



Dean for the School of Architecture & Planning



Morgan State University Calvin & Tina Tyler Hall

POSITION DESCRIPTION

Greenwood/Asher
& ASSOCIATES, LLC



The Position

Morgan State University, a Carnegie-classified Doctoral Universities: High Research Activity (R2) in northeast Baltimore city, invites inquiries, nominations and applications for the position of Dean, School of Architecture + Planning (SA+P). Dean Mary Anne Akers, the school's first dean, led the school for 14 years to become the outstanding and vibrant community that it is today. Through excellent vision, organizational management, fundraising and community- building efforts this well-established enterprise is ready to move to the next level. The next dean inherits a faculty and staff committed to the pursuit of excellence, a portfolio of well-established programs for student success and a culture reflective of such accomplishments. SA+P leverages an interdisciplinary approach to design thinking for smart city, sustainable built environments, urban competitiveness and resilience, for example.



Reporting to the Provost and Senior Vice President for Academic Affairs, the dean works collaboratively with deans from two colleges and eight schools to meet the mission of Morgan State University.

The University

Morgan State University (MSU), founded in 1867, is a Carnegie-classified doctoral research institution providing instruction to a multiethnic, multiracial, multinational student body and offering more than 100 academic programs leading to degrees from the baccalaureate to the doctorate. As an anchor institution and Maryland's Preeminent Public Urban Research University, Morgan fulfills its mission to address the needs and challenges of the modern urban environment.

Located in a charming residential area of northeast Baltimore city, Morgan's impressive, 185-acre campus features state-of-the-art facilities geared toward innovative teaching and learning, and research for the 21st century and beyond. The campus is closely located to federal funding agencies to include HUD, NIH and NSF. Designated as a National Treasure by the National Trust for Historic Preservation, it offers a safe and inviting learning environment for students with convenient access to the best the city has to offer - culture, dining, shopping and sightseeing as well as employment and civic engagement opportunities.

Since its establishment, Morgan has graduated more than 55,000-degree candidates, producing a passionately devoted corps of alumni who have found success in their chosen professional

Student Demographics

Total Enrollment **8,469**

Gender

Male39%

Female61%

Full Time

Undergraduate ...83%

Graduate17%

Residency

Maryland59%

Non-Maryland41%

Faculty

Total.....**592**

Full-time = 382

Part-time = 210



pursuits, in the U.S. and beyond. Among the nation's most diverse Historically Black Colleges and Universities, and the largest in Maryland, Morgan seeks to ensure that the doors of higher education are opened as wide as possible to as many as possible.

About the School of Architecture + Planning

Community engagement and service are important components of both SA+P and Morgan's mission. This includes outreach and service to neighborhoods surrounding Morgan State University, to Baltimore City, the State of Maryland, the Mid-Atlantic region, nation-wide and globally. In addition, community outreach and service are integral components of the education of architects, interior designers, landscape architects, planners, and construction managers, ensuring engaged and active citizens in their communities, in their regions and in the world at large.

MSU's SA+P offers one of only two professional architecture programs in the State of Maryland and the only such program in Baltimore City. It is the first HBCU to offer an accelerated pathway to licensure through the Integrated Path to Architectural Licensure (IPAL) program.

[Center for the Built Environment & Infrastructure Studies](#) (CBEIS) houses research and



instructional programs for SA+P, the Mitchell School of Engineering's Departments of Civil Engineering, Transportation Studies, and the National Transportation Center, in a highly collaborative environment within and among these disciplines. Morgan State has mandated that CBEIS, a gold LEED certified facility, be at the forefront of sustainable design practices, utilizing high performance materials and systems, serving,

both a demonstration and incubator of responsible planning, design, engineering and cutting-edge technology. Some of the specific features of CBEIS include: 100 Offices, 10 Group Study Rooms, 34 Classrooms/Studios/Computer Labs, Conference Rooms, Jury Rooms, Fabrication Shop, Atrium spaces with skylights, Lounges, Green Roof, Loading/Service and a parking garage.

Department of Undergraduate Design

The Bachelor of Science in Architecture & Environmental Design (AREN) is a pre-professional degree program developed to provide the required skills for designing the built environment and the Bachelor of Science in Interior Design (INTD) enhances the quality of community life.

