

SEARCH PROFILE:

VICE PRESIDENT FOR STUDENT AFFAIRS



MORGAN
STATE UNIVERSITY™

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THE OPPORTUNITY

[Morgan State University](#) (Morgan) seeks a visionary, collaborative, and student-centered leader to serve as its next **Vice President for Student Affairs (VPSA)**. Reporting directly to the President and serving as a member of the executive leadership team, the VPSA will play a pivotal role in advancing the University's commitment to student success, inclusion, and holistic development.

This is an opportunity to join a dynamic, future-facing leadership team at one of the nation's premier urban research universities. The next VPSA will bring energy, innovation, and a problem-solving mindset to strengthen

student services, support student achievement, and foster a vibrant campus experience in the heart of Baltimore.

As Maryland's [preeminent public urban research university](#), located in northeast Baltimore, Morgan is among the nation's most diverse Historically Black Colleges and Universities, and the largest in Maryland. The Vice President for Student Affairs provides strategic leadership for a comprehensive portfolio of student affairs programs and services, ensuring a supportive environment that promotes student engagement, learning, and well-being. The VPSA will take office as early as Spring 2026.

ABOUT MORGAN STATE UNIVERSITY

Morgan, founded in 1867, is a doctoral institution providing instruction to a multiethnic, multiracial, multinational student body. Through its three colleges and nine schools, it offers more than 150 academic programs leading to degrees from the baccalaureate to the doctorate. As an anchor institution and Maryland's Preeminent Public Urban Research University, supported by twenty-three research centers and two institutes, Morgan fulfills its mission to address the needs and challenges of the modern urban environment.

Anchored in a charming residential area of northeast Baltimore, Maryland, the breadth of Morgan's expansive campus encompasses more than 185 acres extending beyond its sprawling campus proper which features state-of-the-art facilities geared toward excellence in teaching and learning and innovative research for the 21st century. The only university in the United States to have its entire campus [designated as a National Treasure](#) by the

National Trust for Historic Preservation, Morgan offers a safe and inviting learning environment with easy access to [the best the City of Baltimore has to offer](#): culture, exhibits, dining, shopping, activities, sightseeing and employment. The off-campus opportunities also extend to community projects and civic engagement opportunities.

Since its founding, Morgan has graduated more than 60,000-degree candidates, producing a passionately devoted corps of alumni who have found success in all areas of endeavor, in the U.S. and beyond. Among the nation's most diverse Historically Black Colleges and Universities, and the largest in Maryland, Morgan seeks to ensure that the doors of higher education are opened as wide as possible to as many as possible.

The Middle States Commission on Higher Education reaffirmed the University's accreditation in 2017, with the next self-study evaluation due 2026.

ABOUT MORGAN STATE UNIVERSITY (CONT.)

ECONOMIC IMPACT AND INNOVATION

Morgan is a major economic engine for the City of Baltimore and State of Maryland, annually producing \$1.5 billion in statewide economic impact, supporting 8,200 jobs, and generating \$71 million in state tax revenues. Nearly 60 percent of that economic and employment impact occurs in Baltimore. Also, Morgan's influence extends beyond the economy and into the community through engagement activities that are mutually beneficial. With \$10 million annually in research, the University produces key research, scholarship, and innovation that surpasses the state and national averages.

- Nearly 17% of Morgan Alumni are employed in the STEM fields, versus 11% for all Maryland schools.
- The Office of Community Service provides programs that contribute to the University's 20,000 hours of student volunteer and community service.
- The Morgan Community Mile engages with the community to improve the quality of life in Northeast Baltimore neighborhoods.

Additional information is available on the University's website at: <https://www.morgan.edu/economicimpact>.

STRATEGIC PLAN

Morgan State University continues to progress along its 10-year strategic plan, [Transformation Morgan 2030: Leading the Future](#). The plan constitutes an amalgamation of vital inputs from various individual shareholders and constituent groups who have given generously of their time and expertise to produce this blueprint for the strategic advancement of Morgan State University, 2021-2030. A consultative strategic planning process has prepared the University for strategic growth and continued ascendancy over the next ten years. Moreover, it reflects a concerted and continuous pursuit of excellence and a renewed commitment to fulfilling the University's vital mission.

