



LANGSTON UNIVERSITY

President

Leadership Profile

2023-2024



WittKieffer

Executive Summary

The Board of Regents for the Oklahoma A&M Colleges seeks nominations of and applications from exceptional leaders to serve as the next President of [Langston University](#).

Langston University has the distinction of being the nation's westernmost and Oklahoma's only Historically Black College or University (HBCU). Founded in 1897 as the Colored Agricultural and Normal University with 41 students, Langston University is now a public land-grant institution comprised of three campuses located in Langston, Tulsa, and Oklahoma City, and [six schools](#). Grounded in its rich traditions as a historically Black university and a land-grant institution, Langston University offers quality post-secondary education to diverse populations through academic, research, community engagement, extension, and co-curricular experiences that lead to professional competence and degree completion. The university offers over [40 programs of study](#) leading to undergraduate, graduate, and professional degrees and serves approximately 1,900 students, of which 70% are first-generation college students. The university has a rich history of growth and development that emphasizes the perseverance and dedication of its administration, faculty, and students.

The president provides leadership and direction for Langston University in accordance with policies set forth by the [Board of Regents for the Oklahoma A&M Colleges](#) and reports to the Board of Regents. The campuses in Tulsa and Oklahoma City are advised by a [Board of Trustees](#). The Board of Regents and the university seek a new president to build on its legacy and galvanize the community around its longstanding mission and purpose.

The A&M Board of Regents and the university seek a president who will provide leadership, build strong teams, and empower those across campus to address current challenges and capitalize on opportunities. The next president of Langston University will be expected to raise the profile and brand of the university; enhance enrollment management and student success strategies; develop strategic relationships to support the university; build and steward resources; and tell Langston's story internally and externally.

The successful candidate must have experience leading complex organizations, an understanding of higher education, and an unwavering passion for the mission of Langston University. Candidates should also demonstrate a record of academic accomplishments and relevant background at the university level, with experience in both teaching and administration, or comparable accomplishments in the public or private sector relevant to university administration. An earned doctorate from an accredited university is preferred but not required.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.

Role of the President

The president provides leadership and direction for Langston University in accordance with policies set forth by the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges. The president reports to the Board of Regents. The president provides leadership to the university's Administrative Council which consists of unit directors, vice presidents, and other key administrators and appointees. The role of the Council is to serve in an advisory capacity to the president on matters of operations, budget, and other key issues that impact the University.

Administrative Council

- Vice President for Academic Affairs
- Vice President for Fiscal and Administrative Affairs
- Vice President for Operations
- Dean of Students
- Director of Fiscal Integrated Services
- Executive Director for the Langston University Foundation
- Executive Director, LU-Tulsa
- Site Administrator, LU-OKC
- Assistant Vice President for Strategic Enrollment and Advising Services
- Chair, Faculty Senate
- Student Government Association President

The president is expected to:

- provide effective visionary leadership needed to ensure that Langston University is ready for the changing needs of society and respond to those needs;
- promote development of systems that reward excellence in teaching, research, extension, and public service for the entire Langston University community;
- demonstrate human relations skills as they apply to the functions of Langston University;
- demonstrate a commitment to the strategic planning process that embraces futuristic thinking as well as maintenance of existing resources/facilities;
- be an ambassador of Langston University to all levels of society and be able to collaborate with alumni;
- be politically astute and an effective communicator with state and federal legislative bodies;
- demonstrate effective leadership in generating resources from corporate and private donors;
- show evidence of careful and sound fiscal management;
- work with constituencies of both internal and external sources and develop and address priorities and strategic objectives that build on Langston University's strengths and opportunities consistent with the mission, role, and scope of Langston University;
- express commitment to participatory management by supporting meaningful faculty/staff/student involvement in governance;

- play an active role in the affairs of Langston University to stimulate and increase participation of faculty, staff, students, and alumni in events and critical issues facing Langston University;
- actively establish and cultivate collaborative partnerships with corporate leaders for the purpose of soliciting financial support and resources;
- encourage independent thinking and scholarly achievement for the faculty and students;
- be knowledgeable about and active in local community affairs; i.e., town hall meetings;
- be a person of unquestionable integrity, a charismatic communicator, an innovative global thinker, and have an open-minded personality;
- develop and retain an excellent management team whose judgment reinforces trust and collegiality throughout the university;
- be knowledgeable and supportive of both the Land Grant mission and University mission;
- establish a marketing strategy to solicit funds from chapter and national alumni; and
- establish a marketing strategy to attract more student scholars to Langston University to increase enrollment on all three campuses.



