



## **Morgan State University**

Dean for the  
Earl G. Graves School of Business & Management

# **Position Description**





# The Opportunity

Morgan State University (MSU), a Carnegie-classified Doctoral University: High Research Activity (R2) in northeast Baltimore city, invites inquiries, nominations, and applications for the position of Dean for the Earl G. Graves School of Business and Management (GSBM). Dr. Fikru Boghossian led the School of Business and Management for ten years, creating strong programs for students to acquire advanced business skills based on a strong liberal arts foundation that enables them to be adaptable to different settings, domestic and global. 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.

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# Responsibilities of the Dean

- › Responsible for creating and sustaining a positive, mission-driven, student ready culture and climate to support the success of GSBM students and the performance of faculty and staff.
- › Serve as the chief academic and administrative officer of the School of Business and Management, reporting directly to the Provost and Senior Vice President.
- › Oversee operations, curricular planning and development, budget management, personnel, community outreach, external resource development, including extramural research funding and development, and alumni relations.
- › Oversee and support student success at both the undergraduate and graduate levels, focusing on student quality and diversity; provide services to ensure their success and support innovative teaching that prepares students for success.
- › Establish new and expand existing corporate partnerships.
- › Oversee strategic planning, allocation of resources, operating budget, daily activities, and operational success.
- › Fully embrace the pursuit of MSU's ascension to a Carnegie classification of Doctoral University with Very High (R1) Research Activities and enhance the strategies and processes necessary to lead this strategic institutional initiative.
- › Represent the School of Business and Management on the Dean's Council, at key stakeholder meetings, at public engagements, and to all external constituents and partners of the school while building local community connection, partnerships, and relationships that advance the GSBM.
- › As part of university leadership, the dean will participate in university-wide activities, initiatives, and projects that advance MSU's strategic goals and mission.
- › Promote the achievements of the school's students, faculty, and staff on a local, state, and national level to increase the school's visibility.
- › Lead all activities to maintain the school's accreditation.
- › Lead and sustain the growth of enrollment and programs.

# Education, Skills, and Qualifications

- › An advanced degree is desired, an earned terminal degree is preferred. Candidates with a demonstrated track record of academic and/or corporate accomplishment, faculty rank and tenure are highly desirable.
- › Post-secondary teaching experience is preferred.
- › 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, develop, and grow GSBM faculty, staff, students, research, community programs, facilities, and technology.
- › Commitment to developing strategic partnerships with industry.

## Attributes

- › Substantial knowledge and experience in the functional areas of business and management.
- › Strong collaborator, with the ability to create more collaborative opportunities within and beyond GSBM and network with other schools, colleges, community, and professional organizations.
- › Experienced administrative manager with strong strategic planning and organizational development skills.
- › Grants management.
- › Fundraiser.
- › Relationships at the C-Suite level to facilitate corporate fundraising and partnerships.
- › Strong interpersonal skills including deep listening skills and understanding the power of collaboration needed to engender the respect of faculty and get others to follow the emerging vision of the school in the next era.
- › A commitment to shared governance, leadership development, and high-quality internal customer service.
- › Impeccable integrity and must be able to provide references from all previous employers.



# About the Earl G. Graves School of Business & Management

The Earl G. Graves School of Business and Management (GSBM) offers an array of programs including bachelors, masters, and doctoral degrees. The curricula are rigorous, relevant, and forward-looking. The highly qualified and productive faculty, over 90 percent with a Ph.D. degree in their discipline, combines years of experience in the business world with their research, teaching, and community engagement.

## **Mission Statement**

The mission of the GSBM is to offer high-quality undergraduate, master's, and doctoral programs that prepare a diverse student population to be successful professionals capable of effectively leading and contributing to society and the global economy. We advance knowledge and expertise through groundbreaking research that influence policymakers, practitioners, and educators.

## **How GSBM Prepares Diverse Students to Lead the World**

Students can choose from a comprehensive selection of business majors. They are encouraged to take advantage of the many and varied learning experiences within their courses and beyond. In courses, GSBM faculty design and facilitate effective student-centered learning experiences which integrate state-of-the-art content, technology, and instructional approaches. Outside of the classroom, students can participate in one-on-one advising, internships, workshops, study abroad programs, research projects, and a rich array of student organizations from honor societies to professional clubs to service and social organizations.

## **How GSBM Influences the World**

GSBM faculty are productive, skilled, and innovative researchers. They are active in professional organizations and conferences locally, regionally, and globally. Faculty research is published in respected peer-reviewed journals and books; they share their research and expertise generously, serving as collaborators, authors, speakers, peer-reviewers, editors, mentors, and educators/trainers. The GSBM seeks strategic alliances with partners that help extend its reach locally, regionally, and globally.

## **Strategic Plan**

The School of Business & Management's strategic plan launched in the fall semester of 2022. The strategic planning committee will review the plan's progress and submit a report to the dean at the end of each academic year. Year one will provide a baseline for identifying the current status of the strategic initiatives assigned to each Goal and Objective. These strategic initiatives will be classified as (i) Ongoing, (ii) In Progress, or (iii) Pending. At the end of each academic year, the strategic planning committee will provide recommendations to the dean regarding the following year's strategic priorities. The committee will identify any new objectives and/or strategic initiatives that should be added to the plan and seek GSBM's approval for adding, modifying, and/or deleting initiatives.

Below are the six strategic goals, objectives, and initiatives.

- › Become a thought leader in business and business education.
- › Enhance student success and well-being.
- › Elevate status to R1 very high doctoral research university.
- › Advocate for and lead innovations in research and practice which increases economic well-being and social justice.
- › Increase and diversify GSBM's financial resources.
- › Accelerate global education initiatives and expand GSBM's international footprint.

