



**LANGSTON**  
UNIVERSITY

## Vice President for Fiscal and Administrative Affairs

Leadership Profile

Fall 2025



*WittKieffer*

## Executive Summary

Langston University invites nominations and applications for the position of Vice President of Fiscal and Administrative Affairs (VPFAA).

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 the President, the VPFAA will serve on the President's Administrative Council as a member of the executive leadership team. As the Chief Financial Officer, the VPFAA is responsible for leadership, strategic planning, management, and financial planning for all aspects of the University's educational and administrative activities, administering an operating and capital budget of \$98 million. This leader provides oversight for the entire physical plant of the University and all campus locations, including but not limited to all capital projects and contractual agreements governing services such as custodial, grounds, mechanical, facilities management, campus dining, and printing.

The University seeks an accomplished, knowledgeable, and visionary leader to provide exceptional management and oversight of fiscal and administrative affairs, establishing and advancing efficient and effective systems in alignment with University and regulatory requirements. The VPFAA will develop and advance a strategy for long-term financial sustainability; effectively steward the University resources; oversee physical plant enhancements; build and empower a strong team within the Division of Fiscal and Administrative Affairs; continue the Division's work in addressing outstanding audits and recent findings; and develop strategic relationships with key external partners.

The successful candidate will have a minimum of 10 years of progressively responsible fiscal, supervisory, and/or administrative management experience, preferably within an education setting. A graduate degree in accounting, business administration, management, or a related discipline is required. The CPA credential may be accepted in lieu of the graduate degree. This individual should be an effective and transparent communicator, a collaborative thought partner, and a strategic decision maker.

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 Fiscal and Administrative Affairs

The Vice President of Fiscal and Administrative Affairs is the Chief Financial Officer of the University and reports directly to the President. This person will serve on the President's Administrative Council as a member of the executive leadership team.

The Vice President will be responsible for leadership, strategic planning, management, and financial planning for all aspects of the University's educational and administrative activities with a strong focus on compliance with applicable laws, University policies and procedures, and accreditation requirements. The Vice President is responsible for the entire physical plant of the University and all campus locations, including but not limited to all capital projects and contractual agreements governing services such as custodial, grounds, mechanical, facilities management, campus dining, and printing.

### Direct Reports:

- Controller
- Director of Human Resources
- Director, Physical Plant and Facilities

### Responsibilities:

- Provide executive leadership to the Division of Fiscal Affairs, including financial operations, budgeting, business operations, purchasing, and human resources management
- Manage the University's \$98 million operating and capital budget and an endowment of \$56 million
- Oversee budget forecasting, financial reporting, and audits, ensuring compliance with state, federal, and the University system financial regulations and standards
- Providing institutional leadership for the development and assessment of the University's financial strategy and long-range planning to ensure fiscal sustainability and growth
- Oversee institutional investment strategies, risk assessment, and internal controls
- Partner with the President's Administrative Council, administrators, faculty, staff, and audit committees on institutional priorities
- Establish a first-class system related to fiscal affairs
- Working collaboratively with Oklahoma State University and/or the Oklahoma A&M System staff to ensure the execution of any active memoranda of understanding and other shared, fiscal integrated services
- Serve as a liaison to key external partners, including the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges, the Oklahoma State Regents for Higher Education, the state legislature, donors, and peer institutions

### Qualifications and Experience:

- Minimum of 10 years of progressively responsible fiscal, supervisory, and/or administrative management experience, preferably in an education setting
- A graduate degree in accounting, business administration, management, or a related discipline is required. The CPA credential may be accepted in lieu of the graduate degree.

