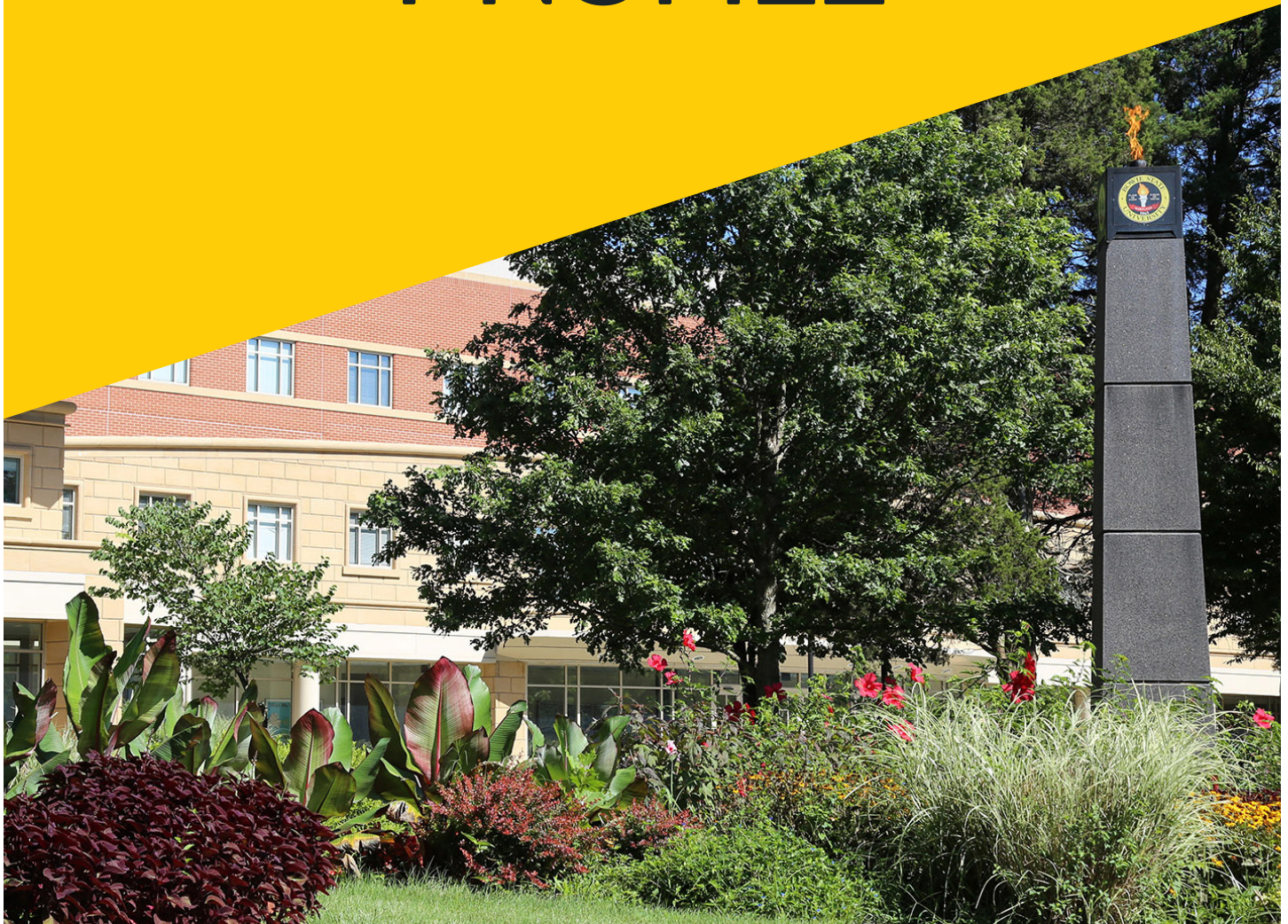




Vice President for
Information Technology

LEADERSHIP PROFILE



Vice President for Information Technology Leadership Profile

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Vice President for Information Technology

Role Summary

Bowie State University (BSU) invites applications, nominations, and inquiries for the position of Vice President for Information Technology (VPIT). This leader will ensure the adoption and implementation of best practices in higher education information technology and lead a division responsible for providing the consultation, tools, and support that enable innovative teaching and learning, research and scholarship, and data-driven decision making. The VPIT is responsible for providing overall leadership and direction for all aspects of management, planning, and program development of information technologies to meet the varied and complex needs across all operating divisions of the University.

