

**Greenwood  
Asher &  
Associates®**



# ***Interim Vice President for Enrollment Management and Student Affairs***



***POSITION PROFILE***

# BOWIE


## STATE UNIVERSITY



## The Opportunity

**Bowie State University** invites nominations and applications for the position of **Interim Vice President for Enrollment Management and Student Affairs**. Reporting directly to the President and serving as a member of the President's Cabinet, the Interim Vice President will provide strategic and operational leadership for a broad portfolio of enrollment management and student affairs functions that support student success, engagement, retention, and graduation.

The Interim Vice President will lead a student-centered division that includes:

-  Admissions, Financial Aid, Registrar, Counseling Services, Wellness, Housing and Residence Life, Student Activities, Greek Life, and Conduct and Community Standards.

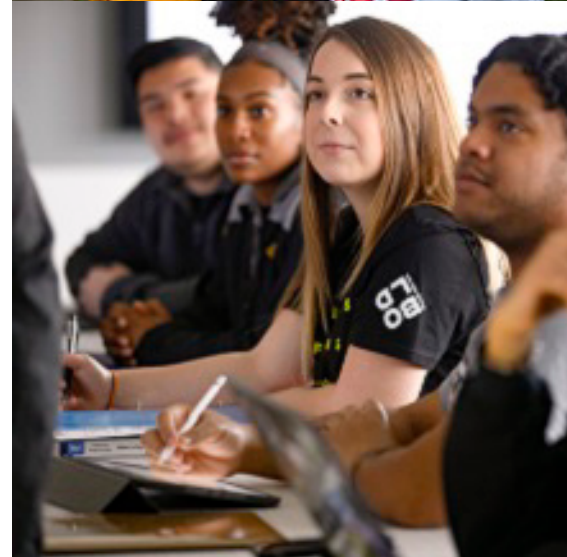
The University seeks an experienced and collaborative higher education leader with demonstrated expertise in strategic enrollment management, student success initiatives, organizational leadership, and cross-functional partnership development. Working closely with academic and administrative leadership, the Interim Vice President will support enrollment growth, strengthen retention and persistence efforts, enhance operational effectiveness, and advance a positive and inclusive student experience.

The successful candidate will provide steady, forward-thinking leadership during an important period of strategic enrollment planning and student success advancement at Bowie State University.

# Responsibilities

## Key areas of responsibility include:

- 🔥 Serving as a member of the President's Cabinet and providing executive leadership across the Division of Enrollment Management and Student Affairs
- 🔥 Leading strategic enrollment management initiatives and supporting undergraduate and graduate enrollment goals
- 🔥 Overseeing admissions, financial aid, registrar, and student affairs operations to ensure effective and student-centered service delivery
- 🔥 Supporting the development, implementation, and assessment of enrollment and retention strategies
- 🔥 Utilizing data, metrics, and assessment practices to inform planning and decision-making
- 🔥 Strengthening partnerships across academic and administrative units to advance student success initiatives
- 🔥 Supporting staff leadership, organizational effectiveness, and operational continuity across the division
- 🔥 Collaborating with University Relations and Marketing to strengthen recruitment efforts and institutional visibility
- 🔥 Ensuring compliance with applicable federal, state, system, and institutional policies and regulations





# Qualifications

## Education:

- 🔥 Master's degree in educational leadership, student affairs or a related field is required. Doctorate degree in educational leadership, student affairs or a related field preferred.

## Experience:

- 🔥 Eight years progressively responsible leadership experience in admissions, records and registration, or financial aid
- 🔥 Progressively responsible senior-level leadership experience in enrollment management or related higher education administration functions, with demonstrated collaboration across student affairs and academic support areas.
- 🔥 Record of accomplishment in leading a team to meet and exceed enrollment and retention goals

# Required Knowledge, Skills, and Abilities

- 🔥 Demonstrated expertise in strategic enrollment management planning and implementation
- 🔥 Outstanding leadership and management skills with a proven record of success in senior-level enrollment management leadership
- 🔥 Ability to recruit and support a culturally diverse student population and work effectively within a diverse campus community
- 🔥 Experience utilizing data analysis, technology, and enrollment metrics to support planning and decision-making
- 🔥 Demonstrated success as a collaborative leader and cross-functional strategist
- 🔥 Strong understanding of student affairs practices, student development, and student success initiatives
- 🔥 Proven commitment to diversity, equity, inclusion, transparency, and ethical leadership
- 🔥 Excellent communication, organizational, and interpersonal skills
- 🔥 Experience overseeing complex budgets and leading multidisciplinary teams



# About the Division

The **Division of Enrollment Management & Student Affairs** at Bowie State University plays a central role in supporting student success, engagement, retention, and degree completion. The division coordinates institutional efforts designed to support students from recruitment through graduation while fostering a student-centered campus environment grounded in academic achievement, wellness, leadership development, and community engagement.



