

# SEARCH PROFILE:

VICE PRESIDENT OF INFORMATION TECHNOLOGY  
AND CHIEF INFORMATION OFFICER



**MORGAN STATE UNIVERSITY**<sup>TM</sup>

GROWING THE FUTURE • LEADING THE WORLD<sup>SM</sup>

# TABLE OF CONTENTS

THE OPPORTUNITY	3
ABOUT MORGAN STATE UNIVERSITY	3
ECONOMIC IMPACT AND INNOVATION	3
VISION, MISSION, VALUES	4
STRATEGIC PLAN	4
LEADERSHIP	4
LOCATION	5
THE DIVISION OF INFORMATION TECHNOLOGY	6
ABOUT THE VICE PRESIDENT OF INFORMATION TECHNOLOGY AND CIO POSITION	6
KEY RESPONSIBILITIES	6
QUALIFICATIONS: REQUIRED AND PREFERRED	8
NOMINATION AND APPLICATION PROCESS	9



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## THE OPPORTUNITY

[Morgan State University \(Morgan\)](#) is seeking nominations, inquiries and applications for the Vice President of Information Technology and Chief Information Officer (VPIT/CIO). The next VPIT/CIO will provide strategic direction and leadership in developing, implementing, and managing the university's information technology systems, services, and digital strategies. This cabinet level, senior executive position reports to the Executive Vice President for Finance and Administration.

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 VPIT/CIO plays a pivotal role in ensuring the delivery of high-quality IT solutions and services that support teaching and learning, research, and administrative functions while fostering a culture of continuous improvement and optimization. This visionary leader will begin the Vice President of Information Technology and Chief Information Officer role in July 2024.

## ABOUT MORGAN STATE UNIVERSITY

Morgan, founded in 1867, is a Carnegie-classified high research (R2) doctoral institution providing instruction to a multiethnic, multiracial, multinational student body. Morgan is aspiring to become a Carnegie-classified very high research (R1) doctoral institution. 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, 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 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 55,000-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's (MSCHE's) reaffirmed the University's accreditation and recognition of Morgan's progress to date. The University was last affirmed in 2017, with the next self-study evaluation due 2025-2026.



# ABOUT MORGAN STATE UNIVERSITY (CONT.)

## ECONOMIC IMPACT AND INNOVATION

MSU is a major economic engine for the city and state annually producing \$1 billion in statewide economic impact, supporting 6,500 jobs and generating \$47 million in state tax revenues. About 60 percent of that economic and employment impact occurs in Baltimore. Also, MSU's influence extends beyond the economy and into the community through engagement activities that are mutually beneficial. Per \$10 million in research, the university produces key innovation outcomes that surpass the state and national average.

- The Morgan Community Mile engages with the community to improve the quality of life in Northeast Baltimore neighborhoods.
- 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.

Additional information is available on the University's website at: [www.morgan.edu/economicimpact](http://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 viable institution, Morgan State University 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.

## LEADERSHIP

Dr. David Kwabena Wilson, Ed.D., is the 10th inaugurated president of Morgan State University, a beacon of academic distinction and Maryland's preeminent public urban research university. Dr. Wilson's transformative leadership at Morgan spans over a decade, positioning



## 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

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 study.
- **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.)

him as an influential figure and 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, including being named a recipient of the prestigious 2023 Harold W. McGraw, Jr. Prize in Education. He is a newly elected 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), 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, 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 and research.

Dr. Wilson's remarkable journey underscores his dedication to excellence and staunch commitment to Growing the Future and Leading the World.

### 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, 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 Servicing Institutions (MSIs) nationally in the number of Fulbright Scholars graduated, and 1st among MSIs nationwide in the number of Fulbright Scholars on the faculty
- First among HBCUs nationwide in the number of Fulbright Scholars graduated, and 1st among HBCUs nationwide in Fulbright Scholars on the faculty
- Morgan is the nation's second-largest producer of African American General Officers
- The only university to have its entire campus designated as a National Treasure by the National Trust for Historic Preservation





## THE DIVISION OF INFORMATION TECHNOLOGY

The Division of Information Technology (DIT) at Morgan State University is responsible for directing the development, execution, and provision of IT services crucial to realizing the university's strategic objectives.

