



**Search for the Provost and Executive Vice Chancellor  
The University of North Carolina at Greensboro  
Greensboro, North Carolina**

**THE SEARCH**

The University of North Carolina at Greensboro (UNCG) seeks a bold and innovative leader to serve as its next Provost and Executive Vice Chancellor. This next Provost will have the opportunity to have an immense impact on shaping the future of an outstanding mission-driven institution that emphasizes the teacher-scholar model, offering excellence in the classroom and world-class research. As the Chief Academic Officer of a campus that is widely recognized for social mobility and community engagement, the next Provost will be focused on: implementing a strategic vision; aligning, developing, and expanding student success initiatives; strategic resource allocation; supporting existing and fostering increased partnerships with the local and regional community; and supporting faculty and staff through professional development.

UNCG has been providing access and excellence since its founding in 1891 as a women's college (and as one of the three original institutions of the University of North Carolina System) and now as a public, coeducational, doctoral-granting, residential university, serving a vast array of students. The University community is comprised of approximately 18,000 students, including more than 3,600 graduate students, and over 2,500 faculty and staff. The University holds two classifications from the Carnegie Foundation for the Advancement of Teaching: a "doctoral university with high research activity" and a university with deep "community engaged high research activity." Among the strengths of UNCG is its consistent ranking as the top university in North Carolina for social mobility (#1 on the *Wall Street Journal* list two years in a row; and #2 on *U.S. News and World Report* list). This category highlights the most successful institutions that enroll and graduate students from economically disadvantaged backgrounds. In addition, the *Wall Street Journal* listed UNCG as providing the best college experience in North Carolina without the concomitant price tag as evidenced by the *New York Times* ranking UNCG as the most affordable university in the state.

Across various dimensions, UNCG is one of the most diverse campuses in the state. Half of UNCG's student body is first-generation, Pell-eligible, and/or identifies as students of color, which federally qualifies the campus as a Minority-Serving Institution. It also has the highest total percentage of Hispanic and Latinx enrollment in the UNC system at 15% with the expectation that it will achieve status as a Hispanic Serving Institution in the future. The student blend on UNCG's campus is a source of pride as is its recognition as

a military-friendly institution. UNCG is also included in the *U.S. News* “National Universities” and “Top Public Schools” ranking lists. No other public university in the state provides paths to prosperity for as many first-generation and lower-income students.

The next Provost will have the opportunity to be a leader on campus while working in collaboration throughout the University of North Carolina System, leveraging resources and knowledge to inspire and further the Greensboro campus. With 80% of its alumni living in North Carolina, the institution has a sizeable impact on the state’s economic growth and stability.

The University has recently undergone an academic portfolio review and the Provost will continue to lead discussions on resource allocation going forward. UNCG is updating its strategic plan, which the next Provost will help build out and implement across the institution’s seven academic schools and colleges. Reporting to the Chancellor, the Provost will oversee Research and Engagement, Student Affairs, Student Success and Retention, International Programs, University Libraries, the Graduate School, Undergraduate Studies, Lloyd International Honors College, and the Middle College.

The University has retained the services of Isaacson, Miller, a national executive search firm, to assist in conducting this important search. All inquiries, applications, and nominations should be directed in confidence to the search firm, as indicated at the end of this document.

## UNIVERSITY OF NORTH CAROLINA AT GREENSBORO

[UNCG](#), located in the Piedmont Triad region of North Carolina, is one of only 40 doctoral institutions recognized by the Carnegie Foundation for both [high research activity](#) and [community engagement](#). Founded in 1891 and one of the original three [UNC System](#) institutions, UNCG is one of the most diverse universities in the state, with over 18,000 students and 2500 faculty and staff members. Its academic portfolio includes 69 majors in over 130 areas of study, as well as 52 master’s, 26 doctoral programs, and 73 graduate certificates. UNCG is consistently recognized nationally among the top universities for academic excellence and value, with noted strengths in business, health and human sciences, visual and performing arts, nursing, education, and more.

