



UNIVERSITY of NORTH CAROLINA WILMINGTON

**Search for the Dean
College of Health and Human Services
Wilmington, North Carolina**

THE SEARCH

The University of North Carolina Wilmington (UNCW), a public doctoral research institution, and its College of Health and Human Services (CHHS), seek a strategic and collaborative leader to serve as its next Dean. This is a compelling opportunity to join a talented and cohesive leadership team in a college that is known for its nationally accredited programs, commitment to community health and engagement, and entrepreneurial and collegial culture. This is an important moment for community health and healthcare systems in southeastern North Carolina, whereby CHHS will contribute to the strategic direction of the university and meet the demand for quality healthcare education and employment in the region.

The University of North Carolina Wilmington is consistently recognized at a national level for academic excellence and affordability. Recently elevated to an R2 institution, UNCW is a residential, coastal university dedicated to the integration of teaching and mentoring with research and service. As a member of a distinguished multi-institutional public higher education system, UNCW has a distinctive reputation for academic excellence and student engagement. UNCW stands at a pivotal moment in its history. The university has grown exponentially since its founding and now serves as an anchor institution in one of North Carolina's fastest-growing regions. Under the leadership of Chancellor Aswani K. Voley, appointed in 2022, the university is embarking on a new strategic design and planning process. This is an exciting time of transformation for the university, as UNCW aspires to reach the next level of excellence in graduate education and research, and to meet the needs of significant economic development in the region, while maintaining the core of its identity as a stellar undergraduate institution.

The College of Health and Human Services has developed into a vibrant and diverse college since its founding in 2010, and its faculty, staff, and students contributed significantly to the university's growth over the last decade. With a total of 330 faculty and staff and over 4,500 undergraduate and graduate students, CHHS boasts three professional schools: the School of Health and Applied Human Sciences, the School of Nursing, and the School of Social Work; housed within new facilities that provide state-of-the-art laboratories, simulation learning spaces, and an interprofessional collaborative teaching clinic. CHHS prepares students for promoting wellness, treating illness and health-related interventions; transdisciplinary applied research practices that advance both the science and practice of health and human services; and service activities to help build healthier communities, while developing and strengthening the health and human services workforce. The College's academic programs and clinical education have a significant impact on the health of the UNCW and surrounding community, as well as regional clinics, hospitals, and healthcare systems, and the faculty and staff are committed to preparing

students to meet the current demands of the healthcare industry. CHHS is well positioned within the university and the region to further expand its reach to support rural health initiatives, strengthen clinical and external partnerships, and increase interdisciplinary research to address the health and wellness issues of contemporary life.

Reporting to the Provost and Vice Chancellor for Academic Affairs, the Dean serves as the chief academic and administrative officer for the College. The Dean will build on the strategic plan of the College and further strengthen academic programs and initiatives that will advance its mission of creating transformative learning experiences, advancing knowledge through research and scholarly activity, and engaging local and global communities. UNCW seeks an accomplished scholar with a track record of success in academic administration and with an understanding of and commitment to public higher education.

UNCW has retained the services of Isaacson, Miller—a national executive search firm—to assist in conducting this important search and to help identify outstanding candidates. All confidential inquiries, nominations/referrals, and resumes with cover letters should be directed to the search firm as indicated at the end of the document.

THE UNIVERSITY OF NORTH CAROLINA WILMINGTON

The University of North Carolina Wilmington (UNCW) is consistently recognized at a national level for academic excellence and affordability. A member of the 16-university campus system of the University of North Carolina, UNCW is dedicated to learning through the integration of teaching and mentoring with research and service. Established as Wilmington College in 1947, the institution was granted four-year status in 1963 and joined the state university system in 1969. The first graduate programs were authorized in 1977 and UNCW became a comprehensive level university in 1985. Now, UNCW offers 55 undergraduate programs in more than 49 areas of study, 36 masters programs, and four doctoral programs. The university also offers many distance learning options, including clinical research, an accelerated RN-to-BSN program, and a Doctor of Nursing Practice online program.

