

SEARCH PROFILE:

Dean of the Graduate School



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THE OPPORTUNITY

East Carolina University is seeking a collaborative and creative individual for the position of Dean of the Graduate School. The ideal candidate should possess the ability to envision, champion, and implement strategies that enhance the quality and growth of graduate programs across all academic

disciplines. The successful candidate will articulate a vision that supports the efforts of the graduate programs throughout all academic divisions and have the knowledge and experiences required to advance graduate education and programming at East Carolina University.

ABOUT EAST CAROLINA UNIVERSITY

East Carolina University (ECU) boasts a rich history and a notable legacy of accomplishments since its establishment in 1907. ECU stands as the fourth largest institution within the University of North Carolina (UNC) system, comprised of 16 public degree-granting institutions in the state. Distinguished among its UNC peers, ECU offers a diverse array of academic programs and holds the unique distinction of having a School of Medicine, a School of Dental Medicine, and a College of Engineering & Technology all at a single institution. Recognized as “Best in the Southeast” by The Princeton Review, ECU is renowned for its academic quality, inclusivity, and affordability. ECU’s mission and strategic plan steer the university’s present and exciting future as ECU drives innovations in education, health care, research, service and community engagement.

Situated in the residential community of Greenville, North Carolina, ECU spans 1,637 acres and boasts six million square feet of academic, clinical, research, and residential facilities. Over the past decade, enrollment at ECU has surged by more than 21%, making a significant contribution of \$3 billion annually to the regional economy. Each year, ECU awards over 5,800 degrees, maintains a vast alumni network of approximately 190,000 individuals, and employs a workforce of 5,600, including 1,792 full-time faculty members. Operating with a budget of \$800 million and securing over \$85 million in extramural funding to support research, service, and instruction, ECU offers an extensive range of academic programs to cater to a diverse student body. The university

comprises 12 colleges and schools, including an Honors College and Graduate School with 13 research doctoral, six professional doctoral, 68 master’s, 85 bachelor’s, and two intermediate degrees, along with 82 departmental certificates. ECU also takes the lead in the state with its distance education programs, affording flexible options for off-campus and non-traditional learners.

ECU has undergone a remarkable transformation, evolving from a modest regional teacher training institution a century ago into one of North Carolina’s largest and most influential universities. Each fall, ECU consistently attracts one of the largest incoming freshman classes, with students hailing from every North Carolina county along with 46 states and District of Columbia. ECU plays a pivotal role in producing educators, nurses, and physicians for North Carolina. The university’s faculty demonstrates an unwavering commitment to excellence in teaching and research, as evident in their impressive achievements, awards, and accolades. At the heart of East Carolina University’s mission is its motto, “Service,” which translates to “To Serve.” Service lies at the core of ECU’s dedication to making a positive impact on the communities in eastern North Carolina.

ECU is accredited by the Southern Association of Colleges and Schools Commission on Colleges. Governed by its Board of Trustees, which reports to the UNC Board of Governors, ECU provides comprehensive educational opportunities, ranging from baccalaureate to doctoral degrees, across a wide spectrum of academic disciplines



LEADERSHIP AT THE UNIVERSITY

THE CHANCELLOR

Dr. Philip G. Rogers became the 12th chancellor of East Carolina University on March 15, 2021. Chancellor Rogers was nominated by UNC President Peter Hans and elected by the Board of Governors on Dec. 17, 2020.

Prior to his appointment as chancellor, Dr. Rogers was the senior vice president for learning and engagement at the American Council on Education. As senior vice president, Dr. Rogers helped institutions navigate complex challenges facing the global higher education landscape and was responsible for ACE's academic, research and innovation strategy, overseeing five separate divisions including advancement and fundraising, education attainment and academic innovation, global engagement and internationalization, leadership and professional learning, and research.

His appointment as chancellor was a homecoming for Dr. Rogers, who first came to ECU as a policy analyst in 2007 and served as chief of staff from 2008 to 2013. As chief of staff, he was responsible for external relations for the university, including government relations, marketing and communications, public service, and policy development.

