

NORTH CAROLINA CENTRAL UNIVERSITY

# Leadership Profile

CHANCELLOR SEARCH 2024



**NC Central**  
UNIVERSITY

Durham, N.C.



## **CHANCELLOR**

North Carolina Central University (NCCU), an esteemed constituent institution of the University of North Carolina System (UNC System), is actively searching for its next visionary chancellor to spearhead the storied institution's growth, innovation and transformative change. With current chancellor, Dr. Johnson O. Akinleye, set to retire at the end of the 2023-2024 academic year after nearly eight years of dedicated service to the NCCU community, the University is seeking a new leader with the vision and passion to successfully propel NCCU to new heights.

## **ABOUT NORTH CAROLINA CENTRAL UNIVERSITY**

NCCU is a public, nationally ranked historically Black university located in Durham, North Carolina. It was founded in 1910 by Dr. James E. Shepard, a noted pharmacist and religious educator, and is the oldest publicly funded liberal arts college for African Americans in the nation. NCCU is a major anchor institution in North Carolina's Research Triangle Region, nationally and internationally recognized as one of the world's premier hubs for cutting edge research, ground-breaking innovation, and talent development. NCCU's student body is nationally and internationally diverse, with an enrollment of 7,964 students in Fall 2023 who hail from North Carolina, nearly every other state in the U.S., as well as Africa, Asia, South America and Europe.

The University offers nearly 140 undergraduate, graduate and professional degree programs - including a Ph.D. in integrated biosciences - which are housed in seven colleges and schools: College of Arts and Social Sciences and Humanities; School of Business; School of Education; School of Graduate Studies; College of Health and Sciences; School of Law; and School of Library and Information Sciences. Notably, NCCU is the first UNC System School to offer a Bachelor of Science degree in information technology with concentrations in cybersecurity and data analytics; and the first historically Black college or university (HBCU) to offer Master of Business Administration specializations in commercial real estate and wealth management.



NCCU is a leader in the scientific study of health disparities and houses two world-renowned research centers: the Biomanufacturing Research Institute and Technology Enterprise (BRITE) and Julius L. Chambers Biomedical/ Biotechnology Research Institute (BBRI). Staffed by world class faculty researchers, these centers of research excellence afford students the opportunity to: gain laboratory skills and practical experience working with faculty and industry professionals in biotechnology and pharmaceutical science; and engage in groundbreaking research on Type 2 diabetes and cardio-metabolic diseases as well as prostate, breast and pancreatic cancers – health issues and diseases that disproportionately affect minority and underserved populations. In 2022-2023, the University generated more than \$53.1 million (an increase of 97.4% over the prior year) in grants and other funding for sponsored research, and spearheads consortia that strive to bridge the digital divide and advance workforce equity in biomanufacturing and the STEM fields..

Designated as a Community Engaged Institution by the Carnegie Foundation for the Advancement of Teaching, NCCU lives by its motto of “Truth and Service,” becoming the first state-supported university to require community service graduation. During the 2022-2023 academic year, NCCU students invested 166,455 hours in community service, valued at an estimated \$3.7 million.

Other noteworthy achievements in 2022-2023 include:

- 5.5% increase in student enrollment
- 8.6% increase in fundraising, for a total of \$16.4 million
- 40% of students choosing to live in on-campus housing
- NCCU Jazz Ensemble recognized as the country’s most well-regarded university jazz program, winning first place at the prestigious Jack Rudin Jazz Championship

Since 2018, NCCU has undertaken the largest infrastructure expansion in decades, totaling over \$400 million. Six major capital projects have been completed, including a new Student Center, School of Business and three ultra-modern apartment-like residence halls. A 24/7 Collaborative Learning and Research center will be completed near the end of 2024.

As an anchor institution, NCCU is a significant economic contributor to the Durham community and the broader Research Triangle region. In 2021, the University’s estimated regional economic impact was \$506 million, which supported the creation of more than 7,200 jobs.



## **BRIEF HISTORY**

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.

In 1969, the General Assembly designated the institution as a regional university and changed the name to North Carolina Central University. In 1972 it became a constituent institution of the UNC System.

