



LANGSTON
UNIVERSITY

Vice President for Institutional Advancement

Leadership Profile

Spring 2026



WittKieffer

Executive Summary

[Langston University](#) invites nominations and applications for the position of Vice President for Institutional Advancement (VPIA).

Founded in 1897 as the Colored Agricultural and Normal University, Langston University has the distinction of being the nation's westernmost and Oklahoma's only Historically Black College or University (HBCU). Now a public land-grant institution, the University comprises three campuses located in Langston, Tulsa, and Oklahoma City, with an instructional site in Ardmore. 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 undergraduate programs, five graduate programs, and one doctoral degree program across six academic schools. Langston proudly serves nearly 2,000 students, of whom 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.

Reporting directly to [President Ruth Ray Jackson](#), the VPIA will serve on the President's Administrative Council as a member of the executive leadership team. As the University's Chief Development Officer, the VPIA is responsible for directing all facets of Langston University's fundraising, donor, and alumni relations. This position also serves as the Executive Director of the [Langston University Foundation](#), the nonprofit fundraising and fund management entity supporting Langston University. The VPIA supports the University in its teaching and scholarship mission by enhancing the University's profile and by identifying, cultivating, soliciting and stewarding donors and industry partners whose contributions further that mission.

This new Vice President will provide innovative and strategic leadership for planning, implementation, and administration of comprehensive fundraising, foundation operations, and alumni initiatives on behalf of the University. The VPIA will strengthen Langston's donor pipeline, particularly among alumni, corporate partners, and philanthropic foundations in Oklahoma City and Tulsa. Internally, the VPIA will lead and develop a committed team, setting clear goals and providing strategic direction, professional development, and resource alignment to support the University's agenda.

The Vice President will have the opportunity to make a significant contribution to Langston University by leading it to new levels of engagement with its external constituencies and even greater achievement in fundraising. Doing so will require the skills and experiences of a seasoned advancement leader, one with a significant track record in individual major and principal giving and experience in building or leading a team of fundraisers and alumni affairs professionals. Langston seeks an accomplished, knowledgeable, and visionary leader with seven years of significant relevant experience, familiarity with applicable guidelines, and sound judgment.

This is a full-time, hybrid leadership position that offers significant remote work flexibility within the state of Oklahoma. Ideally, this position will be based out of either the Oklahoma City or Tulsa metro area.

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 Vice President for Institutional Advancement

The Vice President for Institutional Advancement is the Chief Development Officer of the University and reports directly to the President, serving on the President's Administrative Council as a member of the executive leadership team. The VPIA also serves as Executive Director of the [Langston University Foundation](#), the nonprofit fundraising and fund management entity supporting Langston University.

The Vice President will be responsible for the development, execution, and evaluation of all aspects of the University's advancement program, including its comprehensive fundraising campaign, major and principal gifts, corporate and foundation relations, annual fund, planned giving, endowment management, capital campaigns, donor relations, alumni relations, research and prospect management, and advancement services.

The VPIA is responsible for the ongoing leadership, management, evaluation, and professional development of the advancement and alumni affairs staff and will provide innovative, forward-looking leadership in all related areas. Additionally, the successful candidate will manage a portfolio of some of Langston University's best prospects and donors and will lead his or hers fundraising team by example by closing major and principal gifts. Expanding on the Foundation's previous efforts, the VPIA will develop a sustainable, perpetual advancement program to support the College's long-term health and success.

Direct Reports:

- Annual Giving Officer
- Director of Alumni Affairs
- Gifts Manager & Development Specialist

Responsibilities:

- Develop and implement a strategic advancement plan aligned with the University's mission and goals
- Develop and manage a high-performing advancement team, including setting clear goals and performance metrics
- Create and manage the division's budget and ensure fiscal responsibility
- Oversee the implementation and utilization of donor database systems and advancement technologies
- Work closely with the Foundation Board and other volunteer leadership groups to support board recruitment, development, and engagement
- Ensure compliance with all legal and ethical standards related to philanthropic activities and gift acceptance
- Regularly report on fundraising progress, donor metrics, and ROI to university leadership and stakeholders
- Work closely with internal and external auditors to ensure compliance with all policies and procedures
- Work collaboratively with university leadership, faculty, and staff to identify funding priorities and opportunities
- Support institutional messaging and donor communications in collaboration with the Office of Public Relations and other partners
- Oversee special events and programs designed to engage donors, prospects, and alumni

Opportunities and Expectations for Leadership

The next Vice President for Institutional Advancement of Langston University will be expected to provide leadership, build strong teams, and advance the following key priorities, among others:

