



President 2021

Hampton University, founded in 1868, is rich in history and steeped in tradition. Hampton University is a dynamic, progressive institution of higher education, providing a broad range of [technical](#), [liberal arts](#), and [graduate degree programs](#). In addition to being one of the top historically Black universities in the world, Hampton University is a tight-knit community of learners and educators, supporting nearly 4,000 students representing 49 states and 35 territories and nations. Hampton University is nestled along the banks of the Virginia Peninsula, near the mouth of the Chesapeake Bay. The surrounding city of [Hampton, Virginia](#), features a wide array of business and industrial enterprises, retail and residential areas, historical sites, and miles of waterfront and beaches.

As the leader and chief executive officer of Hampton University, the President exercises broad general management responsibilities for all aspects of the academic, student, financial, development, and administrative dimensions of the institution and reports to the Board of Trustees. The next President will provide a clear strategic direction and vision for the University that is inspiring and compelling to all constituents and will maintain Hampton's traditions and historical culture while promoting the goals, mission, and values of the institution. Hampton is seeking an exceptional organizational leader who excels at business enterprise management, possesses a high level of integrity and strategic vision, and is known for outstanding fundraising and team development capabilities.

Hampton's Mission

Hampton University is a private institution of higher education, dedicated to the promotion of learning, building of character, and preparation of promising students for positions of leadership and service. Its curriculum emphasis is scientific and professional with a strong liberal arts undergirding. In carrying out its mission, the University requires that everything that it does be of the highest quality.

A historically Black institution, Hampton University is committed to multiculturalism. The University serves students from diverse national, cultural, and economic backgrounds. From its beginnings to the present, the institution has enrolled students from five continents – North America, South America, Africa, Asia, and Europe – and many countries including Gabon, Kenya, Ghana, Japan, China, Armenia, Great Britain, and Russia, as well as the Hawaiian and Caribbean Islands and numerous American Indian nations. Placing its students at the center of its planning, the University provides a holistic educational environment. Learning is facilitated by a range of educational offerings, a

rigorous curriculum, excellent teaching, professional experiences, multiple leadership opportunities, and an emphasis on the development of character which values integrity, respect, decency, dignity, and responsibility.

Research and public service are integral parts of Hampton's mission. In order to enhance scholarship and discovery, the faculty is engaged in writing, research, and grantsmanship. Faculty, staff, and students provide leadership and service to the University as well as the global community.

In achieving its mission, Hampton University offers exemplary programs and opportunities that enable students, faculty, and staff to grow, develop, and contribute to our society in a productive and useful manner.

University Community

Students

Hampton University serves 3,500 undergraduate students and nearly 450 graduate students. Ninety-three percent of Hampton's students identify as Black. Approximately one-third of Hampton's students identify as male, and two-thirds identify as female.

Students at Hampton University have access to a wide variety of [courses](#). Roughly one-third of all Hampton students pursue a course of study in the [School of Liberal Arts and Education](#), with strong enrollment in the Schools of [Science](#) and [Business](#), and [The Franklin W. Olin School of Engineering and Technology](#) as well. Select students may also be admitted to study in the [Freddie T. Davy Honors College](#), which offersexpanded curricula committed to the development of intellectual and ethical leadership skills.

When not studying, students engage both on and off campus in ways that entertain, enliven, and empower. Enhancing students' academic lives are myriad co-curricular opportunities such as Hampton University's 55 [student organizations](#) that help students learn new things, meet new people, and build a wealth of memorable experiences. Opportunities for student engagement include the [Student Government Association](#) (SGA), [Greer Dawson Wilson Student Leadership Program](#), and a thriving [Greek life community](#). Annual events such as [Homecoming](#) offer opportunities for students and alumni to connect and celebrate.

Hampton University [Athletics](#) competes in the Division 1 [Big South Conference](#) as the Pirates. Men's sports at Hampton include basketball, cross country, football, lacrosse, tennis, and track and field. Women's sports include basketball, cross country, soccer, softball, tennis, track and field, triathlon, and volleyball. The Pirates are supported by [The Marching Force](#) marching band. The HU marching band has appeared at several notable events, including the Barack Obama Presidential Inauguration parade in Washington, DC, and it will march in the [2021 Macy's Thanksgiving Day Parade](#). The Force is complemented by the Ebony Fire, an all-women dance line, as well as [S.I.L.K.Y.](#), the flag team, and the S.T.I.C.K.Y Situation drumline.