A native North Carolinian, Philip Rogers was raised in Greenville and his family has a long history in the state and with the university. Dr. Rogers earned a

doctoral degree in higher education management with distinction from the University of Pennsylvania, a master's degree in public administration from the University of North Carolina at Chapel Hill, and a bachelor's degree in communications from Wake Forest University.

THE PROVOST

Dr. Robin N. Coger is an experienced leader with a demonstrated record of success in higher education. Dr. Coger joined ECU as its Provost and Senior Vice Chancellor for Academic Affairs in 2022. She has served as an innovative leader, professor, and scholar within the UNC System for over 27 years, most recently as the dean of the College of Engineering at North Carolina A&T State University, and prior to that as a dedicated faculty member, researcher, center director and administrator at the University of North Carolina at Charlotte. She has a strong track record of building strategic programs and partnerships for the benefit of students, faculty, academics, and research.

Dr. Coger earned a Bachelor of Science from Cornell University, and her Master of Science and Doctoral degrees from the University of California – Berkeley, all in Mechanical Engineering. She also completed her post-doctoral research as a fellow at Harvard Medical School and the Department of Surgery at Massachusetts General Hospital in Boston.



THE CAMPUSES

Two Greenville campuses join forces to create a vibrant community that furnishes ECU students with top-tier academic facilities, residential communities, and an exceptional college experience. Together, the Main Campus and the Health Sciences Campus encompass over 225 buildings spread across 1,637 acres of land.

ECU's Main Campus, regarded as one of the most picturesque in North Carolina, recently unveiled a cutting-edge Life Science and Biotechnology facility in addition to a new student center, adding to the charm of our historical buildings/or historical campus. ECU boasts fully equipped research laboratories, a Global Classroom, distinctive indoor and outdoor recreational amenities, specialized libraries, and inventive living-learning communities.

The colleges and schools on the Health Sciences Campus prepare leaders in the medical, dental, nursing and allied health sciences fields to improve lives and create access to care across our state. This campus is located approximately five miles from Main Campus and is conveniently adjacent to ECU Health Medical Center.

Additionally, ECU's Outer Banks Campus in Wanchese, N.C., houses the Coastal Studies Institute. This collaborative research and education initiative is led by ECU and involves multiple institutions within the UNC System. The university also operates ECU Tuscany in Certaldo Alto, Italy, and is a 2023 awardee of the Senator Paul Simon Award for Campus Internationalization.

THE REGION

Greenville and Pitt County, situated in the heart of eastern North Carolina, represent the region's epicenter of population and industry, with Greenville itself boasting a populace of nearly 90,000 residents.

The city of Greenville features a vibrant downtown area in close proximity to the Greenville campuses, offering a multitude of shopping and dining opportunities. Throughout the year, this area plays host to a diverse array of festivals and events, adding to the city's lively atmosphere.

Residents of the region relish the great outdoors, with an abundance of parks and natural spaces at their disposal. Destinations like River Park North, the Greenway, and the Tar River provide ample opportunities for outdoor recreation and leisure.

Eastern North Carolina's industrial landscape encompasses a wide spectrum of sectors, including pharmaceuticals, military, lumber, soft drinks, dairy and meat products, and a host of other enterprises.

The broader region of Eastern North Carolina is steeped in history, culture, and natural wonders. This area serves as a reminder of the state's rich heritage, celebrating its origins and early days.

Historical landmarks in towns such as Bath, Beaufort, Tarboro, and Edenton bear witness to the region's colonial past. Meanwhile, New Bern's Tryon Palace



stands as the original governor's mansion and a historical seat of colonial and early state government. Kitty Hawk, famed for Wilbur and Orville Wright's groundbreaking flight, and Dare County, the site of the Lost Colony, mark significant historical milestones. Fort Macon State Park, nestled in Carteret County near Atlantic Beach, provides a further glimpse into the past.

