



# WINSTON-SALEM STATE UNIVERSITY

## *School of Health Sciences*

Dean, School of Health Sciences  
Winston-Salem State University  
Winston-Salem, North Carolina

*"Enter to Learn, Depart to Serve." -Winston-Salem State University Motto*

### THE SEARCH

[Winston-Salem State University](#) ("WSSU" or the "University") seeks a dynamic, collaborative health science leader to serve as its next Dean of the School of Health Sciences ("SHS" or "the School"). Founded in 1892, WSSU is a public historically Black college and university and a constituent institution of the University of North Carolina System. WSSU is guided by its motto, *"Enter to Learn. Depart to Serve"* and focused on advancing equity, upward mobility, and empowering individuals to transform the world. Recognized as North Carolina's only [Carnegie Opportunity College](#), the University enrolls approximately 5,000 students, including 4,300 undergraduate and approximately 700 graduate students. WSSU maintains a student-to-faculty ratio of approximately 16:1 and serves a predominantly first-generation and Pell-eligible student population—reflecting the University's longstanding commitment to access, affordability, and social and economic mobility. The University's academic offerings are organized across major academic units that include the School of Health Sciences, the College of Arts, Sciences, and Education, and the College of Business & Entrepreneurship. WSSU pairs a legacy of teaching excellence with an emphasis on student success, applied research, and community impact. This work is in part fueled by two transformational gifts from MacKenzie Scott--the first a \$30 million gift in 2020 and the second a \$50 million gift in 2025.

The next Dean of the [School of Health Sciences](#) will advance the School's impact through the preparation of workforce-ready graduates and leadership of community-focused health equity initiatives. SHS encompasses a broad portfolio of undergraduate and graduate programs that prepare students for careers across the health professions, including nursing, physical therapy, occupational therapy, healthcare management, rehabilitation counseling, exercise physiology, medical laboratory sciences,

social work, and therapeutic recreation; the School is also launching new programs in public health. Through rigorous academic preparation, clinical and experiential learning, applied research, and strong partnerships with healthcare systems and community organizations, SHS addresses critical workforce needs and contributes directly to improving health outcomes in the region and beyond.

This is a pivotal moment for the School of Health Sciences. The next Dean will have the opportunity to articulate and advance a compelling vision for the School's future—one that aligns with WSSU's [strategic plan](#) and responds to the rapidly evolving landscape of healthcare education, research, and practice. In recognition of the School's place within WSSU and the breadth of its activities, the School will be transitioning into a College in the near term. The new college will play a key role in the institution's goals, specifically around research growth, the development of new interdisciplinary research doctoral programs that leverage the health sciences across the academic enterprise and furthering its impact on its community and state.

Reporting to the Provost and Vice Chancellor for Academic Affairs, the Dean serves as the chief academic and administrative officer for the School of Health Sciences. The Dean provides leadership for academic quality, faculty development, student success, accreditation, budgeting and resource stewardship, enrollment strategy, and external engagement. As a member of the University's senior academic leadership team, the Dean will work closely with fellow deans and campus partners to advance institution-wide initiatives, foster a culture of shared governance, and elevate WSSU's profile as a leading public university committed to health equity, workforce development, and community impact. The Dean will strengthen interdisciplinary collaboration, support innovation in teaching and learning, expand research and grant activity, and deepen partnerships with healthcare providers, governmental agencies, and community stakeholders.

The University has retained Isaacson, Miller, a national executive search firm, to assist in this important search. Inquiries, nominations, and applications should be directed to the search firm as outlined later in this document in the section before the Appendix.

## WINSTON-SALEM STATE UNIVERSITY, SCHOOL OF HEALTH SCIENCES

### Academic Programs

The School of Health Sciences houses nine academic units offering undergraduate and graduate programs in [nursing](#), [physical therapy](#), [occupational therapy](#), [healthcare management](#), [rehabilitation counseling](#), [exercise physiology](#), [medical laboratory sciences](#), [social work](#), and [therapeutic recreation](#). This portfolio includes seven graduate and professional programs, comprised of four master's degrees—[Master of Science in Nursing](#), [Master of Science in Occupational Therapy](#), [Master of Science in Rehabilitation Counseling](#), and [Master of Healthcare Administration](#)—and three doctoral programs: [Doctor of Nursing Practice](#), [Doctor of Physical Therapy](#), and [Transitional Doctor of Physical Therapy](#). New bachelor's in public health and master's in public health programs are in development. Programs are intentionally workforce-aligned and emphasize clinical immersion, applied learning, and professional competency.

