The Board of Governors has begun a search for the next president of West Virginia State University (WVSU) and encourages expressions of interest in this unique opportunity for leadership. The next president has an opportunity to lead WVSU to new levels of institutional achievement and distinction, in part by building on the legacy of the institution and the existing strengths and accomplishments. The ideal leader will bring both stable leadership and dynamic changes to the University at a critical time in its history. WVSU seeks a leader who will embrace and foster the rich heritage and identity of West Virginia State University as a Historically Black College or University (HBCU) that has transformed to meet the needs of the community. The next president will demonstrate a commitment to the University’s historical focus on the values of diversity, equity, inclusion, sustainability, civic engagement, and social justice.
MISSION STATEMENT

Founded in 1891, West Virginia State University is a public, land-grant, historically black university, which has evolved into a fully accessible, racially integrated, and multi-generational institution. The University, “a living laboratory of human relations,” is a community of students, staff, and faculty committed to academic growth, service, and preservation of the racial and cultural diversity of the institution. Its mission is to meet higher education and economic development needs of the state and region through innovative teaching and applied research.

The undergraduate education at the University offers comprehensive and distinguished baccalaureate programs in business, liberal arts, professional studies, sciences and social sciences. The University provides master’s degrees and other opportunities for graduate education.

West Virginia State University offers flexible course schedules in traditional classrooms, in nontraditional settings, and online. With the goal of improving the quality of our students’ lives, as well as the quality of life for West Virginia’s citizens, the University forges mutually beneficial relationships with other educational institutions, businesses, cultural organizations, governmental agencies, and agricultural and extension partners.

The following values guide our decisions and behavior:

- academic excellence;
- academic freedom;
- advancement of knowledge through teaching, research, scholarship, creative endeavor and community service;
- a core of student learning that includes effective communication, understanding and analysis of the interconnections of knowledge, and responsibility for one’s own learning;
- lifelong growth, development and achievement of our students;
- development of human capacities for integrity, compassion and citizenship;
- our rich and diverse heritage;
- personal and professional development of our faculty and staff;
- accountability through shared responsibility and continuous improvement.

West Virginia State University is a vibrant community in which those who work, teach, live, and learn do so in an environment that reflects the diversity of America. Our comprehensive campus provides vast opportunities for our students. We take great pride in our accomplishments and envision building upon our baccalaureate and graduate programs and our excellence in teaching, research, and service.


MISSION

West Virginia State University is a diverse, 1890 land-grant institution that advances knowledge through access and opportunity, innovative teaching and learning, interdisciplinary research, and impactful service. Our learners are equipped to meet the economic and social needs of the state, region, and nation, and contribute solutions to complex global challenges.

VISION

West Virginia State University is a premier, land-grant institution where an entrepreneurial spirit inspires innovative teaching and learning, transformative research, and relevant community engagement that empowers learners to live a life of impact.

VALUES

Student-centered - We put students first in everything we do.

Inclusion - We create a climate where all can bring their whole and authentic selves.

Gold Standard - We strive for excellence in all we do and say.

Integrity - We commit to ethical behavior and full transparency with ourselves and our stakeholders.

Accountability - We take responsibility for our actions individually and collectively.

Creativity - We draw inspiration from collaborating with others and create space for curiosity and imagination.

Resilience - We are agile, adapt to change, and rise above adversity. We have grit.
HISTORY

Founded in 1891, West Virginia State University (WVSU) has entered its second century of service. A historically black institution, WVSU has its origins with federal legislation known as the Second Morrill Act passed by the U.S. Congress in 1890. The Act provided that no land-grant institution of higher education could enjoy the benefits of federal funds provided by the Act unless adequate provision was made for the education of black and white students. At the time, West Virginia University (WVU), a land-grant institution, had been in existence for more than two decades. Therefore, to ensure federal funds for WVU, the West Virginia Legislature enacted legislation to create a new land-grant institution in Kanawha County for black students.

Governor Fleming signed the Legislation on March 17, 1891. March 17 is recognized annually on campus as Founders Day. The new institution was known initially as the West Virginia Colored Institute. Land was purchased by the state, and the first building erected of red brick and stone was a three-story structure costing $9,456. During its first year, the primary purpose of the institute was to teach agriculture, horticulture, mechanical arts and domestic science. Teacher training was added the second year and has remained an important emphasis throughout the school’s history. In the early years, students came to school by train or by boat on the Kanawha River and were primarily residential students.

In 1915, the name was changed to the West Virginia Collegiate Institute. While training was offered in subjects such as agriculture, blacksmithing, brick-laying and plastering, dress making and millinery, there was an increased emphasis on music, military instruction, mathematics, literary subjects and science. The first college degrees were awarded in 1919. The institution was first accredited by the North Central Association of Colleges and Secondary Schools in 1927 and has remained accredited to the present.