With an enrollment of 17,843 students, including 3,549 graduate students this year; 1,125 faculty and 1,463 staff, UNCW is widely acknowledged for a powerful academic experience that stimulates creative inquiry, critical thinking, thoughtful expression, and responsible citizenship. UNCW is dedicated to offering a community rich in diversity and inclusion, global perspectives and enriching the quality of life through scholarly community engagement in such areas as health, education, the economy, the environment, marine and coastal issues, and the arts. UNCW enjoys an engaged alumni base of 98,750 graduates and is growing rapidly with many graduates choosing to stay in North Carolina.

The university has been a leader within the UNC System across many strategic metrics, including enrollment growth and degree efficiency, and it continues to see increased demand for high-quality undergraduate and graduate programs. Accepted freshmen had an average high school GPA of 4.04 and

average SAT of 1298. UNCW has drawn both in-state and out-of-state applicants to its exceptional programs, and the university has made it a strategic priority to increase enrollments of both out-of-state and international students for undergraduate admission. Currently, 66 percent of students identify as women and 24 percent of UNCW's student population includes Black, Asian American, Latinx, and Native American students. The university has also made a commitment to recruiting and retaining students of color.

The university's academic schools and programs include: The College of Arts & Sciences, the College of Health and Human Services, the Cameron School of Business, the Watson College of Education, University College, the Honors College, and the Graduate School. The student to faculty ratio is about 16:1, with 45% percent of classes having fewer than 20 students. Fifty-five percent of full-time faculty members are tenured. UNCW has been [ranked among the nation's top public national universities](#) by *US News & World Report* for the past three years. The university has [four graduate programs](#) on the new *U.S. News & World Report* list of 2023 Best Graduate Schools. Additionally, UNCW is a featured school on The Princeton Review's list "2023 Best Colleges: Region by Region."

UNCW's efforts to advance research and scholarly activities earned the university the elevated designation of *Doctoral University with High Research Activity* in 2018. The institution is building on the foundation of its most recent [strategic plan](#) and developing the framework for the next strategic planning process. The institution seeks to build on its recent growth and commitment to high-quality education and interdisciplinary research, increased diversity and inclusion across the campus, and to address the needs of a growing and vibrant economic region.

In February 2021, the UNCW announced the launch of [Like No Other: The Campaign for UNCW](#), a multi-year fundraising campaign to support students, faculty, programs, and facilities. The institution has currently raised \$103.7M on a stretch campaign goal of \$125M. Chancellor Volety announced the stretch goal on what was originally a \$100M goal this summer upon his arrival at UNCW. This is the most ambitious fundraising campaign in the University's history aimed at enriching and expanding what makes UNCW distinctive. Investments during this campaign will also help UNCW produce local, statewide, and global solutions, driving progress in areas like health care; education; sustainability; innovation and entrepreneurship; and diversity, equity, and inclusion.

Leadership

The UNC System Office, located in Raleigh, houses the offices of the president and senior administrative staff for the system. This core administrative staff executes the policies of the UNC Board of Governors and provides system-wide leadership and support in the areas of academic affairs, business and financial management, communications, strategy and policy, human resources, legal affairs, and government relations. The UNC System Office also has administrative oversight of a number of university affiliates. Administered by the president and overseen by the UNC Board of Governors, each campus in the UNC system is headed by its own chancellor and board of trustees.

Dr. Aswani K. Volety, an experienced leader in higher education with deeply rooted connections to UNCW, returned to the institution on July 1, 2022, as the seventh Chancellor. Chancellor Volety previously served as the Dean of UNCW's renowned College of Arts & Sciences and the Executive Director of the Center for Marine Science. Most recently he served as the Provost and Vice President for Academic Affairs at Elon University. Dr. Volety graduated from the College of William & Mary with a Doctorate in Marine Science. He received his master's degree in zoology with a specialization in marine biology and his Bachelor of Science from Andhra University in India.

Dr. James "Jamie" Winebrake was named provost of the University of North Carolina Wilmington in 2020, after serving as Dean of the College of Liberal Arts at the Rochester Institute of Technology (RIT) for more than nine years. He holds a bachelor's degree in physics from Lafayette College, a master's degree in technology and policy from MIT, and a Ph.D. in energy management and policy from the University of Pennsylvania.