## **VISION**

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





## **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 bachelor's and master's programs in visual and performing arts, sciences, business, humanities, and education, and select doctoral degrees, NCCU students are engaged problem solvers. Located in the Research Triangle, NCCU is a public research university that advances scholarship 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.



## CORE VALUES

Student-Centered Success is NCCU's guiding principle and is grounded in the implementation of four core university values:

- **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, and upholds shared governance among faculty, staff, administration, and students.
- **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.

## THE EAGLE PROMISE

We confidently commit to your academic success and promise that you will be prepared in a one-of-a-kind environment that empowers you to champion your future.



### On-time Graduation

When you follow the suggested pathway, you will earn your degree in the expected timeline, surrounded by a supportive and inclusive environment that prepares you to soar.

### Global Relevance

During your time at NCCU, you will have opportunities to engage with people and programs locally and globally, including study abroad and international exchange opportunities.

### Leadership Development

You will sharpen your leadership skills through our partnerships with businesses, government and organizations along with classroom initiatives, co-curricular activities, project-based learning and service projects.

### Career Readiness

Your experience at NCCU will prepare you to advance as a highly qualified candidate for employment in your field of choice or to proceed to graduate or professional school upon graduation.



## BRAND RATIONALE

Our brand rationale, “**Opportunity Makes the Eagle,**” sets a baseline tone for the expression of what it means to be an Eagle.

*We Eagles come from every walk of life. Put an opportunity to lead and serve in front of us and we multiply it. Maybe it is our history of striving and making a way out of no way. We love to prove the doubters wrong and build up every nest we choose.*

*Our grit has led us to change the course of history in every field of human endeavor. Politics and Business. Arts and Science. Entertainment and Healthcare. Because Eagles must soar. It is our nature to rise to meet the occasion. Head on. Then, when the job is done, we glide on to the next place we are needed. Our shared experience here ensures that this is so.*

*Because the opportunity makes the Eagle.*

## BRAND POSITIONING

Our brand positioning, “**Eagles Set the Pace,**” describes our approach to community for our students and the world.

*We’re a community catalyst igniting transformation for all. We’re not just adapting to the future; we set the pace. Our inspiring programs go beyond academics; they awaken opportunity for your future. Imagine: a space where world-class connections are at your fingertips –tailor-made just for you. Here, you’ll find a nurturing space that empowers you to be a revolutionary force for meaningful change.*

*Why? Because we believe in you before you walk through our doors. We see not just who you are, but also the future version you’re becoming—so our environment is where learning, teaching, partnership and service merge into a singular force for good.*



## ACADEMIC EXCELLENCE

Innovation has driven NCCU since its founding in 1910 and remains the basis for establishing new academic and research initiatives that increase the intellectual climate of the University. NCCU is committed to extending

opportunities to undergraduate and graduate scholars for engagement in robust teaching, rigorous research, and learning exchanges inside and outside the classroom, as well as in NCCU's state-of-the-art laboratories and research institutes. The University boasts of a significant number of nationally ranked academic degree programs in a wide range of programs in the sciences, education, law, business, nursing, and the arts that prepare students for a global and dynamic workforce. NCCU is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award baccalaureate, master's, educational specialist and doctoral degrees.

The **College of Arts, Social Sciences and Humanities (CASH)** is where cultural and intellectual diversity meet and stand as a beacon of academic and creative excellence. Embracing a rich tapestry of disciplines, from the visual arts and criminal justice to history, language, literature, and beyond, CASH cultivates a collaborative and culturally diverse learning environment. This college is distinguished not only by its broad range of undergraduate and graduate programs but also by its dedication to fostering critical thinking, communication skills, and social consciousness among its students. With accolades such as hosting the #1 Jazz Program, being recognized at the 2023 Jack Rudin Jazz Championship at Lincoln Center in NYC, CASH exemplifies NCCU's commitment to scholarship, teaching excellence, and service. The inclusion of innovative research, digital humanities, public history, and experiential learning opportunities further prepare students for successful careers and meaningful contributions to a global society.

The **School of Business** is an AACSB-accredited hub for nurturing future leaders in business and entrepreneurship, characterized by its high job placement rates and prestigious rankings. The Master of Business Administration (MBA) program delivers opportunities for dual degrees in Law or Information Sciences, highlighting its commitment to diversity, innovation, and global perspectives. The School responds to the growing demand for data-savvy professionals, offering both undergraduate and graduate concentrations and minors in Data Analytics and Cybersecurity.