Reporting to the President and serving as the University's Chief Information Officer, the VPIT is a member of the senior leadership team and works with constituent groups to support current and future applications of instructional, communications and administrative technologies. The Division of Information Technology (DIT) supports and maintains the technology infrastructure and technology services for the Bowie State University community. The VPIT will provide strategic oversight and management of information technology operations for BSU in the areas of IT infrastructure, core applications, supporting operations, data analysis, IT security, telecommunications, media and digital services, and overall project and program management.

Bowie State University Overview

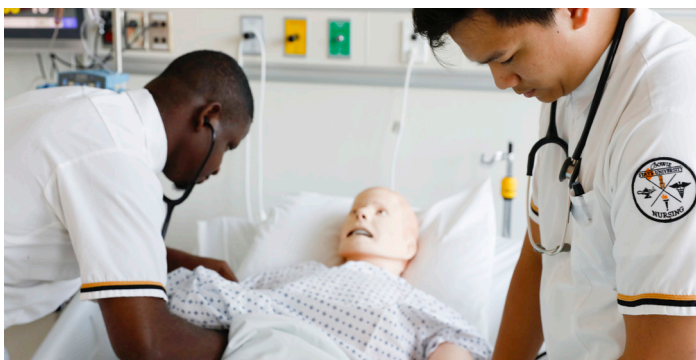
Bowie State University is building a bold future on a proud heritage. Founded in 1865, Bowie State University is Maryland's oldest Historically Black College or University (HBCU) and is one of 12 constituent institutions of the University System of Maryland (USM). Ranked by *U.S. News & World Report* as one of the nation's top 25 HBCUs and ranked #3 among HBCUs by BestColleges.com, BSU is one of Maryland's fastest-growing universities providing high-quality and affordable educational opportunities for students with ambitions to achieve and succeed.

BSU offers 23 undergraduate majors, 35 master's, doctoral and advanced certification programs with special focus on science, technology, business, education and related disciplines. A supportive environment empowers students to think critically, make new discoveries, value differences and emerge as leaders in a rapidly changing global society.

Bowie State's advanced teaching and research facilities include the Center for Natural Sciences, Mathematics and Nursing which features research and instructional



Center for Natural Sciences, Mathematics, and Nursing



Nursing Simulation Lab

About Bowie State University

laboratories, flexible classrooms, a nursing simulation wing and a fully enclosed greenhouse. Bowie State is also home to an all-Steinway Fine and Performing Arts Center, equipped with the latest technologies for digital media arts and music production.

With an enrollment of over 6,000, BSU is a diverse university whose students, faculty and staff represent many ethnic and cultural backgrounds. Approximately 1,400 students reside in campus housing and one-third of BSU's students are commuters. Thirty-three states and 29 foreign countries are represented in the fall 2019 student population. As an HBCU, the majority of BSU's students are African American (82%), but the campus is becoming increasingly diverse as more students see the value of the Bowie State experience. The university is strongly committed to shared governance with faculty, staff and student bodies actively engaging to impact campus policies and decision making.

BSU is centrally located in one of the nation's most exciting metropolitan areas within easy reach of Annapolis, Washington, DC and Baltimore, affording unique opportunities to engage with state and federal government agencies and elected officials, and yet boasts a serene 337-acre suburban campus. In partnership with the city of Bowie, BSU is home to the Bowie Business Innovation Center, Maryland's first business accelerator at an HBCU. In addition to its seven residence halls, BSU will open an Entrepreneurship Living Learning Community in fall 2021, offering 500 additional residential beds, along with retail space and greater opportunity to integrate entrepreneurial thinking into the curriculum.

BSU is led by Dr. Aminta H. Breaux, its 10th president and first female president in the university's 155-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. Her vision, embodied in the university's Five-Year Strategic Plan (FY19-FY24), is entitled [*Racing to Excellence*](#) and focuses on three top priorities: academic excellence, student success, and the long-term viability of the institution.

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.

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
- Inclusivity
- Integrity
- Accountability
- Innovation

Information Technology at Bowie State

The Division of Information Technology works collaboratively with the campus community to provide an innovative, efficient, and secure operational infrastructure for technology services to support the academic and administrative needs of the university and attainment of strategic priorities to assure long-term viability of the institution. Major initiatives are currently in progress to enhance the wireless and network infrastructure, refresh and replace outdated equipment, and implement new applications and services to improve operational efficiencies. Additionally, significant efforts are being made to enhance technologies for distance learning and virtual engagement as a response to the operational challenges presented by the current pandemic.

BSU is part of a consortium of six universities in the University System of Maryland engaged in a major collaborative effort to consolidate administrative processes and migrate to a single instance of a modern cloud-based enterprise resource planning (ERP) system. BSU has been integral in getting this initiative off the ground with DIT actively engaging the input of campus colleagues in the finance and human resources units. This initiative has received significant positive approbation from the USM Board of Regents.

