



Albany State University Presidential Search



About

University System of Georgia

The University System of Georgia (USG) is one of the largest and most respected systems for higher education in the United States. USG has been cited nationally for its excellent leadership, academic innovation, state government support and rise in student achievement.

Among other accomplishments, USG has pioneered intervention and support systems to increase student access to college, close performance gaps and improve graduation rates as a member of Complete College America. And the groundbreaking Momentum Approach initiative has drawn national attention for its use of data-driven analysis and increased support of all USG students, driving up retention and completion rates as more students stay on track toward degree attainment. Since 2011, USG has experienced a 39.6% increase in students earning degrees annually. In FY 2024 alone, USG graduates received a record 76,571 degrees — the most in system history.

With 26 public colleges and universities across Georgia, USG enrolls 344,000 students, employs over 48,000 staff and faculty and has a statewide economic impact of \$21.9 billion. The system and its institutions play a critically important role in local economies across the state, offer degree programs ranging from associate through doctorate and help drive Georgia's economy.

State Universities

USG's state universities including Albany State University are recognized as among the best in their region of the state and share a common mission to have:

- A commitment to excellence and responsiveness within a scope of influence defined by the needs of an area of the state, and by particularly outstanding programs or distinctive characteristics that have a magnet effect throughout the region or state;
- A commitment to a teaching/learning environment, both inside and outside the classroom, that sustains instructional excellence, serves a diverse and college-prepared student body, promotes high levels of student achievement, offers academic assistance and provides developmental studies programs for a limited student cohort;
- A high-quality general education program supporting a variety of disciplinary, interdisciplinary and professional academic programming at the baccalaureate level, with selected master's and educational specialist degrees and selected associate degree programs based on area need and/or inter-institutional collaborations;
- A commitment to public service, continuing education, technical assistance and economic development activities that address the needs, improve the quality of life and raise the educational level within the university's scope of influence; and
- A commitment to scholarly and creative work to enhance instructional effectiveness and to encourage faculty scholarly pursuits, and a commitment to applied research in selected areas of institutional strength and area need. In addition to these core characteristics, Fort Valley State University and Savannah State University both have unique and distinct statewide missions as 1890 land-grant institutions. Both they and Albany State University are USG's three HBCUs.

With an overall mission of research, teaching and service, USG and its governing Board of Regents are constitutionally independent but traditionally enjoy strong support from the Governor's Office and the Georgia General Assembly.

The size and scope of USG are among its greatest strengths, allowing for both an economy of scale and a diversity of missions that reach every corner of Georgia and all 159 of the state's counties. Its 26 higher education institutions uniquely include four research universities, four comprehensive universities, nine state universities and nine state colleges — for a total of four sectors.

Board of Regents

With its creation in 1931, the Board of Regents became the single governing and management authority over USG.

The governor appoints members of the Board to a seven-year term, and regents may be reappointed to subsequent terms by a sitting governor. Regents donate their time and expertise to serve the state in a position that is a voluntary one without financial remuneration. Today, the Board is composed of 19 members, five of whom are appointed from the state-at-large and one from each of the state's 14 congressional districts.

The Board elects a Chancellor who serves as its chief executive officer and oversees the public colleges and universities that comprise USG as well as the Georgia Archives and the Georgia Public Library Service (GPLS).



Albany State University

Albany State University (ASU) was founded in 1903 by Joseph Winthrop Holley as the Albany Bible and Manual Training Institute. It became Georgia Normal and Agricultural College in 1917 and joined the newly formed USG in 1932. Achieving four-year status in 1943, it was renamed Albany State College, and in 1996, it became Albany State University.

Darton College, originally Albany Junior College, opened in 1966. With a focus on nursing and health sciences, it grew significantly and was renamed Darton State College in 2012 after launching its first four-year nursing program.

On Nov. 10, 2015, the Board of Regents unanimously voted to consolidate Albany State University and Darton State College. The newly unified institution retained the name Albany State University, combining the strengths, values and missions of both schools, reflecting the university’s resilience and continued commitment to adaptability and growth:

Albany State University earned its nickname, “Unsinkable,” in 1994 when Tropical Storm Alberto caused the Flint River to rise to 44 feet, flooding 125 of the university’s 150 acres.