For the 25th year, UNCG was recognized as one of the nation’s best institutions for undergraduates and one of the best regional colleges in the south by the Princeton Review. It is also one of 12 institutions named to the Association of Public and Land-grant Universities’ Southeastern Cluster, dedicated to improving the transfer student experience. UNCG consistently ranks as the top university in North Carolina and the nation for social mobility.

For additional information, please visit [uncg.edu](http://uncg.edu).

### *Academics & Research*

The teacher-scholar model is the foundation upon which UNCG has built its reputation for accessible academic excellence. This model integrates pedagogy with cutting-edge research while encouraging students to be engaged in both parts. By offering research and experiential education opportunities to both undergraduate and graduate students, UNCG encourages and supports students and faculty to learn and engage alongside one another and within the community.

UNCG is made up of seven academic schools and colleges, offering 69 majors in over 130 areas of study, as well as 52 master's, 26 doctoral programs, and 73 graduate certificates. The University is also home to the Weatherspoon Art Museum, which features one of the largest collections of contemporary American art in the country. In addition to the Graduate School and Lloyd International Honors College, UNCG's seven academic schools and colleges include:

- [The Bryan School of Business and Economics](#)
- [The College of Arts and Sciences](#)
- [The College of Visual and Performing Arts](#)
- [The Joint School of Nanoscience and Nanoengineering](#) (a joint enterprise between UNCG and North Carolina A&T)
- [The School of Education](#)
- [The School of Health and Human Sciences](#)
- [The School of Nursing](#)

Across the University, a rich learning and research environment is marked by a highly accomplished faculty, who are essential to delivering high-quality academic programs. It strives to achieve a balance that keeps faculty intellectually engaged in their fields while remaining committed to the University's primary mission as an undergraduate and graduate learning institution. Many faculty members are actively involved in educating and mentoring undergraduate students, along with graduate and professional students.

UNCG has 827 full-time faculty members. Sixty-two percent are tenured or tenure-track and 81 percent hold a doctorate or other terminal degrees in their field. Over 56 percent of the faculty are women and over 25 percent are faculty of color. The University community includes over 1,600 full-time talented and dedicated staff members committed to contributing to student success.

### *Governance*

The Faculty Senate is the advisory body representing the faculty. It has delegated authority in some matters (e.g., curriculum) and provides consultation on other university-level governance matters implementing the faculty's collective responsibility to ensure excellence in teaching and scholarship of all

kinds. UNCG culture values its strong tradition of shared governance through the Faculty Senate and endeavors to foster collaborative decision-making in strategic planning and co-creating an atmosphere of excellence. Representatives to the Faculty Senate are elected for three-year terms and regular meetings are held once a month during the academic year. Members of Senate committees are also elected and appointed.

### *Research and Engagement*

Recognized by the Carnegie Foundation for high research activity and community engagement, some of UNCG's many strengths are its breadth and depth in research, scholarship, and creative activity, including robust undergraduate as well as graduate research programs. Currently, UNCG is a community-engaged R2 doctoral university, with 17 interdisciplinary centers and institutes, although the University may move to R1 status due to shifting classification criteria. Even with a potential shift in classification, that mission will not change.

The past eleven years have seen growth of the research enterprise with fiscal year 2023 boasting the highest external funding in the institution's history at \$67 million; with research expenditures up 54% since FY19-20. Over 700 undergraduate students engage in research each year which is an example of the institution's commitment to student success and social mobility.

UNCG's scholarly advances and innovation have a direct impact on people and communities, from redesigning the humanities to using natural products to cure cancer to developing a new patent that uses virtual reality to retrain people who have trouble walking. A leader in community-engaged scholarship, UNCG faculty, staff, and students have been recognized for their community partnerships by multiple organizations including the Association of Public and Land-Grant Universities, the Academy of Community Engagement Scholarship, and the International Association for Research on Service-Learning and Community Engagement.