The full strategic plan can be viewed on the university's [website](#).

### **Department of Accounting & Finance**

The Department of Accounting & Finance offers a B.S. degree in Accounting and a B.S. degree in Finance. The department also offers the M.S. degree in Accounting and the Accounting and Finance track in the Ph.D. in Business Administration. The mission of the department is to provide a high-quality education for a diverse student population and prepare graduates for career success at the undergraduate, masters, and Ph.D. levels. The department also seeks to engage in scholarship that advances theory in accounting and finance, contributes to accounting and finance practice, and enhances teaching and learning. In addition, they provide service to the community and the accounting and finance professions.

### **Department of Business Administration**

The Department of Business Administration offers undergraduate degree programs in Management and Business Administration, Human Resource Management (HRM), Marketing, Entrepreneurship, and Hospitality Management. The department also offers the traditional Masters in Business Administration (MBA) and the MBA online degree programs, and is the main contributor of the Ph.D. in Business program. The goal of the department is to provide the highest quality academic programs. Students are prepared to assume careers in business and industry, government, non-profit organizations, and entrepreneurial ventures. Objectives include the development of future business leaders with an understanding and appreciation of the business world and its relationship to a global economy and society. Students are provided a solid foundation in the general liberal arts education and the majors of Business Administration, Management, Marketing, and Hospitality Management.

### **Department of Information Science & Systems**

The Department of Information Science & Systems offers programs in research and education including one of the most competitive STEM programs, B.S. in Information Systems, B.S. in Services & Supply Chain Management, and B.S. in Cybersecurity Management; Post Baccalaureate Certificate in Project Management; M.S. in Data Analytics; M.S. in Project Management; and an IS concentration in the Ph.D. in Business Administration. The department is both inspired by the richness of its traditions and determined to meet the extraordinary opportunities that confront a modern Information Systems department.



# About Morgan State 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 140 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 including DOD, NIST, EPA, FDA, 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, MSU has graduated more than 55,000 degree candidates, producing a passionately devoted corps of alumni who have found success in their chosen professional 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.

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# Economic Impact and Innovation

MSU is a major economic engine for the city and state annually producing \$1.1 billion in statewide economic impact, supporting 6,900 jobs, and generating \$53 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 mutually beneficial engagement activities. Per \$10 million in research, the university produces key innovation outcomes that rank highly statewide and nationally.

Additional information is available on the university's [website](#).

## Accreditation

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

The Middle States Commission on Higher Education ([MSCHE](#)) 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 School of Business & Management is accredited by the AACSB (Association to Advance Collegiate Schools of Business). AACSB International accreditation represents the highest standard of achievement for business schools worldwide.

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 innovation, and enrollment, retention, and graduation.

Additional information is available on the university's [website](#).



## 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 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 process has been both intentional and directional. Below are the six strategic goals:

- › Enhance student success and well-being.
- › Implement faculty ascendency and staff development initiatives.



- › Elevate Morgan’s status to a R-1 Doctoral Research University.
- › Expand and improve a campus-wide infrastructure to support operational excellence and increase overall institutional capacity.
- › Serve as the premier anchor institution for Baltimore City and beyond.
- › Accelerate global education initiatives and expand the university’s international footprint.

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.

## Student Demographics

- **Total Enrollment:** 9,101
- **Gender**  
Male: 38%  
Female: 62%
- **Attendance**  
Full-time: 90%  
Part-time: 10%
- **Student Level**  
Graduate: 16%  
Undergraduate: 84%
- **Residency**  
Maryland: 56%  
Non-Maryland: 44%

## Student Race/Ethnicity/Nationality

- **Unknown:** 10.8%
- **Black:** 68.8%
- **Native American:** 0.1%
- **Asian:** 0.4%
- **Hispanic:** 4.5%
- **White:** 1.8%
- **Native Hawaiian:** 0%
- **Multiracial:** 2.8%
- **International:** 10.7%

# 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 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 who graduated, and first among MSIs nationwide in the number of Fulbright Scholars on the faculty.
- › First among HBCUs nationwide in the number of Fulbright Scholars graduated, and first among HBCUs nationwide in Fulbright Scholars on the faculty.
- › Morgan State became the first historically Black institution to launch a national center dedicated to research on blockchain technology and cryptocurrency through its Earl G. Graves School of Business and Management.
- › The iconic Morgan Business Center houses the School of Business and Management and is situated on a historically significant site that was the location of student protests during the Civil Rights Movement. It is the first of three buildings in a new precinct and connects to the heart of campus with a pedestrian bridge.
- › The Graves School boasts three faculty Fulbright Scholarships in the past several years and annually has had student Innovation Fellows as part of the national Innovation Fellows program.
- › The school leads the way with diverse and high-demand programs, strong faculty research, and experiential and project-based learning opportunities for undergraduate and graduate students.

# 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 students.
- › **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 communication, 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 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.





# **Nomination and Application Process**

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# Compensation

Salary will be competitive and commensurate with qualification and experience.

## How to Apply

Greenwood Asher & Associates® is assisting Morgan State University in this search. Applications and nominations are now being accepted. Inquiries, nominations, and application materials should be directed to Greenwood Asher & Associates. Application materials should include:

- A letter of interest that clearly states the applicant's qualifications for the position
- A current résumé/curriculum vitae
- The name and email address of five professional references

We strongly encourage submitting application materials as PDF attachments. 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**

Associate Vice President of Executive Search  
Practice Leader for Diversity, Equity, and Inclusion  
[marionfrenche@greenwoodsearch.com](mailto:marionfrenche@greenwoodsearch.com)

### **Kyle Pybus-Jerome**

Senior Executive Search Consultant  
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