Discover what’s Central to you.
TABLE OF CONTENTS

About North Carolina Central University 3
Mission 4
History 4
Johnson O. Akinleye, Ph.D., Chancellor 5
About Durham 6
About Academic Affairs 7
Leadership Agenda 10
Qualifications 11
Application and Nomination Procedure 12
North Carolina Central University (NCCU), invites applications and nominations for the position of Provost and Vice Chancellor for Academic Affairs (VCAA). NCCU seeks a Provost with an outstanding record as a teacher, scholar, and academic leader to advance the University’s vision to become a research-intensive institution. The position reports to the Chancellor, and has a preferred start date of July 1, 2020, or as soon thereafter as is feasible.

ABOUT NORTH CAROLINA CENTRAL UNIVERSITY

North Carolina Central University (NCCU), a top-ranking regional university in the South and historically black university, is located in Durham, North Carolina, and adjacent to Research Triangle Park. One of 17 constituent institutions in the University of North Carolina System, NCCU has an enrollment of 8,011 students from North America, Africa, Asia, South America and Europe. The university offers degrees in 66 programs with 102 concentrations, including 34 master’s, degrees and professional programs and a doctoral degree.

NCCU’s signature graduate and undergraduate degrees are housed in seven colleges and schools: College of Arts and Sciences; College of Behavioral and Social Sciences; School of Business; School of Education; School of Graduate Studies; School of Law; and School of Library and Information Sciences.

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.” 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, which is valued at more than $5 million dollars in return to the surrounding economy.

NCCU is a leader in the scientific study of health disparities, offering students the opportunity to gain laboratory skills and experience working with faculty researchers and pharmaceutical and biotechnology industry professionals. The Biomanufacturing Research Institute and Technology Enterprise (BRITE) and Julius L. Chambers Biomedical/Biotechnology Research Institute (BBRI) collaborate frequently with pharmacy and biotech companies in and outside of the Research Triangle region. In 2018-2019, the university generated more than $33.1 million in grants and other funding for sponsored research to support groundbreaking research into health issues that disproportionally affect minority and underserved populations, including Type 2 diabetes, cardio-metabolic diseases, as well as prostate, breast and pancreatic cancers.

NCCU is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). In the most recent academic year, the University was reaffirmed for the next 10 years with no recommendations or follow-ups by SACSCOC.
MISSION

North Carolina Central University, 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.

HISTORY

In 1910, Dr. James E. Shepard, a Durham pharmacist and religious educator, opened the National Religious Training School and Chautauqua for the Colored Race and 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 struggled financially in its early years. In 1915, it was sold and reorganized, then becoming the National Training School. In 1923, the state legislature appropriated funds to buy the school and renamed it the Durham State Normal School. Two years later, the legislature converted the institution into the North Carolina College for Negroes, dedicating 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 1939, the college offered its first graduate-level courses in the arts and sciences. The School of Law opened in 1940, followed in 1941 by the School of Library Science. In 1947, the legislature changed the name to North Carolina College at Durham. Shepard served as president until his death in 1947.

North Carolina College at Durham became North Carolina Central University in 1969. On July 1, 1972, all the state’s public four-year colleges and universities were joined to become the Consolidated University of North Carolina. The university will commemorate its 110th anniversary on July 5, 2020.
Johnson O. Akinleye, Ph.D., was appointed as the 12th Chancellor of North Carolina Central University (NCCU) on June 26, 2017.

Under Dr. Akinleye’s leadership, NCCU’s enterprise has expanded significantly. Among his accomplishments has been an increase in university enrollment to over 8,000 students in undergraduate, graduate and professional programs, in both on campus and online programs, resulting in the largest number of graduates for a fall Commencement exercise. Dr. Akinleye has led the development of five new major capital projects, including a new Student Center, new School of Business and a public-private partnership that is building three new residence halls. Additionally, he was instrumental in securing approval for NCCU’s Millennial Campus Designation in October 2018, making the institution the first Historically Black College and University in the University of North Carolina System to gain the designation as a single institution. Dr. Akinleye led the development and implementation of a new five-year strategic plan covering 2019-2024, Charting a New Landscape for Student-Centered Success, as well as a new 10-year master plan. He also has executed a comprehensive $3 million campus security initiative that invests in the safety and security of NCCU students, faculty, staff and visitors.