Being part of a university system enables Bowie State to leverage standards and best practices used across all constituent institutions and draw upon shared resources. The BSU VPIT participates in a monthly meeting of all University System of Maryland CIOs to discuss collaborative opportunities, updates of interest across the system and other topics of interest.

The Vice President for Information Technology will oversee a division currently comprised of 31 professionals and a budget of \$4.7 million, organized in the units based on the [organizational chart found here](#).

Enterprise Applications Support

The Enterprise Applications team manages the administration and development of PeopleSoft systems and other enterprise applications at Bowie State University. Enterprise applications include PeopleSoft Financials,

PeopleSoft Campus Solutions (Human Resources and Student Information Systems), and various support applications utilized to deliver complete quality technology services to the university. BSU is in the midst of an upgrade of its current Oracle Student Information System to bring it up to a fully supported version in advance of the migration to cloud ERP which is a few years off.

The Enterprise Applications team performs various implementation and developmental tasks of PeopleSoft and other applications. The team also addresses requests from campus users to improve the functionality of the student information, human resources, financials, and contributor relations system, and customizes the delivered product to comply with the university's business processes. On a continuing basis, the Enterprise Applications team also provides production support to the BSU campus community users.

Bowie by the Numbers

- 6,171 Total Enrollment (Fall 2019)
 - 5,227 Undergraduate students
 - 944 Graduate students
- 16:1 Student-faculty ratio
- 221 Full-time faculty
- 424 full-time staff
- NCAA Division II Athletics – Central Intercollegiate Athletics Association (CIAA)
 - 5 men's and 8 women's teams
 - 11 conference championships since 2010
- \$146.5 million operating budget

Information Technology at Bowie State

Enterprise Functional Support

The Enterprise Functional Support (EFS) team provides functional analytical support of the PeopleSoft systems at Bowie State University. The PeopleSoft modules supported by EFS includes PeopleSoft Campus Solutions (Human Resources and Student Information Systems), PeopleSoft Financials, and PeopleSoft Security.

The Enterprise Functional Support team serves as the liaison between the PeopleSoft functional users and the technical teams. The team maintains the PeopleSoft setup tables and addresses requests from the campus users for support and reporting needs. EFS provides ad hoc, periodical and exception reports in support of the Bowie State campus community users to improve the functionality of all PeopleSoft applications.

IT Strategy and Planning

IT Strategy & Planning (ITSP) is responsible for building and sustaining an efficient and effective Enterprise Architecture Strategy supported by sound business management decisions. ITSP accomplishes this by strategically overseeing the IT enterprise architecture, ensuring that all IT projects and divisional operations integrate and align with the university's mission, goals and objectives.

IT strategic planning encompasses technology standardization, IT analysis, development, planning, execution and review. They oversee deliverable metrics, process maps, standard operating procedures, development of processes and policies, and process documenting to facilitate IT strategic transformation of the enterprise.

Points of Pride

- #1 safest campus in the state (YourLocalSecurity.com, an ADT Security authorized provider)
- #2 among public historically black colleges and universities (HBCUs) ranked as best-value schools (Money.com)
- #3 among historically black colleges and universities (HBCUs) (BestColleges.com)
- One of the nation's top 25 HBCUs (*U.S. News & World Report*)
- Best value among Maryland's four-year colleges and universities (*The Economist*)
- A top 5 university in Maryland for graduating African Americans with bachelor's degrees in nursing, biology and computer/information sciences (*Diverse: Issues in Higher Education*)
- Leader in green building design with the Center for Natural Sciences, Mathematics and Nursing (LEED Platinum), making BSU one of three Maryland universities with a building having this distinction, and Student Center (LEED Gold)
- 80% of BSU graduates remain in Maryland and contribute to the state's economic prosperity
- *U.S. News and World Report* ranked the MPA program on its Best Public Affairs Program list, and NoGRE.com selected it as Maryland's #1 MPA program on its list of the Best-Priced Accredited MPA Programs, with no entrance exam requirements
- Designated as a Military Friendly® School

Information Technology at Bowie State

Enterprise Systems, Networking and Web Support

The Enterprise Systems and Networking team maintains Bowie State's campus-wide network and hosts the university's website. They maintain the University's application and system servers, hardware infrastructure, firewalls, routers, switches, network appliances and the institution's technology infrastructure. The team manages electronic messaging, server management, BSU Online system, Internet access and various systems applications for the campus community. The Enterprise Systems and Networking team also provides information technology procurement recommendations and approval for institutional information technology needs.