The university has received the Carnegie Community Engagement Classification and is deeply committed to strengthening ties to the Wilmington and regional community through research, partnerships, programs, and civil service. UNCW is situated between the Cape Fear riverfront historic downtown and beautiful Atlantic Ocean beaches: Wrightsville, Kure, and Carolina. The Wilmington area offers plenty of unique attractions, entertainment and activities, wonderful dining options, and was recently ranked as a Top 10 Emerging Global Ecosystem. Wilmington prides itself on a fantastic, engaged university, a new and exciting technology sector, extraordinary natural beauty, historic and architectural character, and a thriving, arts scene.

To learn more about the University of North Carolina Wilmington, please visit: <https://uncw.edu>

COLLEGE OF HEALTH AND HUMAN SERVICES

The UNCW College of Health and Human Services (CHHS) was established in 2010 to make a positive impact on the health and quality of life of residents in the state of North Carolina and beyond. CHHS has [grown and evolved](#) since its founding to become one of UNCW's premier colleges proudly leveraging the university's R2 agenda with a focus on excellent teaching, scholarship, and research. This is accomplished with the goal of helping individuals, families and communities live healthier, more prosperous and empowered lives. CHHS enrolls approximately 3,350 undergraduates and 1,220 graduate students, with a total enrollment of over 4,500. Students learn with a focus on the application of theory to practice, anchored in opportunities offered through interprofessional education.

The [CHHS strategic plan](#) (2017-2023) guides the college in achieving its mission of creating transformative learning experiences, advancing knowledge through research and scholarly activity, and engaging local and global communities. The plan's five primary goals challenge the college to empower students through excellence and learning, foster excellence in research, scholarly activity, and innovation, engage in strong

academic-community partnerships, facilitate involvement in professional service activities and leadership roles, and promote sustainability and continuous quality improvement.

After twelve years in the role, founding Dean Charles J. Hardy has stepped down and returned to the faculty. Under Dean Hardy's leadership, the college received numerous awards and achievements, graduated more than 10,000 students, increased majors from 1,500 to over 4,500, added six new degree programs, and completed the construction of Veterans Hall. In his tenure at UNCW, Dean Hardy led CHHS in developing a culture of community engagement and collaboration across its schools, programs, and external partnerships.

Academics

CHHS is comprised of [three professional schools](#) offering [nationally accredited](#) programs in nursing, clinical research and product development, social work, athletic training exercise science, gerontology, public health, healthcare administration, healthful living and fitness education, recreation therapy and recreation, sport leadership and tourism. CHHS's nursing programs have received accolades from U.S. News and World Report in 2022, including recognition among top online programs.

- Best Online Master's in Nursing (46th)
- Best online Master's in Nursing for Veterans (12th)
- Best Online Master's in Nursing Education Programs (9th)

The [School of Health and Applied Human Sciences](#) offers six undergraduate degree programs: exercise science, healthful living and fitness education, public health, tourism, recreation and sport, respiratory therapy and recreation therapy and graduate programs in athletic training, gerontology and physical education and health teacher licensure. The School's [strategic plan](#) outlines four overarching goals: empower students through excellence in teaching and learning, foster excellence in research, scholarly activity, and innovation, and engage in strong academic-community partnerships, and promote sustainability and continuous quality improvement.

Within the [School of Nursing](#), undergraduate and graduate students can choose from six programs focusing on Nursing and Clinical Research. Nursing programs include BSN, MSN, and DNP. Clinical Research offerings include BS in Clinical Research, MS in Clinical Research & Product Development, a Post Baccalaureate Certificate in Clinical Research Operations, and a Clinical Research Minor. Students refine their skills and knowledge in the [Simulation Learning Center](#), which uses state-of-the-art labs and technology designed by nurse clinicians, to create realistic patient scenarios across the nursing continuum.

The [School of Social Work](#) prepares students to make a difference in the world through direct practice with individuals, couples, families and communities; policy analysis and advocacy; and social work research. Within the school, students can pursue a Bachelor of Social Work (BSW), Master of Social Work (MSW) and a certificate in Substance Use Disorders and Addictions. Additional programs include the North

Carolina Child Welfare Education Collaborative which supports special educational opportunities that emphasize public welfare practice to ensure child safety, and School Social Work Licensure.

