and Performing Arts, Communications, Natural Sciences, Mathematics, History and Government, Military Science, Technology and Security, and Language, Literature and Cultural Studies. The undergraduate and graduate programs include Bioinformatics, Biology, Chemistry, Communications, Computer Science, Computer Technology, Cyber Operations Engineering, Data Science, English, Fine Arts, History & Government, Mathematics, Philosophy, Politics and Economics, Science Education, Software

Engineering, Theatre Arts, Virtual Reality and Gaming, and Visual Communication & Digital Media Arts.

The college offers six master's degree programs: Applied and Computational Mathematics, Applied Biotechnology & Molecular Biology, Computer Science, English, Internet of Things & Internet Technologies, and Organizational Communications. The college also offers a doctorate in Computer Science.

In fall 2024, there were 1,955 enrolled undergraduates and 173 graduate students. The college employs 119 full-time faculty and 152 part-time faculty. Seventy-eight percent of full-time faculty hold terminal degrees.



# LEADERSHIP OPPORTUNITIES

## Embrace the move to R2 status

Historically, Bowie State University has functioned as a teaching institution. That core mission remains. As a proud HBCU, Bowie State will always seek to serve underrepresented students seeking credentials that equip them to succeed. As a result of careful analysis of the best path forward, Bowie State is deliberately increasing its emphasis on research, beginning with the attainment of R2 status.

Becoming a Carnegie R2 institution entails change in all aspects of the education mission, ranging from the design of the curriculum to the criteria for faculty appointment, promotion and tenure.

It will fall to the dean, working in concert with other deans, the provost and the president, to effect these changes in the least disruptive fashion.

## Achieve Balance

The College of Arts and Sciences is the largest and most diverse college within the university, embracing STEM, the humanities and the arts.

The new dean will inherit a collection of talented faculty, fiercely devoted to their disciplines, at a time when students are seeking a multidisciplinary approach to higher learning. The new dean will be charged with creating an environment to foster cooperation between disciplines within A&S and across the university that will address the College's responsibility to the larger society. In addition, the new dean will value the responsibility of serving at a Historically Black College and University (HBCU).



Increasing enrollment while ensuring an appropriate time-to-degree timeline is essential. The new Dean will be charged with evaluating the current mix of degree programs with the expectation of working with all faculty to propose, design and implement new, innovative programs that align with the needs of 21st century learners and workforce demands.

Increased interaction with the surrounding community is imperative. The dean will take advantage of Bowie's proximity to Washington, D.C. and Baltimore to focus coursework, improve student outcomes and program delivery, and strengthen the college's prospects for financial support and expanded internship and career opportunities for students.

The new dean will understand how academic programs can become siloed despite the best intentions of faculty and staff. The dean will be prepared to balance

competing priorities, with a keen eye to diverse constituencies while achieving and maintaining consensus on the path forward.

The ability to create and sustain inclusive excellence with all faculty, staff and students is paramount to the success of the college. To accomplish this, the next dean must be viewed as a collaborative, trustworthy, engaging and inclusive leader by faculty and administration. An inclusive leader is trusted to listen carefully to faculty, staff and students, and who will be seen as fair and impartial when decisions are made. The new dean will be expected to ensure that communication is timely, and the college community is well informed.



### **Advance the curriculum and quality of academic programs**

The College of Arts and Sciences prides itself on the quality of its academic programs. Students are exposed to state-of-the-art concepts and best practices in pedagogy and andragogy.

That does not mean the College of Arts and Sciences can rest on its laurels. Continuous improvement and adaptation are required if the college is to remain competitive and meet the needs of its students. A strong commitment to assessment mindset must be brought to bear in evaluating and updating the curriculum. An outcome-based approach to teaching and learning must be nurtured.

The new dean will lead the effort to continuously evaluate and improve curricula, develop faculty, and market quality programs.

Development of cross-curricular programs within A&S and across the university will be a priority for the Dean.

### **Support faculty development and teaching**

College of Arts and Sciences faculty are known for their interaction with students in and outside of class. Therefore, it is imperative that faculty have an opportunity to further develop their teaching and learning approaches that are aligned with the 21st century first-generation learners.

Faculty will need to have an opportunity to explore and test new teaching modalities while assessing their impact. Through this approach, faculty will need support with scalability and sustainability of successful teaching and learning approaches.

Like the institution, the college has been clearly defining student success. The definition will be used to design structures for faculty to what is expected of them



to ensure that students are successful at every level. This is important for faculty to maintain rigor while ensuring that at-risk students have opportunities to thrive.

To be most effective, the dean will be a team builder capable of supporting faculty and staff morale during a period of change. The dean will also fully enjoy teaching and engaging students, leading by example and offering support and encouragement to faculty, staff, and students.

### **Increase enrollment and retention**

Growing the student body is an institutional priority. Of equal concern is retaining students through timely graduation. In addition, attention must be given to transfer students who make up a growing portion of the student body, the effective transition of transfer students must be given careful attention.

The dean will seize opportunities to increase enrollment through creative recruiting, while improving retention through better advising, mentorship of students and development of cooperative ventures with other disciplines.

### **Support research initiatives**

While teaching and learning remain the primary missions of the College of Arts and Sciences, achieving R2 status, maintaining the quality of faculty and enhancing the image of the college require expansion of research by faculty members. Looking forward, the college will need to position itself as a center for research.

Institutional resources to finance faculty research are limited, necessitating outside support if research initiatives are to move forward.

The dean should be prepared to lead and support aggressive grant-seeking activities by faculty and oversee a comprehensive program to secure contracts with local and regional entities, with the goal of gaining greater financial support and recognition for the college.