Despite the devastation, this was not the first time the campus had faced flooding, with similar events occurring in 1917, 1925 and again in 1998. During the 1994 flood, under the leadership of then-President Billy C. Black, students and faculty united to uphold the college’s mission—serving as a catalyst for change in the Southwest Georgia region.

Albany State is proud to be the largest public historically Black college and university (HBCU) in Georgia. With a rich history that reflects resilience and determination, the institution has triumphed over significant challenges that tested the fortitude of its community.

Following its historic consolidation with Darton, Albany State has continued to thrive. Unlike many institutions, ASU maintained stable enrollment during the challenges of the 2020 pandemic. It has also expanded its economic influence, currently contributing over \$260 million to the region’s economy and fostering regional partnerships to drive further growth.



ASU is well-positioned for rising prominence in the Southeast, with strong programs in health professions supported by a new Nursing and Health Professions Simulation Center. The university excels in fields such as forensics and cybersecurity while applying science and business solutions to address agricultural and food needs in the region. These strengths place Albany State at the forefront of innovation and workforce development.

Today, the university serves as a beacon of educational excellence and workforce innovator, where community engagement, public service, scholarship and research inspire and empower students to become leaders in their fields.

As Albany State approaches the completion of its 2025 Strategic Plan, its focus on student access and success, institutional sustainability, partnerships, economic competitiveness and leadership development has prepared the institution for a bright future under new leadership.

Location

Albany, beautifully situated along the Flint River, was founded in 1838 by Nelson Tift and named after New York's capital. As the cultural and economic hub of Southwest Georgia, Albany offers an excellent quality of life with rich opportunities for living, working, and recreation. The city boasts a diversified industrial economy, home to major companies like Procter & Gamble, Molson Coors and Mars Chocolate North America. Since 1994, local industries have invested over \$800 million into the community.

Albany's largest employers include its robust healthcare and education systems, along with the Marine Corps Logistics Base Albany. Manufacturing, transportation, tourism and retail trade are also key drivers of the local economy. Known as the Artesian City, Albany is sustained by the Floridian Aquifer, which supplies fresh water to the region's rivers, creeks and economy.

ASU, located near downtown, spans 410 acres across its three campuses (East, West and Cordele), playing a vital role in developing the region's professional talent pool and contributing to the city's continued growth.

Overview

Academics

Accredited by the Commission of Colleges of the Southern Association of Colleges and Schools (SACS), Albany State's academic programs are organized into three colleges: (1) Darton College of Health Professions; (2) College of Business, Education, and Professional Studies; and (3) College of Arts and Sciences. These colleges collectively offer students unique pathways to achieve their educational and professional goals.



Whether pursuing specialized certificates, career-focused associate degrees, traditional associate degrees, bachelor's or master's programs, Albany State University provides a comprehensive range of academic options with a selection of majors and minors to choose from in health sciences, criminal justice, education, social work, STEM and more. With a commitment to fostering student success at every level, the institution equips graduates with the skills and knowledge needed to excel in an evolving workforce and society.

Albany State University cultivates a student-centered learning environment that encourages intellectual curiosity, personal growth and global engagement. With strong academic support, dedicated faculty mentorship and advising, students are guided on a journey of self-discovery and professional development.



ASU is also committed to supporting the STEM workforce by offering students and faculty the ability to receive training and certifications through the Cybersecurity Leadership Center in collaboration with International Business Machine Corporation (IBM).

Albany State continues to engage globally, having earned the National Association of Foreign Student Advisors (NAFSA) Senator Paul Simon Award for Outstanding Campus Internationalization in 2023. To further this engagement, the university has

launched ASUGlobal to enhance educational outreach to students around the world.

Degree Program Highlights

Nursing

- As a leader in nursing innovation, Albany State opened a state-of-the-art Nursing and Health Sciences Simulation Facility on campus, fostering collaboration with other regional programs. The facility features an immersive, simulated hospital environment with additional spaces designed to replicate clinic and home healthcare settings. These active learning areas, along with administrative offices, provide students a hands-on experience in real-world healthcare scenarios.