In 1929, the legislature changed the name of the institution to West Virginia State College (WVSC). Throughout the decades, the institution has grown under the dynamic leadership of talented administrators and faculty, and from the 1920’s onward, it has been recognized nationally as one of the premier institutions in the education of black students.
In 1954, when the U.S. Supreme Court in Brown vs. Board of Education ruled that segregated schools were unconstitutional, WVSC had an enrollment of 837 students. Within the next few years, the enrollment increased dramatically and WVSC was transformed into a racially integrated institution. It gained nationwide recognition as a “living laboratory of human relations.” Today, as a university, WVSU maintains its reputation for academic excellence, and its racially and generationally diverse student body continues to be a model for human relations.

In 1978, the Community College Division was added to administer a variety of associate degrees and Continuing Education and Community Service programs. Priority continues to be given to planning and cooperating with business, industrial, governmental, labor union, educational and professional leadership. In fall 2004, the West Virginia State Community & Technical College (WVSCTC) became an independently accredited institution, administratively linked to WVSU, and in 2010, the former WVSCTC was renamed Kanawha Valley Community and Technical College; currently, it is an institution completely separate from the University and was renamed, now known as BridgeValley Community and Technical College.

The college achieved a significant milestone in 2003 when it received approval from the Higher Learning Commission of the North Central Association of Colleges and Secondary Schools to offer graduate programs for the first time. Master’s level programs in Biotechnology and Media Studies were implemented in 2003.

On April 7, 2004, Governor Bob Wise signed Senate Bill 448, which changed the institution’s name to West Virginia State University. The West Virginia Higher Education Policy Commission had conferred on West Virginia State College university status on December 5, 2003.

Throughout the University’s history, WVSU alumni have held positions of leadership and public trust in West Virginia, most other states, and some foreign countries. Future graduates will join alumni well-grounded in the liberal arts, skilled in their chosen occupations or professions, and sensitive to and appreciative of people of all races and ethnic backgrounds.
THE HISTORY OF WEST VIRGINIA STATE UNIVERSITY’S LAND-GRANT STATUS

West Virginia State University is one of two land-grant institutions in the state of West Virginia. West Virginia State University was designated by the United States Congress as one of the original 1890 land-grant schools under the Second Morrill Act. These schools were created to provide “instruction in agriculture, the mechanical arts, English language, and the various branches of mathematical, physical, natural, and economic science” to the black citizens of the states where these individuals had no access to other higher education institutions because of segregation laws.

West Virginia was one of the six original states to establish a new land-grant college under state control. West Virginia State University faithfully met its duties to the citizens of West Virginia as a land-grant college, however, on October 23, 1956, the State Board of Education voted to surrender the land-grant status of West Virginia State University (effective July 1, 1957) and on March 5, 1957, instructed the state legislature through Senate Bills 93 and 219 to transfer $21,900 worth of personnel and expense funds to West Virginia University. These actions resulted in a subsequent loss of millions of dollars, which could have been used by the institution to serve the needs of a severely depressed region of Appalachia.

For 31 years, alumni of the University, interested in regaining land-grant status, looked for the right time, place, and key persons to reverse the decision made in 1957. Dr. Hazo W. Carter, Jr., became President of West Virginia State University on September 1, 1987. During the fall of 1988, President Carter undertook the endeavor to regain the land-grant status or, failing that, have the record show that all possible efforts to regain the status had been made. A coalition of alumni developed which included the state and local NAACP leadership and the Charleston Black Ministerial Alliance. This grassroots support was invaluable, culminating in the introduction of House Bill 2124 early in the 1991 West Virginia legislative session.

On February 12, 1991, Governor Gaston Caperton signed House Bill 2124 on the campus of West Virginia State University, and on March 28, 1991, he wrote to Edward Madigan, Secretary of the U.S. Department of Agriculture. In this letter, the Governor informed Secretary Madigan that the West Virginia legislature had officially designated West Virginia State University as a land-grant institution and requested the appropriate funding at the federal level. On July 30, 1991, Charles Hess, Assistant Secretary for Science and Education of the USDA, responded negatively to Governor Caperton’s March 1991 letter. In his response, the Assistant Secretary stated that the USDA decided not to provide funding for the University’s reinstatement of land-grant status. On August 9, 1991, Governor Caperton again wrote Secretary Madigan requesting clarification of the decision against the University.
Correspondence continued throughout 1992 and 1993, and ultimately, after years of determined effort by many dedicated persons, Secretary Mike Espy informed Governor Caperton on March 28, 1994, that the Office of Legal Counsel had advised the Department of Agriculture that West Virginia’s land-grant designation of West Virginia State University would entitle the University to a $50,000 permanent annual appropriation under the Second Morrill Act. Unfortunately, in the following year, the federal funds that provided for the $50,000 appropriation were eliminated.

On August 4, 1999, U.S. Senator Robert C. Byrd amended the House of Representatives Bill 1906 to once again establish West Virginia State University as an original 1890 land-grant institution. Included in the bill was specific language that would provide $1,000,000 for research and $1,000,000 for extension activities for fiscal year 2000 and thereafter. On October 1, 1999, Congress approved the amendment, and President Bill Clinton signed the fiscal year 2000 Agricultural Appropriations bill, which in summary stated that West Virginia State University was indeed a land-grant institution.