In addition to Division 1 athletics, Hampton offers an intramural sports program that consists of basketball, soccer, volleyball, badminton, table tennis, flag football, and dodgeball. For recreation, Hampton University has plenty of activities to keep students moving at their own pace. At the [HU Student Center](#), students will find a fully equipped fitness center, an aerobics room, a six-lane bowling center, and an indoor track. Elsewhere around campus, there are basketball courts, eight outdoor tennis courts, and a full-sized track at [Armstrong Stadium](#). Holland Hall features an indoor pool and various exercise facilities, including a dance studio.

Faculty

[Faculty](#) at Hampton University represent the institution's educational aspirations for teaching and scholarship. The University employs approximately 243 full-time faculty members and numerous part-time faculty across its campuses as well as through [Hampton U Online](#). Faculty operate in a shared governance environment and develop close relationships with their students; the faculty-to-student ratio is approximately 12:1.

Hampton University encourages faculty research rivaling that of major research universities across the nation. Faculty are poised at the leading edge of discovery with patents on such items as a breast cancer detection device and prosthesis for artificial limbs. Recently, Hampton University was one of only four institutions in the nation to compete for and win the distinction of serving as a National Physics Frontier Center. In 2003, the University secured a \$92 million dollar grant to launch weather satellites into orbit, making it the first HBCU to be solely responsible for a major NASA mission. Also in 2003, a \$12 million contract was won by the University to provide 4.5 million textbooks and supplemental materials to African countries. In recent years, faculty have been recognized with major awards including the prestigious Pulitzer Prize, multiple Emmy awards in Journalism, the National Science Foundation Faculty award, the Commonwealth of Virginia's Outstanding Faculty Award (OFA), and numerous other state and regional awards of merit.

Alumni

Hampton University boasts more than 30,000 distinguished and [notable](#) alumni who value the traditions, pride, and love behind the Hampton legacy. HU enjoys tremendous support from its alumni community, including strong alumni giving philanthropically to support the University annually. Noteworthy alumni gifts have been recognized in the naming of residence halls, buildings, schools, scholarships, and classrooms across campus.

Hampton's most notable alumnus is [Booker T. Washington](#). After walking 500 miles to Hampton from Malden, West Virginia, at age 16, Washington graduated with the Class of 1875. Today, Hampton alumni play prominent roles across our national landscape, serving as leaders in law and government, the arts and entertainment, civil rights, athletics, business, and the sciences. The University engages its community through the [Office of Alumni Affairs](#), connecting alumni to each other and the institution.

Diversity, Equity, and Inclusion

Hampton University is committed to diversity, equity, and inclusion. This commitment is demonstrated on campus through programs like the [Hispanic/Latino Initiative](#) at University College, launched in 2015, and invited speakers including [Dr. Lisa Coleman](#), Chief Diversity Officer at Harvard University, who spoke on campus through the [Executive Leadership Summit](#). In 2016, Hampton University approved its first official LGBTQ and ally student organization called [MOSAIC](#), dedicated to education, community-building, and service. Finally, Hampton University students, faculty, and staff support DEI efforts externally, including the Hampton sailing team (the only sailing team at an HBCU) [working with US Sailing on DEI efforts](#).

Academic Programs

An intentionality toward progressive education is at the heart of Hampton University. Offering over [80 academic programs](#) ranging from engineering to journalism and communications, Hampton University helps students reach their career goals—and exceed their dreams. The University offers 54 bachelor’s programs, 43 master’s programs, and 13 doctoral programs.

Hampton Institute (the Undergraduate College), [Hampton U Online](#), and the [Graduate College](#) are the three colleges that make up Hampton University. The Undergraduate College comprises seven schools: [Business](#), [Engineering and Technology](#), [Liberal Arts & Education](#), [Nursing](#), [Pharmacy](#), [Science](#), and [Scripps Howard School of Journalism and Communications](#). The Honors College implements honors programs in support of the Undergraduate College. In addition, the University provides opportunities for non-academic degree programs through the Office of Workforce Development.

Hampton University offers opportunities far beyond those of a typical mid-sized research university. Hampton University is the home of Hampton University Proton Therapy Institute (HUPTI), the first [proton therapy cancer treatment center](#) in the Commonwealth of Virginia—an unparalleled hub for cancer treatment, research, and technology. HUPTI provides unique educational, research, internship, and other opportunities to Hampton students, while serving a lifesaving public need in Tidewater area. Hampton is also leading in the area of climate change; weather satellites have been launched to study noctilucent clouds to determine why they form and how they may be related to global climate change. From Alzheimer's research and alternative fuels to nanodevices combining diagnostic and therapeutic functions for early diagnosis and treatment of arthritis, Hampton University is poised to become a leader in research and technology not only in the state, but nationwide. These new programs, together with existing ones, have kept Hampton on the cutting edge of research.

