

SEARCH PROFILE:

DEAN FOR THE COLLEGE OF ARTS,
SOCIAL SCIENCES, AND HUMANITIES



NCCentral
UNIVERSITY

TABLE OF CONTENTS

ABOUT NORTH CAROLINA CENTRAL UNIVERSITY	3
THE HISTORY OF NORTH CAROLINA CENTRAL UNIVERSITY	4
MISSION	4
VISION	4
CORE VALUES	5
LOCATION	5
ABOUT THE COLLEGE OF ARTS, SOCIAL SCIENCES, AND HUMANITIES (CASH)	6
CASH STUDENT SUCCESS AND OUTCOMES	6
THE LEADERSHIP OPPORTUNITY	7
LEADERSHIP AGENDA POINTS	8
THE DEAN'S DUTIES INCLUDE	8
QUALIFICATIONS	9
PROCEDURE FOR NOMINATIONS AND APPLICATIONS	9



ABOUT NORTH CAROLINA CENTRAL UNIVERSITY

North Carolina Central University (NCCU) is a top-ranking regional university in the Southeast, an HBCU (Historically Black College or University) in Durham, North Carolina. NCCU is a constituent of the 17 institutions in the University of North Carolina System. The campus of 7,600 students from North America, Africa, Asia, South America, and Europe offers bachelor's degrees in 100 disciplines, master's degrees in more than 56 areas, and a Ph.D. in Integrated Biosciences. Durham forms part of the Research Triangle, home to [Research Triangle Park](#) with hundreds of science and technology firms, government agencies, academic institutions, startups, and nonprofits.

Identified as a Community Engaged Institution by the Carnegie Foundation for the Advancement of Teaching, the NCCU community lives by the Institution's motto of "Truth and Service." In 1995, it became the first state-supported university in North Carolina to require community service for graduation. On average, students contribute more than 199,000 public service hours annually, valued at more than \$5 million in return to the surrounding economy. With various majors in the arts, social sciences, and humanities, the College of Arts, Social Sciences, and Humanities (CASH) fosters a collaborative culture that encourages students to discover their passion and pursue their interests – to discover what is Central to them. More than 175 teacher-scholars and staff are committed to engaging students in interdisciplinary learning that reflects the diversity of the global community.

WORLD-CLASS RESEARCH

CASH houses two state of the art research institutes; and allow for collaboration with Research Triangle Park industries.

CONNECTION TO DURHAM

Steeped in a rich history, the City of Durham thrives as a center for innovation, entrepreneurship, a thriving culinary scene, and diverse cultural outlets.

DIVERSITY AND INCLUSION

Embracing a wide range of ideas, people, and communities, NCCU provides a welcoming environment for all.

NCCU highly values the unique skills, perspective, talents and passion that each employee contributes to its learning community. The University's commitment to diversity is an important feature informed by the presence of diverse interpretations. NCCU is building a community marked by freedom, mutual respect, and civility. We seek others who support our values of diversity and inclusiveness, thus, job candidates who embrace the open and inclusive culture of NCCU are welcome and encouraged to apply.

NCCU is composed of diverse educators, leaders and learners from around the globe with varied experiences that enrich our campus culture. NCCU embodies inclusion by creating an environment that is inclusive for all our students, staff, faculty, alumni, and community members. We promote continual learning, mutual respect, and understanding for all individuals and cultures. We work hard to foster an equitable environment for all, regardless of race, color, ethnicity, socioeconomic class, sexuality, gender identity, religion or faith, nationality, ability, age, or veteran's status.

DIVISION I ATHLETICS

With 15 Division I sports and Mid-Eastern Athletics Conference Championship-winning teams, NCCU Eagles soar on and off their fields of play. In fact, Eagles football captured their fourth HBCU national championship this past December, spoiling Jackson State University's undefeated season with a thrilling overtime win in the Cricket Celebration Bowl.

THE HISTORY OF NORTH CAROLINA CENTRAL UNIVERSITY

Dr. James E. Shepard, a successful businessman who was thought to be one of the wealthiest African Americans in the United States during the early 1900s, opened the doors of the National Religious Training School and Chautauqua for the Colored Race on July 5, 1910. In doing so, he boldly declared its purpose to be “the development in young men and women of the character and sound academic training requisite for real service to the nation.”

The institution was sold and reorganized in 1915 as the National Training School. The first four-year class graduated on June 6, 1929. In 1923, the North Carolina state legislature converted the institution into the North Carolina College for Negroes and dedicated it to liberal arts education and the

preparation of teachers and principals. The College thus became the nation’s first state-supported liberal arts college for Black students.

In 1938, the General Assembly authorized North Carolina College to start offering several new programs, including graduate degrees in liberal arts and professional programs in history, art, law, and library science. In 1939, the college offered its first graduate-level courses in the arts and sciences. The School of Law opened in 1940.

Throughout this period of change, Dr. Shepard continued to serve the college, acting as its president until his death in 1947. Today’s NCCU still honors his contribution with visits to the historic Shepard House, a proud University tradition.