Although WVSU received land-grant research and extension funding in fiscal year 2000, the Office of General Counsel of the USDA stated that more explicit amending language was necessary for full inclusion of WVSU as an 1890 land-grant institution. Senator Byrd introduced such an amendment, and on November 28, 2001, with the passage and subsequent signing of the fiscal year 2002 Agricultural Appropriations Bill, the University regained its birthright of becoming again an official and fully recognized 1890 land-grant institution, eligible for 1890 research and extension formula funds, 1890 Facilities and Capacity Building funds, as well as many other tangible and intangible entitlements.
West Virginia State University is comprised of four colleges: the College of Arts and Humanities, the College of Business and Social Sciences, the College of Natural Sciences and Mathematics, and the College of Professional Studies. The University offers 23 undergraduate degrees, seven graduate degrees and six fully online programs. WVSU’s students enjoy a 14:1 student-faculty ratio and learn in a challenging, nurturing and safe environment that allows them to engage with new people, perspectives and ideas.

**ACADEMICS**

**COLLEGE OF ARTS & HUMANITIES**

**Bachelor of Arts**
- Art
  - Art History
  - Ceramics
  - Digital Photography
  - Drawing
  - Painting
  - Photography
  - Print Making

**English**
- Literature
- Professional Writing
- Technical Writing

**International Studies**
- Africana Studies
- Communication
- Foreign Language
- International Business
- International Relations

**Bachelor of Fine Arts**
- Music Performance

**Regents Bachelor of Arts**

**Bachelor of Science in Communications**
- Broadcasting
- Film
- Journalism/Writing
- Public Relations
- Theatre
- Visual Media

**COLLEGE OF BUSINESS & SOCIAL SCIENCES**

**Bachelor of Arts**
- Business Administration
  - Accounting
  - Agribusiness
  - Finance
  - International Business
  - Management
  - Management Information Systems
  - Marketing

**Economics**
- Agricultural Economics
- Business Economics
- Social Economics

**History**
- Political Science

**Psychology**

**Sociology**

**COLLEGE OF NATURAL SCIENCES & MATHEMATICS**

**Bachelor of Science in Biology**
- General
- Plant-Soil Science
- Pre-Medical and Biomedical

**Chemistry**
- ACS Certify
- Applied Chemistry
- Pre-Medicine/Pre-Pharmacy

**Chemical Engineering**

**Civil Engineering**

**Computer Science**

**Mathematics**
- Applied
- Classical
- Computational Science

**GRADUATE PROGRAMS**

**Master of Arts**
- Media Studies
  - Digital Media Productions
  - Media Theory & Criticism

**Biotechnology**

**Master of Education in Instructional Leadership**

**Master of Public Administration**

**Master of Science**
- Criminal Justice Administration
- Biotechnology
- Computer Science
- Sport Studies

**ONLINE PROGRAMS**

**Bachelor of Arts**
- English
  - Technical Writing

**Bachelor of Science**
- Accounting
- Business Administration
- Management
- Criminal Justice
- Courts/Legal Studies
- Forensic Investigation
- Law Enforcement

**Health Science**
- Community Health Education
- Leadership in Allied Health and Rehabilitation (2+2)

**Nursing**

**Social Work**

**Sport Studies**

**Sport Studies/Pre-Professional Track**

**Regents Bachelor of Arts**

**Master of Education in Instructional Leadership**
ACCREDITATION

West Virginia State University is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools. The Teacher Education program is accredited by the National Council for Accreditation of Teacher Education, by the West Virginia State Department of Education, and by the West Virginia Higher Education Policy Commission. The bachelor’s degree in Social Work is accredited by the Council on Social Work Education. Option A of the bachelor’s degree in Chemistry is certified by the American Chemical Society. The bachelor of science degree program in the Department of Business Administration and the bachelor of arts degree in Economics are accredited by the Accreditation Council for Business Schools and Programs.

The University holds institutional membership in the following national associations:

- Accreditation Council for Business Schools and Programs
- American Association of Colleges for Teacher Education
- American Association of Collegiate Registrars and Admissions Officers
- American Association of State Colleges and Universities
- American Association of University Women
- American Chemical Society
- American College Personnel Association
- American Council on Education
- American Political Science Association
- Association of American Colleges
- Association of College and University Community Arts Administrators
- Association of Departments of Foreign Language
- Committee on Allied Health Education and Accreditation of the American Medical Association
- Cooperative Education Administration
- Council for Advancement and Support of Education
- Council on Social Work Education
- National Association of Student Personnel Administrators
- National Association of College Admission Counseling
- National Association of Student Financial Aid Administrators
- National Collegiate Athletic Association
- National Commission for Cooperative Education
- National Council for the Accreditation of Teacher Education
- National HBCUs Business Deans Roundtable
- Higher Learning Commission of the North Central Association of Colleges and Schools
- The College Board
ATHLETICS