Department of Construction Management

The [Bachelor of Science in Construction Management](#) (CMGT) program develops students who understand the complexity of construction projects, appreciate the values of sustainable principles and their applications, and are able to manage people in the field site. The purpose of [Master of Science in Construction Management](#) is to offer a quality program of study in order that students



are prepared for successful and rewarding careers, as well as developed to be leaders in the construction industry. The CMGT curriculum is guided by the accreditation standards and criteria of the American Council for Construction Education. It is the only Master of CMGT in the region.

Department of Graduate Built Environment Studies

The [Master of Architecture](#) program is a professional degree program, fully accredited by the National Architectural Accrediting Board (NAAB) and leads to the opportunity for licensure as an architect within the United States.

The [Master of City and Regional Planning](#) program offers an interactive environment for learning about planning for complex and challenged communities within an institution that has at the very core of its mission to improve the quality of life of diverse, urban populations. The Master of City and Regional Planning is fully accredited by the Planning Accreditation Board (PAB).

The [Master of Landscape Architecture](#) program (MLA) at Morgan is celebrating its 40th anniversary of the programs first graduating class in 1982. The program challenges students to solve complex problems dealing with population density, architectural context, environmental systems, and public infrastructure, etc., MLA has been re-accredited by the Landscape Architectural Accreditation Board ([LAAB](#)), the official accrediting body for first professional programs in landscape architecture. MLA is the oldest accredited Landscape Architecture program in Maryland, and the only Master of Landscape Architecture program offered at a Historically Black Institution. The six-year period of accreditation ends June 2028.

The [Doctor of Philosophy in Architecture, Urbanism, and Built Environments](#) is an advanced degree that focuses on preparing the next generation of academics and professionals to create innovative and transformative evidence-based solutions to address the challenges of contemporary and future urban built environments...

The [Graduate Certificate in Sustainable Urban Communities](#) contributes to Morgan's overarching vision and mission by educating and training students who will study topics and "carry out research that gives significant priority to solving difficult real-world problems faced by society" directed toward the needs of urban and underserved communities.

Economic Impact and Innovation

MSU is a major economic engine for the city and state annually producing \$1 billion in statewide economic impact, supporting 6,500 jobs and generating \$47 million in state tax revenues. About 60 percent of that economic and employment impact occurs in Baltimore City. Also, MSU's influence extends beyond the economy and into the community through engagement activities that are mutually beneficial. Per \$10 million in research, the university produces key innovation outcomes that surpass state and national averages.



- The Morgan Community Mile engages with the community to improve the quality of life in Northeast Baltimore neighborhoods.
- Nearly 17% of Morgan Alumni are employed in the STEM fields, versus 11% for all Maryland schools.
- The Office of Community Service provides programs that contribute to the university's 20,000 hours of student volunteer and community service.

Additional information is available on the University's website at: <https://www.morgan.edu/economicimpact>

Accreditation

The Accreditation Commission Recognizes MSU's Progress, Reaffirmed their Accreditation Status Until 2025–2026

The Middle States Commission on Higher Education's (MSCHE's) reaffirmed the University's accreditation and recognition of Morgan's progress to date. The University was last affirmed in 2017, with the next self-study evaluation due 2025-2026. In addition, individual colleges, schools and departments are accredited by the appropriate associations. The Mitchell School of Engineering offers four ABET accredited engineering programs, for instance.

Since Morgan's last accreditation review, and under the leadership of President Wilson, the University has made advancements in the areas of campus development, fundraising, financial stability, academic progress, faculty and staff growth, research and innovation, and enrollment, retention and graduation.

Morgan offers a comprehensive range of undergraduate degree programs and a select set of graduate programs to a broad cross section of students in a supportive environment that encourages research and service towards the needs of underserved communities. The vision embedded in the current plan is for Morgan to be recognized statewide and nationally for demonstrating both student access and student success in higher education. The University embraces innovative teaching strategies and cutting-edge research in service to urban centers and underserved populations. Morgan is committed to a set of core values that are deeply rooted in the university's progressive and inclusive history.

<https://news.morgan.edu/morgan-state-university-reaccredited-by-middle-states-commission-on-higher-education/>

Information on MSU's Accreditation: https://www.morgan.edu/accreditation/2018_msche_self-study.html

Race/Ethnicity/ Nationality	
Unknown	16.4%
Black	64.6%
Native American ...	0.1%
Asian	0.5%
Hispanic	4.1%
White	2.1%
Native Hawaiian ...	0.1%
Multiracial	2.4%
International	9.7%



Strategic Plan

Morgan State University recently unveiled its newly adopted 10-year strategic plan, [Transformation Morgan 2030: Leading the Future](#). The plan constitutes an amalgamation of vital inputs from various individual shareholders and constituent groups who have given generously of their time and expertise to produce this blueprint for the strategic advancement of Morgan State University, 2021-2030. As in previous years, our consultative strategic planning processes have been both intentional and directional.