MISSION

NCCU, with a strong tradition of teaching, research, and service, prepares students to become global leaders and practitioners who transform communities. Through a nationally recognized law school, highly acclaimed and innovative programs in visual and performing arts, sciences, business, humanities, and education programs, NCCU students are engaged problem solvers. Located in the Research Triangle, the University advances research in the biotechnological, biomedical, informational, computational, behavioral, social, and health sciences. Our students enhance the quality of life of citizens and the economic development of North Carolina, the nation, and the world.

VISION

To be recognized as one of the region’s leading public universities, known for academic excellence in a diverse cultural and educational environment.



CORE VALUES

Student-Centered Success is NCCU's guiding principle. Through the synergistic alignment of NCCU units, programs, policies, and processes, we will fulfill "The Eagle Promise." The charting of this new, highly integrated landscape is grounded in the implementation of four-course university values: collaboration, inclusiveness, integrity, and efficiency.

COLLABORATION

Synergy among university entities; interdisciplinary approaches among all academic disciplines; team approaches to problem-solving and decision-making are encouraged and recognized.

INCLUSIVENESS

A culture of respect for all forms of diversity that permeates throughout the campus, promotes civic engagement.

INTEGRITY

Striving, through transparency, to do what is right in the day-to-day operations that models principled behavior and sound business practices.

EFFICIENCY

Leveraging skill sets and resources to streamline policies, procedures, and workflows that align with strategic priorities and help influence data-driven decisions.

LOCATION

NCCU is located about eight blocks from downtown Durham, in the central region of North Carolina. Research Triangle Park (RTP), the world's largest university-related research park, is only 3 miles from NCCU. In the past decade, Durham has grown to become a global center for information technology, biotechnology, pharmaceuticals, and medicine.

Durham is accessible via two major Interstate highways, I-40 and I-85, and is served by Raleigh-Durham International Airport (RDU). Durham is also home to Duke University, an institution with which NCCU collaborates often. For additional information about the city of Durham, visit www.discoverdurham.com



ABOUT THE COLLEGE OF ARTS, SOCIAL SCIENCES, AND HUMANITIES (CASH)

CASH is where cultural and intellectual diversity come together to create an appealing learning environment that nurtures self-discovery among its students. The college is a microcosm of the university at large, with a strong sentiment toward a family-oriented environment. With a broad range of majors in the arts, social sciences, and humanities, CASH offers 20 undergraduate and 7 graduate programs.

UNDERGRADUATE DEGREES

Degree programs in the College of Arts, Social Sciences, and Humanities offer undergraduate students opportunities to earn degrees in aerospace studies, art and design, behavior and social sciences, criminal justice, history, interdisciplinary studies, language and literature, mass communication, military science, music, political science, psychology, social work, and theatre. In-person and online programs provide students with expert instruction, experiential learning, research and civic engagement opportunities, internships, and professional development. All programs with accreditation options are fully accredited.

GRADUATE DEGREES

The College of Arts, Social Sciences, and Humanities offers master's degrees in history, psychology, social work, English, criminal justice, public administration, and jazz studies. Within these areas, students may concentrate in a variety of areas, including public health policy, clinical psychology, public history, and urban and regional planning. Students also have an opportunity to complete joint programs with the School of Law.



CASH STUDENT SUCCESS AND OUTCOMES

The College of Arts Social Science and Humanities (CASH) student body has amassed an impressive array of accolades. These accomplishments from the CASH students are the inspiring outcome of a rich tradition of pedagogical prowess and mentorship by the faculty. The commitment of the students to their craft is second to none in the arts, social sciences, and humanities. The new CASH dean will play a key senior academic leadership role in advancing the college's existing educational and intellectual mainstays.





THE LEADERSHIP OPPORTUNITY

North Carolina Central University is seeking an experienced, transparent, innovative, and student-centered leader committed to excellence in teaching, research, professional practice, and service as its Dean for the College of Arts, Social Sciences, and Humanities. The Dean, reporting to the Vice Chancellor and Provost, oversees the College of Arts, Social Sciences, and Humanities to enhance its effectiveness, profile, and visibility.

The university aims to upgrade its research profile to one that produces outstanding doctoral students and accomplished researchers. The new dean is expected to join in the strategic development of NCCU goal of attaining R2 university status. The position develops long- and short-range plans and exercises management responsibility for academic program planning, faculty matters, and administration, including staffing, budgets, and facilities. The role fosters a high-quality environment of academic teaching, research, and intellectual achievement and creates and strengthens partnerships within and outside the College as a strong advocate.

The ideal candidate for this position will be an innovative, strategic, and collegial academic leader who understands the mission of NCCU. The new Dean will possess a progressive record of academic administrative experience combined with excellence in research and teaching, multidisciplinary collaboration, and transparent, inclusive decision-making. The Dean will be charged with maintaining and fostering further growth in the high-performing academic culture among the Arts, Social Sciences, and Humanities faculty.