West Virginia State University competes at the NCAA Division II level of collegiate athletics and is a founding member of the Mountain East Conference (MEC). The Yellow Jackets field ten varsity sports with the newest addition being women’s soccer. The women’s tennis program holds the most MEC Championship titles with five since joining the MEC in 2013. The baseball program is the owner of the most recent MEC Championship title which was captured in the spring of 2021. The baseball team also won conference championships in 2014 and 2015. The softball program regularly competes for conference championships as well and secured a title in 2018 for the first time as a member of the MEC. The men’s basketball program has a rich history with the likes of Earl Lloyd, the first African American player to play in a NBA game, as alumni. The men’s basketball team famously completed a perfect season (30-0) in 1948 and was named the HBCU National Champion. The football and volleyball programs have made tremendous strides in recent years and habitually post winning records while the women’s soccer program showed immense potential in its first full season this year. WVSU Athletics boasts some of the finest facilities in the MEC and the rest of Division II with three artificially-turfed fields, a state-of-the-art athletic complex, and a 70,000 gross square feet indoor arena.

NCAA DIVISION II

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MEC CHAMPIONSHIPS

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POINTS OF PRIDE

From a Storied, Historic Past…

• We are proud of our contribution to the Tuskegee Airmen, the first African-Americans to serve in the U.S. Army Air Corp. In 1939, West Virginia State College, now University, became the first of six historically black colleges, authorized by the Civil Aeronautics Authority, to establish an aviation program. Consisting of several West Virginia State graduates, in command and support positions, the Tuskegee Airmen personified unparalleled bravery, tireless commitment, and inspiring fortitude.

• We are proud of the Booker T. Washington Institute of West Virginia State University, a program formed from an alliance between the Booker T. Washington Association, the Midland Trail, and the former Cabin Creek Quilts Cooperative. Together, we plan and implement the ideals of Booker T. Washington, an influential figure in national history.

• We are proud of our U.S. Army ROTC Yellow Jacket Battalion, which has produced over 900 Officers, including 15 Generals. More than 100 West Virginia State University alumni have achieved the rank of Lieutenant Colonel or higher; these distinguished Yellow Jackets are recognized in our ROTC Hall of Fame.

…Looking to an Exciting Future

• We are proud of our connection to Charleston, West Virginia’s largest city and capital. With a city and regional population of over 300,000 people, the Charleston area provides our campus community easy-access to a wealth of cultural and historical activities, music, festivals, entertainment, and the arts.

• We are proud to be home to the Judge Damon J. Keith Scholars Hall, the first new residence hall at West Virginia State University since 1969. With suite-style living including two-, three-, and four-bedroom suites, in addition to a cyber café, gaming room, and academic and meeting spaces, the $25.2 million, 291-bed hall features the unique academic and living environment students expect on a university campus.

• We are proud to be recognized by Tree Campus USA. A national program created by the Arbor Day Foundation, this designation recognizes the University’s achievement for effective campus forest management and our campus community’s commitment to conservation and decreasing our environmental footprint.
…Featuring Award-Winning Academics…

• We are proud of our over 200 full- and part-time award-winning faculty members spanning 23 academic degree programs, many of whom have achieved national recognition and distinction within their fields of study.

• We are proud of the immense variety and diverse range of research conducted by our outstanding faculty. With groundbreaking discoveries in fields such as aquaculture; environmental microbiology and biotechnology; horticulture crops and production systems; urban forestry and natural resource management; vegetable genomics and plant breeding; and beetle biodiversity, our faculty and research scientists are making great advances for the future.

• We are proud of our comprehensive Honors Program which provides enriched academic opportunities with advanced scholastic achievements, allowing our students to augment traditional studies with enhanced cultural opportunities as they pursue excellence in their chosen areas of study.

• We are proud of our low student-to-faculty ratio (14-to-1), which allows our faculty to provide individualized learning environments, one-on-one mentoring, and highly effective instruction.

• We are proud of our Research Rookies program, through which highly motivated students with a strong commitment to STEM initiatives are provided with the opportunity to participate in cutting-edge research, explore their intended major, develop relationships with faculty, and cultivate critical thinking skills.

• We are proud of our distinction as one of Great Value Colleges’ 2015 100 Most Affordable Small Colleges East of the Mississippi. West Virginia State University ranked fourth most affordable out of 100 institutions of higher education. In addition, Criminal Justice, Bachelor of Science ranked 12th and Masters in Law Enforcement Administration ranked 8th by Best Accredited Colleges in 2021; Health Sciences Program named number 8 nationally for Best Health Science Bachelor’s Degrees Online by EduMed.org in 2021.
...Exceptional Athletics...

- We are proud of our diverse and multi-faceted athletics teams. Our campus boasts five men's sports (baseball, basketball, football, golf, and tennis) and five women's sports (basketball, soccer softball, tennis, and volleyball).