Eastern North Carolina's natural resources form a captivating backdrop for tourism, environmental research, sustainability initiatives, and wildlife habitats. Notable attractions encompass the nearby Atlantic Ocean, Pamlico Sound, Cape Lookout's natural barrier islands, and the extensive Cape Hatteras National Seashore. Further inland, Goose Creek State Park along the Pamlico River, Lake Mattamuskeet on the Albemarle-Pamlico Peninsula, and the NC Estuarium in Washington contribute to the region's wealth of natural treasures and environmental exploration opportunities.

STRATEGIC PLAN

East Carolina University is resolute in its dedication to serving as a guiding example of achievement in student success, public service, and regional transformation at a national level. ECU elevates the quality of life for students, the state, and the global community through various means, including education, research, health care, community involvement, cultural enrichment, and more.

The campus strategic plan for 2023-2028, titled [Future Focused. Innovation Driven](#), serves as a forward-looking blueprint for ECU. This plan emphasizes the convergence of ECU's mission, vision, and core values in establishing priorities for propelling the university forward over the next five years.

MISSION PRIORITIES

- Student Success
- Public Services
- Regional Transformation

VISION PRIORITIES

- Social and Economic Mobility
- Workforce Success
- Rural Health and Well-Being

ECU MISSION

To be a national model for student success, public service and regional transformation, East Carolina University:

- Uses innovative learning strategies and delivery methods to maximize access;
- Prepares students with the knowledge, skills and values to succeed in a global, multicultural society;
- Develops tomorrow's leaders to serve and inspire positive change;
- Discovers new knowledge and innovations to support a thriving future for eastern North Carolina and beyond;
- Transforms health care, promotes wellness, and reduces health disparities; and
- Improves quality of life through cultural enrichment, academics, the arts, and athletics.

We accomplish our mission through education, research, creative activities, and service while being good stewards of the resources entrusted to us.





EAST CAROLINA UNIVERSITY'S GRADUATE SCHOOL

ECU's strong academic portfolio is characterized by excellence and a commitment to student success, public service and regional transformation. Learning at ECU spans baccalaureate, master's, doctoral, medical and dental degrees, a wide portfolio of relevant certificate programs, plus rich opportunities across the university for our learners to apply their discipline-specific knowledge through experiential learning, clinical and other experiences dedicated to preparing learners to lead in their professions upon graduation and program completion.

ECU's Graduate School is the home to an impressive community of over 4,500 students actively pursuing advanced studies and research. ECU presents a diverse array of educational opportunities, encompassing more than 68 master's degree programs, two intermediate programs, and an extensive selection of over 60 graduate certificate programs. ECU takes pride in its 13 research doctoral programs, as well as six professional degree programs (AuD, MD, DMD, DNP, DPT, EdD). The Graduate School at ECU has earned a noteworthy distinction, classified as a high research activity Doctoral University by the Carnegie Foundation, underlining its commitment to academic excellence and the advancement of research and creative works.

Furthermore, ECU provides students with flexible learning options, including traditional campus-based programs, online courses, and hybrid learning opportunities, catering to a wide range of educational preferences.

GRADUATE SCHOOL MISSION

The mission of the Graduate School is to maximize student success, serve the public and transform the region through ECU's graduate programs. The Graduate School leads development and administration of ECU's graduate programs by:

- Facilitating the development of new and existing programs
- Establishing and implementing effective academic policy
- Recruiting, retaining and graduating high-quality students

- Distributing resources strategically and equitably
- Assuring graduate program quality
- Encouraging and supporting scholarship and creative activity
- Implementing efficient and effective best practices

GRADUATE SCHOOL'S CORE VALUES

- Excellence
- Integrity
- Advocacy
- Collaboration

FAST FACTS

THE STUDENT BODY (<https://facts.ecu.edu/>)

Total enrollment: 26,785

Undergraduate Students:
21,328

Graduate Students: 4,921

Medical and Dental
Students: 542

31% of ECU's enrolled students (total student body) self-identify as being from one of the following groups (regardless of U.S. citizenship status): American Indian or Alaskan Native, Black or African American, Hispanic, Native Hawaiian or Pacific Islander, or two or more races.

