



Vice President of Business Affairs and Treasurer

Hampton University, located in Hampton, VA, invites applications and nominations for the position of Vice President of Business Affairs and Treasurer (VPBA&T). The VPBA&T reports to the President, serves as the senior administrative and financial officer, and has primary responsibility for leadership, management, strategic direction, policy development, and administrative oversight for university Business Affairs and Treasury.

Hampton University, founded in 1868, is rich in history and steeped in tradition. Hampton 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 tightly knit community of learners and educators, supporting over 3,000 students representing 39 states and 24 territories and nations. Hampton University is situated on the Virginia Peninsula, near the mouth of the Chesapeake Bay. The surrounding city of [Hampton, VA](#) features a wide array of business and industrial enterprises, retail and residential areas, historical sites, and miles of waterfront and beaches.

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 curricular 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. 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 which 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 nearly 2,600 undergraduate students and 400 graduate students. Ninety-three percent (93 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](#), the [Franklin W. Olin School of Engineering and Technology](#), and the [Scripps Howard School of Journalism and Communications](#). Select students may also be admitted to study in the [Freddie T. Davy Honors College](#), which offers an expanded curriculum 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 110 [student organizations](#) that help students expand learning, meet new people, and build a wealth of memorable experiences. Opportunities for student engagement include the [Student Government Association](#) (SGA), the [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 as the Pirates in the Division 1 [Colonial Athletic Association](#). 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 [HU Marching Force](#). The HU marching band has appeared at several notable events, including the Barack Obama Presidential Inauguration Parade in Washington, DC, and the 2021 Macy's Thanksgiving Day Parade. The Force is complemented by the [Ebony Fire](#), an all-women dance line, as well as the [S.I.L.K.Y.](#) 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. As 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 a 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 has over 30,000 registered 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 by 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, WV 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 comprise Hampton University. The Undergraduate College is made up of seven schools: [Business](#), the Franklin W. Olin School of [Engineering and Technology](#), [Liberal Arts & Education](#), [Nursing](#), [Pharmacy](#), [Science](#), [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 the Tidewater Virginia area. Hampton University is also leading in 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, master’s, 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 to further reduce the damage to healthy tissue near cancerous cells. The knowledge gained from protocol trials is invaluable in advancing treatment practices for future generations of cancer patients.

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. 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 from the 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.

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. Final authority rests with the President and the Board of Trustees.

President Darrell K. Williams

Lieutenant General Darrell K. Williams, United States Army (retired) hails from West Palm Beach, Florida and brings to Hampton University over four decades of proven success in leading complex domestic and international military, government, academic, and commercial business organizations. He served for over 37 years in the U.S. military, his final 11 at the executive and enterprise levels.

President Williams joined Hampton from Leidos, a Fortune 250 information technology company, where he served as Vice President and Managing Director of the \$9 billion United Kingdom (U.K.) Ministry of

Defense Logistics Commodities and Services Transformation (LCST) contract, providing global logistical support to U.K. military forces.

President Williams recently released his first 120 days report. During President Williams' first 120 days, an assessment of the University was completed, in which digitization, capital improvements, expanding faculty capacity, and a new strategic plan emerged as themes. Details of the report can be found [here](#).

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 University has a \$150 million annual budget which includes significant expenditures allocated for research, academic, instruction, and development.

The University benefits from an engaged alumni body as well as a generous community of supporters. 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 budget has balanced every year over the last four decades and the endowment exceeds \$300 million.

The University invests in and owns numerous commercial developments including a shopping center and 246-unit apartment complex. 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 Vice President of Business Affairs and Treasurer

The Vice President of Business Affairs and Treasurer position is a unique opportunity to have a significant impact on the University as it strives to reach its next level of excellence and deliver one of the most meaningful student experiences in the country.

The Office of the Vice President for Business Affairs and Treasurer is charged with the general business operations of the University as well as the general charge of the campus and plans for future expansion. It also provides leadership in the administration of an effective security program for protecting students, faculty, staff, visitors, and property.

The Vice President's areas of oversight include:

- Auxiliary Services
- Business Affairs & Comptroller
- Conferences & Events
- Convocation Center
- Human Resources

- Office Services
- Physical Plant
- Police Department
- Purchasing

Challenges and Opportunities

- Assessing current university business operations and leading the modernization and automation of vital systems and functions, ensuring data integrity and retrieval, and establishing and maintaining appropriate policies applicable to best practices in higher education.
- Evaluating university technology and ensuring the University is maximizing capacity and considering the appropriate enhancements that will allow digitization, maximum efficiencies, and the optimization of essential software and technology.
- Identifying and prioritizing capital improvements by appraising residence halls and academic classrooms/buildings to recommend the next generation of capital planning.
- Helping the University advance to R1 status by leveraging the University reputation to identify, submit, and manage research funding, and the applicable compliance and reporting.
- Analyzing and advancing revenue generating and leverage opportunities for the University as it pertains to diversifying its portfolio investments, real estate holdings, shopping center, student apartments, and other off-campus assets.

Qualifications & Personal Characteristics

The successful candidate will have a master's degree in a relevant field and a minimum of 10 years of progressively responsible finance and leadership experience in a large, complex organization, preferably in higher education.

Additional desired competencies and experiences include:

- A mission-driven leader committed to delivering the #1 student experience in America for Hampton University students.
- An innovative, entrepreneurial, and forward thinker regarding planning, strategy, and implementation.
- Someone able to lead a variety of operational areas through effective communication, influence, and persuasion at all organizational levels while balancing patience and a sense of urgency.
- Someone able to take a college-wide perspective on priorities and resources and cultivate a common vision and collaborative culture to achieve institutional goals.
- A demonstrated leader with prior experience in budgeting, resource planning, and capital planning.

- Someone that possesses excellent communication skills in a variety of modes and with a variety of constituencies.
- A leader with excellent interpersonal skills, including a transparent and collaborative approach to team building.
- Someone that expresses and demonstrates an appreciation for and support of shared governance.
- A leader experienced in reviewing, negotiating, and renegotiating contracts, vendor agreements, and major financial arrangements.
- Someone experienced in supporting governing boards and in staffing committees or subgroups on matters of financial analysis and budget management.
- A leader with the capacity to manage a diverse portfolio and represent and balance the needs of multiple constituencies.
- A technologically savvy leader with an ability to synthesize and use data to make informed decisions.
- An emotionally intelligent leader that possesses active listening skills coupled with a personable, approachable manner and the ability to adapt to one's environment.
- Someone with the ability to lead a division, units, and direct reports through transformational change.
- A leader with demonstrated experience in development, fundraising, and endowment management and the appropriate acumen to interface with the University's investment firm.
- Experience in support to and/or conduct Fiscal Audits of Higher Education Finance Records.

This is a full-time position that will be performed on site in Virginia. Salary commensurate with experience and includes a generous benefits package.

APPLICATIONS & NOMINATIONS

The review of materials will begin immediately. Application materials shall include a resume, cover letter, and five (5) professional references. All applications and nominations will be treated confidentially. For best consideration, please send all inquiries, nominations, and applications electronically and in confidence to:



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