Since its inception in 1867, this institution has focused on the quintessential goal to prepare its students to assume dynamic leadership roles in their chosen professions and communities. Like any great university, Morgan continues to measure its success by the success of its students and alumni. There is an explicit expectation that Morgan students and alumni will continue to heed the call to servant leadership, thereby dedicating themselves to the broader struggle of overcoming and eradicating barriers to social justice, economic empowerment and engaged citizenship. That leadership imperative is further expressed in Morgan's renewed strategic intention to deepen and expand its role as an anchor institution in Baltimore City and beyond.

VISION – MISSION - VALUES

Vision Statement

Morgan State University is the premier public urban research university in Maryland known for its excellence in teaching, intensive research, effective public service, and community engagement. Morgan prepares diverse and competitive graduates for success in a global, interdependent society.

Mission Statement

Morgan State University serves the community, region, state, nation, and world as an intellectual and creative resource by supporting, empowering, and preparing high-quality, diverse graduates to lead the world. The University offers innovative, inclusive, and distinctive educational experiences to a broad cross-section of the population in a comprehensive range of disciplines at the baccalaureate, master's, doctoral, and professional degree levels. Through collaborative pursuits, scholarly research, creative endeavors, and dedicated public service, the University gives significant priority to addressing societal problems, particularly those prevalent in urban communities.

Core Values: LIIDER

The following institutional core values guide the promotion of student learning and success, faculty scholarship and research, and community engagement at Morgan:

- **Leadership.** Morgan seeks to provide rigorous academic curricula and challenging co-curricular opportunities to promote the development of leadership qualities in students and to facilitate leadership development among faculty, staff, and students.
- **Innovation.** Morgan encourages and supports its faculty, staff, and students in all forms of scholarship including the discovery and application of knowledge in teaching and learning and in developing innovative products and processes.
- **Integrity.** At Morgan, honest communications, ethical behavior, and accountability for words and deeds are expected from all members of the University community.
- **Diversity.** A broad diversity of people and ideas are welcomed and supported at Morgan as essential to quality education in a global interdependent society. Students will have reasonable and affordable access to a comprehensive range of high-quality educational programs and services.
- **Excellence.** Excellence in teaching, research, scholarship, creative endeavors, student services, and in all aspects of the University's operations is continuously pursued at Morgan to ensure institutional effectiveness and efficiency.
- **Respect.** Each person at Morgan is to be treated with respect and dignity and is to be treated equitably in all situations.



ABOUT MORGAN STATE UNIVERSITY (CONT.)

LEADERSHIP

[David Kwabena Wilson, Ed.D.](#), is the 10th inaugurated president of Morgan State University. Dr. Wilson's transformative leadership at Morgan spans over a decade. Dr. Wilson is a distinguished and influential figure and a nationally recognized advocate for Historically Black Colleges and Universities (HBCUs).

With a distinguished career in higher education administration exceeding 30 years, Dr. Wilson has been presented with numerous accolades and awards. He is a member of esteemed bodies such as the American Academy of Arts and Sciences (AAA&S) and the American Association of Colleges and Universities (AAC&U). Dr. Wilson's impactful presence extends to his service on key boards, including the Lumina Foundation, Association of Governing Boards of Universities and Colleges (AGB), National Collegiate Athletic Association (NCAA) Board of Governors, and several other influential appointments.

Recognized for his outstanding contributions, Dr. Wilson has been honored with the Maryland Senate's First Citizen Award, the Transcendent Order of the African Eagle Award, and a host of other prestigious acknowledgments. Notably featured as a *Baltimore Business Journal* Top 10 CEO and esteemed by publications like *Forbes*, Dr. Wilson is a prominent figure in higher education leadership. Throughout his illustrious career, Dr. Wilson has held significant roles, serving as Chancellor of the University of Wisconsin Colleges and University of Wisconsin Extension, and Vice President for University Outreach and Associate Provost for Auburn University, among other distinguished positions.

An alumnus of Tuskegee University and Harvard University, Dr. Wilson's educational philosophy prioritizes student experiences. Renowned for his consensus-

building abilities and commitment to transparency, Dr. Wilson's vision for Morgan State University is rooted in cultivating the next generation of innovators, solidifying the institution's reputation as a trailblazer in education, scholarship, and research.