### Majors for Undergraduate Students

- 750** Business Administration
- 552** Criminal Justice
- 558** Psychology
- 362** Pre-Nursing
- 276** Behavioral and Social Sciences







The **School of Education (SOE)** has a distinguished legacy of preparing educators for diverse cultural contexts, reflecting an alignment with the highest standards of academic and professional training. With an array of nationally accredited undergraduate and graduate programs ranging from elementary and middle grades education to specialized degrees in school administration, special education, educational technology, higher education administration, and mental health, career, and school counseling, the SOE is committed to innovation, and ranked #8 in Best Value Kindergarten/Preschool Education and Teaching Schools by College Factual and #5 for the Online Master of Arts in School Counseling Program by TopCounselingSchools.org. The SOE is committed to inclusivity, social responsibility and excellence, as evidenced by initiatives like the Marathon Teaching Institute, aimed at increasing the diversity of male teachers and administrators. Through rigorous academic programs and hands-on learning experiences, the School exemplifies NCCU's dedication to fostering leadership, educational advancement and community service.

The **School of Graduate Studies** cultivates leaders who are culturally sensitive and engaged in their fields of study, and emphasizes the development of critical thinking, research competence and professional problem-solving abilities. It stands as the central academic unit for graduate and professional education across the University, encompassing a wide array of advanced degree programs offered through NCCU's various colleges and schools.

The **College of Health and Sciences (CHAS)** stands out for its academic rigor and commitment to community service. The college offers over 50 degree and certificate programs - including a Ph.D. in Integrated Biosciences - and boasts nearly 2,200 students and more than \$15 million in yearly research funding. The research portfolio extends from addressing health disparities through behavioral, biomedical, and pharmaceutical fields, studying nano materials, environment, nuclear and quantum information sciences, and educational pedagogy. The Department of Nursing offers one of the inaugural fully online degree programs (RN to BSN) in the UNC System's Project Kitty Hawk initiative, helping address one of the state's most critical health care workforce needs.

The nationally ranked **School of Law** provides a high-quality, personalized, and practice-oriented legal education. One of only six historically Black law schools remaining in the country, it is dedicated to empowering historically underrepresented students to become competent, socially responsible lawyers and leaders committed to public service and addressing the needs of underserved communities. NCCU is the first HBCU



and only institution with a law school to have a Technology Law and Policy Center designed to give more access to diverse professionals in the tech, legal and policy fields. The School counts more than 105 sitting judges in North Carolina among its alumni.

The **School of Library and Information Sciences (SLIS)** is a leader in multidisciplinary education, merging information science, library science and computing. SLIS offers accredited Master of Information Science and Master of Library Science degrees, emphasizing ethical, inclusive, and humanistic approaches to addressing societal challenges. With a commitment to advancing access to information, SLIS prepares leaders for diverse and dynamic professional landscapes.

**University College (UC)** is dedicated to fostering the academic and personal success of its students through a comprehensive suite of services and programs. It plays a pivotal role in providing academic advising, mentoring, and coaching, particularly for freshmen and sophomore students, to ensure they are well-equipped to define and achieve their educational and career goals. With a strong emphasis on promoting student learning and development, UC coordinates centralized academic resources and support services, aiming for high retention rates and ensuring students have access to the necessary tools for success. The College's approach is holistic, nurturing students to not only excel academically but also to develop personally, preparing them for the challenges and opportunities ahead.

The **Division of Extended Studies** plays a crucial role in offering flexible and non-traditional study options to meet the diverse needs of its community. The Division is designed to make education accessible to everyone, including those limited by location, time, or those seeking personal enrichment outside a formal program of study. Through distance education and e-learning, NCCU utilizes various pedagogical strategies to bridge the gap between students and faculty caused by geographical or temporal distances, ensuring educational opportunities are within reach for all students regardless of their circumstances. NCCU Online offers 14 fully online undergraduate degree programs, 16 graduate degree programs, and eight certificate programs with a headcount of more than 1,000 students. The Continuing Education unit focuses on life enrichment and professional development, including leading credentials like the Lean Six Sigma Green Belt certification, which highlights the Division's commitment to providing high-quality, career-advancing programs.