Opportunities and Expectations for Leadership

The next president of Langston University will be expected to provide leadership, build strong teams, and empower those across campus to advance the following key priorities, among others:

- **Raise the profile and brand of the university**

Langston University has a storied history and plays a critical role in fostering upward mobility and helping diverse students achieve their educational, career, and personal aspirations. As a public land-grant institution in its second century of excellence, the time is right for a renewed vision for the campus.

In defining this next chapter of leadership, the new president should seize the opportunity to build upon and generate a refreshed and compelling identity for Langston, outline the university's aspirations, and define specific plans for the achievement of its goals. To enable this, the president should engage the campus community in a thoughtful, transparent, and collaborative strategic planning process that builds on Langston's rich history and solid foundation, leading to an innovative plan for what an exceptional Langston education can and should be.

Once this vision has been adopted, it can be used to further engage a broad range of constituencies in the continued growth of enrollment, philanthropic fundraising, public support, and statewide/national/international recognition. This will be accomplished through focused efforts to sharpen Langston's brand in order to make the university more distinctive and identifiable.

- **Enhance enrollment management and student success strategies**

Langston University is the nation's westernmost and Oklahoma's only historically black college or university (HBCU) and attracts students from across the country. The university has capacity to serve additional students on all its campuses, and the new president will be expected to ensure sustainable enrollment levels through a focused enrollment management strategy that targets new markets. Langston's enhanced brand and identity will directly support the goal of positioning Langston as a university of choice among high school graduates, transfer students, adult learners, and international students.

In addition to increasing enrollment, attention should be paid to strengthening the university's [retention and graduation rates](#) and post-graduation outcomes. Doing so will require a president who understands the university's student population and continually invests in high-quality teaching, student services (including those related to financial aid and housing), and high-impact practices such as undergraduate research. The president must be a passionate advocate for students and continually looking for opportunities to enhance the student experience and their success after graduation.

- **Develop strategic relationships**

The president of Langston will play a key role in developing and maintaining strategic relationships at the local, state, and national levels. Active partnerships with alumni, businesses, government, colleges/universities, and other organizations are essential for providing students with access to internships, employment, and research opportunities. There are existing philanthropic relationships and partnerships with the Air Force Sustainment Center at Tinker Air Force Base, CoBank, and others that provide a solid foundation for the future. Opportunities exist to enhance relationships with alumni

and better leverage their passion and pride in Langston to support the university's goals. The university also sees opportunities to partner more effectively with the Town of Langston, Oklahoma's tribal nations, and the state's Hispanic community. It is critical that the next president maintain, cultivate, and establish strategic domestic and global relationships for the benefit of students, the university, the local community, and the state of Oklahoma.

Langston University is governed by the Board of Regents for the [Oklahoma Agricultural & Mechanical Colleges](#) and benefits from strong support from the governing board that is fully committed to the university and the president's success. The next president of Langston will need to work closely with the Board and other member institutions to collaborate, share resources, and increase efficiency and cost savings. The president will partner with the Regents and the board staff to identify priorities and advocate for support from the state legislature.

- **Build and steward resources**

The next president will be expected to provide leadership in the effective and efficient use of current university resources, which includes oversight of the university's \$107 million budget and its physical and human capital. This will require a president who can help to assess, improve, and add to Langston's structures and systems in fiscal affairs, human resources, technology, and sponsored programs, among other areas, to ensure the university is maximizing its resources and effectiveness.

The next president will also be expected to commit sufficient time and energy to fundraising and stewardship. The president will articulate a vision for the university that inspires a vibrant culture of philanthropy and generous support from foundations, corporations, government sources, and private donors and increase the financial capacity and resources of the university by working closely with the Langston University Foundation to significantly enhance fundraising efforts. The university has had several recent successes. In 2022, it received a gift of real property from Griffin Communications/News 9 that will allow the university to open a new Oklahoma City Campus. The property includes generous office space and a working news studio to serve as a training facility for students within the Broadcast Journalism program. Vision Tulsa also contributed \$16.25 million to build a state-of-the-art [Allied Health Facility](#) that houses programs offered by Langston's School of Nursing and Health Professions. It is expected that the next president will successfully steward these contributions and ensure that they positively impact students as well as the communities Langston serves.