Business

- All programs are accredited by the Accreditation Council for Business Schools and Programs.

Education

- Aspiring Teacher Academy, a new institutional project to increase the number of African American teachers in Georgia.

- Eighteen alumni named Teachers of the Year in the Dougherty County School System.
- Over 90% employment rate of graduating teacher candidates.

Criminal Justice

- Released the inaugural issue of Albany State University Criminal Justice Journal, a student-based journal devoted to discussions on law and criminal justice.
- Developed and implemented a student-based Community Emergency Response Team.
- Host of the 2024 Criminal Justice Association of Georgia Annual Conference.

Dental Hygiene

- Only Historically Black College and University Dental Hygiene program in Georgia.
- Provided free dental hygiene oral exams and cleanings to 121 students.

Forensic Science

- The only four-year forensic science program in Georgia accredited by the Forensic Education Programs Accreditation Commission (FEPAC).

Social Work

- Job placement rate is 100% (BSW and MSW).
- 100% Graduation Rate (MSW).
- Fully accredited by the Council on Social Work Education (BSW and MSW).



Students

Albany State attracts and prepares students to be effective contributors to a globally diverse society through its focus on high quality instruction, scholarship, research, service and community involvement. In the fall of 2023, the university enrolled a total of 6,599 students (6,070 undergraduate and 529

graduate students) who participate in more than 50 student organizations including clubs, sororities and fraternities. Of these students, 89% are Georgia residents, and 82% identify as Black/African American. ASU's vibrant Greek life includes all nine of the National Pan-Hellenic Council organizations, helping students build lasting and meaningful bonds that will benefit them far into their personal and professional lives.

Athletics are a vital component of the ASU student experience, and the university holds membership in the NCAA Division II (as members of the SIAC). Cloaked in blue and gold, the Albany State Golden Rams and Lady Rams proudly compete in the following sports: baseball (men); basketball (men and women); cross country (men and women); football (men); track & field (men and women); softball (women); tennis (women); volleyball (women); and cheerleading (men and women).

Foundational to a sense of belonging, ASU's many traditions, including first-year programming, are viewed as rites of passage by the passionate and thoughtfully engaged student body. Athletics invigorates the entire university community, student-athletes, athletics directors and staff, the student body and alumni. The resilient and familial "Ramily" boosts Albany State's pride and draws recognition and support from a wide circle of supporters.



Students feel that they can graduate with excellence from Albany State and are supported in their ambitions by faculty and a variety of counseling, mentoring and training supports that complement the classroom experience and further prepare students for success in the job and post-graduate markets.

Faculty and Staff

Albany State's 200+ faculty members and 500+ staff members are committed and talented, supporting the development, advising, counseling and mentoring of ASU students while contributing to the university's familial, personalized approach to student enrichment and development.



Many members of the dedicated and skilled staff have long, distinguished service records at the university and are deeply committed to the wellbeing of the students and their futures. Beyond their work in the classroom and campus, ASU faculty and staff are committed to strengthening the institution through the Annual Faculty/Staff Giving Campaign, which supports need-based and merit scholarships, academic and student support programs and community outreach programs. ASU's faculty and staff are actively engaged in the community, thoughtfully stewarding civic engagement and volunteerism efforts in the city and beyond.

Alumni

Albany State alumni are thoughtful and engaged stewards of the traditions and history of the university, working to position the institution for

future growth, sustainability and success. The Albany State University National Alumni Association (ASUNAA) was organized in 1946 and incorporated in 1975. Today the association has 22 chapters and 942 members worldwide.

ASU's alumni are instrumental in sustaining the legacy of the university through their active support for and contributions towards annual Founder's Day and Homecoming events, and leadership around a variety of fundraising and scholarship initiatives to bolster financial and community support for the school.

Finances

As a public institution, Albany State receives funds from the state of Georgia. The university has a general operating budget of \$141,735,664, including approximately \$25,994,331 from tuition revenue and \$37,520,316 from state appropriations (July 1, 2023 - June 30, 2024).

The Albany State University Foundation, Inc. is a Georgia nonprofit corporation with the purpose of receiving, investing and administering the private support of the university. The next president will work in partnership with the Foundation to oversee and execute an efficient fundraising operation that secures

novel and stewards existing regional, national, and international corporate and philanthropic support for ASU.