## **STRATEGIC PLAN: CHARTING A NEW LANDSCAPE FOR STUDENT-CENTERED SUCCESS 2019-2024**

Starting in 2019, the University developed and implemented an ambitious five-year strategic plan, “Charting a New Landscape for Student-Centered Success,” 2019-2024. This plan is accompanied by objectives and measurable strategies that have enhanced NCCU as a top-tier institution with a robust and flexible curriculum, innovative research, market-responsive co-curricular programs and impactful community engagement. The next chancellor of NCCU will lead the institution in crafting its next five-year plan, charting the course for future success.



## **FACULTY**

The faculty at NCCU are a diverse and dedicated group of professionals – educators, researchers and community leaders – integral to the university’s academic mission. Spanning various disciplines such as arts and sciences, business, education, law, library sciences, and health sciences, they bring a wealth of expertise to the university community.

Committed to both teaching and research, NCCU faculty strive for excellence in education while conducting cutting-edge research that contributes to their respective fields and addresses real-world challenges. They are deeply engaged with their students, serving as mentors, advisors, and guides both inside and outside the classroom, assisting students in their academic and professional journeys. Moreover, they prioritize ongoing professional development to remain current in their fields and enhance their teaching and research capabilities.

Through active participation in the Faculty Senate, faculty members address crucial matters such as academic policy, curriculum development, and faculty welfare. This forum fosters discussion, debate, and collaboration, significantly shaping university policies and procedures. Such shared governance mechanisms allow faculty to leverage their expertise and perspectives, thus influencing the university’s direction and priorities.

Beyond academia, NCCU faculty actively engage with the local community through outreach programs, community service initiatives, and collaborative projects that benefit Durham and beyond. They strive to create inclusive learning environments where students from diverse backgrounds feel welcomed and supported, embodying the university’s motto of “Truth and Service.”

## **STAFF**

At NCCU, our mission is propelled by a dedicated staff, embodying innovation and commitment across services critical for our university’s success. As a UNC System constituent institution, our staff encompasses both those governed by the North Carolina Human Resources Act (SHRA) and those who are exempt from most provisions of the Act (EHRA), working harmoniously to foster an environment where opportunity thrives.

The Staff Senate, a representative body elected by peers, amplifies the voices of SHRA and EHRA non-teaching staff on matters of employment benefits, policies, and procedures. This senate promotes transparent communication and engagement in university decisions, ensuring our staff are pivotal in shaping NCCU’s future. Together, they set the pace for transformative success.



## ATHLETICS

NCCU's athletics program produces champions in academics, athletics, and leadership. Fifteen men's and women's sports teams participate in National Collegiate Athletic Association (NCAA) competition at the Division I level (Football Championship Subdivision) as members of the Mid-Eastern Athletic Conference (MEAC). NCCU's men's and women's golf teams compete as associate members of the Northeastern Conference (NEC).

The NCCU Football team captured the 2022 Mid-Eastern Athletic Conference (MEAC) Championship and won the Celebration Bowl to earn the University's fourth HBCU National Championship. The 2023 NCCU Softball team claimed the first MEAC Championship for a women's sport and advanced to the NCAA Division I Softball Regional Championship for the first time. The NCCU Track & Field teams secured four





gold medals to help post the most points during the program's Division I era at the 2023 MEAC Outdoor Track & Field Championships. The women's Tennis team won the 2023 HBCU National Championship while the men's Tennis team was the 2023 MEAC conference tournament runner-up team.

Athletics facilities include the historic McDougald-McLendon Arena, O'Kelly-Riddick Stadium, Dr. James W. Younge Tennis Courts and the NCCU Track and Field Facility.

Prominent athletics alumni include NBA Hall of Famer Sam Jones and Naismith Hall of Famer John B. McLendon.