- **Create an overall fundraising strategy for the institution**
In collaboration with President Jackson, the VPIA will work with the Foundation Board and senior leadership to define priorities and build a comprehensive development and alumni affairs strategy for fundraising in both the short and long term. Central to this effort will be a plan to feature President Jackson as a key and compelling factor in giving to Langston University. The Vice President will continue to strengthen and expand all areas of advancement. They will critically assess the philanthropic landscape to design and implement strategies that broaden the pool of prospective donors and establish robust programs for planned giving, corporate partnerships, and foundation support.
- **Lead, develop, and expand the team**
The VPIA will lead the team with vision and creativity, bringing a strategic outlook and eye to new possibilities and emerging opportunities. The Vice President will set ambitious goals, communicate expectations clearly, and inspire a culture of accountability and excellence. The VPIA will build upon a dedicated staff by creating a comprehensive staff development plan. Over time, the VPIA will have the opportunity to grow the team – potentially doubling its size – to meet more ambitious advancement goals.
- **Cultivate and solicit significant major and principal gifts**
The VPIA will be an accomplished fundraiser focused on the identification, cultivation, and solicitation of transformative gifts to Langston University. The VPIA will manage and advance a portfolio of prospects and will build strong trusting relationships with current donors and prospects, while continually identifying new prospects for cultivation.
- **Engage and strengthen the foundation board**
The VPIA will continue to foster an active, engaged foundation board, building on recent improvements in membership and participation. The VPIA will also work closely with many influential Board members who have demonstrated their commitment to the University through significant personal gifts, as well as through their efforts to reach out to others for their support. He/she will effectively steward these donors and properly guide them to greater giving levels.
- **Initiate and lead capital campaign efforts**
The VPIA will have the opportunity to work closely with President Jackson and campus leaders to define strategic priorities and prepare for the launch of a major capital campaign in the coming years. The VPIA will lead this effort from initial planning through execution and evaluation.

Professional Qualifications and Personal Qualities

The successful candidate must have a minimum of seven years of progressively responsible leadership or management experience with a record of accomplishment in fundraising and a strong understanding of philanthropy guidelines, ethics, and best practices. A bachelor's degree is required; a graduate degree is preferred.

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

- **Proven Fundraising Expertise:** Significant experience in major gift cultivation, grant writing, and comprehensive fundraising strategies.
- **Sector Knowledge:** Familiarity with agriculture and related industries, with the ability to articulate and leverage the University's land-grant mission in donor and partner conversations.
- **Resource Stewardship:** Experience managing advancement efforts within a constrained budget, balancing ambitious goals with fiscal responsibility and institutional priorities.
- **Government and Public Sector Engagement:** Comfort and experience working with state officials and navigating the complexities of a public institution.
- **Versatility Across Programs:** Willingness to learn and support diverse areas – including athletics, business, and specialized programs – while knowing when to engage subject matter experts.
- **Mission Alignment:** Deep appreciation for Langston University's unique role as an HBCU and land-grant institution. The ideal candidate will be passionate about creating opportunities for historically marginalized students and committed to securing resources that advance student success.
- **Community Orientation:** A heart for service and active engagement in the community, demonstrating an instinct for identifying high-impact opportunities and partnerships.
- **Collaborative Leadership:** Genuine interest in staff development and team building, recognizing and supporting a dedicated team. A demonstrated ability to create a culture that attracts and retains talented, mission-oriented individuals.
- **Strategic Agility:** Ability to quickly assess priorities and seize opportunities to deliver immediate and meaningful results.
- **Professional Skills and Ethical Responsibility:** Excellent interpersonal, organizational, and communication skills; A demonstrated willingness and ability to act ethically and in a socially responsible manner.



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, a fully accredited higher education institution, has the distinction of being the nation's westernmost and Oklahoma's only Historically Black College or University (HBCU). Over 300 faculty and staff serve nearly 2,000 students throughout the residential campus in Langston and two urban centers in Oklahoma City and Tulsa. Each campus boasts nationally recognized programs and serves distinct missions. A nursing program is also offered in Ardmore. Langston University is one of only two Oklahoma institutions with a statewide mission. It has been designated by the Carnegie Classification of Institutions of Higher Education as a Research College or University. The University is committed to sustaining and advancing a rich tradition of teaching, research, and service, offering undergraduate degrees in various disciplines, selected graduate degrees, and a doctoral degree in Physical Therapy.

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 (TMCFF), the nation's largest organization exclusively representing the Black college community, Langston University and its students benefit from TMCFF 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 over 40 undergraduate, five graduate, and one doctoral degree across six academic schools, including 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, Computer Science, and Technology.

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 its 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 a driving force for 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

- 2025 Carnegie Research College and University
- Ranked #1 for Value among HBCUs in 2025
- Ranked #9 in "HBCUs with the Best ROIs"
- Ranked #3 in "Small HBCUs with the Best Alumni Salaries"
- Established in 1897 as a public land-grant institution

- 1st HBCU to win a SAC conference title (Lions Men's Basketball Team 2023 & 2024), competed in 2024 NAIA championship game. The Langston University Lady Lions Basketball Team won its first SAC conference title in 2025.
- 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 the generation of research grant dollars, following Oklahoma State University and the 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 south Oklahoma and northern Texas.
- Langston University joined Grow with Google in 2021: a program supporting the 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 \$13 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 features generous office space and a working news studio, serving as a unique and exceptional training facility for students in 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 the

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 ranked in the top four HBCU Division II bands in the United States by ESPN in November 2023 and has performed nationwide with much acclaim.
- Langston University launched 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

Oklahoma 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 Langston's operations. 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 historic town in Logan County, Oklahoma, United States, and is part of the Oklahoma City Metropolitan Statistical Area.

Langston was founded on April 22, 1890, by Edward P. McCabe, a prominent 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 2023, the Oklahoma City metropolitan area had a population of 1,477,926. 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, the 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 the 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 Langston University in this search. Applications will be reviewed on a rolling basis. The position will remain open until an appointment is made.

Application materials should be submitted to LangstonVPAdvancement@wittkieffer.com

Nominations and inquiries can be directed to:

Christine J. Pendleton and Jess Cummings

LangstonVPAdvancement@wittkieffer.com