The work of CHHS is anchored by the [Core Services Teams](#) which facilitates effectiveness and efficiencies in support of operations and administrative functions for CHHS primary mission critical areas: teaching, research and service. Specific teams include Academic Affairs Operations, Advancement, Business Core Services, Community Engagement, Marketing and Communications, Program Assessment, Accreditation and Development, Research and Innovation, and Student Success.

Community Engagement

UNCW made a strategic investment to address health preparation and services in southeastern North Carolina by establishing the College of Health and Human Services (CHHS). The College aims to be a leader in demonstrating how universities can serve and collaborate within their communities by effectively addressing health and quality of life issues through empowering underserved communities, eliminating health inequalities and improving severe and chronic health outcomes.

Guided by a talented [community engagement team](#) and in collaboration with dedicated faculty, staff, and students, CHHS students further their education while supporting the local and regional community through signature engagement initiatives.

[FuseCR \(Center for Clinical Research Workforce Development\)](#) is a collaborative designed to ignite a new synergy between UNCW and the field of clinical research. By fusing resources and knowledge from academia and industry, FuseCR is energizing the local clinical research talent with powerful career and industry enhancing services.

The [Center for Healthy Communities](#) seeks to improve health and well-being by addressing community identified needs through collaborations between campus resources and community agencies. Through its programs, students engage with community partners including [Northside Food Co-Op](#), [Cape Fear Collective](#), [Health Equity at NHRMC](#), [ACCESS Wilmington, Inc.](#), [paws4People](#), and the [Police Activities League](#). The Center also serves on committees within the Wilmington community including Infant Mortality and Maternal Health, Northside Wellbeing and Improvement Team, Grocery Store Taskforce, Brunswick Wellness Coalition, and Resiliency Task Force.

[Southeastern North Carolina Regional Health Collaborative](#) was established by CHHS in partnership with regional public health leadership and staff to improve individual and population/ community health in Southeastern North Carolina through regional programs and interventions.

[Health Equity Bonner Fellowship](#) is a four year leadership opportunity provided through cross-campus and community collaboration, the focus of which is to improve health equity within the Wilmington Community and southeastern North Carolina.

Faculty and Scholarship

As a designated high research activity university, research and innovation are important parts of CHHS. CHHS's faculty draw upon deep academic and professional experience in the pursuit of excellence in teaching and scholarship. In FY2022, CHHS faculty were awarded a total of \$1.43 million of external funding for 20 awarded projects and published 113 journal publications and 3 books. Thirty-three faculty served as editors in 97 leading journals over the course of the year. [Faculty research initiatives](#) span obesity prevention, healthy aging, military health, coastal health, holistic health, and more. Through the awarding of competitive grants, CHHS faculty created [Project SOAR](#) which provides veterans the opportunity to enjoy adaptive sports, [invented a device](#) to measure neck strength as a means of preventing traumatic brain injuries, [bolstered the psychiatric mental health nurse practitioner and family nurse practitioner curricula](#) to increase understanding of substance use disorder and opioid treatment, and developed [accurate field testing for shellfish farmers while studying Florida Red Tide migration](#), and more.

Facilities

[Veterans Hall](#), which opened in August 2020, houses existing health and human services degree programs and new programs under consideration such as respiratory therapy, speech language pathology and physician assistant studies. The largest singular instructional building on campus currently, Veterans Hall leverages state-of-the-art technology to create numerous innovative and flexible learning environments. CHHS laboratories allow students to practice skills, giving them the opportunity to learn beyond the classroom through hands-on experiences, peer to peer activities in laboratory settings, standardized patient experiences, simulation learning and real-world client interactions. [Specific features](#) include an interprofessional teaching clinic, a planned human cadaver laboratory, dedicated spaces for the Center for Healthy Communities and the Center for Workforce Development, and more.

THE ROLE OF THE DEAN

The Dean reports to the Provost and Vice Chancellor for Academic Affairs and is the chief academic and administrative officer of the college. As a university leader, the Dean must actively seek to connect and improve college outcomes on strategic initiatives that include curriculum; diversity, equity, and inclusion; enrollment management; retention; external funding; and community engagement.