During the 2017-2018 academic year, Dr. Akinleye’s institutional vision led NCCU to become one of two institutions in the University of North Carolina System to meet all the university’s performance metrics as part of the System’s Higher Expectations Strategic Plan. With a focus on increasing the institution’s sponsored research and grant totals, Dr. Akinleye invested in NCCU’s research institutes, which generated a record $33.1 million in grants and other funding for sponsored research during the 2018-2019 academic year.
ABOUT DURHAM

North Carolina Central University is in Durham, in the eastern part of North Carolina’s Piedmont region. With the opening of the Research Triangle Park (RTP), Durham has become a global center for information technology, biotechnology, pharmaceuticals, and medicine. The City of Durham is known as the “City of Medicine,” with healthcare as a major industry. Durham is situated between two Interstate highways, I-40 and I-85, and is served by Raleigh-Durham International Airport. Durham is also home to Duke University.

A wide variety of cultural and educational resources are accessible to NCCU students. Musical organizations and activities in the area include blues, jazz, and gospel festivals, community bands, symphony orchestras and choral societies. Museums dedicated to art, the sciences, history and other topics are in the region, as are theaters performing both classical and contemporary drama.

Durham is the primary beneficiary of North Carolina Central University’s innovative Community Services Program, which insures that NCCU students have experience with voluntary public service. NCCU students serve as tutors in local schools, help build Habitat for Humanity housing, assist with a variety of youth programs, promote the causes of nonprofit service agencies, and volunteer in a variety of other endeavors as they meet the university’s standard of 15 hours of community service per semester.

For additional information about the city of Durham, visit https://durham-nc.com/.
ABOUT ACADEMIC AFFAIRS

The North Carolina Central University Division of Academic Affairs (Academic Affairs) is committed to the strategic growth of North Carolina Central University and preparing students to become 21st century scholars. Academically relevant and rigorous offerings cater to the needs of a diverse student body. Through its programs and activities, NCCU Academic Affairs supports the goals of the university to be a first choice, regionally and nationally recognized, comprehensive university, while maintaining the historical identity of its liberal arts college roots. The Division of Academic Affairs embraces the promise of developing visionary and innovative global leaders.

The Division of Academic Affairs is committed to leading the University to excellence in teaching, research, and service. The Division of Academic Affairs comprises two colleges and five schools: the College of Arts and Sciences, and the College of Behavioral and Social Sciences, the School of Business, the School of Education, the School of Graduate Studies, the School of Law, and the School of Library and Information Sciences. Additionally, Academic Affairs also oversees University College, and the Division of Extended Studies.

COLLEGE OF ARTS AND SCIENCES

The College of Arts and Sciences (CAS) cultivates diverse educational opportunities by fusing the spirit of discovery with creative expression. Offering 13 undergraduate programs, eight Master’s degree programs and a Ph.D. in Integrated Biosciences, CAS encompasses the departments of Art, Biological and Biomedical Sciences, Chemistry and Biochemistry Sciences, Environmental, Earth, and Geospatial Sciences, History, Language and Literature, Mass Communication, Mathematics and Physics, Music, Pharmaceutical Sciences and Theatre. Additionally, CAS also houses the Fabrication Laboratory (Fab Lab), a collaboration with the Media Lab of the Massachusetts Institute of Technology to offer digital prototyping to the NCCU community, as well as the Centers of Research Excellence in Science and Technology (CREST), which leverages NCCU strengths in computational research and education. Programs in CAS are accredited by the American Chemical Society, the National Association of Schools of Theatre, the National Environmental Health Science and Protection Accreditation Council, and the United States Geospatial Intelligence Foundation Geospatial Intelligence accreditation.
COLLEGE OF BEHAVIORAL AND SOCIAL SCIENCES
The College of Behavioral and Social Science (CBSS) monitors the pulse of society in virtually every area, from the latest trends in fashion to issues of national security. With nine graduate degree programs, and nearly two dozen undergraduate degree programs, CBSS is the largest academic unit on campus. Students experience hands-on learning through applied labs, fieldwork, service learning, and community engagement. CBSS comprises the departments of Criminal Justice, Human Sciences, Kinesiology and Recreation Administration, Nursing, Political Science, Psychology, Public Administration, Public Health Education, and Social Work. Program accreditations include the Academy of Criminal Justice Sciences, Accreditation Commission for Education in Nursing (ACEN), the Accreditation Council for Education in Nutrition and Dietetics, the Council on Accreditation of Parks, Recreation, Tourism and Related Professions (COAPRT), the Council on Social Work Education (CSWE), the North Carolina Criminal Justice Education and Training Standards Commission.