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Graduates of SHS programs are consistently competitive in the job market, with strong placement into regional and statewide healthcare systems, community agencies, and graduate and professional programs, reflecting the School's focus on practice-ready preparation.

### **Research and Community Engagement**

School of Health Sciences faculty and students are engaged in applied, clinical, and community-based scholarship focused on health equity, workforce development, and population health. SHS maintains long-standing partnerships with healthcare providers, community organizations, and public agencies, supporting service learning, grant-funded initiatives, and translational research that directly informs practice. These partnerships not only enhance student learning and employment pipelines but also reinforce WSSU's role as a trusted regional partner improving health outcomes across diverse communities.

### **Faculty, Staff, and Students**

The School's 139 faculty members are supported by a talented group of 22 full-time and 7 part-time staff members.

In 2025, over 1,500 students enrolled in the School's programs, including 726 undergraduate, 344 masters, and 133 doctoral students.

### **Organizational Structure**

SHS faculty are currently organized within nine departments. The department chairs and director of the nursing program report to the senior associate dean who reports to the Dean, along with an assistant dean for student success and an executive assistant.

### **Finances**

The Dean oversees a \$15.9 million annual operating budget. The School derives revenue from tuition, fees, state appropriations, sponsored award indirect cost, and other miscellaneous revenue.

### **Facilities**

The School of Health Sciences is anchored by a strong portfolio of clinically focused, workforce-aligned facilities that support hands-on education, simulation, and applied research. The F. L. Atkins Building serves as the School's academic core, housing key departments and specialized teaching laboratories across nursing, allied health, and rehabilitation sciences. A signature asset is the [Virtual Hospital and Simulation Center](#), which provides high-fidelity, interprofessional clinical training in a realistic hospital environment. The School is further distinguished by access to the [Human Performance and Biodynamics Laboratory](#), an advanced motion-analysis and research facility operated in partnership with Atrium Health

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Wake Forest Baptist and Wake Forest University School of Medicine—strengthening SHS’s capacity for applied research, clinical innovation, and external collaboration.

## ROLE OF THE DEAN

The Dean of the School of Health Sciences is the School’s chief academic and administrative officer. Reporting to the Provost and Vice Chancellor for Academic Affairs, the Dean is a member of the University’s senior academic leadership team and leads academic quality, student success, accreditation, enrollment strategy, budgeting and resource stewardship, and faculty and staff recruitment and development across SHS programs, while setting a future-focused vision that meets evolving healthcare workforce needs and sustains a collaborative, inclusive culture of excellence in teaching, scholarship, clinical practice, and service. As the School’s principal ambassador, the Dean will deepen partnerships with healthcare systems, community organizations, alumni, and industry, and collaborate with fellow deans and campus leaders to advance cross-college initiatives and elevate WSSU’s impact on health equity and service.

## KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

The opportunities and challenges facing the next dean of the School of Health Sciences include:

### ***Articulate and actualize an ambitious and future-focused strategic vision for SHS***

As WSSU advances Strategic Plan 2030: *We Are Rising*, the next Dean will translate this momentum into a clear, measurable vision for SHS. The Dean will lead SHS’s transition to college status—aligning leadership, staffing, and operating resources with an expanded mission—through disciplined execution and close partnership with the Provost’s Office and campus leaders. With more than 1,500 students across nursing and the health professions, SHS is positioned to sharpen its identity, elevate its profile, and expand its impact on workforce preparation and community well-being, while aligning priorities to WSSU’s 2030 commitments—especially student success, institutional excellence, and resource sustainability--and staying responsive to evolving healthcare needs.

### ***Creatively introduce new revenue streams while carefully stewarding existing resources***

The Dean will pair strong stewardship with entrepreneurial leadership to diversify the School’s revenue through market-aligned program growth, strategic partnerships, advancement, and sponsored activity that directly supports SHS’s mission. The University is focused on securing signature partnerships that generate new revenue streams and advancing measurable institutional outcomes tied to sustainability and growth; SHS is well-positioned to contribute to these efforts through industry-facing education and clinical partnership models. The School’s existing online and hybrid learning opportunities (including offerings in clinical laboratory science, health administration, graduate nursing, and rehabilitation counseling) create a platform to expand access for adult learners and working professionals while strengthening enrollment and net revenue.