## **STUDENT LIFE**

NCCU stands as a beacon of opportunity and growth, deeply committed to its mission of fostering student success through a comprehensive suite of programs, services, and community collaborations. At the core lies a transformative agenda aimed at providing students with a holistic and inclusive learning environment. This initiative is built upon a foundation of adaptability, commitment, impact, integrity and service, ensuring that each student's journey is enriched with meaningful co-curricular experiences that complement their academic endeavors. The University's dedication to excellence is not just about academic achievement but also about nurturing the personal vision and career aspirations of each student, thereby crafting leaders ready to make significant contributions to society.

In alignment with its visionary goals, NCCU has articulated clear priorities that include enhancing campus facilities, increasing student engagement in high-impact co-curricular experiences and forging strategic community partnerships. These priorities are strengthened by a strong focus on mental health and wellness, leadership development, and the efficient use of institutional resources. Initiatives that build student resiliency, improve financial literacy, and build a culture of collective professional development all serve to prepare students for the professional world. This multifaceted approach to student development positions NCCU as a leader in offering a comprehensive, innovative, and enriching academic and co-curricular experience, demonstrating its unwavering commitment to preparing graduates for leadership, meaning, and purpose in their lives beyond the university.



## PHILANTHROPY AND ENGAGEMENT

At NCCU, industry partnerships are vital for our students' success. These partnerships are deliberately cultivated and offer scholarships, internships, and job opportunities, enriching students' academic journeys and providing real-world connections. By connecting academia with industry, students gain invaluable experience and mentorship, preparing them for future careers. These collaborations highlight the university's dedication to fostering talent, innovation and student empowerment in competitive landscapes.

MORE THAN  
**47,000**  
TOTAL ALUMNI

**NCCU-RTI Center for Applied Research in Environmental Sciences (CARES):** This partnership leverages NCCU's expertise in health equity research and the Research Triangle Institute's (RTI's) advanced labs to conduct impactful studies, focusing on areas that include laboratory sciences, environmental modeling, risk assessment, and communication. The goal is to improve the well-being of North Carolina's most vulnerable communities, while preparing our students to be global leaders and practitioners who transform communities.

**NCCU-Duke Cancer Disparities Translational Research Partnership (NCCU-DCI-CDTRP):** This partnership with Duke University focuses on advancing cancer health equity through research, education and training. With a focus on prostate and inflammatory breast cancer in African Americans, the collaboration aims to train graduate students, fellows and early-stage investigators while conducting pilot research projects.

**Intel Corporation:** Intel has pledged \$5 million over a five-year period to establish a Technology Law and Policy Center. This partnership aims to increase diversity in tech law and policy careers while providing student opportunities, faculty training, internships and mentorships from Intel executives. The center will address systemic inequities and enhance access to diverse professionals in these fields. This initiative signifies a significant step towards bridging the digital divide and fostering greater diversity in the legal and tech sectors.

**TikTok:** Donated a \$1 million gift to NCCU, which provides scholarships to students from underrepresented groups studying medicine, science, technology, engineering and mathematics (STEM) planning to enter careers in medicine, science, biotechnology and pharmaceutical industries.



**North Carolina GlaxoSmithKline Foundation Program:** The North Carolina GlaxoSmithKline Foundation partnered with NCCU's Department of Pharmaceutical Sciences and BRITE to expand educational opportunities and provide science and research exposure to underrepresented communities. The partnership develops a new pipeline of students obtaining degrees in pharmaceutical sciences, clinical research and other science, technology, engineering and math, or STEM, degrees.

**Lowe's Companies Inc.:** Lowe's awarded NCCU \$1.5 million to name the 200-person auditorium in the School of Business' new facility and name a new academic program. The donation will provide curriculum development, faculty recruitment, and student scholarships.

**PNC Foundation:** The PNC Foundation awarded \$719,000 to NCCU as part of the PNC North Carolina HBCU Initiative. This initiative is an effort that aims to enrich the future of entrepreneurship and create workforce opportunities in North Carolina. It is a three-year grant that established the North Carolina Central University Center for Entrepreneurship and Economic Development (CEED), a university-based program that will provide CEED Student Fellows with an entrepreneurial and community economic development education and comprehensive small business finance training.