THE FACULTY AND STAFF (<https://facts.ecu.edu/>)

and
ECUBIC Graduate Faculty Report 2023)

EHRA Faculty: 1987

EHRA Non-Faculty and
Postdoctoral Scholars: 770

EHRA Senior Academic
and Administrative Officers:
138

CSS Clinical Support
Services: 905

SHRA Staff: 1887

Total faculty and staff: 5687

Faculty with "Graduate
Faculty Status" (includes
Graduate Teaching
Faculty, Associate
Graduate Faculty, and
Administratively Appointed
individuals): 1222



ROLE OF THE DEAN OF GRADUATE SCHOOL

Reporting to the Provost, the Dean is responsible for the oversight and coordination of activities related to the promotion, development, and implementation of graduate studies. As the campus representative on all matters relating to graduate studies, the Dean communicates with the Office of the Chancellor, the University of North Carolina, government agencies, private foundations, industry, the local community, and the media. The Dean plays a major role in strategic planning as it relates to graduate education and developing and strengthening post-baccalaureate degrees, which support the strategic research and the strategic initiatives of the university.

The Dean of Graduate School will lead a team that includes two associate deans, an Assistant Dean for Admission and Enrollment Management, an executive assistant, two administrative support associates, a business manager, a student services specialist, a technology support analyst, and four admissions specialists.

ECU's next Dean of the Graduate School will lead by having:

A vision informed by experience. A capacity to understand not just who we are but where we need to be. A thought partner working in collaboration with the Provost, other deans, and faculty to take ECU graduate programs to a new level of impact.

The capacity to build strong and effective relationships and partnerships. Must be able to develop and sustain strong working relationships and partnerships across the university. Strength of character, vision, credibility, authenticity, and ability to inspire and collaborate with others are crucial.

Innovative fundraising approaches. Possess the experience and savvy to leverage resources with university partners to enhance funding opportunities for the graduate programs.

Advocacy and leadership acumen. Proven ability to lead a complex organization that includes enrollment management, effective resource allocation, and management of staff. Display a broad understanding of all academic disciplines and possess a natural curiosity about the programs. Demonstrate commitment to the support of shared governance within a culture of care, belonging, and opportunity in an academic environment.

ACCOLADES

- #1 in North Carolina for new nurses
- #1 in North Carolina for allied health professionals
- Top 20% of programs in the nation: ECU's undergraduate Nursing program (U.S. News)
- #1 in North Carolina (U.S. News) for medical school diversity, percentage of graduates practicing in primary care, percentage of graduates practicing in rural areas, and percentage of graduates practicing in health professional shortage areas
- #1 in North Carolina and #9 in the nation for online programs (Newsweek, 2023 ratings)
- ECU's Brody School of Medicine among the top medical schools in the nation for diversity, primary care education, percentage of graduates practicing in primary care, and percentage of graduates practicing in health professional shortage areas (U.S. News)

ROLE OF THE DEAN OF GRADUATE SCHOOL (CONT.)

Effective plans for enrollment growth and retention improvement. Develop and implement ambitious short- and long-term plans to increase the marketing, recruitment, retention, and graduation of graduate students in all programs.

The Dean is responsible for the following:

- Advocate for and address institution-wide graduate issues, espousing high-quality graduate education throughout the university.
- Develop a strategic plan for graduate education and articulate a vision of excellence to the graduate community.
- Advance an institution-wide perspective for all post-baccalaureate endeavors.
- Collaborate with college deans in the planning, implementation, and productivity of graduate education.
- Chair the Graduate Council Executive Committee.
- Interpret and oversee the implementation of the academic standards and regulations of the Graduate School.
- Have transparency in allocating central funding for graduate assistantships, out-of-state remissions, and in-state awards, as well as monitoring and coordinating graduate assistantships paid from non-central institutional resources.
- Possess a strong commitment to initiatives, efforts, and policy focused on ECU's commitment to ensuring the success and belonging of all students throughout all aspects of the graduate student experience.
- Oversee the development of interdisciplinary and interdivisional graduate degree proposals and the subsequent implementation of these programs.