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***Strengthen and sustain a unified, cohesive, and collaborative culture across the College and University***

SHS spans a broad portfolio of disciplines and departments. The Dean will bring these programs together and foster a collegial, inclusive, outcomes-driven culture that balances department-level priorities with School-wide cohesion and shared accountability. The Dean will align strategy, ensure a consistent student experience, and promote transparent decision-making across the School, while strengthening leadership capacity through mentorship and professional development. The Dean will also improve communication across departments and with the broader University to reduce silos and build shared ownership of priorities. Success will be reflected in an environment where faculty and staff feel supported, well informed, and positioned to excel.

***Ensure student success through holistic support and innovative academic programming***

A top priority for SHS is improving progression, graduation, and licensure outcomes—particularly NCLEX performance—through an end-to-end approach that spans recruitment, admissions criteria, advising, curriculum, and board-preparation support. With significant demand among pre-nursing students and limited program capacity, the Dean will also create clear pathways for students who begin in nursing to transition successfully into other health sciences majors and workforce-ready careers. In parallel, the Dean will strategically expand and modernize the program portfolio (including planned public health offerings), informed by market demand and delivery models (including online and hybrid, where appropriate), and supported by the facilities, technology, and clinical placement capacity needed to sustain quality. Across these efforts, the Dean will sharpen SHS’s differentiators and ensure programs remain aligned with the skills and competencies graduates need to succeed in a changing workforce.

***Foster interdisciplinary innovation and collaboration across the University and in the community***

The Dean will be a key catalyst for interdisciplinary innovation, expanding interprofessional education and collaborative practice while strengthening partnerships with healthcare systems, public agencies, and community organizations across the region. In support of the University’s ambition to achieve Carnegie “Research 2” (R2) classification, the Dean will strengthen SHS’s research culture, grow sponsored programs, and scale community- and clinically grounded scholarship. The Dean will also deepen cross-campus collaboration and further activate external partnerships to expand pipeline programs and clinical placements and to elevate SHS’s visibility and impact in the community—for example, through interdisciplinary clinical experiences such as a community clinic model and renewed use of mobile units connected to health equity efforts.

## QUALIFICATIONS AND CHARACTERISTICS

The dean will bring many of the following professional qualifications and personal characteristics:

*Minimum Requirements*

- An earned doctoral degree in health sciences, public health, medicine, nursing, or a health-related discipline from a regionally accredited institution of higher education
- Academic record of teaching, research, service, and/or clinical experience that position the candidate for the rank of professor with tenure
- At least five years of experience as a leader within higher education (e.g., dean, department chair, associate or assistant dean), or comparable experience within the healthcare sector

*Preferred Qualifications and Characteristics*

- A firm understanding of higher education and the dynamic and ever-evolving healthcare landscape
- Demonstrated ability to build effective partnerships within a college and university, with clinical partners, and with external groups, including donors and policy makers
- Demonstrated record of securing external research funding, including competitive research grants, contracts, or fellowships, with evidence of sustained scholarly productivity supported by such funding
- Successful experience with budgeting, and fiscal and financial management
- Experience working with advancement professionals to develop and execute fundraising strategies and identify potential donors
- Evidence of leading and navigating processes to achieve and sustain academic accreditation standards for health sciences related academic programs
- A record of experience managing, recruiting, supporting, and retaining diverse faculty and staff
- Demonstrated experience developing new workforce-aligned academic programs

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Winston-Salem State University has engaged the executive search firm Isaacson, Miller to assist in the search. Applications, including a cover letter and CV, should be submitted via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/winston-salem-state-university-school-health-sciences/dean>

Amy Segal, Partner  
Miguel Santiago, Senior Associate  
Olivia McVicker, Managing Search Coordinator  
Isaacson, Miller

*All aspects of faculty employment at Winston-Salem State University, including hiring and discontinuation of employment, reappointment, and promotion and tenure, are governed by regulations consistent with Chapter VI of The Code of the University of North Carolina. This chapter provides*

*guidelines and other information related to the employment of permanent and part-time faculty members.*

Isaacson, Miller, and Winston-Salem State University are committed to creating an inclusive environment and welcome applications from candidates with disabilities. If you have any accommodation or access needs, we are happy to provide reasonable accommodation.