Hampton University is accredited by the [Southern Association of Colleges and Schools Commission on Colleges](#) (SACSCOC) to award certificates and degrees at the associate, baccalaureate, graduate, education specialist, professional, and doctoral levels. The University is also approved by the [State Council of Higher Education for Virginia](#) (SCHEV). The University holds membership in the [Council of Graduate Schools](#), the [Council of Independent Colleges in Virginia](#), and the [American Council on Education](#).

Hampton University Proton Therapy Institute (HUPTI)

Hampton University’s outstanding medical physics program, strong ties to the nearby Thomas Jefferson National Accelerator Facility, and longstanding relationship with the local cancer treatment community made it uniquely suited to become home to the nation’s eighth proton therapy treatment center. Opened in 2010, Hampton University’s Proton Therapy Institute offers cancer patients an innovative and effective cancer treatment option. Proton Therapy has been used as an effective treatment option for [Prostate](#), [Breast](#), [Brain & Spine](#), [Head & Neck](#), [Lung](#), [GI](#), and [Pediatric Cancers](#). HUPTI is continuously developing specialized techniques in order to further reduce the damage to healthy tissue in close proximity to cancerous cells. The knowledge gained from protocol trials is invaluable in advancing treatment practices for future generations of cancer patients.

Governance

The Board of Trustees is the governing authority of Hampton University. The Board is composed of 20 members that include the President of the University as well as annually elected faculty and student representatives.

The University Council constitutes the main resident body for policy formulation. Various University commissions formulate and recommend policies to the University Council, which in turn makes recommendations to the President of the University. Final authority rests with the President of the University and the Board of Trustees.

Outgoing President

[Dr. William R. Harvey](#) has served as Hampton University's President since 1978. Over the course of his tenure, Dr. Harvey's innovative leadership has been reflected in the growth and quality of the University's student population, academic programs, physical facilities, and financial base. Dr. Harvey [announced his retirement](#) in December 2020.

Living and Learning in Hampton, Virginia

Hampton University's beautiful waterfront campus, located on 314 acres of bucolic land, is rich in [history](#). A 15-acre portion of the campus along the Hampton River, including many of the older buildings, is a US National Historic Landmark District. The [Emancipation Oak](#), which measures more than 98 feet in diameter, has been cited by the National Geographic Society as one of the ten great trees in the world. [Enhancing the campus physical plan](#) to support learning and living has been a major focus in recent decades, resulting in 29 new buildings and \$50 million invested in the renovation of existing facilities.

Hampton University's scenic campus is situated where the James and York rivers join. The region is closely associated with early American history. A large [Kecoughtan](#) community was once located in the vicinity of the campus, and Jamestown, where the first group of captive Africans arrived in the New World, is only a few miles up the James River. The area is presently the hub of Norfolk–Newport News–Portsmouth military defense activity, provided by United States Navy, Air Force, and Army installations. Within a radius of 40 miles of campus are the historic localities of [Jamestown](#), [Yorktown](#), and [Williamsburg](#).

The [City of Hampton](#) is America's oldest continuous English-speaking settlement. A center for East Coast conventions, tourism, and the [Hampton Jazz Festival](#), the city supports public beaches, campgrounds, tennis courts, and golf courses in addition to its historic attractions. [Hampton Roads](#), one of the world's largest natural harbors, offers the total spectrum of water sports to area residents, students, and visitors. Attractions such as [Fort Monroe](#), [NASA Langley Research Center](#), the [Virginia Air and Space Center](#), [Busch Gardens](#), and the [Chrysler Museum of Art](#) add to the splendor—and just plain fun—of the HU campus and its surroundings.

Fiscal Affairs

Due to prudent fiscal management and careful stewardship, Hampton has enjoyed financial stability. The University consistently balances its budget and achieves an operating surplus. The budget for 2021-2022 is \$156 million including approximately \$85 million in research, academic, instructional, and development expenditures. The endowment exceeded \$400 million as of September 30, 2021.