- **Tell Langston's story internally and externally**

Langston's president must be a passionate, engaging, and effective communicator of the university's mission, values, culture, and successes. The next president should be able to articulate and promote the value and importance of higher education and, specifically, a Langston education to a broad range of audiences. This individual should have the ability to inspire and celebrate students, faculty, and staff, as well as represent the excellence and impact of the institution locally, regionally, nationally, and internationally. The university has a wonderful story to tell, and the president will serve as the chief advocate for the work of the university.

Professional Qualifications and Personal Qualities

The successful candidate must have experience leading complex organizations, an understanding of higher education, and an unwavering passion for the mission of Langston University. Candidates should also demonstrate a record of academic accomplishments and relevant background at the university level, with experience in both teaching and administration or comparable accomplishments in the public or private sector relevant to university administration. An earned doctorate from an accredited university is preferred but not required.

Additionally, candidates should possess most of the following qualifications and qualities:

- a broad understanding of trends and critical issues affecting higher education and 1890 Land Grant Universities and a record of working collaboratively with others to shape a strategic vision and achieve goals
- a demonstrated ability to work with a wide variety of constituents – Regents, faculty, staff, students, alumni, donors, community friends, and partners outside the university – and bring them together in support of the university's mission and common goals
- demonstrated innovation in identifying and solving problems unique to public university operations and experience effectively aligning resources with priorities and ensuring the long-term financial health of an organization
- a record of effectively utilizing technology and improving organizational systems and structures to advance a university's mission and enhance how it functions
- a record of identifying new resources that advance the goals of an organization through activities such as new program development; pursuit of teaching/training, research, and service grants; advocacy with state and federal government; and fundraising
- a deep commitment to and record of supporting the professional success, development, and wellbeing of faculty and staff and the creation of a culture that attracts and retains talented, mission-oriented individuals
- a demonstrated ability to build strong teams and empower others in advancing the mission and vision of an organization
- a record of supporting creativity, innovation, and the creation of knowledge through research and scholarship across a diverse array of academic disciplines
- a demonstrated commitment to shared governance and academic freedom
- a passion for exceptional student outcomes through an excellent education, a variety of co-curricular experiences that support holistic student learning, and the creation of pathways to post-graduation

opportunities for students

- an understanding of the value of / and a commitment to creating opportunities for historically marginalized students
- a commitment to listening, engaging, proactively communicating, and being a visible presence with many constituents inside and outside of the university



About Langston University

Founded in 1897 as the Colored Agricultural and Normal University, Langston University is a public land-grant institution comprised of three campuses and six schools.

Langston University has the distinction of being the nation's westernmost and Oklahoma's only historically black college or university (HBCU). Students pursue over 40 programs of study leading to undergraduate, graduate, and professional degrees on campuses in Langston, Oklahoma City, and Tulsa. The institution fosters an environment that cultivates leaders, innovators, and engaged citizens who meet the challenges of local, national, and global communities. Langston has produced several White House HBCU Scholars and a Danforth Fellow. Through the years, an extensive line of revered Langston alumni have made history in their chosen industries, including: the arts, education, law, aviation, agribusiness, and sociology.

A proud member of the 1890 Land-Grant Institutions National Program, Langston delivers high-quality agricultural research, education, and extension programs that were first established under the Second Morrill Act of 1890. Through the support of the Thurgood Marshall College Fund (TMCf), the nation's largest organization exclusively representing the Black college community, Langston University and its students benefit from TMCf scholarships, research initiatives, innovative programs, competitive internships, and jobs.

Holding national accreditation with the Higher Learning Commission, many of Langston's academic programs are also approved by professional accrediting bodies. Students can choose from degree programs in the Schools of Agriculture and Applied Sciences; Arts & Sciences; Business; Education & Behavioral Sciences; Nursing and Health Professions; and Physical Therapy.

Academic programs of distinction include STEM disciplines; Nursing; Agribusiness & Applied Economics; Broadcast Journalism; and the internationally acclaimed E (Kika) de la Garza American Institute for Goat Research, which makes a lasting impact domestically and abroad.

