



LEADERSHIP PROFILE

College of Business Dean



OVERVIEW

Bowie State University invites applications for the position of College of Business Dean, carrying administrative responsibility for the operation of the college and reporting directly to the Provost and Vice President for Academic Affairs.

This position will oversee both the undergraduate and graduate programs in business, public administration, economics and management information systems, supervising chairs of academic departments and advancing ongoing curricular development, assessment and advancement of the college's programs.

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 # 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 ten oldest in the country. Remaining true to its founding mission, the university has become a broadly diverse community whose students, faculty and staff represent many 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 ranked as one of the best places to live in America by USA Today, CNNMoney and Money magazine.

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 positive enrollment trends in the past couple of years, and in fall 2024, experienced a record 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 BUSINESS

The College of Business uses a holistic approach to teaching the knowledge, skills and behavior needed for a rewarding career in corporate America, government service 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, and the BSU Entrepreneurship Academy which promotes entrepreneurial thinking across disciplines.

The college's three departments are: Accounting, Finance and Economics; Management, Marketing and Public Administration; and Management Information Systems.

The business administration major includes nine concentrations:

- Accounting
- Banking and finance
- Business Information Systems
- Data analytics
- Economics
- Entrepreneurship and Small Business Management
- General Business
- Management
- Marketing

The college offers four master's degree programs: Master of Arts in business administration (MBA), Master of Public Administration (MPA), Master of Arts in Human Resource Development (MA), and Master of Science in Information Systems and Sciences (MSc), with the option of an information assurance concentration.

In fall 2024, there were 846 business administration majors and 212 graduate students. The school employs 31 full-time faculty and 32 part-time faculty. Ninety-one (91%) percent of full-time faculty hold terminal degrees.

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 the Network of Schools of Public Policy, Affairs, and Administration (NASPAA).



LEADERSHIP OPPORTUNITIES

Be a visionary agent of change

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.

The new dean will inherit a collection of quality programs, a talented faculty and a student body looking ahead toward being prepared with a solid foundation for successful careers. The new dean will be charged with creating an environment to foster continuous learning and improvement that will address the University's commitment to research, while embracing the unique role played by a Historically Black College and University.

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 and certificate programs with the expectation of working with 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 finance, aerospace, biotech and government 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 new 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 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 Business prides itself on the quality of its academic programs. From traditional stalwarts such as accounting to newer additions like entrepreneurship and data analytics, students are exposed to state-of-the-art concepts and best practices in pedagogy and andragogy. All of these endeavors are undertaken in state-of-the-art facilities.

That does not mean the College of Business can rest on its laurels. Continuous improvement and adaptation to the changing business climate are required if the college is to remain competitive and meet the needs of the future workforce. A strong commitment to an 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 that will produce 21st-century leaders for both the private and public sectors.

Support faculty development and teaching

College of Business full-time 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 opportunities to explore and test new teaching modalities while assessing their impact. Through this approach, faculty will need support with the scalability and sustainability of successful teaching and learning approaches.

Like the institution, the College of Business will be clearly defining student success. The definition will be used to design structures so faculty understands expectations of them to ensure that students are successful at every level. This is important as faculty 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

In a time when the value of an HBCU education is being recognized as never before, growing the student body is an institutional priority. Given Bowie State's prime location in the DC area, reversing the leveling off of business school enrollment is a critical activity for the next dean. 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 Business, maintaining the quality of faculty and enhancing the image of the college require expansion of research by faculty members. Looking forward, the College of Business will need to position itself as a center for applied research that impacts local and global business and government sectors.

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.

Guarantee peer accreditation

The college has renewed its ACBSP accreditation. There is continued discussion of AACSB International accreditation. Understanding that AACSB accreditation should be viewed not as an end goal, but as being aspirational, the new dean should be prepared to provide direction to the school in considering additional peer accreditation while ensuring that current accreditation is maintained. The new dean must have a strong understanding of the ACBSP and AACSB accreditation processes and ensure that pertinent aspects are continuously being addressed and assessed for continuity and future aspirations.

Demonstrate sound fiscal and administrative judgment

The new dean will have responsibility for administering an estimated budget of more than \$8 million. The dean will be an effective champion for the fiscal needs of the College of Business, who is also prepared to build upon the current budget by being innovative in adopting new revenue-generating models. He/she will be prepared to support innovation and creativity while achieving operational efficiencies. Experienced in developing and administering academic budgets, the successful dean will be an adept manager of human capital and other resources.

The dean will need to conscientiously and effectively allocate human resources to accomplish the mission and goals of the College of Business. 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 Business functions with the greatest efficiency for the good of the students.

Serve as an effective advocate and fundraiser for the College of Business

The new dean will serve as the primary public voice of the College of Business in the local, state, national and international business community. In that capacity, the dean will work with industry and government partners to offer local, national and international experiences that prepare students for the global marketplace.

Collaborating with other academic departments on campus, 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

Business students at Bowie State make up about 17 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 Business. 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

The College of Business currently supports one undergraduate major and 9 concentrations, as well as four master's degree programs and 2 post-baccalaureate certificates. 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.

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.



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 business, public administration and management information systems programs.
- Understanding of peer accreditation of business, public administration and MIS programs. Experience in an ACBSP or AACSB-accredited program is highly desired.
- Understanding of the importance of assessment and continuous improvement.
- Evidence of a clear vision of the future of business 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.
- An understanding of the needs of the 21st-century learner.
- Appreciation of the value of the history of a Historically Black and 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. Understanding 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.
- Passion for and the capacity to raise the College of Business to a higher level.
- 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 should be submitted electronically in Word or PDF format and 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 Business 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 Business Application Portal](#).

All inquiries, nominations, and applications will be received and evaluated in confidence. Inquiries and nominations should be sent to: bowiebusinessdean@agbsearch.com or directed to Dr. Richard A. Wueste of AGB Search at 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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