## **FISCAL AFFAIRS**

The University uses a strategic growth strategy that allows for realignment and redeployment of resources to achieve University objectives. Since 2018, the University has maintained an A3 stable outlook which allowed the development of the first public-private partnership (P3) project for \$120 million of new and replacement beds for residential life. NCCU manages an operating budget of approximately \$300 million. Of that total, approximately \$67 million is derived from tuition and fees and \$96 million from state appropriations.



## **THE RESEARCH TRIANGLE REGION AND DURHAM, NORTH CAROLINA**

Nestled between the Blue Ridge Mountains and the Atlantic Ocean, the Research Triangle Region is a vibrant and dynamic area at the heart of North Carolina, renowned for its innovation, education, and quality of life. The Triangle, named for its three anchoring cities—Raleigh, Durham and Chapel Hill—stands as a testament to collaboration and progress, with Durham serving as a pivotal point within this illustrious triad.

Durham, home to North Carolina Central University (NCCU), is a city of over 320,000 residents, characterized by its rich history, diverse cultural fabric, and as a beacon of educational and economic opportunity. The city is part of a larger Research Triangle that boasts a population exceeding 2 million, encapsulating a spirit of community and innovation that is unmatched. The Triangle is celebrated for its unparalleled access



to numerous higher education institutions, including prestigious universities and research facilities that drive the region's economy forward in fields such as technology, healthcare, pharmaceuticals, and clean energy.

The region's infrastructure supports a thriving ecosystem for businesses and academia alike, with Raleigh-Durham International Airport providing global connectivity, and a network of research parks and innovation hubs fostering collaboration across industries. Durham itself, with a storied history of civil rights activism and a flourishing arts scene, offers a unique blend of historical significance and modern vibrancy, making it an attractive destination for professionals, scholars, students, and families.

Durham's economy mirrors the diversity and dynamism of the Triangle, transitioning from historical roots in tobacco and textiles to become a center for finance, information technology and biotechnology. The city's downtown area has undergone a renaissance, re-emerging as a hub for entrepreneurship - West Parrish Street blossomed with Black-owned businesses in the 1900s - entertainment, and dining, reflective of a community that values both heritage and innovation.

Living in the Research Triangle region means access to a wealth of recreational activities, from exploring the natural beauty of the surrounding areas to enjoying the rich array of cultural events, museums, and sports. The quality of life in Durham and the Triangle is further enhanced by a strong sense of community and a shared commitment to progress and excellence, making it an ideal place for those who aspire to lead and innovate.

## **GOVERNANCE**

### **UNC System and UNC Board of Governors**

The University of North Carolina System (UNC System) is a treasured public institution supported through strong state funding and dedicated to serving the people of North Carolina through world-class teaching, research, and community engagement. NCCU is one of 17 constituent institutions comprising the UNC System. A 24-member UNC Board of Governors, elected by the North Carolina General Assembly to staggered four-year terms, with the president of the UNC Association of Student Governments serving as a non-voting, ex officio member, oversees the System. The Board has responsibility for the policymaking, planning, management, and overall governance of the UNC System, and elects the System's President to serve as the chief administrative and executive officer.





Each institution's Chancellor is also elected by the Board upon the nomination of the UNC System President. The Chancellor reports to the UNC System President.

### **North Carolina Central University Board of Trustees**

Each institution within the System also has a Board of Trustees, to which the Board of Governors has delegated duties and powers for certain campus academic, administrative, and budgetary functions. In addition to exercising these delegated duties, the Board of Trustees also serves in an advisory role to the Board of Governors and the chancellor. NCCU has a 13-member Board of Trustees, consisting of eight members elected by the Board of Governors, four appointed by the North Carolina General Assembly, and the president of the student body, who serves ex-officio.

### **UNC System President**

The President serves as the chief executive and administrative officer of the UNC System. Peter Hans became the 7th president of the UNC System in August 2020. President Hans previously served as president of the North Carolina Community College System and prior to that was elected by the General Assembly to the State Board of Community Colleges and the UNC Board of Governors. President Hans earned a Bachelor of Arts degree from UNC-Chapel Hill and a Master of Liberal Arts in extension studies from Harvard University.