- We are proud of our student-athletes, who consistently excel both in and out of the classroom. With championship-winning teams, who are determined to achieve excellence, our student-athletes prove daily that purposeful hard work and committed sportsmanship create champions.

- We are proud of be home to world-class athletic facilities. With the $19 million renovation of Fleming Hall and the February 2014 dedication and opening of the D. Stephen and Diane H. Walker Convocation Center, a new era has dawned for student-athletes and sports fans at West Virginia State University.

...Unmatched Research...

- We are proud to contribute to the development of our faculty's research offerings through the institution of Promoting Excellence in Education through Research (PEER) program. This exciting project provides support to encourage and foster the advancement of research, and to leverage these resources to attract funding to promote and support the enrichment of academia and student learning to the University.

- We are proud to be committed to the betterment of West Virginia through our Agricultural & Environmental Research Station (AERS), part of the Gus R. Douglass Land-Grant Institute. Through the AERS program, we maintain a competitive portfolio of research programs driven by national and state agendas. Through the development of knowledge, engagement in technology, and economic development, we are able to achieve great benefits for all of West Virginia.

- We are proud of the West Virginia State University Energy and Environmental Science Institute (WVSUEEI), a compelling program that enhances State's capacity to participate in the evolving opportunities in energy and environmental research, teaching, and outreach by facilitating collaboration across disciplines and engaging stakeholders at the local, state, national, and international level. Through the WVSUEEI, work is currently taking place in such diverse and exciting fields as soil science, plant genomics, environmental policy, organic chemistry, microbial ecology, energy security, anaerobic digestion, and STEM outreach.
…and Community Enhancing Public Service…

- We are proud of our culturally enriching 4-H Youth Development programs. We have adopted a non-traditional approach to 4-H, focusing on youth arts initiatives and STEM education. With programs such as agricultural camps and youth mentoring, our 4-H offerings are encouraging healthy, active lifestyles—one child at a time!

- We are proud of our Center for the Advancement of Science, Technology, Engineering and Mathematics (CASTEM), which works to increase participation and retention of underrepresented youths in grades K-12 in STEM fields. With locations on campus and in southern West Virginia, CASTEM staff have brought science education to thousands of the state’s young people.

- We are so proud to put a spotlight on homesteading, urban growing and small fruit production through the annual West Virginia Urban Agriculture Conference and Community Expo. WVSU Extension Service partners with the USDA Natural Resource Conversation Service, to host this dynamic gathering of farmers, gardeners and homesteaders.

…One Thing is CLEAR!

West Virginia State Has a LOT to be Proud of!
City life and outdoor treasures mix it up in Charleston, our state’s capital. You will find city living minutes away from our active campus.

Being close to West Virginia’s Capital City offers our students opportunities to explore and learn so close to campus. Enjoy free admissions for tours of our State Capitol Building, the governor’s mansion and West Virginia State Museum.

As you explore the Kanawha Valley, check out these favorite places:

- **Downtown Charleston** - A 10-minute drive from campus, downtown Charleston is a vibrant center of shopping, dining, music, arts and culture. The city is home to multiple concert venues like the Charleston Coliseum and Convention Center, Haddad Riverfront Park, the Clay Center for the Arts and Sciences, and the West Virginia Culture Center.

  Visit Capitol Street, with a diverse collection of boutique shops and restaurants like the popular Taylor Books, Pies and Pints, and Rock City Cake Company, and explore the city’s multiple galleries during the monthly ArtWalk. Each summer, the entire downtown transforms into a “work of art” during the 10-day FestivAll celebration.

- **Appalachian Power Park** - Watch minor league baseball at its best.

- **Charleston’s Clay Center for the Arts and Sciences** - Offers exhibits and activities for all ages.

- **Charleston’s “Live on the Levee and FestivALL”** - Summer music festivals.

- **Capitol Market** - Home to a year-round outdoor market and an eclectic collection of indoor shops featuring fresh fish, meat, produce, books, chocolates, West Virginia Foods & Things and one of the city’s most popular restaurants.
THE LEADERSHIP OPPORTUNITY

West Virginia State University offers an extraordinary yet challenging leadership opportunity for its next president. The University seeks a visionary president to build upon its history and the achievements of the past. WVSU has made significant progress during the past decade and seeks to continue on a path of growth and innovation while it continues to address its long-term issues of funding and development.

West Virginia State University is an HBCU and an 1890 Land-Grant Institution. As such, it maintains its state-wide mission in agriculture, community development, research and extension services. The University also seeks to expand its Land-Grant activity and further develop its other and related research endeavors to better assert its place within the state-supported higher education community in West Virginia.

WVSU offers a comprehensive set of undergraduate degree programs across the arts, liberal arts, social sciences, sciences, and technology. As well, the university maintains quality programs in business and education. Advanced programs include biotechnology, social work, media, criminal justice, and political science. The University has also developed online programs across several disciplines, some in conjunction with its extension work.