The Presidential Search

The next President will be charged with building upon the abundant legacy of academic excellence, community engagement and student success that has solidified the institution for the past 121 years and ensuring the university continues to achieve its mission:

Albany State University will be a world-class state university and a powerful catalyst for the economic growth and development of Southwest Georgia. ASU will be recognized for its innovative and creative delivery of excellent educational programs, broad-based community engagement and public service, and creative scholarship and applied research, all of which enrich the lives of the constituencies served by the university.



The ideal candidate will be an experienced professional, demonstrating strong leadership skills and the capability to continue the strategic growth of an exceptional institution while maintaining fidelity to its culture and commitment to the developmental needs of the region. The next president will be a pivotal steward in preserving the campus and investing in ASU's development and growth in the community.

Opportunities, Strengths and Priorities for Growth

Enhancing Infrastructure and Technology to Empower Success

By continuously improving technology and infrastructure, Albany State will amplify its marketing, recruitment and service efficiency, benefiting students, faculty and staff. ASU is poised to optimize operations and elevate the university's ability to offer innovative programs.

Strengthening Community Ties for Mutual Advancement

ASU has deep connections within the Albany and Dougherty County communities. From business to healthcare, these relationships are a powerful foundation for growth, building even stronger partnerships, expanding faculty and student engagement, and enhancing communication to benefit both the university and the surrounding region. With local businesses and civic leaders eager for deeper collaboration, Albany State is in an excellent position to take its community involvement to new heights.

Driving Retention and Student Success Initiatives

Albany State’s commitment to student success has already yielded significant achievements, and the university has an exciting opportunity to develop robust support structures to ensure that all students, regardless of their financial or personal challenges, can thrive. ASU enhances student outcomes by focusing on retention and graduation initiatives across all programs, providing a solid foundation for lifelong achievement and institutional growth.

Empowering Faculty and Enriching Academic Diversity

ASU’s key strengths include recruiting and retaining high-quality faculty and staff. The university can leverage its growing regional influence to further enhance the local economy, community engagement, and educational systems. By continuing to nurture a culture of academic excellence and expanding program diversity, Albany State University can meet stakeholders’ desires for a well-rounded educational experience while continuing to lead in key professional fields.

Expanding Resources through Strategic Fundraising and Partnerships

The development of a comprehensive fundraising and partnership strategy presents an incredible opportunity for Albany State to secure its future. By focusing on building endowments, supporting research and creating scholarships, the university can provide even greater opportunities for students and faculty. In tandem with growing partnerships with local, regional and international businesses, Albany State is poised to strengthen its influence, bolster student outcomes and drive innovation in both education and research.



Desired Leadership Attributes

Visionary Leader

The next ASU president will step into a dynamic environment filled with opportunities for growth and innovation. They will have the ability to:

- Unite stakeholders around a shared vision for the future.
- With a forward-thinking mindset, the president will confidently lead programmatic and curricular innovations, leveraging emerging technologies and new instructional methods.
- Bring decisive and passionate leadership to elevate ASU's brand and strategy, motivating internal and external stakeholders to continue to engage their resources and talents to support the university's ambitious goals.

Champion of Academic Excellence



A commitment to academic excellence will be at the heart of this leader's agenda. They will achieve the following:

- Prioritize student success and understand its importance to faculty, students and the broader community.
- Stay attuned to industry trends, emerging technologies and shifting higher education paradigms.
- Guide the delivery of an affordable, high-quality education.
- Continue ASU's focus on data-driven decision-making and innovative academic programs to ensure that it remains at the forefront of education in a rapidly evolving world.

Student-Centered Advocate

The president will be deeply invested in understanding and meeting the unique needs of ASU's student body in the following ways:

- Engaging authentically with the campus community, building meaningful connections with students, faculty and staff—with a deep appreciation for the Albany State HBCU experience
- Align with a community that fosters a supportive, inclusive environment that prioritizes students' education, safety and overall well-being to ensure every student has a clear path to success.