Aligned with the DIT's overarching vision of service, the central tenet of "Restore, Grow, and Optimize" has been

embraced. This strategic approach entails restoring and expanding our capabilities to align with the university's desired outcomes. Ultimately, the final phase emphasizes optimization through a lens of continuous improvement to maximize the efficiency of available resources. Moreover, DIT's steady commitment is directed toward delivering exceptional service and value to our clientele.

## ABOUT THE VICE PRESIDENT OF INFORMATION TECHNOLOGY AND CIO POSITION

Morgan State University seeks a dynamic leader to fill the position of Vice President of Information Technology and Chief Information Officer (VPIT/CIO). This cabinet level, senior executive position reports to the Executive Vice President for Finance and Administration.

The VPIT/CIO will provide strategic direction and leadership in developing, implementing, and managing the university's information technology systems, services, and digital strategies. The successful candidate will spearhead efforts to restore and enhance IT capabilities to align with the university's mission, goals, and objectives. This individual will play a pivotal role in ensuring the delivery of high-quality IT solutions and services that support teaching and learning, research, and administrative functions while fostering a culture of continuous improvement and optimization.

### KEY RESPONSIBILITIES:

**Strategic Planning:** The VPIT/CIO will develop and execute a comprehensive IT and digital strategic plan to drive business objectives, innovations and competitive advantages. This strategic initiative will thoroughly assess emerging technological paradigms to evaluate their potential impact on the university's operational and academic frameworks, ensuring the integration of cutting-edge technologies that drives organizational growth and innovation.

**Technological Foundations:** Assume oversight responsibilities for conceptualizing, implementing, and maintaining a resilient and secure IT infrastructure at Morgan. This stewardship will ensure the optimal availability, reliability, and performance of IT systems, including networks, servers, databases, and cloud-based services, to meet the diverse and evolving demands of the university community, fostering a technologically advanced environment conducive to excellence in education and research.

# ABOUT THE VICE PRESIDENT OF INFORMATION TECHNOLOGY AND CIO POSITION (CONT.)

**Data Security:** The incumbent will establish and enforce robust information security protocols, policies, and best practices to safeguard the confidentiality, integrity, and accessibility of university data and information assets. Additionally, initiatives will be undertaken to promote security awareness among faculty, staff, and students, including comprehensive education on cybersecurity vulnerabilities and mitigation strategies, ensuring a secure digital environment conducive to academic and operational success.

**Digital Innovation:** The VPIT/CIO is expected to initiate efforts to leverage technology that drives digital innovation and enhance operational efficacy and efficiency at Morgan. This leadership role will involve advocating for digital transformation initiatives focused on improving service delivery, streamlining administrative processes, and enhancing the overall user experience for stakeholders, fostering a culture of innovation and continuous improvement throughout the institution.

**Educational Technology:** Collaborating with the faculty and staff of academic departments will be pivotal to integrate technology into pedagogical practices at Morgan. The VPIT/CIO will provide leadership and support for identifying, developing, and implementing innovative instructional technologies, online learning platforms, and digital resources conducive towards enriching the academic environment, promoting excellence in teaching and learning, and enhancing student success.

**Computational Research:** The VPIT/CIO will comprehensively support faculty and researchers to leverage technology to advance scholarly endeavors and research initiatives at Morgan. This support will offer guidance, resources, and expertise in deploying high-performance computing, data analytics, and scientific solutions, facilitating groundbreaking research and innovation across diverse disciplines and domains.

**Operational Administrative Infrastructure:** This role will oversee implementing and maintaining enterprise resource planning (ERP) systems, student information systems, and ancillary administrative applications at Morgan. Emphasis will be placed on ensuring seamless integration and interoperability among IT systems to optimize administrative processes and enhance data management practices, facilitating efficient and effective administrative operations throughout the institution.