Admissions



Financial Aid



Registrar



Counseling Services



Wellness



Housing & Residence Life



Student Activities

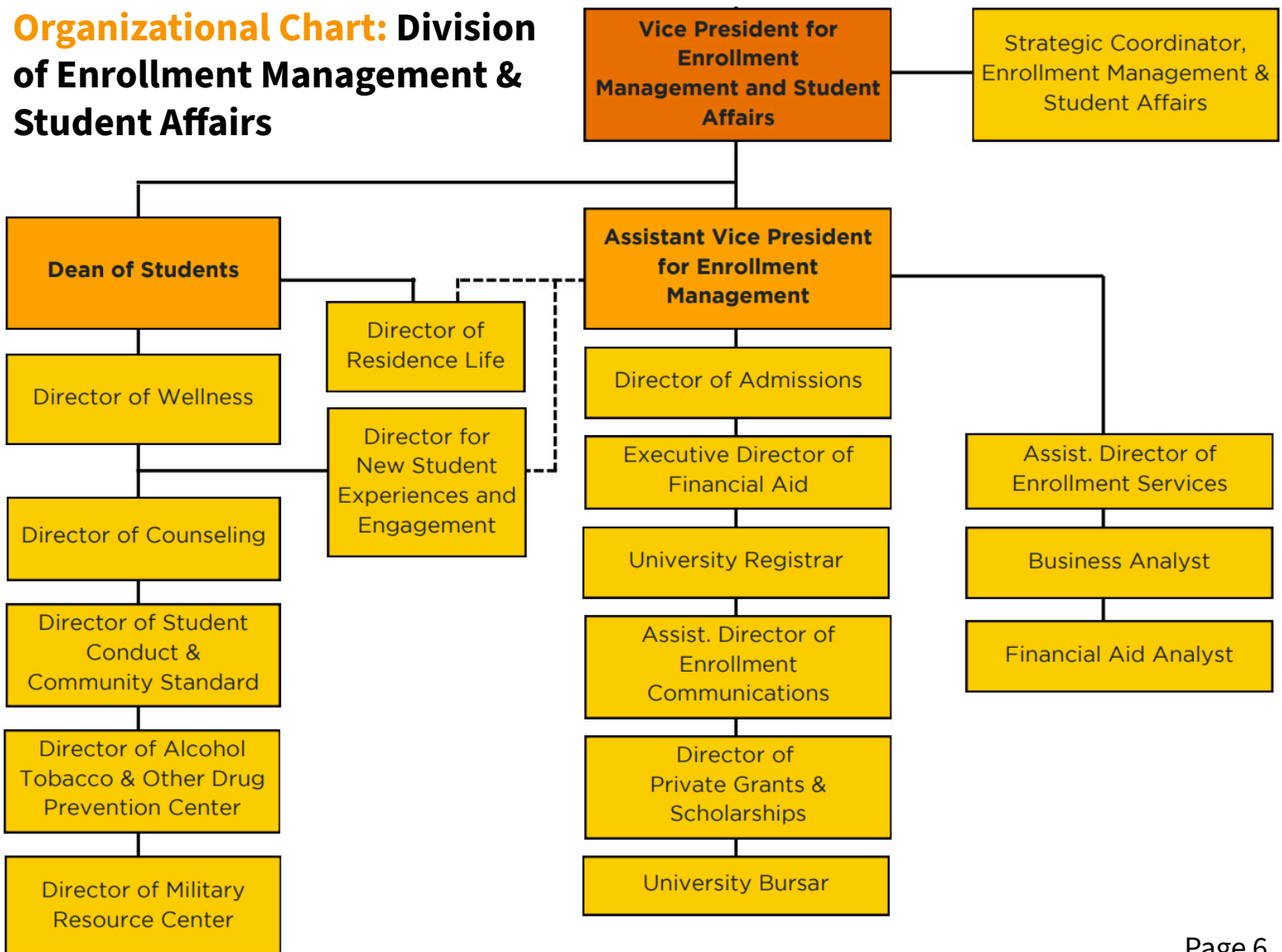


Greek Life



Conduct & Community Standards

## Organizational Chart: Division of Enrollment Management & Student Affairs





# About Bowie State University

Founded in 1865, Bowie State University is Maryland's oldest Historically Black College and University (HBCU) and one of the ten oldest HBCUs in the nation. A proud member of the University System of Maryland, Bowie State combines a rich legacy of access, equity, and academic excellence with a forward-looking commitment to innovation, student success, and community impact.

Located on a scenic suburban campus between Washington, D.C. and Baltimore, Bowie State serves a diverse and dynamic student population through more than 65 undergraduate, graduate, doctoral, and certificate programs across the arts and sciences, business, education, healthcare, and STEM-related disciplines. The University is nationally recognized for its commitment to affordability, social mobility, experiential learning, and preparing students to lead in an increasingly complex and technology-driven global society.