SCHOOL OF BUSINESS
Offering four undergraduate majors including Accounting, Business Administration (with concentrations in Entrepreneurship, Financial Analytics, Human Resource Management, Marketing, and Management), an interdisciplinary degree in Computer Science & Business and Hospitality & Tourism Administration, NCCU’s School of Business prepares students to become market ready and poised for careers in business and industry. The School also offers a Master of Business Administration with two joint degrees (a JD/MBA and an MIS/MBA). Capitalizing on recent success, the School of Business is constructing a new facility, with a projected completion date in August 2021. The School of Business is Accredited by the Association to Advance Collegiate Schools of Business (the AACSB), and the Accreditation Commission for Programs in Hospitality Administration (ACPHA).

SCHOOL OF EDUCATION
The School of Education’s (SOE) mission is to prepare candidates to assume socially responsible positions that advance the general welfare of North Carolina people. With two departments, the department of Allied Professions (which includes communication disorders, counselor education, and higher education administration), and the department of Curriculum and Instruction, the School of Education offers bachelor’s degrees in elementary education and middle grades education, as well as MA, MAT, Med, MS and MSA degrees, in addition to certificate courses. SOE holds program accreditation from the Council for the Accreditation of Educator Preparation (formerly NCATE), the North Carolina State Department of Public Instruction and the Council on Academic Accreditation of Audiology and Speech Language Pathology Programs (CAA), and the Council for Accreditation of Counseling and Related Educational Programs (CACREP).
SCHOOL OF LAW
With a focus on producing competent and socially responsible members of the legal profession, the NCCU School of Law offers a dynamic, broad-based legal education designed to yield a diverse group of practice-ready attorneys. Established in 1939, North Carolina Central University’s School of Law offers two programs leading to the Juris Doctor degree: a full-time day program and a part-time evening program. Multiple joint degree programs allow students to receive dual degrees in a four-year format that incorporate the Juris Doctor with Business Administration, Library Science, Public Administration, Public Policy, History or Information Science. Additionally, NCCU offers certificate programs in Dispute Resolution, Taxation, Civil Rights and Constitutional Law and Justice in the Practice of Law. The School of Law is accredited by the American Bar Associate (ABA), and the Association of American Law Schools.

School of Library and Information Sciences
With a multidisciplinary focus on information science, library science, and computing, the School of Library and Information Sciences (SLIS) offers versatile, accredited graduate degrees for students with interests in information systems, data science, information management, network management, school media and digital youth, digital humanities, health informatics, and leading and managing libraries. SLIS offers two graduate degrees, a Master of Information Science and a Master of Library Science, with a variety of specializations to cater to students’ educational needs and goals. SLIS is accredited by the American Library Association.

Additionally, the School of Graduate Studies supports graduate education across the university; University College provides academic advising, monitoring, nurturing and coaching to freshmen, sophomores and transfer students to NCCU; and the Division of Extended Studies facilitates Distance Learning/e-Learning, Continuing Education, Summer School, and programs for Special Students.

The VCAA oversees a large portfolio and administrative structure, which includes the deans of the degree-granting colleges and schools and administrative deans of Graduate Studies and University College. Senior-level administrators reporting to the VCAA include the Senior Associate Vice Chancellor for Enrollment Management, the Associate Vice Chancellor for Faculty Development and Resources, the Associate Provost for Institutional Research and Analysis & Chief Data Officer, the Associate Vice Chancellor for Innovative Engagement and Global Education, the Associate Provost for Academic Programs and Undergraduate Research, and the Associate Provost for Academic Budget and Personnel.

Though not housed within Academic Affairs, the University’s two research institutes, the Biomedical/Biotechnology Research Institute (BBRI) and the Biomanufacturing Research Institute and Technology Enterprise (BRITE) provide teaching and research opportunities to the students and faculty.

ABOUT ACADEMIC AFFAIRS (CONT.)

MISSION
Academic Affairs prepares students to become visionary global leaders and innovative practitioners who transform communities by foster a culture of inquiry, creativity and discovery.

VISION
NCCU is the gateway to opportunity. The division of Academic Affairs will be a global leader in preparing a diverse student body for the opportunities and challenges of the 21st century.
LEADERSHIP AGENDA

The next Provost will have the opportunity to shape the bright future of the academic enterprise at North Carolina Central University. As the University’s Chief Academic Officer, the Provost and Vice Chancellor for Academic Affairs reports to the Chancellor and oversees NCCU’s academic programs, research, personnel, resources and support services. He/she provides academic leadership for ensuring the quality of instruction and research through collaborative work with the deans, department chairs and faculty; administering and monitoring procedures and criteria for faculty appointments and tenure promotion; and ensuring the quality of student learning as well as working collaboratively with the chancellor, vice chancellors, and all major councils and committees to accomplish the mission of the university.

**Developing New Programs**
The next Provost of NCCU will lead and support the development of new Doctoral programs to help achieve the University’s strategic goal of rising in Carnegie classifications. Additionally, the next Provost will also lead and support the development of new bachelors and masters degree programs to meet new market needs in the growing medical and health science economy of North Carolina’s Research Triangle.