Priorities, Challenges and Opportunities

The University Community has outlined several priorities for the immediate and ongoing attention and action of its next president. These are critical priorities that will require a president with the skills, experiences and creativity to make immediate assessments of university conditions and to engage collaboratively with others to develop and execute effective plans for improvement.

ENROLLMENT

Making significant improvements in all aspects of the enrollment paradigm is a major concern for all constituent groups. Enrollment declines in recent years have plagued several programs. While there are new programs and programs that have developed new delivery mechanisms, these have not been sufficient to achieve expected growth.

Student retention has been equally important to the WVSU community. Perceived quality of programs and efficiency of course offerings have been cited among the reasons that students depart the institution. Additionally, the draw of technical and two-year college programs have seemed to be more viable avenues for success for many students.

The university has taken its state-wide service role very seriously and has become the state's largest dual enrollment program. However, the university has not effectively translated these enrollments into post-secondary enrollments for students who have chosen other institutions for continued matriculation.

Local school systems have not served as systematic feeder systems for the university. Building effective communications and formal relationships with these schools can be the base for strengthening ongoing student pipelines.

WVSU's next president must lead the university in pursuit of new student populations. Possibilities exist in-state in several counties that are currently underserved by all institutions in the state system.
FUNDRAISING
West Virginia State University currently operates from five primary revenue streams: State allocation, tuition, Land-Grant allocations and grantsmanship, auxiliary enterprises, and private donors.

The state allocation is in part responsive to enrollment and is therefore in some danger of reduction given the condition of state treasuries. It is also the case that the university has struggled to effectuate an increase in its state allocation or special purpose allocations.

Tuition increases are challenging given the significant number of first-generation and Pell qualified students within the population pools served by WVSU. Enrollment loss and deeper discounting would be the result of any significant increase particularly in undergraduate tuition.

The university has had recent success in securing state matches for its Federal Land-Grant allocation. However, continued pressure on state revenue and budgeting does not provide assurance that further success may ensue without significant lobbying and marketing investment. Nonetheless, the next president must work effectively with the legislature to secure adequate funding levels.

Continued diversification of revenue streams and enhanced revenue will require the next president to exert extraordinary measures to improve revenues. It is expected that work to secure better, or at least more stable, state allocations will continue. As well, continued development and economic impact of Land-Grant activity will assist the pressure for the state of West Virginia's Land-Grant matching allocation.

The next president of WVSU must review its use of faculty expertise and its availability to pursue Land-Grant and non-Land-Grant grantsmanship and program-related private foundation support. Additionally, to accomplish greater outcomes from grantsmanship, the president must review and pursue further development of the WVSU Foundation.

The next president must engineer the development of a much more effective approach and program for increasing private donations, developing effective and lucrative partnerships with business and industry, expanding its range of donors and the size of personal donations, and increasing the number of alumni donors.

The university’s revenue streams must be expanded to include larger unrestricted donations, targeted scholarship funding, and special economic development initiatives. Matching the institution's value proposition to state and regional economic needs will constitute an important strategy direction.

FINANCIAL HEALTH
The next president of WVSU will be expected to immediately develop and execute a plan to significantly improve the financial health and efficacy of the university. Paramount in this effort is to look to right-size personnel and expenditures to the current enrollment and other revenue realities even while seeking to increase enrollment.

The successful candidate will need to improve the financial services infrastructure. WVSU is a complex organization with many functional components.

Once a more appropriate financial services structure is developed, the new president will be in position to lead the institution in the utilization of a strategic budget decision process to increase institutional efficiency and more effective use of revenue.
DEVELOP NEW LEADERSHIP TEAM
To move the university into a new era of impact, economic development and increased power, the new president must enlist a dynamic leadership team. This team must be assured to be capable of working collaboratively and be able to break down the administrative and operational silos which may develop in institutions of higher education. Additionally, the new leadership team must be developed to be more inclusive and champion shared-governance. The new leadership team must be poised to assist the president in further promoting and branding the university in the Kanawha Valley and increasing the regional perception of its impact and importance.

REBUILD STUDENT LIFE AND DEVELOPMENT
Over time, the university has developed a student body that, while diverse, remains in distinct and very different realities inside the university. The University maintains a traditional on-campus undergraduate population that is predominately African American. It maintains a commuter or “day” student population that is more diverse and somewhat non-traditional in other demographic measures. The university also has been developing a burgeoning online student population and a varied graduate student population.

The next president of WVSU will need to accept the charge of redeveloping a program of student life and student development designed to serve both on-campus and off-campus students. Further, a new program of student life should also be engineered to seek further integration in the student body by demographics and by race. The development of a fuller student life program could place new branding on the university as a new force in West Virginia.

IMPROVE THE EFFICACY OF ACADEMIC PROGRAMS
The faculty and student body of WVSU are expecting their next president to lead the development of new program parameters. They are looking for leadership to develop important interdisciplinary programs, increase the impact of the Land-Grant focus on the economic development of the region and to improve the workforce relevance to the university’s curriculum. Increased internships through business and industry partnerships should be developed. New emphasis will be expected in the development and positioning of teacher education programs and STEM.