### **The Role of Chancellor of North Carolina Central University**

The Chancellor reports to the UNC System President, and executes the policies established by the UNC Board of Governors and the NCCU Board of Trustees. As the chief executive of the institution, the Chancellor is responsible for all institutional operations including administrative, academic, financial, student affairs, advancement, athletics, and alumni affairs, and ensuring that the institution's affairs are carried out consistent with federal and state law and university policy. The Chancellor's Cabinet and Executive Leadership Team includes ten direct reports: the Provost and Vice Chancellor for Academic Affairs; the Chief Financial Officer and Vice Chancellor for Administration and Finance; the Vice Chancellor for Student Affairs; the Vice Chancellor for Institutional Advancement; the Chief of Staff; the Chief Legal Counsel; the Director of Athletics; the Chief Information Officer; the Chief Human Resources Officer; and the Chief Brand Officer. More information on the senior leadership team can be found here: [\*\*Chancellor's Cabinet and Executive Leadership Team\*\*](#).



The Chancellor works closely with UNC Board of Governors, the President and UNC System leaders, and the NCCU Board of Trustees to ensure alignment between the institution's strategic initiatives and the UNC System Strategic Plan: Higher Expectations. The Chancellor has overall responsibilities to strengthen existing institutional initiatives and foster new initiatives to ensure sustainability and forward progress toward successfully advancing the university's mission. The Chancellor will serve as the public face of the University, providing leadership across campus and being an active and contributing leader within the community, across North Carolina, among other higher education institutions, and across the nation.

### **Desired Qualifications and Characteristics**

The next chancellor of North Carolina Central University will demonstrate leadership capabilities and potential in the following areas:

- **North Carolina Central University's History and Mission.** Someone with a deep passion for NCCU's 113-year history and mission as a public historically Black university – the nation's first public liberal arts college for Black students – and its contributions to the region and our state, especially in the fields of law, the liberal arts, education, health sciences and nursing, and business.
- **UNC System Governance and Strategic Goals.** Someone who understands and appreciates the governance structure of the UNC System and is wholly committed to furthering the shared goals of the UNC System's strategic plan, especially our focus on increasing student success.
- **Integrity, Transparency, and Communication.** Someone with unwavering integrity and commitment to transparency, and who communicates with and actively listens to diverse constituent groups to foster a shared vision and goals for the institution.
- **Strategic Vision.** Someone who demonstrates a clear vision for meeting the institution's challenges and seizing its many opportunities, including increasing student enrollment, retention, and on-time graduation, strengthening the institution's signature programs, and forging strong ties with employers and communities in the Durham and Triangle region.
- **Change Management and Shared Accountability.** Someone with the ability to manage and lead through change, demonstrating adaptability, resilience, and the ability to thrive in a dynamic environment and lead the institution through future transformations. Someone with a strong background in establishing clear performance metrics and holding institutional leaders accountable to ensure alignment with the university's strategic objectives.



- **Student Success and Wellbeing.** Someone who is laser-focused on student success, continuing the institution’s exceptional record of driving upward social and economic mobility; who is committed to academic excellence; and who fully recognizes the critical links between access, affordability, student support, and success.
- **Employee Success, Wellbeing, and Development.** Someone who appreciates the essential contribution of faculty and staff and demonstrates the importance of employee engagement and wellbeing by fostering a positive work environment where faculty and staff at all levels feel valued, supported, and motivated. This includes developing future leaders within the institution to grow a sustainable pipeline of talent that aligns with the university’s long-term goals.



- **Strategic Partnerships and Institutional Support.** Someone who cultivates new and manages ongoing partnerships that advance the institution's mission and goals, secures financial support from philanthropic, corporate, and government sources, embraces the institution's role in the economic and community development of the region, and successfully advocates on the institution's behalf with lawmakers and leaders at every level of government.
- **Campus Safety.** Someone who prioritizes the safety and security of the entire campus community and employs strong crisis management skills.
- **Fiscal Stewardship.** Someone with demonstrated ability to manage the institution's resources in a transparent and fiscally prudent manner and to maintain a high-quality infrastructure to support the institution's mission.
- **Operational Excellence.** Someone who applies sound management practices to sustain the operational health of the institution and understands the importance of leveraging technology to enhance student learning and streamline administrative processes.
- **Free Expression and Academic Freedom.** Someone who is wholly committed to the principles of free expression and academic freedom.