Direct reports to the Dean include the Associate Dean for Academic Affairs, Assistant Dean for Community Engagement & Health Equity, Assistant Dean for Administration & Resource Management, Assistant Dean for Student Success, Director, School of Health and Applied Human Sciences, Director, School of Nursing, Director, School of Social Work, the Executive Assistant to the Dean, the Marketing & Communications Coordinator, and The Assistant Vice Chancellor for Major Gifts (UNCW) & Director of Development for Major Gifts (CHHS), as well as five fellows. An overview of the organizational structure can be [found here](#).

In coordination with the Vice Chancellor for Academic Affairs and Provost and the Vice Chancellor, the Dean oversees the CHHS operating budget of approximately \$26.4 million. While the College receives robust support from the university, the Dean is expected to actively pursue opportunities in the development space, lead and inspire a talented faculty to sustain existing and create new academic programs, and seek out ways to grow the research enterprise.

KEY LEADERSHIP OPPORTUNITIES FOR THE DEAN

In carrying out the broad duties above, the next Dean will have a unique opportunity to address the following concerns of importance to the College's faculty, staff, and students.

Ensure excellence, innovation, and strategic growth of current and new academic programs

In line with the [CHHS strategic plan](#), the Dean will ensure the continued success of current programs and foster the implementation of several proposed new degree programs. The Dean will ensure the continued rigor and quality of current academic programs and online initiatives by working with faculty and staff on curricular changes, evaluation and assessment, student recruitment and success, and maintenance of accreditation. This will call on the Dean's collaborative nature, passion as an educator, ability to leverage the strengths of CHHS faculty and staff, and careful attention to detail across an array of programs and accreditation requirements. The Dean will be attuned to the trends in curriculum delivery in higher education, upcoming needs in the workforce, and student demand and will be a key driver in shaping the development and implementation of new program offerings and the experiential, clinical, and research opportunities to support them in southeastern North Carolina and beyond.

Foster the continued growth of excellence in research, teaching, and scholarship

As the institution develops with increased research priorities and policies that are consistent with a Carnegie R2 designation, the Dean will facilitate open and transparent conversations that result in clearly-expressed priorities that guide the College's future and result in exciting, innovative, and interdisciplinary programmatic offerings. The Dean will collaborate with College leadership and faculty to ensure there are support systems and relationships that allow for even higher levels of research success and external funding within each school and will maintain the commitment to excellence in teaching and student engagement. With colleagues across the university, the Dean will identify and target emerging opportunities for interdisciplinary collaboration that enrich, strengthen, and broaden the College's existing curriculum and research portfolio.

Promote a culture of respect and transparency, that fosters trust and nurtures a sense of community throughout CHHS

The next Dean will join a college that has a culture of collaboration, engagement, and entrepreneurship. The Dean will continue and grow the healthy working relationships with faculty, staff, and student through inspirational leadership, open communication, and approachability. With an emphasis on transparency, the Dean must understand the role of shared governance and respect the voices of faculty and staff when making academic and administrative decisions. While each school within CHHS has its individual strengths and identities, the Dean will proactively work to develop cohesion and pride in being part of one CHHS.

Champion the College of Health and Human Services and collaborate with partners across the University

The next Dean will serve as a valued partner to and collaborator with senior leaders and peers from the broader University community, contributing to university-wide efforts to create public good, while also being an effective spokesperson and advocate for the needs and interests of CHHS. The next Dean will be an engaged academic leader for the College and the broader University, developing strong relationships with colleagues outside the College, and partnering with other academic units to pursue innovative opportunities in multidisciplinary research, teaching, and engagement with local and regional healthcare facilities and other partners.

Build and carefully steward external partnerships and purposeful community engagement

Community-based engagement is a core value of the College of Health and Human Services. CHHS benefits from a history of successful partnerships in the local and regional community through which students engage in experiential learning and clinical opportunities. There is tremendous potential to build partnerships that will further develop students and serve the underserved in the community. Funding available through the [New Hanover Community Endowment](#) presents a significant opportunity for UNCW to advance health-related community engagement work. CHHS has [already begun to leverage these funds](#) and the Dean will be poised to [build upon this momentum](#) in bolstering CHHS community engagement supported by funding from the endowment. The Dean will be a strong external advocate for the College and seek opportunities for faculty and students to conduct meaningful and sustainable engagement within the Wilmington region, and particularly within the surrounding counties, with a focus on improving health and health equity.