ADDRESS ISSUES OF DIVERSITY AND INCLUSION
In addition to the diversity-related issues addressed earlier in this profile, the next president of WVSU must pursue diversity in its own workforce. The matter of a less diverse faculty and staff requires attention. The creation of a plan for greater diversity and inclusion of faculty and staff will require the next president's leadership. The regeneration of a greater sense of community and internal openness must be developed.

COMMUNITY AND ENGAGEMENT
West Virginia State University must continue to assert its role as a community leader and an anchor institution for development in the Kanawha Valley. The next president must build effective relationships with local and regional government officials and leadership in significant communities. Deepening relationships with business, civic and informal leaders will be necessary to fully execute the role of the university as a driver of economic development, P-12 school improvement and enhanced community viability.

Finally, the community surrounding the university has long been fully integrated into the life of the university. While this history presents significant contemporary challenges, the next president will need to be mindful of the need to regenerate the relationship and to provide new life to the community.
THE SEARCH FOR A NEW PRESIDENT
WEST VIRGINIA STATE UNIVERSITY

THE POSITION
The Board of Governors of West Virginia State University invites nominations and applications for the position of President of West Virginia State University.

THE ORGANIZATION
West Virginia State University is a public, land-grant, historically black University, which has evolved into a fully accessible, racially integrated and multi-generational institution. The University, “a living laboratory of human relations,” is a community of students, staff and faculty committed to academic growth, service and preservation of the racial and cultural diversity of the institution. Its mission is to meet higher education and economic development needs of the state and region through innovative teaching and applied research.

Since its founding in 1891, as the West Virginia Colored Institute, West Virginia State University (WVSU) has been a forward-moving institution, anticipating advances in society and technology that would allow State to continually make progress as it prepared thousands of students for their future. The first half-century of the history of WVSU epitomizes the long struggle of African-Americans for educational opportunity and political, social, and economic equality. While desegregation changed the racial proportions of the student body, faculty, and staff, WVSU still emphasizes the diversity of its people and derives important values and elements of its mission from its tradition as a historically black college. WVSU stands at an important crossroads. In order to continue to serve West Virginia, the students and the community, WVSU is committed to transform itself into a nationally recognized land-grant institution. The next University President should bring leadership experience that will help the institution by meeting five key areas:

• Growing existing and creating innovative academic programs
• Creating and conveying a compelling brand identity
• Growing student enrollment and retention
• Strengthening the University’s philanthropic operation
• Building a strong marketing function and management system

West Virginia State University offers encouragement and education through flexible course offerings in traditional classrooms, in non-traditional educational settings and through distance learning technologies. With the goal of improving the quality of students’ lives, as well as the quality of life for West Virginia’s citizens, the University forges mutually beneficial relationships with other educational institutions, businesses, cultural organizations, governmental agencies, and agricultural and extension partners.

The following values guide WVSU decisions and behavior:

• academic excellence;
• academic freedom;
• advancement of knowledge through teaching, research, scholarship, creative endeavor and community service;
• a core of student learning that includes effective communication, understanding and analysis of the interconnections of knowledge and responsibility for one’s own learning;
• lifelong growth, development and achievement of our students;
• development of human capacities for integrity, compassion and citizenship;
• WVSU’s rich and diverse heritage;
• personal and professional development of faculty and staff; and
• accountability through shared responsibility and continuous improvement.

West Virginia State University is a vibrant community in which those who work, teach, live and learn, do so in an environment that reflects the diversity of America. The rich foundation for the “living laboratory of human relations that is WVSU today, began with the union of Samuel Cabell and Mary Barnes on a plantation that eventually became “Institute”. In a brief history of the University, Arline R. Thorn notes:

WVSU continues to honor its black heritage while making higher educational accessible to a diverse student body, composed of people of many cultural backgrounds, different generations, and varied educational and career goals. Originally established in a small black community, West Virginia State University today serves a wide community of black and white, male and female, urban and rural, commuting and resident, full-time and part-time, traditional and non-traditional college students. Many thousands of lives have been influenced by the ideals of equality and excellence in teaching represented by West Virginia State University.

The comprehensive campus provides vast opportunities for students. The undergraduate education at the University offers comprehensive and distinguished baccalaureate programs in business, liberal arts, professional studies, sciences and social sciences. In addition, the University provides Masters degrees and other opportunities for graduate education.

The University has undergraduate academic programs in four colleges: College of Arts and Humanities, College of Business and Social Sciences, College of Natural Sciences and Mathematics, and College of Professional Studies.

West Virginia State University is accredited by the North Central Association of Colleges and Schools.

WVSU participates at the NCAA Division II level and is a member of the Mountain East Conference. The University sponsors eleven intercollegiate sports, including men's baseball, basketball, football, golf, and tennis; and women's basketball, cross country, soccer, softball, tennis, and volleyball.