Office of Telecommunications

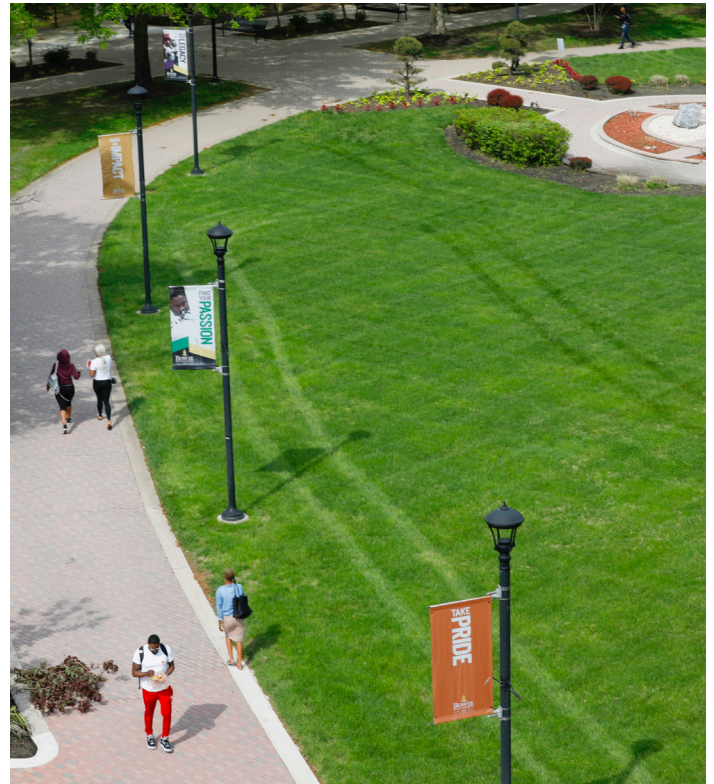
The Office of Telecommunications manages the Bowie State University telecommunications infrastructure to include the main campus switchboard to efficiently route phone calls throughout the institution. The telecommunication infrastructure includes the Voice-over-Internet Protocol (VoIP) network, voice messaging services, BSU-issued mobile devices, and voice terminal installation and configuration.

Information Systems & Applications Security

The Enterprise Information Systems and Application Security (EISAS) team is responsible for managing a comprehensive and rigorous information assurance infrastructure. EISAS ensures information security systems, personnel, and organizational sub-units securely align with the university's core goals and strategic direction. While often associated strictly with information security technology, the focus also addresses security practices for business optimization. This is accomplished by skillfully protecting and enhancing BSU's business security architecture, performance management operation and security process architecture.

Enterprise Support Services

The Enterprise Support Services (Help Desk) team provides support and responds to the technology needs of Bowie State faculty, staff and student end users. The Help Desk team maintains computing standards and approves procurement requests for desktop, laptop and printing technologies. The team provides technical support of the computer environment across the institution. The Help Desk receives calls from faculty, staff, and students through an issue-tracking system and filters those calls to the responsible unit for response.



The Position

Bowie State University seeks an experienced, highly motivated and innovative leader as its Vice President for Information Technology. BSU requires a visionary leader with sound knowledge of both the business and technical practices of universities as well as emerging technologies, best practices, and regulatory requirements unique to information technology and higher education. The VPIT will embrace BSU's mission and promote innovation and collaboration in a dynamic higher education environment.

The VPIT will be charged with developing and implementing an IT strategy and ensuring the Division of Information Technology effectively supports university goals and objectives. The VPIT will play a key role in developing and advancing the strategic vision for an information technology enterprise that addresses the current needs and anticipates future needs and opportunities for BSU. The ideal candidate will build and

lead an effective and efficient technology team that is responsive to the needs of the entire BSU community.

The VPIT must leverage collaborations and campuswide resources, engaging constituents to build trust across functions and divisions. The complexity of this role requires strong, thoughtful leadership that aligns the priorities of information technology with BSU's strategies and resources. The VPIT will bring fresh ideas and innovation to help reengineer paper-intensive processes, promote accessibility, lead the university in the adoption of emerging digital technologies, and guide the IT staff toward excellence, professionalism and accountability.

The VPIT understands, embraces, and values diversity in their thinking in the broadest sense – in hiring a staff, supporting diverse students, and respecting individuals of all backgrounds.