**Budget and Resource Management:** This role will be responsible for formulating and administering the IT budget at Morgan, ensuring the judicious allocation of resources to support strategic imperatives and operational exigencies. The strategic utilization of technology resources will explore opportunities for cost optimization, process refinement, and revenue generation, maximizing the value and impact of IT investments across the institution.

**Vendor and Contract Management:** The VPIT/CIO will lead the evaluation of vendor products and services, contract negotiation, and oversight of vendor relationships at Morgan. This oversight will ensure high-quality IT solutions and services, focusing on monitoring vendor performance and adherence to contractual stipulations. It will also foster strategic partnerships and collaborations to meet the institution's evolving technology needs.

**Team Leadership:** In this senior academic leadership role, you will be responsible for recruiting, developing, and retaining a cadre of skilled IT professionals at Morgan. This expectation encompasses providing guidance, mentorship, and direction to staff members to foster a culture of collaboration, innovation, and lifelong learning within the IT ecosystem; to promote professional growth and development; and to cultivate a high-performing team dedicated to advancing the institution's mission and goals.





# ABOUT THE VICE PRESIDENT OF INFORMATION TECHNOLOGY AND CIO POSITION (CONT.)

## REQUIRED QUALIFICATIONS:

- Master's degree from an accredited university in information technology management, information systems, computer science, business administration, or a related field.
- Minimum of eight years of experience in information technology leadership roles, preferably in higher education or a similar complex organizational environment.
- Proven track record of strategic planning, technology innovation, and digital transformation initiatives.
- Strong IT infrastructure, security, networking, cloud computing, and enterprise systems knowledge.
- Demonstrated expertise in information security management, risk assessment, and compliance.
- Experience with academic technology, instructional design, and online learning platforms.
- Excellent communication skills, with the ability to engage and collaborate with diverse stakeholders.
- Strong leadership abilities, focusing on team building, talent development, and organizational change management.

## PREFERRED QUALIFICATIONS:

- A doctoral degree is preferred.
- Comprehensive knowledge and understanding of a research university's current and evolving strategic information requirements.

- Proven experience in provisioning and delivering world-class network services, encompassing wired, wireless, and wide-area networks.
- Familiarity with the complexities of delivering integrated enterprise application services within a multi-vendor environment to meet the diverse needs of a university and its systems.
- Demonstrated ability to significantly contribute to an organization's utilization of technologies to enhance teaching, research, and scholarship endeavors.
- Track record of successfully implementing technology and organizational change strategies to drive process improvements and utilize data effectively to enhance student experience.
- In-depth knowledge of current trends and advancements in information technology, ensuring alignment with best practices and emerging innovations.
- Proficiency in developing requests for proposals and evaluating proposals related to leading-edge information services technology, ensuring alignment with organizational objectives and priorities.

## Salary

The VPIT/CIO salary is competitive and commensurate with qualifications and experience.







# MORGAN STATE UNIVERSITY



## NOMINATION AND APPLICATION PROCESS

Morgan State University is committed to equal access to programs, facilities, admission and employment for all persons.

The search for Morgan State University's next Vice President of Information Technology and Chief Information Officer is being assisted by Academic Search, Inc. Confidential conversations are encouraged and may be arranged directly with senior consultant Dr. Alonzo DeCarlo [Alonzo.DeCarlo@academicsearch.org](mailto:Alonzo.DeCarlo@academicsearch.org) / 312-890-9001 or consultant Ms. Disa Mason [Disa.Mason@academicsearch.org](mailto:Disa.Mason@academicsearch.org).

The application should consist of a substantive cover letter addressing the desired qualifications and experiences listed in this profile. In addition, the application should include 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 the explicit permission of the candidate. Applications, nominations, and expressions of interest can be submitted in confidence to [MorganStateVPIT@academicsearch.org](mailto:MorganStateVPIT@academicsearch.org).

The Search Committee will begin reviewing application materials in late April and applications received by **May 27, 2024** 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, physical or mental disability, marital status, religion, national origin or political affiliation. MSU encourages persons with disabilities to apply. In addition, the University is required by Title IX of the Education Amendments of 1972 not to discriminate in employment on the basis of sex.*

# 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.