Hampton University benefits from an engaged alumni body as well as a generous community of supporters. The University's first capital fundraising campaign in 1979 had a goal of \$30 million. That campaign raised \$46.4 million. The most recent campaign exceeded its goal of \$200 million by raising \$264 million. In July 2020, philanthropist Mackenzie Scott donated \$30 million to Hampton, the largest gift in the University's history. This unrestricted gift is being used to support student scholarships and the Hampton University Proton Therapy Institute, among other campus priorities.

The University invests in and owns numerous commercial developments which include a commercial development consisting of a shopping center and 246 two-bedroom apartments. All after-tax profits from the Hampton Harbor Project are primarily utilized for student scholarships. Additionally, the Project creates jobs, provides services, increases the number of African American entrepreneurs, and expands the tax base in the City of Hampton.

The Next President

The President serves as the leader and chief executive officer of Hampton University and reports to the Board of Trustees. The President is a voting member of the Board of Trustees and an ex-officio member of all Board committees.

The President's direct reports include:

- [Chancellor and Provost](#)
- [Vice President and Chief of Staff](#)
- [Vice President for Administrative Services and Student Affairs](#)
- [Vice President for Business Affairs and Treasurer](#)
- [Vice President for Development](#)
- [Vice President and General Counsel](#)
- [Senior Vice President](#)
- [Office of the Chancellor and Provost](#)
- [Assistant Provost for Academic Affairs](#)
- [Vice President for Research and Associate Provost](#)

The University organization chart can be found [here](#).

Key Responsibilities, Challenges, and Opportunities

The next President of Hampton University will be expected to:

- Provide a clear strategic direction and vision for the University that is inspiring and compelling to all constituents while maintaining the Hampton tradition and promoting the goals, mission, and values of the institution;
- Maintain and enhance a responsive organizational structure, a positive learning environment, and collaborative working relationships with the faculty, staff, and students to fulfill the University's mission;
- Provide effective leadership and oversight of responsibilities in fiscal management, in development, marketing, and public relations, and in strategic planning to fully utilize the human and physical resources of the campus;
- Provide consultative direction for high-quality academic, research, and service programs;
- Exercise overall leadership for the University's resource development and fundraising initiatives, exploring ways to broaden revenue streams, especially through philanthropic support, to allow for expanded program research and development, among other strategic priorities;
- Act as a visible, accessible, and participative member of the campus communities; understand and address issues that are crucial to the success and well-being of staff, faculty, and students;
- Work effectively with the Board of Trustees; facilitating its continued growth and commitment to the University through best practices and responsible governance;
- Oversee continued growth in all aspects of enrollment management;
- Support the continued focus on student success, both inside and outside the classroom;
- Lead the University community in making entrepreneurial and strategic decisions connected to budgetary priorities in a continued spirit of openness and transparency;
- Serve as the University's key spokesperson and ambassador of the University to multiple external constituencies, including local communities, community leaders, educational leaders, elected officials, the state legislature, the media, and national groups and leaders of importance to the University;
- Continue to be at the forefront of creative and strategic thinking about collaborative opportunities between integrative health and medicine and the conventional medical community; and,
- Support and implement policy decisions that are the purview of the Board of Trustees; ensure sound fiscal and facilities management; and ensure the adequacy of legal and risk management policies and programs to protect Hampton University, its officers, and Trustees and to shield assets from loss.

Position Specification | Storbeck Search

Qualifications & Personal Characteristics

Hampton University seeks an organizational leader who excels at business enterprise management and the maintenance and develop of culture, possesses a high level of integrity and strategic vision, has demonstrated success in a progression of leadership experiences, and is known for outstanding fundraising and team development capabilities. In addition, the strongest candidates will possess:

- Experience setting and implementing a strategic vision;
- Political independence and a bi-partisan approach;
- The ability to maintain historical culture while transforming the University to meet changing social and technological drivers to attract the next generation of students;
- Strong personal character, intellectual honesty, and community respect;
- Financial skills and experience;
- The ability to engage with students and the broader Hampton community; and,
- Resilient leadership.

For more information, please visit Hampton University's homepage at <https://www.hamptonu.edu> .

The expected start date for this position is July 1, 2022. For best consideration, please send all nominations and applications—electronically and in confidence—to:

Shelly Weiss Storbeck, Global Education Practice Lead and Managing Director,
Storbeck Search | Diversified Search Group

Dale Jones, Chief Executive Officer, Diversified Search Group

Jeffrey Alston, Senior Associate, Storbeck Search | Diversified Search Group

Lisa Solinsky, Senior Associate, Storbeck Search | Diversified Search Group



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