Key Opportunities and Challenges

The new VPIT will be joining Bowie State University during a time that is not “business as usual.” The campus has had to quickly adjust to moving all classes to online platforms and providing remote access for all operating entities within the university. Several technology projects at the institutional level as well as specific to individual departments or divisions are currently underway. The VPIT will have leeway to revisit these initiatives, and if necessary, reprioritize to address new requirements identified as a result of the evolving challenges presented by the pandemic situation.

The VPIT will join an exceptional leadership team, all of whom are committed to maximizing the success of BSU's talented student body and passionate faculty and staff. As BSU faces the future, the VPIT will need to focus on several opportunities and challenges in the following areas:

- **Transformational Leadership** — Provide information technology services that faculty, students, and administrative departments can depend upon for their various research, learning, teaching, and business needs while bringing a deep understanding of future technology trends to address current

challenges, anticipate potential problems and develop solutions. A visionary, forward-looking, responsive, leader who can adapt to an evolving higher education environment is needed.

- **Systems Plan** — Provide a comprehensive overview of BSU's information technology infrastructure and resources and develop a clearly articulated strategic plan linked to the university strategic plan with measurable short- and long-term goals. The plan should be agile and supportive of innovation providing a vision for how BSU can operate and excel in a virtual environment. The plan should assess the needs of various divisions across campus and assess the capabilities of staff and overall capacity of DIT.
- **Data Security** — Provide leadership, direction, and guidance in assessing and evaluating information technology risks and monitor compliance with established standards and policies that address data security. The VPIT will increase compliance, strengthen cybersecurity, and minimize institutional risk.
- **User Support Services/Help Desk** — Strengthen service and responsiveness to all user groups and develop consistent quality support services in a stable computing environment. Ensure successful and timely

management of user requests. Develop efficient and reliable on-site technical support protocols for major events and information technology undertakings. Ensure team members are provided an appropriate level of training, enhance morale and build a sense of pride and a strong service orientation in the IT organization. The VPIT will inspire and lead staff to embrace collaboration, collegiality, transparency, and accountability in pursuit of superior customer services and organizational transformation.

- **Optimize the IT Environment** — Assess the current technology needs of the campus and eliminate redundant and ineffective systems and processes. Improve the integration of enterprise systems, infrastructure, and supporting applications.
- **Online Learning** — Update/upgrade the online learning system to support a significant move of courses and programs to an online/virtual learning environment.
- **Wireless Networking/Access** — Expand Wi-Fi network to provide total campus coverage and faster and improved access.

Specific Responsibilities

- Provides vision and leadership for the university's overall information technology strategies.
- Create an IT strategic plan that ensures students, faculty, staff, alumni, and administrators have the tools needed to meet the current needs and strategic objectives of BSU.
- Provide guidance to the president and university leadership team, working closely with senior administration, academic leaders, and the campus community in defining objectives for information technology and infrastructure, while building relationships and goodwill.
- Collaborate closely with administrative leadership, deans, IT leaders, and technical experts across campus on a wide variety of technology issues and manage key external relationships.
- Examine impacts of new technologies on the overall information technology environment and infrastructure. Establish processes to review adoption and implementation of new technologies.
- Create internal and external partnerships that are technologically sound and fiscally responsible.
- Work closely with faculty, students, and technology teams to improve and innovate learning management solutions and expand online learning capabilities.

Required Qualifications and Experience

- Bachelor's Degree in an IT-related field required; an advanced degree strongly preferred.
- At least 5 years of progressive experience leading and managing a complex technology organization to achieve strategic priorities with sound application of best practices and emerging technologies.
- In-depth technical knowledge with broad understanding of current information technologies and the contemporary academic and administrative computing issues that are found in institutions of higher education.
- Experience leading an ERP implementation, preferably PeopleSoft.
- A collaborative approach to problem solving.
- Excellent interpersonal skills with the ability to engage multiple constituents both across the university and externally.
- Effective communication skills and the ability to inspire the growth and development of a team.
- A respectful and inclusive management style with an appreciation for the role of shared governance.
- Experience in administrative and academic computing, distance learning, information management systems and integrated technology.
- Proven experience leading a technology organization through change and transformation and a proven ability to implement strategic priorities.
- A successful record of executing effective resource management in an environment that includes both academic and administrative responsibilities.

Search Team

Diversified Search has been retained by Bowie State University to assist in this search process. Nominations and inquiries are invited. For full consideration, applicant materials should be received by June 26, 2020.

Candidates should provide a resume or curriculum vitae, letter of interest that addresses the responsibilities and qualifications described above along with the names and contact information of five references. References will not be contacted without prior knowledge and approval of candidates. Application materials, nominations or inquiries should be sent electronically to BSU-VPIT@divsearch.com.

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