- Represent the university to appropriate state and national organizations and act as a liaison with private and governmental agencies that may support graduate programs and/or activities.
- Develop programming to support core competencies in the career and professional development of graduate students.
- Collaborate and work collegially across disciplines as well as among administrators, faculty, and staff.

REQUIRED QUALIFICATIONS

- An earned doctoral degree from an accredited institution in a discipline represented in the university.
- Record of a commitment to academic excellence in teaching, research and scholarly achievements and service commensurate with appointment at the rank of tenured, full professor within one of the university's academic units.
- Record of experience in leadership and administration of terminal degree programs through the doctorate level.
- Established record of effective leadership of at least 7 years with experience in strategic planning, budgetary management, administrative processes, academic policy, and faculty and staff recruitment/retention.

PREFERRED QUALIFICATIONS

- Successful record of mentorship of graduate students.
- Evidence of strong collaborative and facilitative skills within the university community.
- Record of experience in working with distance education programs.
- Personal work ethic centered around integrity, collaboration, and transparency.
- Commitment to promoting and supporting opportunities for graduate students to present and interact in professional forums across campus.
- Ability to organize, manage, and communicate effectively with a large and diverse faculty and student body.
- Experience in collaborating with University Advancement and other units across campus to attract additional non-state revenue sources in support of graduate-level programs and initiatives.
- Globally minded in supporting the recruitment and success of international students.





NOMINATION AND APPLICATION PROCESS

East Carolina University is being assisted by Dr. Nancy Crimmin (nancy.crimmin@academicsearch.org) and Dr. Thomas Shandley (thomas.shandley@academicsearch.org) of Academic Search. Applicants are encouraged to schedule a confidential conversation with either consultant for additional information regarding this search.

Nominations should include the nominee's full name, position, institution/organization, and email address.

The application **includes two processes**:

1. A completed application includes these documents, to be submitted electronically in .pdf format to ECUDeanGS@academicsearch.org:
1) a detailed letter of interest addressing the leadership agenda and qualifications as outlined in this profile; 2) a full résumé/*curriculum vitae* with relevant administrative responsibilities and accomplishments; and 3) a list of five professional references, including names, phone numbers, and email addresses, noting the candidate's relationship for each reference. References will not be contacted until later in the search process and only with the candidate's permission.
2. Each candidate will also complete an application in East Carolina University's People Admin portal. Please click on this link to start the process: <https://ecu.peopleadmin.com/postings/66984>

Semifinalist interviews will be virtual, and finalists for the position will participate in on-campus interviews. A background check (including identity, degree verification, and criminal records check) must be satisfactorily completed before a candidate can be offered this position.

The posting closes on January 22, 2024 at 11:59 PM and the review of application materials will begin on January 23, 2024.

East Carolina University is an equal opportunity and affirmative action employer and seeks to create an environment that fosters the recruitment and retention of a more diverse student body, faculty, staff and administration. We encourage qualified applicants from women, minorities, veterans, individuals with a disability, and historically underrepresented groups. All qualified applicants will receive consideration for employment without regard to their race/ethnicity, color, genetic information, national origin, religion, sex, sexual orientation, gender identity, age, disability, political affiliation, or veteran status.

Individuals requesting accommodation under the Americans with Disabilities Act Amendments Act (ADAAA) should contact the Department of Human Resources at (252) 737-1018 (Voice/TTY) or ADA-Coordinator@ecu.edu.

ABOUT ACADEMIC SEARCH

Academic Search is assisting East Carolina University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.



Committed to IDENTIFYING
AND DEVELOPING LEADERS
by providing the highest
level of EXECUTIVE
SEARCH to our
higher education
partners.