Servant Leader

The next president will exemplify integrity, transparency and empathy by leading ASU by example and learning through the following:

- Mentoring faculty and staff, providing the guidance and encouragement necessary to foster a sense of ownership and pride within the institution.
- Effective communication that creates a collaborative environment.
- Inspiring trust and loyalty from all members of the ASU community.

Fundraising Visionary

With a proven ability to cultivate and expand funding sources, the president will lead efforts to strengthen ASU's financial foundation in the following ways:

- Effectively communicating the university's mission and vision and rallying alums, donors and other stakeholders to support its continued growth.
- Ensure the ASU brand continues to be recognized and respected as it works to secure the resources necessary for student scholarships, faculty research and infrastructure development.



Promoter of Inclusion and Belonging

The next president will be an advocate for fostering a sense of belonging for every member of the Albany State community in the following ways:

- Champion initiatives that reflect the evolving needs of students, faculty and staff, creating an environment where everyone feels valued and supported.
- Ensure that all programs and services at ASU are designed with inclusivity and empathy.

Exceptional Communicator

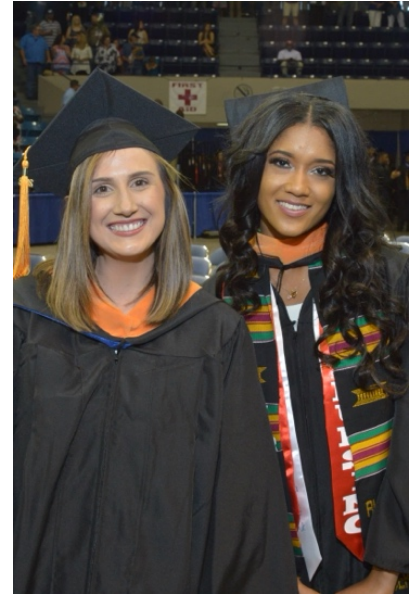
The next president will be an approachable and engaged communicator committed to transparency and open dialogue with the ability to do the following:

- Build trust, foster collaboration and guide the ASU community through meaningful decisions as a shared hallmark of their leadership.
- Engage diverse audiences—both intergenerational and international—encouraging the collective pursuit of ASU’s strategic goals.

Strategic Collaborator and Community Builder

As a proven change agent, the president will bring internal and external stakeholders together to advance a unified vision for Albany State, leading with the ability to:

- Assess opportunities, lead innovative planning efforts and leverage resources to create mutually beneficial partnerships that strengthen the university and the surrounding community.
- Possess a collaborative and consensus-building leadership style and manage institutional change thoughtfully, driving ASU’s continued growth and success.



Qualifications

In its next president, Albany State seeks a proven leader who has a record of success with institutions or organizations of similar size and complexity. Individuals with the requisite leadership experience in education, industry, business, government, the military or other sectors will be given full consideration.

Application Process

The Board of Regents invites letters of nomination, applications (letter of interest, complete CV, and references), or expressions of interest to be submitted to the AGB Search.

Applications should be received by **November 8, 2024**, for full consideration. Materials will be reviewed confidentially immediately and continuously until the appointment is made.

Candidates should provide the following:

- Letter of interest stating how their experience and qualifications connect with the required/preferred characteristics and priorities expressed in the leadership profile.
- A curriculum vitae/resume.
- Five professional references with email addresses and phone numbers provided (references will only be contacted with prior permission from the applicant).

Applications should be in PDF format and submitted through the AGB Search portal at:

[Albany State University – President](#)

Nominations and questions may be submitted to:

AlbanyStatePres@agbsearch.com

AGB Search is assisting with this search. Nominators and prospective applicants may contact the executive search consultants for additional information:

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Albany State University is an equal employment, equal access, and equal educational opportunity and affirmative action institution. It is the policy of our institution to recruit, hire, train, promote, and educate persons without regard to race, color, national or ethnical origin, age, disability, gender, religion, sexual orientation, gender identity, or veteran status as required by applicable state and federal laws (including Title VI, Title VII, Title IX, Sections 503, and 504, AREA, ADA, E.O. 11246, and Rev. Proc. 75-50). Albany State University is an Affirmative Action/Equal Opportunity Institution.

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