LOCATION

In a charming residential neighborhood in northeast Baltimore, Maryland, Morgan State University enjoys a strategic location that blends peaceful surroundings with urban convenience. Spanning 185 acres, the campus provides a serene and conducive learning environment with lush green spaces and modern facilities. Positioned within a vibrant urban landscape, the university offers students easy access to the bustling city life of Baltimore, allowing them to engage with a diverse cultural hub. This unique combination of academic excellence and city connectivity creates a dynamic setting for intellectual growth and personal enrichment at Morgan State University.

With multiple campus transportation options, Morgan State University ensures convenient access for students, faculty, and visitors from various directions. Located in northeast Baltimore, Maryland, the University benefits from its proximity to major roadways and public transportation routes, including 20 minutes to Amtrak and the Baltimore Washington Airport, facilitating seamless travel for the university community. Whether utilizing private vehicles, buses, or light rail services, individuals can easily reach the campus from different points within the city and surrounding areas. This well-connected geographical positioning enhances accessibility, enabling a smooth and efficient commute to and from Morgan State University for diverse stakeholders.



POINTS OF PRIDE

- First among traditional campuses in Maryland in the number of bachelor's degrees awarded to African Americans
- First among all campuses in Maryland and among the top 10 campuses nationwide in the number of doctorates awarded to African Americans
- First among Minority Serving Institutions (MSIs) nationally in the number of Fulbright Scholars graduated, and 1st among MSIs nationwide in the number of Fulbright Scholars on the faculty
- Morgan is the nation's second-largest producer of African American U.S. Military Generals.
- Morgan is the only university to have its entire campus designated as a National Treasure by the National Trust for Historic Preservation



ABOUT THE DIVISION OF STUDENT AFFAIRS

The [Division of Student Affairs](#) at Morgan State University advances student success by supporting academic achievement, holistic development, health, and well-being. Guided by equity, care, and transformative learning, the Division creates inclusive environments that empower students to thrive academically, personally, and professionally.

The Division continues to be a key factor in the University achieving its strategic goals and improving outcomes for students. Composed of 11 departments offering a wide range of programs and resources in academic support, wellness, leadership, and career readiness, the Division's work strengthens student belonging, enhances engagement and retention, and directly impacts key metrics such as graduation, satisfaction, and post-graduate success.

The Division of Student Affairs is deeply committed to advancing student learning through intentional programs and high-impact practices. The Division developed a co-curricular learning framework (Bear Print) with clearly defined outcomes to guide student learning and skill development. This best practice ensures that students engage in purposeful experiences beyond the classroom, developing skills and knowledge that complement academic success and foster career preparation.

The following Student Affairs departments work in synergy to inspire students to excel in and out of the classroom, to act with purpose, integrity, and exemplify the Core Values to graduate as changemakers who will leave a lasting mark on their communities and the world:

- Concern, Assessment, Referral, and Education (CARE) Team
- The Office of Residence Life & Housing
- Office of Student Life & Development
- Center for Fraternity and Sorority Life
- Office of Student Rights & Responsibilities
- Center for Career Development
- Counseling Center
- Harriet A. Woolford University Health Center
- Food Resource Center
- University Memorial Chapel
- University Student Center
- [B.R.A.V.E. Bears](#)
- Academic Enrichment Program
- Living Learning Communities:
- Morgan M.I.L.E. (Male Initiative on Leadership and Excellence)
- E.V.O.L.V.E. (Elevating Voices of Leadership Virtue and Excellence)

ABOUT THE DIVISION OF STUDENT AFFAIRS (CONT.)

THE ROLE OF THE VICE PRESIDENT FOR STUDENT AFFAIRS

The Vice President for Student Affairs provides strategic leadership for a comprehensive portfolio of student affairs programs and services, ensuring a supportive environment that promotes student engagement, learning, and well-being. As a key member of the President's Cabinet, the VPSA works closely with colleagues to advance institutional priorities and sustain a high-performing, collaborative leadership culture. The Vice President for Student Affairs will report to the President. The VPSA oversees 11 departments within the Division of Student Affairs.