**Realigning Academic Colleges**
The University is currently undergoing the realignment of two current academic colleges (The College of Arts and Sciences, and the College of Behavioral and Social Sciences) into new organizations. The new colleges will be the College of Arts, Social Sciences, and Humanities, and the College of Health and Sciences, which will bring the life and physical sciences together. Once the realignment is complete, NCCU will be well positioned to contribute the important degree programs that the emerging medical and health science economy of North Carolina’s Research Triangle will require.

**Increasing Sponsored Research**
The University has made a concerted effort to increase its level of sponsored research in recent years. The next Provost will have the opportunity to work in conjunction with the Office of Sponsored Research and Programs, as well as the two research institutes, BBRI and BRITE, to raise and support the University’s research activity.

**Revising Academic Strategic Plan**
With the current Academic Affairs Strategic Plan expiring in 2021, the next Provost will have the opportunity to lead the next strategic planning process, ensuring alignment with the University’s strategic plan which expires in 2023.

**Increasing Student Enrollment**
The University’s mission calls for it to be a leader in the education and preparation of students who will become global leaders and practitioners who transform communities. NCCU’s law school known for training practice ready lawyers. Moreover, the University plans to position itself as research intensive, with a focus on the physical and natural sciences, the next Provost will be expected to increase both the numbers and quality of the student body.
QUALIFICATIONS

REQUIRED QUALIFICATIONS
Candidates must possess a terminal degree in a relevant field from an accredited institution; 10 years of experience as a university-level faculty member and administrator at a doctoral-granting university; and an impressive academic record sufficient to qualify for faculty appointment at the rank of full professor. The ideal candidate will have a distinguished record of research, scholarship or creative activity that has greatly impacted the scholar’s discipline.

DESIRED CHARACTERISTICS
The ideal Provost and Vice Chancellor for Academic Affairs will exemplify the following:

• Intellectual breadth, innovative accomplishment and pragmatic realization, with the vision, commitment and ability to advance a distinguished, comprehensive, public university.

• Ability to articulate and implement the university’s vision and strategy with energy, passion and decisiveness.

• Proven experience leading the development of a strategic plan, using a process that seeks broad input from across the community and positions the university for continued achievement in teaching, research and student success.

• Ability to listen and to work in close collaboration and in a collegial, consensus-building manner with a large and diverse group of internal and external constituencies, building upon NCCU’s existing strengths and guiding further development of its academic mission and goals.

• Excellent leadership, management and communication skills with an ability to promote an environment of innovation, entrepreneurship and diversity.

• Experience with compliance and accreditation.

• Proven experience working within a shared governance culture.

• Genuine belief in and successful promotion of a student-first university for both traditional and non-traditional students.

• Significant experience in and leadership of graduate education in which there has been a focus upon pedagogical initiatives to prepare students for emerging opportunities. Demonstrated ability to enhance academic excellence at the graduate level.

• Successful experience with enrollment management, retention/student success initiatives and fundraising for both academic and other university priorities.

• Substantial executive, fiscal, personnel and data evaluation experience and a demonstrated ability to lead a complex academic organization.

• Ability to empower faculty and staff and to motivate and promote a culture of high aspirations.

• Strong evidence of community-building across campuses, regionally, nationally and internationally.

• Effective advocacy of the institution, its faculty and staff, and its students, including creating a meaningfully diverse and inclusive university community.

• Approachability, visibility, transparency, accountability and versatility in an environment in which relationships are the currency of success.

• Resilience, patience, good humor and authenticity.
The search is being assisted by Academic Search, Inc. For a confidential discussion of this position prior to applying or nominating, please contact Senior Consultants John W. Garland, Esq. at john.garland@academicsearch.org or Dr. Eric Richtmyer at eric.richtmyer@academicsearch.org. Phone inquiries can be made at 202-332-4049.

The position will remain open until filled, but only applications received by April 8, 2020 can be assured full consideration. Materials should include 1) a letter of interest addressing how the applicant meets the qualifications and the responsibilities described above, 2) a curriculum vitae or resume, and 3) a list of at least five professional references with contact information and a note explaining their relationship to the candidate.

Materials may be sent to:

NCCUProvost@academicsearch.org.

North Carolina Central University values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law. Moreover, North Carolina Central University is open to people of all races.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting North Carolina Central University in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. 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 a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academicsearch.org/.

Committed to identifying and DEVELOPING LEADERSHIP by providing the highest level of search to our clients and assisting in ENRICHING THE PIPELINE of potential leaders in higher education.