### **Demonstrate sound fiscal and administrative judgment**

The new dean will be an effective champion for the fiscal needs of the College of Arts and Sciences, administering an estimated budget of more than \$20 million. To support growth, the dean will be innovative in adopting new revenue-generating models. The dean will be prepared to support innovation and creativity while achieving operational efficiencies. The dean will need to conscientiously and effectively allocate human resources to accomplish the mission and goals of the college. The dean will identify faculty and staffing needs and be prepared to raise the money to support new positions. The dean will manage the budget responsibly, raise new money and generate surpluses to finance special projects.



Just as important, the new dean will function as a transparent leader: someone who engages and communicates with all college constituencies, demonstrating through action that the College of Arts and Sciences functions with the greatest efficiency for the good of the students.

**Serve as an effective advocate and fundraiser for the College**

The new dean will serve as the primary public voice of the college in the local, state, national, and international community.

Collaborating with the nine A&S academic departments and the other Bowie State colleges, the new dean will work to create a spirit of entrepreneurship among all BSU students, in keeping with the university’s mission of threading entrepreneurship throughout every discipline.

Budget realities make it necessary for the dean to generate financial support for new ventures. Collaborating with the institution’s advancement team, the new dean will work to enhance philanthropic support of the college.

**Put students first**

A&S students at Bowie State comprise about 34 percent of the university’s student body. They are focused, motivated, highly engaged and pragmatic. At BSU, students express strong interest in internships and “clinical” experiences.

Students are energized and very engaged in the College of Arts and Sciences. They are vested in the future of the College and ready to be a part of a changing and supportive environment. The students are solution-driven with a keen eye on building a better environment for the students coming behind them.

Students are looking for a dynamic dean who is open to their ideas, supportive of their needs and devoted to ensuring an educational experience that is both rigorous and nurturing. The new dean will engage students and take their concerns seriously. The dean will act as a conduit to faculty and administration, initiating discussions aimed at supporting innovative and inclusive approaches to teaching and learning.

**Work within competing cultures**

Scholarship within the school represents several distinct specializations. The level of scholarship expected of faculty is a continuing subject for discussion. Senior faculty are significant voices in decision-making.

The new dean will be prepared to engage a group of teacher-scholars, diverse in experience, ideas, and passions, who truly want what is best for the college. The dean must be prepared to earn the trust of the faculty, exercising diplomacy while respecting and supporting shared governance and collegiality in pursuit of common goals.





## THE POSITION

The new dean will possess an earned doctorate in a related field, will have a proven record as a scholar and educator, and will bring significant academic and leadership experience to this position. A clear understanding of, and commitment to, the role of HBCUs in educating the next generation of leaders is essential.

**Specific Characteristics Include:**

- Demonstrable commitment to undergraduate and graduate programs in the Arts and Sciences.
- Commitment to research as a critical component of the University’s future.
- Understanding of the importance of assessment and continuous improvement.
- Evidence of a clear vision of the future of higher education, demonstrated by both leadership and scholarship.
- Understanding of technology as it applies to teaching, learning and academic research. Knowledge of active learning and online learning alternatives is desirable.
- Understanding of the needs of the 21st century learner.
- Appreciation of the value of the history of a Historically Black College and University.
- Record of successful leadership in a campus setting, evidenced by success in working with both faculty and administration in developing and implementing successful programs that have cross-campus and societal impact.
- Demonstrated understanding of the operations of complex organizations and workplace cultures.
- Evidence of the ability to secure the resources needed to maintain critical programs and advance new and innovative proposals for teaching, research, service and student learning.

- Ability to think creatively, to see solutions where others may find only problems. A practical visionary who can demonstrate the capacity to embrace new concepts and carry them out. A visionary who is also a doer.
- Commitment to transparency in problem-solving and decision-making. of and support for shared governance.
- Ability to communicate orally and in writing.
- Ability to make tough decisions while retaining the respect of all constituencies.
- Transparent style that invites engagement and information sharing. The ability to welcome new ideas and graciously accept criticism.
- Unquestioned integrity and honesty.
- Strong sense of self, accompanied by a sense of humor.
- Understanding and ability to engage external constituents.
- Understanding and experience in fundraising and fund development.



# THE APPLICATION PROCESS

The application package must include:

- A Letter of Interest that responds to the *Leadership Opportunities* and *The Position* sections of this profile.
- A current CV or resume.
- The names and contact information (telephone and e-mail) for five references, none of whom will be contacted until a later stage of the search or without the formal permission of the candidate.

The Bowie State University Arts and Sciences Dean Search Committee will begin reviewing and evaluating applications as they are received and will continue to accept and review credentials until a dean is selected. To ensure fullest consideration, candidates are advised to submit their materials by **April 2, 2025**.

Applications should be in PDF format and submitted through the AGB Search Application Portal located here: [Bowie - Dean of Arts and Sciences Application Portal](#)

All inquiries, nominations, and applications will be received and evaluated in confidence. Inquiries and nominations should be sent to: [BowieArtsandSciencesDean@agbsearch.com](mailto:BowieArtsandSciencesDean@agbsearch.com) or directed to Dr. Richard A. Wueste of AGB Search at [richard.wueste@agbsearch.com](mailto:richard.wueste@agbsearch.com)

## EEO Statement

Bowie State University is an equal opportunity employer.

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. Please visit <https://bowiestate.edu/about/administration-and-governance/division-of-administration-and-finance/human-resources/documents/eo-non-discrimination-statement.php>



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