KEY RESPONSIBILITIES

- Provide visionary leadership and direction for student affairs, ensuring alignment with Morgan's mission as an urban, public research university.
- Lead efforts to support student success, retention, and graduation, with a focus on first-generation and Pell Grant-eligible students.
- Foster a vibrant, inclusive campus culture that supports student engagement, health and wellness, and leadership development.
- Serve as a visible, accessible advocate for students while working collaboratively across divisions and with external partners.
- Strengthen operational effectiveness by modeling a problem-solving approach and ensuring issues are resolved proactively.
- Partner with senior leadership to build a cohesive, future-facing executive team committed to innovation, accountability, collaboration, and student success.
- Providing support for both the undergraduate and graduate student populations.

QUALIFICATIONS AND ATTRIBUTES

Required Qualifications:

- Master's degree required, Ph.D. or Ed.D. preferred
- At least eight (8) years of senior level administrative experience in college or university student affairs
- A record of successful leadership in the full array of student services functions at a college or university.
- Experience working with an urban student population similar to that of Morgan State University.

Preferred Qualifications:

- Demonstrated passion and commitment to the mission, vision, and values of Morgan State University.
- Knowledge of administrative practices within a student affairs environment, including all aspects of student life, student activities, student counseling, and out-of-classroom learning experiences.
- Excellent skills in fiscal management, strategic planning, and human resource management, including senior level higher education administrative experience.
- Demonstrated commitment to educational equity, ensuring inclusivity in graduate and undergraduate student services.
- Commitment to maintaining a welcoming and inclusive work environment with diverse colleagues and constituents.
- Ability to execute sound decision-making under tight deadlines or high stress.
- Excellent interpersonal and communication skills, both written and oral.
- Proven record of collaboration and engagement between internal/external constituencies vital to student services.
- 8-10 years of senior level experience in Student Affairs.



ABOUT THE DIVISION OF STUDENT AFFAIRS (CONT.)

Desired Attributes:

The successful candidate will demonstrate:

- **Student-Centered Focus:** Commitment to supporting all students including first-generation, Pell-eligible, and diverse graduate and undergraduate student populations.
- **Urban University Experience:** Understanding of and appreciation for the opportunities and challenges of serving students in an urban environment.
- **Problem-Solving Orientation:** Ability to address issues directly, take ownership, and deliver viable solutions expeditiously.
- **Collaborative Leadership:** A record of working effectively across divisions, fostering trust, and contributing to a high-performing executive team.
- **Innovation and Vision:** Capacity to bring forward-looking strategies that enhance student life, support student health and wellness needs, support academic success, and strengthen institutional outcomes.
- **Diverse Backgrounds:** While experience at an HBCU is not required, candidates with an HBCU degree or a demonstrated commitment to advancing equity and inclusion are strongly encouraged to apply.
- **Strong Customer Service Orientation.** A commitment to providing high quality, responsive, and respectful service to all constituencies of interest in the university including colleagues, students, and parents.
- **Developmental Awareness:** Understanding of young adult developmental stages and milestones, with the ability to tailor support services, communication, and programming to meet the evolving needs of undergraduate and graduate students.

Salary

The VPSA salary range is \$260,000-\$285,000 commensurate with qualifications and experience.





NOMINATION AND APPLICATION PROCESS

The search for Morgan State University's next Vice President for Student Affairs is being assisted by Academic Search, Inc., Senior Consultant Dr. Mary Kennard, and Consultant Ms. Disa Mason.

The application should consist of:

- a substantive cover letter addressing the desired qualifications and experiences listed in this profile;
- a curriculum vitae; and
- a list of five professional references, with email and phone contact information and a description of your working relationship with each. (References will not be contacted without prior consent).

Applications, nominations, and expressions of interest can be submitted in confidence to MorganVP@academicsearch.org.

Complete applications received by **November 30, 2025**, can be assured full consideration.

Morgan State University actively subscribes to a policy of Equal Employment Opportunity/Affirmative Action and will not discriminate against any employee or applicant because of race, age, gender, physical or mental disability, marital status, religion, national origin, or political affiliation. MSU encourages persons with disabilities to apply.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Morgan State University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