**CAMPUS SETTING**

Located in Kanawha County in Institute, WV and a suburb of Charleston, the State Capitol of West Virginia, the riverside campus is the largest institution of higher education in the Charleston metropolitan area. Just off Interstate 64, Institute is eight miles from Charleston and the campus is served at frequent intervals throughout the day and evening hours by commuter buses serving Charleston and other suburban communities. With a one- hundred-acre campus, twenty-four major buildings, and sixteen faculty/staff homes, the University is located in the beautiful Appalachian foothills.
THE POSITION AND RESPONSIBILITIES
The President is the chief executive officer of the University and reports to the Board of Governors. The President is responsible for the leadership and day-to-day administration of the institution in compliance with University policies and consistent with all applicable state and federal laws. Among a wide range of delegated responsibilities from the Board of Governors, the President’s duties encompass the following:

- Exercising effective leadership, in a joint effort with the Board of Governors, to implement the mission of the University, as delineated in a strategic vision and plan approved by the Board.

- Communicating and interacting effectively with all constituencies of the campus community, including the local community, the alumni, and the public-at-large, to carry out the University's mission and goals.

- Reporting data, information, audits and the financial position of the University in a timely and accurate manner to the Board of Governors, to ensure the utmost understanding by members of the Board of Governors of the financial state of the University.

- Developing a cohesive leadership team, including hiring a permanent Provost and integrating him/her into a high-functioning leadership group that is consistent with the University mission, the needs of those being served, sound standards of quality, and available resources.

- Ensuring that financial controls are in place for proper fiscal management.

- Maintaining lawful, equitable, and efficient personnel programs, including: the appointment of qualified persons to the faculty and staff, and a method of evaluation, promotion, retention or dismissal for cause.

- Ensuring that forward-looking, appropriate, cost effective, quality, academic programs are developed and offered by the University, and that cutting-edge research programs are supported and enhanced.

- Providing effective leadership and support for a program of student life that complements the academic program and recognizes the diverse interests and needs of the student body, though the development of a culture of inclusiveness.

- Interacting with appropriate external bodies, including state and national accrediting groups, and professional and athletic associations, to achieve the mission of the University, in a manner consistent with Board policy, statutory and regulatory provisions, and sound academic principles.

- Developing and maintaining positive relationships with the legislature and corporations, while building strong ties to the University.

- Expanding the University’s resources, in particular through institutional advancement, by serving in a prominent role to cultivate and solicit donors, and, when necessary, providing leadership in comprehensive fundraising campaigns.
QUALIFICATIONS
West Virginia State University's next President will be a charismatic, visionary, resourceful, innovative, and energetic leader, with the vision, skills, and integrity required to guide this quality University to higher levels of achievement. The successful candidate must demonstrate a deep commitment to excellence and possess the leadership abilities required to continue WVSU's goal of becoming a nationally recognized land-grant University.

Candidates with a terminal degree, accomplishments and a record of success in administration, that will engender the respect of the academy, are preferred. The strongest candidates will have the following characteristics:

• Demonstrated experience as a dynamic leader that indicates she/he is energetic, accessible, and will support and encourage academic excellence and improve the profile of the University;

• An understanding of best practices in higher education today and verified commitment to shared governance;

• Knowledge of the history and heritage of WVSU and its mission as an HBCU and land grant university as a guiding force for its future success;

• A demonstrated commitment to improving student service areas and student life;

• A demonstrated commitment to diversity and inclusion as core values that enhance the educational process;

• Willingness to act as a role model for university engagement while serving as a “cheerleader” for all members of the University community;

• Demonstrated strength in human relations, communications, planning, financial management, budgeting, and organizational skills, required to lead and inspire internal and external constituencies of the University;

• Fundraising ability and a commitment to marketing the University and cultivating alumni;

• Experience with state and federal legislative processes;

• Strong desire to work as a partner with schools, other institutions of higher education, and local businesses;

• A commitment to implementing the policies and directives of a governing board, such as the West Virginia State University Board of Governors.
NOMINATIONS AND APPLICATIONS

AGB Search is assisting the Board of Governors in the search. For full consideration, applications should be received by February 11, 2022. For further information and instructions to applicants, please review the prospectus available above. Application materials should be submitted electronically (in Adobe PDF or MS Word) to WVSUPresident2022@agbsearch.com and include:

• Cover letter responding to the “Leadership Agenda for the West Virginia State University Presidential Search” in this profile.
• Complete resume or curriculum vitae.
• Contact information (email and phone) for five professional references, none of whom will be contacted without prior knowledge and permission of the candidate.

All inquiries, nominations, and applications will be held in strictest confidence; references will not be contacted without the applicant’s expressed permission. Inquiries, applications, and nominations should be sent to: WVSUPresident2022@agbsearch.com or directed to:

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West Virginia State University is an Equal Opportunity/Affirmative Action Employer. Women, minorities and individuals with disabilities are encouraged to apply. For a detailed statement of its practices see: https://www.wvstateu.edu/about/administration/human-resources.aspx