At its core, this planning effort reflects our need to prepare the University for strategic growth and continued ascendancy over the next ten years. Moreover, it reflects our concerted and continuous pursuit of excellence and a renewed commitment to fulfilling the University's vital mission. Animated by that spirit, this plan (in large measure) focuses on human resource priorities, institutional capacity-building and the development of an organizational infrastructure that can best foster sustainable growth over the next ten years, and beyond. Embedded in this goal is our determination to realize greater operational excellence in our various organizational systems and processes and address needed improvements in our overall service delivery.

This planning effort began in January 2020 with a thoughtful examination of our distinctive mission and a reaffirmation of the core values that have served this venerable institution well for so many years. Those enduring values remain an integral part of our institutional inheritance. Foremost among those bedrock values is the concept of leadership, in all of its forms and expressions. Since its inception in 1867, this institution has focused on the quintessential goal to prepare its students to assume dynamic leadership roles in their chosen professions and communities. Like any viable institution, Morgan State University continues to measure its success by the success of its students and alumni. And that is as it should be. Thus, a significant aspect of this plan focuses on creating a dynamic living-learning environment where student achievement is optimized and celebrated and where leadership development is a purposeful institutional goal.

At Morgan, it is commonly understood that our emerging leaders will be mission-oriented and will ultimately aspire to be a force for good in the world. In brief, there has always been an explicit expectation that Morgan students and alumni would continue to heed the call to servant leadership, thereby dedicating themselves to the broader struggle of overcoming and eradicating barriers to social justice, economic empowerment and engaged citizenship. That leadership imperative is further expressed in our renewed strategic intention to deepen and expand our role as an anchor institution in Baltimore City and beyond.

Points of Pride

- Morgan State University is the only institution to have its entire campus designated as a National Treasure by the National Trust for Historic Preservation



- Morgan is the nation's second-largest producer of African American Army Generals. First among all campuses in Maryland and among the top 10 campuses nationwide in the number of doctorates awarded to African Americans
- First among Minority Serving Institutions (MSIs) nationally in the number of Fulbright Scholars graduated, and 1st among MSIs nationwide in the number of Fulbright Scholars on the faculty
First among HBCUs nationwide in the number of Fulbright Scholars graduated, and 1st among HBCUs nationwide in Fulbright Scholars on the faculty
- Morgan State University SA+P Master of Construction Management is the only one in the region
- SA+P offers programs in India, Belize, Netherlands, Ghana, and Italy
- SA+P collaborates with The James E. Lewis Museum of Art to show artifacts from Europe
- First among traditional campuses in Maryland in the number of bachelor's degrees awarded to African Americans [Rankings and Recognitions \(morgan.edu\)](https://www.morgan.edu/rankings-and-recognitions)
 - Bachelor's Degrees Awarded to African Americans (National ranking) – 1st – Civil Engineering, Construction Management, Electrical Engineering, Multi-Platform Production (Statewide) 1st – Architecture & Environmental Design, Construction Management,
 - Master's Degrees Awarded to African Americans (Statewide) – 1st – City & Regional Planning

Vision Statement

Morgan State University is the premier public urban research University in Maryland known for its excellence in teaching, intensive research, effective public service, and community engagement. Morgan prepares diverse and competitive graduates for success in a global, interdependent society.

Mission Statement

Morgan State University serves the community, region, state, nation, and world as an intellectual and creative resource by supporting, empowering and preparing high-quality, diverse graduates to lead the world. The University offers innovative, inclusive, and distinctive educational experiences to a broad cross section of the population in a comprehensive range of disciplines at the baccalaureate, master's, doctoral, and professional degree levels. Through collaborative pursuits, scholarly research, creative endeavors, and dedicated public service, the University gives significant priority to addressing societal problems, particularly those prevalent in urban communities.