For over a decade, Langston University has exceeded the nation's retention rate for students enrolled in STEM programs including Biology, Chemistry, Mathematics, and Technology. A top 100 school of nursing, the university's dynamic program challenges students to become leaders in the rapidly changing healthcare environment. Nursing graduates boast a passage rate higher than the national average.

Offering a vibrant student experience, Langston students are actively engaged in several student organizations, Greek life, SGA, and club sports. A member of the National Association of Intercollegiate Athletics (NAIA), the Lions compete in the Sooner Athletic Division. With a proud cultural and athletic history, student-athletes represent their university on seven teams in basketball, cheer, football, track and field, and volleyball. Most recently, the men's basketball team cemented their place in program history, becoming the first HBCU to win the Sooner Athletic Conference regular season and tournament championship all in the same season.

Langston's Marching Pride Band provides quality music for the university, the community, and its members. Often selected to compete in the prestigious Battle of the Bands contest, the Marching Pride is

a laboratory that provides hands-on leadership experiences for aspiring band directors and students seeking to enhance their leadership skills, confidence, self-discipline, and people skills.

As one of 11 regional universities designated by the Oklahoma State Regents for Higher Education (OSRHE), Langston University is an engine of economic, social, and civic prosperity. Now in its second century of excellence, the institution's reach extends beyond the classroom. Langston teams lead advanced research projects that provide innovative solutions that impact communities worldwide.

The institution plays a critical role in fostering upward mobility and helping diverse students achieve their educational, career, and personal aspirations. As one of 102 HBCUs remaining in this country, Dear Langston continues to offer all students, regardless of race, an opportunity to develop their skills and talents.

Established to offer Black students access to a college education, Dear Langston was born in turmoil, strengthened through adversity. Today, the institution has moved with confidence into a second century of excellence.

More information about Langston University can be found in the [university's fact book](#).

Langston University Achievements and Accolades

- Langston University was the first to offer the Doctor of Physical Therapy Program in the State of Oklahoma.
- Langston University's high-performing Nursing program is offered at the Langston and Tulsa Campuses as well as the Ardmore site.
- Langston University is ranked third in the state of Oklahoma for generation of research grant dollars, following Oklahoma State University and University of Oklahoma, according to a 2021 report by the National Science Foundation.
- Langston University's American Institute of Goat Research (AIGR) leads the world in research and production technologies of goats and small ruminants.
- Langston University is ranked #1 on the "Top 38 Historically Black Colleges and Universities" list by [bestvalueschools.org](#).
- Langston University is ranked the third most affordable HBCU in the United States by HBCU Lifestyle/Black College Living.
- Langston University expanded its Bachelor of Science in Nursing (BSN) program to southern Oklahoma in 2018 by offering courses in Ardmore to meet the critical workforce needs of nurses and health professionals in southern Oklahoma and north Texas.
- Langston University joined Grow with Google in 2021: a program supporting acquisition of digital skills for students.

- Throughout the COVID-19 pandemic, Langston University led a proactive and remarkable campaign to keep students, faculty, and staff safe through routine testing and vaccinations all while remaining nimble with remote learning and work. LU also cleared over \$9 million in student balances through HEERF funds, alleviating a tremendous burden from students and their families.
- Langston University's Rehabilitation Counseling Program is ranked among the Top 20 in the nation by *US News and World Report*, earning the university over \$10 million in grant dollars since 2022.
- A renovated first floor of the Student Success Center opened in 2022, offering a reimagined space for students, faculty, and staff to gather and enjoy many amenities including a redesigned cafeteria, a new restaurant concept, e-gaming space, varsity shop and convenience store.
- Langston University received a gift of real property from Griffin Communications/News 9 in 2022, allowing the university to open a new Oklahoma City Campus. The property includes generous office space and a working news studio to serve as a unique and exceptional training facility for students within the Broadcast Journalism program.
- In 2023, Langston University was invited to become a member of NBCUniversal Academy as one of 45 Academic Partners, only ten of which are Historically Black Colleges or Universities. Membership in NBCU Academy supports the Journalism program by offering a variety of seminars and opportunities for students to consult with industry professionals.
- The Jack Henderson Allied Health Building was opened on the Langston University – Tulsa Campus in 2023. The state-of-the-art facility supporting the School of Nursing and Health Professions was constructed through a Vision Tulsa economic development grant and at no cost to the University.
- The Sherman Lewis School of Agriculture and Applied Sciences opened a new, state-of-the-art Horticulture Education and Research Center (HERC) in 2023.
- The highly renowned Langston University Marching Pride Band earned a ranking as #1 HBCU Division II band in the United States by ESPN in October 2023, and has performed nationwide with much acclaim.
- Langston University will launch an online BSN Program in Spring 2024, which offers students a convenient delivery format and an accelerated pace, allowing for degree completion in as little as nine months.