## Opportunities and Expectations for Leadership

The next Vice President for Fiscal and Administrative Affairs 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:

- **Advance a strategy for long-term financial sustainability**  
The new VPFAA will support President Jackson and University leadership in refining and implementing a plan for the University's long-term financial health and success. The new leader will formulate current and long-range financial plans, forecasts, and analyses to guide strategic decision-making. The VPFAA will play a leading role in assessing the University's current cash flows, reliance on tuition, and opportunities to diversify revenue streams to meet the escalating costs of education. The new leader will engage key campus constituents in discussions around long-term imperatives, listening carefully and integrating the ideas of others into a financial vision that can be articulated and embraced by constituents across the University.
- **Effectively steward University resources across a complex institution**  
This leader will ensure the effective and efficient use of institutional resources. This VPFAA will join as the University navigates the financial impacts of a changing and increasingly competitive higher education landscape while taking on major projects across the three campuses in Langston, Oklahoma City, and Tulsa. The VPFAA will be capable of navigating a multicampus environment with a number of accreditations, a wide array of traditional undergraduate and graduate offerings, online programs, and the expansion of its agricultural research and extension. Furthermore, this leader will oversee complex budgets with diverse funding streams while ensuring the effective use of resources and strict adherence to regulatory requirements.
- **Build and empower a strong team**  
In leading the University's Fiscal and Administrative Affairs, the VPFAA will establish strong working relationships and cohesiveness with all departments within the division. This leader will assess the skills and needs of the team, ensure that staff are in a position to succeed and contribute to the unit's and the University's goals, and foster a collaborative and positive work environment. This individual should have strong leadership and management skills as well as high emotional intelligence.
- **Address outstanding audits and recent findings**  
With oversight of the internal audit function, the Vice President will lead the completion of the University's current outstanding audits and the development of a corrective action plan for any new or recent audit findings. The VPFAA will ensure that appropriate systems, policies, and procedures are in place to support the timely completion of annual audits.
- **Oversee physical plant enhancements**  
The next Vice President will build on the University's recent momentum in addressing approximately \$170 million in deferred maintenance through repairs, innovation, and continuous improvements to the infrastructure of each campus. The University received a recent allocation of over \$10 million from the Oklahoma State Legislature. Projects, including climate control upgrades to the academic buildings and student residential housing facilities, a roof replacement, and mechanical upgrades, are well underway. All repairs and enhancements to date have been funded through grants and state allocations. The VPFAA will have the opportunity to see these projects through to completion and partner with leadership on additional projects with the University's FY26 OCAMP Deferred Maintenance allocation.
- **Develop strategic relationships**  
The Vice President will play a key role in developing and maintaining strategic relationships with the Board of Regents for the [Oklahoma Agricultural & Mechanical Colleges](#) and with key partners across the University system. The VPFAA will work closely with the President to ensure the Board has the necessary financial information to govern the institution effectively. This leader will further partner with the President, the Regents, and the Board staff to identify priorities and advocate for support from the state legislature.

## Professional Qualifications and Personal Qualities

The successful candidate must have a minimum of 10 years of progressively responsible fiscal, supervisory, and/or administrative management experience in an education setting. A graduate degree in accounting, business administration, management, or a related discipline is required. The CPA credential may be accepted in lieu of the graduate degree.

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



- Demonstrated experience with accounting, budgeting, and long-range financial planning
- Working knowledge of relevant statutes and practices of government agencies, including those governing research University funds and administrative functions
- Demonstrated success in facilities management and capital project management
- Knowledge of federal grant processing and accounting, investment, cash management, and capital financing principles and practices in a public higher education setting
- A demonstrated commitment to shared governance and the ability to effectively listen, engage, and proactively communicate with a variety of constituents inside and outside of the University
- A commitment to integrative management and systems thinking
- A proven ability to apply analytical skills to problem solving; the ability to lead/manage change
- Excellent interpersonal, organizational, and communication skills
- A record of successful interactions with internal and external constituents
- A demonstrated ability to build strong teams and to create a culture that attracts and retains talented, mission-oriented individuals
- A demonstrated willingness and ability to act ethically and in a socially responsible manner
- An understanding of the value of / and a commitment to creating opportunities for historically marginalized students

## 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 SAC conference title (Lions Men's Basketball Team 2023 & 2024), competed in 2024 NAIA championship game
- 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](https://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

### 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 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](http://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 using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Christine J. Pendleton and Kim Migoya

[LangstonVPFAA@wittkieffer.com](mailto:LangstonVPFAA@wittkieffer.com)