Additionally, the Dean provides ultimate administrative oversight for all aspects of academic life within the College, including fiscal management, personnel professional development, academic programs, research enterprises, and student enrollment. The Dean also has primary responsibilities for external initiatives that include community outreach, development, and fundraising.

LEADERSHIP AGENDA POINTS

RESEARCH AND DEVELOPMENT

One of NCCU's most exciting goals is to seek designation as a high research activity institution with a Carnegie classification of R2 status. The new dean will have an opportunity to promote NCCU's standing in the research community as the institution pursues a more research-oriented mission. With new doctoral programs on the horizon, the research activity index of the university is expected to increase, and the new Dean's leadership figures prominently in this academic advancement. The new Dean will assist in the creation of more robust prospects for student researchers to take part in highly engaged learning experiences inside and outside of the university.

STUDENT DEVELOPMENT

NCCU places a premium on the enrollment, retention, and graduation of all of its students. The University produces high-performing but often under-recognized students who graduate and add to the economic health of their communities and hold competitive places in the workforce. The new Dean is expected to help facilitate and nurture the faculty-to-student relationship and bring to light the untold stories of student success.



FUNDRAISING AND FRIEND RAISING

In addition, the new CASH Dean will work with the fundraising efforts underway to establish a productive, sustainable, and distinctive fundraising program. This will involve planning with faculty and staff to establish fundraising priorities and identify potential donors to support the unique and talented students realize their dreams.

FACULTY RETENTION

The University's faculty satisfaction and promotion positively affect student retention and engagement. The new CASH Dean has an opportunity to develop both of these critical aspects for the long-term success of its diverse learners and committed faculty.

THE DEAN'S DUTIES INCLUDE

- Strategic management of human, financial, and information resources.
- Defining student success measures, program learning outcomes, and student learning outcomes.
- Utilizing interpersonal and communication skills to speak with varied constituencies within and external to the University.
- Effectively interacting with internal and external constituents of diverse backgrounds.
- Leading with integrity, transparency, and inclusiveness with a proven ability to influence others beyond formal authority.
- Implementing strategies to create a healthy, multidisciplinary academic unit.



- Creating an inclusive and collaborative culture within the College, where all work and contributions are recognized and valued.
- Providing visionary leadership and coordination of the College's enrollment, admissions, registration, international involvement, and other student services.
- Developing and managing large-scale externally funded research grants designated to support any range of CASH disciplines.

QUALIFICATIONS

REQUIRED QUALIFICATIONS

- A Ph.D. or equivalent with a current or previous tenured faculty appointment at the rank of full professor (or qualifications at NCCU for the rank of full professor) at a university with a research folio.
- At least 6 years of experience as a Dean, Associate Dean, Department Chair, or Director.
- At least 7 productive years of professional experience as a faculty member.
- At least five years of experience developing academic programs, managing faculty, and/or demonstrated knowledge of budgeting.

PREFERRED QUALIFICATIONS

- An energetic, strategic, and collaborative leader who will advance the University's academic mission of teaching, research, and service, with a demonstrated personal and professional commitment to diversity, equity, and inclusion.

- Ability to serve as an effective and leading voice on the College in campus-wide committees and initiatives as well as on the Chancellor's and Provost's Councils.
- Experience with faculty-, staff-, and student development workshops and awareness training regarding the Arts, Social Sciences, and Humanities.
- Demonstrated effective collaboration with academic units and faculty, including familiarity with internationalizing the curriculum and facilitating international exchanges.
- Excellent interpersonal skills, including the ability to interact with diverse individuals, groups, and cultures. Excellent writing and oral presentation skills.

PROCEDURE FOR NOMINATIONS AND APPLICATIONS

Inquiries, nominations, and applications are invited. Review of candidates will begin immediately, and expressions of interest will be welcomed until an appointment is made. To ensure full consideration, applications should be received by **October 23, 2023**. Application materials should include a letter of interest, a curriculum vitae, and names and full contact information for five professional confidential references. Calls to these references will occur only later in the search process, with prior notification of candidates. All submissions will be treated in confidence and must be sent electronically to: NCCUDeanCASH@academicsearch.org.

North Carolina Central University and the Search Committee are assisted by:

Dr. Alonzo DeCarlo, Senior Consultant
Academic Search
alonzo.decarlo@academicsearch.org
312-890-9001



ABOUT ACADEMIC SEARCH

Academic Search is assisting North Carolina Central University in this work. For more than four decades, Academic Search has offered executive search services exclusively to higher education institutions, associations, and organizations. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to premier leadership development programs. As the subsidiary of the American Academic Leadership Institute (AALI) and not a privately held organization, we see our mission as providing outstanding executive recruitment, and identifying and cultivating the next generation of higher education leadership. Academic Search provides substantial financial, thought leadership, and personnel support to a number of leadership identification, development, and support programs throughout the academy. For more information, visit www.academicsearch.org.



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