Board of Regents

OSU A&M

Langston University is governed by the Board of Regents for Oklahoma Agricultural and Mechanical Colleges. The governing board is responsible for the operation and management of Langston University. Information about the Board of Regents is available at <http://regents.okstate.edu/>.

State of Oklahoma

The Oklahoma State Regents for Higher Education serves as the coordinating board for all institutions in the Oklahoma System of Higher Education. The Oklahoma State Regents for Higher Education prescribe

academic standards of higher education, determine functions and courses of study at state colleges and universities, grant degrees, and approve each public college's and university's allocations, as well as tuition and fees within the limits set by the Oklahoma Legislature. The State Regents also provide a number of scholarships and other academic support programs for Oklahoma students in higher education. For information about the Oklahoma State Regents for Higher Education, click [here](#).

Board of Trustees—Oklahoma City and Tulsa

On January 1, 2009, by order of House Bill No. 2882, the [Board of Trustees for Langston University-Oklahoma City and Langston University-Tulsa](#) was created. The committee consists of seven members appointed by the Governor and two members of the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges, or their designees, selected by the chair of the Board of Regents who serve as voting, ex-officio members. The Board has a comprehensive advisory role in all aspects of the operations of Langston. It advises the President of Langston University and the Board of Regents on the supervision and management of LU's two urban campuses and performs other functions as necessary.





Langston, Oklahoma

Langston is a town in Logan County, Oklahoma, United States, and is part of the Oklahoma City Metropolitan Statistical Area. The population was 1,724 at the 2010 census - an increase of 3.2 percent from the figure of 1,670 in 2000.

Langston was founded on April 22, 1890, by Edward P. McCabe, an African-American political figure from Kansas. McCabe helped lead a migration of black settlers from southern U.S. states who hoped to escape discrimination by creating a majority-Black state in what was then the Territory of Oklahoma. He named the town for John Mercer Langston, a black member of the 51st United States Congress from Virginia. Langston is 11 miles (18 km) northeast of Guthrie, the Logan County seat, on State Highway 33.

Oklahoma City Metropolitan Area

Oklahoma City is a thriving metropolis with a low cost of living, short commute times, big-league quality of life, and a diversified economy. Through multiple resident-led tax initiatives, Oklahoma City is bursting

with new development, bettering its infrastructure and schools, and creating new quality-of-life additions to the city that are wowing longtime citizens and drawing attention and visitors from around the country.

As of 2020, the Oklahoma City metropolitan area had a population of 1,469,124. Lying in the Great Plains area, Oklahoma City has one of the world's largest livestock markets. Oil, natural gas, petroleum products, and related industries are the largest sectors of the local economy. The federal government employs a large number of workers at Tinker Air Force Base and the United States Department of Transportation's Mike Monroney Aeronautical Center.

Oklahoma City is home to several professional sports teams, including the Oklahoma City Thunder of the National Basketball Association, Oklahoma City Dodgers (Triple-A affiliate of the Los Angeles Dodgers), the Oklahoma City Energy FC of the United Soccer League, and the Crusaders of Oklahoma Football Club of USA Rugby.

Learn about life in the Oklahoma City Metro Area at abetterlifeokc.com.



Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting the Oklahoma Agricultural & Mechanical Colleges and Langston University in this search. For fullest consideration, candidate materials should be received by **February 9, 2024**.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Christine J. Pendleton, Ryan Crawford, and Maya Holt-Brockenbrough
LangstonPresident@wittkieffer.com

Langston University is an equal opportunity/affirmative action employer. All persons will be offered employment and promotion on the basis of qualifications and capabilities without regard to race, religion, sex, national origin, qualified ADA recognized disability or veteran status.