Cultivate donor relationships while enhancing a culture of philanthropy

The Dean will be adept at internal operations but will also be proactive in building relationships with external partners that include not only federal and private external funding agencies but corporations and individual donors. The university embarked on the public phase of the [Like No Other campaign](#) in 2021, and to date over \$103.7M on a stretch campaign goal of \$125M. The Dean will work closely with leaders from the development and alumni affairs offices to identify resource needs within the College. The Dean will also advocate for the discovery and scholarship within the College, relating these to donor interests while making the case for the inherent impact of philanthropic support on current and future students and, by extension, the region and beyond.

Effectively manage and steward College finances

The Dean will need to provide savvy and innovative financial management and leverage opportunities which align with overall [UNC system goals](#) focusing on access, student success, affordability and efficiency, economic impact and community engagement, and excellent and diverse institutions. The Dean will ensure that programmatic resources are allocated appropriately, based upon recognized and specific needs within each of the schools. The Dean must present the needs and contributions of the College in terms that affirm its unique and essential role across campus and successfully advocate for appropriate funding as the institution is in the early stages of planning for a new budget model.

THE SUCCESSFUL CANDIDATE

The next Dean will have the opportunity to join a dynamic institution with a history of collaborative leadership. The new Dean will bring high academic standards, a record of teaching and scholarship, strong management and leadership skills, and a demonstrated appreciation for transparency and shared governance. They will possess superior communication skills, political aptitude, entrepreneurial energy, and the capacity to represent the College effectively within the institution and to local, national, and international constituencies.

The successful candidate will bring many, if not all, of the following professional qualifications and personal attributes:

- An earned doctorate in an academic discipline from an accredited institution and qualification for a tenured appointment at the rank of professor at UNCW and a record of distinguished research/scholarship and teaching
- A track record of success as an experienced academic administrator in a complex college, or similar organization; an astute understanding of finances and the relationship between academic priorities and the budget; and the ability to work collaboratively with other campus leaders
- An understanding of and facility in change management and strategic planning, with the ability to empower, delegate, and build consensus
- A track record of supporting a diverse community and inclusive environment and being an ardent supporter of diversity, equity, and inclusion
- A record of impeccable academic judgment; appreciating excellence; contributing to growth and innovation within programs, departments, or schools; and participating in the successful recruitment and retention of a superb faculty

- An appreciation for the importance and challenge of maintaining a healthy, productive balance between outstanding scholarship and high-quality teaching
- A commitment to fundraising and partnering with external constituencies and the ability to contribute to and lead development efforts
- A high degree of personal and professional integrity paired with a fair, collaborative, and transparent leadership style that will succeed in an environment of shared governance
- The ability to thrive in the public and community through well-developed political and diplomatic skills and capacity to externally represent the institution's missions and goals
- An ability to partner with and inspire faculty, staff, and students as an open and consultative leader to elevate the CHHS to heightened levels of success

TO APPLY

UNCW has retained Isaacson, Miller to assist in this search. Please direct all inquiries, nominations, referrals, and applications in strict confidence to:

Pamela Pezzoli, Partner
Sharon Hansen, Senior Associate
Melissa Barravecchio, Search Coordinator

Isaacson, Miller
1800 K Street NW, Suite 750
Washington, DC 20006

<https://www.imsearch.com/open-searches/university-north-carolina-wilmington-college-health-and-human-services/dean>

Electronic submission of application materials is strongly preferred.

The University of North Carolina Wilmington is committed to and will provide equal educational and employment opportunity for all persons regardless of race, sex, age, color, gender, national origin, ethnicity, creed, religion, disability, sexual orientation, political affiliation, marital status, veteran status or relationship to other university constituents—except where sex, age or ability represent bona fide educational or occupational qualifications or where marital status is a statutorily established eligibility criterion for state-funded employee benefit programs.