## KEY AREAS OF FOCUS

Building upon the accomplishments and successful leadership of Chancellor Johnson O. Akinleye, the new chancellor will lead the University with a focus on the following:

### Fostering Community and Strategic Partnerships

The next Chancellor will be a beacon of engagement and innovation, bridging the gap between NCCU and the broader Durham community, as well as the business and educational sectors. Emphasizing not just the continuation but the elevation of NCCU's legacy, the Chancellor will cultivate strategic partnerships with local businesses, schools, and the legislative body, ensuring the University's pivotal role in shaping a vibrant, inclusive future. Through active involvement and advocacy, the Chancellor will enhance NCCU's visibility and impact, both locally and beyond.



### **Advancing Academic Excellence and Inclusive Growth**

Championing academic rigor and cultural inclusivity, the Chancellor will drive NCCU forward, fostering an environment where staff and students from all backgrounds thrive. A focus on mental health, technology advancement, and academic support systems will be paramount, ensuring NCCU remains a nurturing, progressive hub for learning and development. The Chancellor will spearhead initiatives to boost enrollment, retention, and graduation rates, aligning with the HBCU ethos of excellence and resilience.

### **Enhancing Financial and Operational Resilience**

With an eye on sustainability and innovation, the next Chancellor will lead NCCU through a period of financial and operational strengthening. By spearheading robust fundraising strategies and exploring new revenue streams, the Chancellor will secure the resources necessary for academic development, research initiatives, and infrastructure improvements. Operational efficiencies will be sought and implemented, ensuring that the University's physical and digital landscapes are conducive to excellence in education and research.

### **Championing Diversity, Equity and Inclusion (DEI)**

The Chancellor will embody and promote an unwavering commitment to DEI, ensuring that NCCU remains a space where diversity is celebrated, and equity is non-negotiable. Initiatives to enhance diversity among faculty and staff, alongside programs that support the inclusion and success of all students, will be a cornerstone of their leadership. The Chancellor's efforts will reinforce NCCU's position as a leading HBCU, committed to the success and empowerment of historically underserved communities.

### **Leading with Vision and Integrity**

Above all, the Chancellor will lead NCCU with a blend of visionary leadership and steadfast integrity. By maintaining a close connection with students, faculty, staff, and alumni, the Chancellor will ensure that the University's direction aligns with its values and goals. Their leadership will be marked by transparency, inclusivity, and a deep respect for the traditions and aspirations of the NCCU community. Through unwavering dedication and emotional intelligence, the Chancellor will guide NCCU towards a future filled with promise and distinction.





## HOW TO APPLY

Individuals interested in being considered for the Chancellorship of North Carolina Central University are encouraged to apply. For priority consideration, candidates must submit a letter of interest and a Curriculum Vitae/Resume by March 29, 2024. Confidential inquiries, nominations, and applications should be directed via electronic mail to [chancellorsearch@northcarolina.edu](mailto:chancellorsearch@northcarolina.edu).

The position will remain open until filled. Candidates will be notified before their references are contacted.

The NCCU Search Advisory Committee will consider candidates and conduct interviews. The Committee will recommend at least three unranked candidates to the NCCU Board of Trustees who will then recommend at least three unranked finalists to the President. The President will nominate one candidate to the UNC Board of Governors for election.

Under North Carolina law, the names and personal information of candidates remain confidential throughout the search process and beyond.

## POINTS OF CONTACT:

- Confidential inquiries, nominations, and applications should be directed via electronic mail to [chancellorsearch@northcarolina.edu](mailto:chancellorsearch@northcarolina.edu).
- For other questions, contact Lynn Duffy, Senior Associate Vice President for Leadership Development and Talent Acquisition, UNC System Office, at [lsduffy@northcarolina.edu](mailto:lsduffy@northcarolina.edu).

For more information about the search process, please visit the North Carolina Central University Chancellor Search website at <https://www.nccu.edu/chancellor-search>.

## EEO STATEMENT

North Carolina Central University is an Equal Opportunity and Affirmative Action Employer. No one who applies or seeks employment will be denied admission to or employment at NCCU on the basis of race, religion, color, national origin, sex, age, disabling condition, veteran status, political affiliation, genetic information or sexual orientation and sexual identity.



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