Core Values

The following institutional core values guide the promotion of student learning and success, faculty scholarship and research, and community engagement at Morgan:

- **Leadership.** Morgan seeks to provide rigorous academic curricula and challenging co-curricular opportunities to promote the development of leadership qualities in students and to facilitate leadership development among faculty, staff, and study.
- **Innovation.** Morgan encourages and supports its faculty, staff, and students in all forms of scholarship including the discovery and application of knowledge in teaching and learning and in developing innovative products and processes.
- **Integrity.** At Morgan, honest communications, ethical behavior, and accountability for words and deeds are expected from all members of the University community.
- **Diversity.** A broad diversity of people and ideas are welcomed and supported at Morgan as essential to quality education in a global interdependent society. Students will have reasonable and affordable access to a comprehensive range of high-quality educational programs and services.
- **Excellence.** Excellence in teaching, research, scholarship, creative endeavors, student services, and in all aspects of the University's operations is continuously pursued at Morgan to ensure institutional effectiveness and efficiency.
- **Respect.** Each person at Morgan is to be treated with respect and dignity and is to be treated equitably in all situations.

Leadership Characteristics

The Dean is responsible for creating and sustaining a positive, mission-driven, student-ready culture and climate to support the success of SA+P students and the performance of SA+P faculty and staff; oversee strategic planning, operations, student success initiatives, scheduling, community outreach, budget, and personnel. The Dean will lead and sustain the growth of enrollment and programs (e.g., graduations, licensure pass rates); will represent SA+P and the University at key stakeholder meetings and public engagements while building local community connections, partnerships, and relationships that advance SA+P. As part of University leadership, the Dean will participate in university-wide activities, initiatives, and projects that advance Morgan State University's strategic goals and mission. Individuals who are interested in this opportunity must have impeccable integrity and must be able to provide references from all previous employers.

Responsibilities Include

- Lead program development and expansion; continue to develop undergraduate and graduate programs; lead SA+P to the next level in looking at the built environment



holistically and contribute to Morgan State University fulfilling its goal to be a research 1 institution;

- Lead and engage in review and synergistic curriculum development;
- Lead a shared visioning process and expand SA+'s footprint on campus, in the city, and globally;
- Lead all activities to maintain accreditation and seek initial accreditation for interior design and construction management;
- Understand, establish and maintain the balance between research and professional programs;
- Lead, manage, and assess the administrative and programmatic structures and ensure that operational collaborations, internally and externally, are efficient;
- The dean must understand the companionship and effectively promote and advocate for SA+P in STEArchM and keeping them relevant to one another. Demonstrate innovating thinking routed in interdisciplinary approaches to design thinking and all of the disciplines that give rise to architecture and design on a foundation of equity and cultural competence;
- Lead the effort to establish and expand relationships with regional construction management companies, business, government and non-profits; leveraging those relationships for fundraising opportunities, internships, scholarships, etc.; and
- Understanding and leveraging SA+P's connection to the City of Baltimore and elevating the visibility of SA+P regionally, nationally and internationally.

Education, Skills and Qualifications:

- An earned terminal degree (Ph.D. preferred) with a record of academic accomplishments sufficient for an appointment at the rank of full professor;
- Evidence of professional accomplishments such as licensure in architecture, landscape architecture, interior design or certification in planning;
- A minimum of five years of post-secondary teaching experience;
- Minimum of five years of experience in senior-level administration
- Track record of resource development and achievements (e.g., fundraising, partnerships, grants, contracts)
- Fiscal and management skills with strong organizational and interpersonal qualities to maintain and grow SA+P faculty, staff, students, research, community programs, facilities and technology
- Commitment to developing strategic partnerships with industry

Attributes Include:

- Substantial knowledge and experience in the functional areas of architecture and planning;



- Strong collaborator, with ability to create more collaborative opportunities within and beyond SA+P and network with other schools, colleges, community and professional organizations'
- Experienced administrative manager with strong strategic planning and organizational development skills.
- Advocate for architecture and urban planning;
- Experience building a research enterprise;
- Grants management;
- Fundraiser; and
- Strong interpersonal skills including deep listening skills and understands the power in collaboration needed to engender respect of faculty and get others to follow the emerging vision of the school in the next era.

Salary

The salary is competitive and commensurate with qualifications and experience

How to Apply

Greenwood/Asher & Associates, LLC. is assisting Morgan State University in this search. Applications and nominations are now being accepted. For a full application package, please submit a cover letter, CV, and list of five references. Confidential inquiries, nominations and application materials should be directed to Greenwood/Asher and Associates. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Please direct inquiries, nominations, and application materials to:

Marion Frenche, Practice Leader, Diversity, Equity & Inclusion,
Search Manager & Senior Executive Search Consultant

Email: marionfrenche@greenwoodsearch.com



<http://www.morgan.edu/>

MSU is an equal opportunity employer