*This document has been prepared based on the information provided by Winston-Salem State University. The material presented in this leadership profile should be relied on for informational purposes only.*

*While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Winston-Salem State University would supersede any conflicting information in this document.*

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## APPENDIX

### THE UNIVERSITY OF NORTH CAROLINA SYSTEM

[The University of North Carolina System \(UNC System\)](#) is a public university system comprised of 16 constituent universities and the North Carolina School of Science and Mathematics (NCSSM), the nation's first public residential high school for gifted students. The UNC System is governed by the UNC Board of Governors, which is legally responsible for the planning, development, and overall governance of the System and elects the UNC System President. Collectively, the UNC System reports 256,530 students enrolled in fall 2025, reflecting the System's broad reach and central role in advancing access, affordability, academic quality, research, and public service across North Carolina.

### WINSTON-SALEM STATE UNIVERSITY

Winston-Salem State University (WSSU) is a public Historically Black College and University (HBCU) and a constituent institution of the University of North Carolina System, nationally recognized for its mission-driven focus on opportunity, student success, and service. Located on a picturesque 117-acre campus, WSSU is a thriving university with more than 39 campus buildings and a robust academic and research environment that supports high-impact learning and community engagement. WSSU offers approximately [50 undergraduate, graduate, and doctoral degree programs](#) across the arts and sciences, business, education, and the health professions, all designed to prepare graduates for leadership, service, and workforce impact. This mission is supported by a faculty of more than 300 members, with strong representation from historically underrepresented backgrounds, reinforcing WSSU's role as an HBCU and its commitment to inclusive excellence in teaching, scholarship, and service.

#### History

WSSU was founded as Slater Industrial Academy on September 28, 1892, beginning with 25 students and one teacher. In 1925, the institution was renamed Winston-Salem Teachers College and became the first Black institution in the nation empowered to grant degrees for teaching in the elementary grades. The University was designated Winston-Salem State University in 1969, and in 1972 became a constituent institution of the University of North Carolina, subject to governance by the UNC Board of Governors.

#### Leadership

##### *Chancellor*

Bonita J. Brown, Esq., is the 14th Chancellor of Winston-Salem State University, assuming the role on July 1, 2024, following election by the UNC Board of Governors. A seasoned higher education leader and strategist, Brown previously served as Interim President of Northern Kentucky University and as Vice President and Chief Strategy Officer, where she led institution-wide efforts focused on student success,

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retention, and organizational alignment. Her career also includes senior roles with national student-success organizations, including Achieving the Dream and The Education Trust, as well as leadership positions within the UNC System. A North Carolina native with deep ties to WSSU, Brown brings a strong focus on student outcomes, fiscal stewardship, and community-engaged leadership.

### *Provost*

Dr. Stevie L. Lawrence II serves as Provost and Vice Chancellor for Academic Affairs, effective July 1, 2025. A nationally recognized academic leader, Lawrence previously served as Provost and Vice President for Academic Affairs at Lincoln University (Missouri), where he led the institution’s academic enterprise and student success initiatives. His career includes senior leadership roles at the Southern Regional Education Board, Fort Valley State University, and the UNC System Office, where he focused on completion, transfer, and equity-minded academic strategy. Lawrence brings a system-level perspective and a strong commitment to academic excellence, innovation, and student success.

### **Strategic Plan**

WSSU’s institutional strategy—Strategic Plan 2030: “We Are Rising”—sets a bold, measurable agenda organized around five commitments: Foster Student Success; Equity, Inclusion, and Social Innovation; Intellectual Climate; Institutional Excellence; and Resource Sustainability. Among its explicit 2030 aspirations, WSSU aims to achieve Carnegie “Research 2” (R2) Classification and to grow research and development activity and outcomes as part of its broader agenda for institutional excellence and impact.

## **WINSTON-SALEM, NORTH CAROLINA**

Winston-Salem shines with natural beauty and outdoor adventures. It is a place with history at every turn – a place that celebrates its past and thrives in the present. It is where cobblestone streets and historic gardens sit in the shadow of modern skyscrapers and art deco gems – where repurposed factories now thrive as yoga studios, co-working labs, and award-winning distilleries. It is known as a City of Arts & Innovation – home to acclaimed universities, a buzzing startup culture, and a celebrated culinary scene. Above all, it is a city with a welcoming spirit and creative soul – a place that will delight you, surprise you, inspire you – and welcome you back again and again. Southern Living called Winston-Salem a “glorious gem of a destination” and one of America’s “Top 10 Cities on the Rise.”

Additional details about Winston-Salem can be [found here](#).