Bowie State fosters a vibrant, student-centered campus community grounded in academic excellence, inclusion, leadership development, and civic engagement. With a strong culture of collaboration and innovation, the University continues to advance its mission of empowering students to think critically, discover boldly, and emerge as leaders committed to creating positive change in their communities and beyond.

# BOWIE STATE UNIVERSITY

## ENROLLMENT AT A GLANCE

A diverse and engaged student body supported by a student-centered university committed to access, success, and impact.



TOTAL ENROLLMENT

**6,353**  
students



UNDERGRADUATE

**5,136**



GRADUATE

**1,217**



FULL-TIME /  
PART-TIME

**4,804**  
full-time

**1,549**  
part-time



GENDER  
DISTRIBUTION

**62%**  
female

**38%**  
male



INTERNATIONAL  
STUDENTS

**~206**  
students

3% of total  
enrollment



RACE /  
ETHNICITY

**79%**  
Black or  
African American

**5.4%**  
Hispanic  
or Latino

**4.4%**  
White

**3.6%**  
Two or More  
Races



STUDENT-TO-  
FACULTY RATIO

**15:1**



RETENTION RATE  
(FULL-TIME UG)

**70%**

(peer average: 74%)



At Bowie State, we empower students to **learn, lead, and transform** their communities and the world.

**BOLD. PROUD.  
BOWIE STATE.**



Launched in August 2025 to coincide with the university's 160th anniversary, the Boldly Forward FY26–29 Strategic Plan charts Bowie State's course through fiscal year 2029.

The plan was developed over two years beginning in August 2023, incorporating SWOT analysis, competitive analysis, broad stakeholder engagement, and four dedicated working groups. It was finalized and adopted in December 2024.



**MISSION**

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 local, state, national, and global communities.



**VISION**

Bowie State University will be widely recognized as one of the nation's best public comprehensive universities that is a model for academic excellence, innovation, and student success.



**CORE VALUES**



**EXCELLENCE** — Outstanding performance fostered through a stimulating learning and work environment.



**INCLUSIVITY** — A community that encourages involvement, respect, and connection regardless of race, gender, ethnicity, national origin, culture, sexual orientation, religion, age, or disability.



**INTEGRITY** — High ethical standards in interactions with one another and the larger community.



**ACCOUNTABILITY** — Each member of the community is responsible for the outcomes of their efforts and actions.



**INNOVATION** — Infusing innovative practices into academic and administrative functions.

**OUR STRATEGIC GOALS**

**1 ADVANCING ACADEMIC DISTINCTION**



Enhance BSU's reputation as a center of excellence in research, education, and innovation. Strengthen academic programs, faculty development, and student experiences to meet evolving demands of higher education and the workforce.



BSU has already earned the Carnegie R2 Research Activity Classification (2025).

**2 TRANSFORMING THE STUDENT EXPERIENCE**



Transform the student experience by enhancing internal processes and campus-wide resources that contribute to students' academic, well-being, and career-related needs.



This goal is directly tied to the work of the VP of Enrollment Management & Student Affairs.

**3 FOSTERING A CULTURE OF INCLUSIVITY, EQUITY, CIVIC ENGAGEMENT & SOCIAL JUSTICE**



Build a diverse and inclusive campus environment that champions equity, civic engagement, and social justice. Ensure all campus community members feel valued, respected, and empowered to participate actively in societal and civic matters.

**4 ENSURING BSU'S FUTURE THROUGH GROWTH & INNOVATION**



Evolve into a model institution known for innovative community engagement, philanthropy, a strong work environment, and meaningful partnerships.



Bowie State generates over \$351 million annually for the region and sends 80% of graduates into careers in Maryland.

# Application Process

**Greenwood Asher & Associates** (GA&A) is assisting Bowie State University in this search.

Applications and nominations are now being accepted.



## How to Apply:

Please submit application materials through the GA&A **[candidate portal](#)**.

Submission of application materials as PDF attachments is strongly encouraged.

Initial screening of applications will begin immediately and will continue until an appointment is made.

## Inquiries and nominations should be directed to:

**Andriel Dees, JD**

Vice President of Executive Search

**[andrieldees@greenwoodsearch.com](mailto:andrieldees@greenwoodsearch.com)**



**Ann Bailey, PhD**

Senior Executive Search Consultant

**[annbailey@greenwoodsearch.com](mailto:annbailey@greenwoodsearch.com)**

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## EEO Statement

*Bowie State University is an Equal Opportunity/Affirmative Action Employer committed to excellence through diversity. Bowie State University does not discriminate on the basis of race, color, religion, age, national origin, sex, disability, veteran status, sexual orientation, gender identity, or any other protected characteristic in its programs, activities, or employment practices.*