### *Student Life*

In addition to providing challenging and high-quality academics, UNCG provides unparalleled student support. The University has a demonstrated track record of helping students from all backgrounds realize their fullest academic and professional potential. From meeting UNC System metrics on student success measures, to record external funding for student success initiatives and external accolades, UNCG is known regionally and nationally for its work in this area. Led by the Division of Student Success (which reports to the Provost), the Division coordinates efforts to support students at UNCG through close collaboration with faculty, staff, students, and administrative units across campus, in the community, and with partner institutions.

Student enrollment in Fall 2024 is over 18,000, including approximately 3,600 graduate students. Ninety-five percent of undergraduate students are in-state with 53% identifying as people of color. 54 percent of

undergraduate students are Pell-eligible, and 50 percent are first-generation college students. UNCG also has the highest total percentage of Hispanic and Latinx enrollment in the UNC system at 15 percent and expects to achieve status as a Hispanic Serving Institution in the future.

About 5,700 students live on campus. Residences and housing opportunities include designated halls for Honors College students, multiple living-learning communities, and several residential colleges which are home to Faculty-In-Residence.

UNCG students are engaged in the community through a variety of service projects, leadership programs, internships, and civic activity. The University offers more than 250 clubs and student organizations across a wide range of interests including student government, arts and culture, athletics, media, academics, and religion.

In athletics, the UNCG Spartans compete in 17 sports in NCAA's Division I as a member of the Southern Conference. The University also offers several intramural and club sports as well as an Outdoor Adventures program with rock climbing, rafting, hiking, canoeing, kayaking, and caving trips. UNCG is home to 21 fraternities and sororities and four governing councils – College Panhellenic Council, InterFraternity Council, Multicultural Greek Council, and National Pan-Hellenic Council.

### **Finance and Budget**

The Provost is responsible for overseeing the budget development process for the Division of Academic Affairs, which has a budget of more than \$153 million (FY23-24). UNCG's FY23 operating expenses totaled \$432 million, while the University has revenues in excess of \$209 million and an endowment of approximately \$391 million.

### **LEADERSHIP**

Dr. Franklin D. Gilliam, Jr. was elected as the eleventh Chancellor of The University of North Carolina at Greensboro by the Board of Governors of the University of North Carolina, effective September 8, 2015. Chancellor Gilliam brings to UNCG and the UNC system a wealth of experience from a career that spans close to 40 years in higher education. UNCG's first-ever African American Chancellor, Dr. Gilliam served as Dean of the Luskin School of Public Affairs at the University of California, Los Angeles, from 2008 until his appointment at UNCG. He has had a long and distinguished career as a professor of public policy and political science, researcher, and administrator. During Dr. Gilliam's tenure, UNCG has grown its endowment, research enterprise, and overall facilities and campus infrastructure; significantly increased its fundraising; and elevated its presence, reputation, and real-world impact. Additionally, under his leadership, UNCG has consistently received national recognition for helping more students attain economic mobility than any other school in North Carolina.

## **GREENSBORO, NORTH CAROLINA**

[Greensboro](#) is a historic, thriving, and diverse city with a population of over 300,000 and seven institutions of higher education. Located in the Piedmont Triad region of North Carolina and between the larger cities of Charlotte and Raleigh, Greensboro offers a wide range of cultural, culinary, and arts opportunities, including a new performing arts center. Greensboro's public parks, gardens, greenway, bike trails, and easy access to the coast and mountains offer a rich variety of recreational opportunities. The local metropolitan area (which includes the cities of High Point and Winston-Salem) has a population of over 1.7 million and boasts a low cost of living and an excellent quality of life. Nearly 80% of UNCG alumni have stayed in North Carolina, highlighting the institution's impact on the state's economy.

## **ROLE OF THE PROVOST AND EXECUTIVE VICE CHANCELLOR**

Reporting to the Chancellor, the Provost serves as the Executive Vice Chancellor and is the University's Chief Academic Officer. Working with the Chancellor, deans, faculty, staff, and students, the Provost provides vision, leadership, and overall management and direction for the Division of Academic Affairs. The Provost is responsible for developing and implementing academic strategies that align with UNCG's mission, fostering a culture of excellence and innovation across all academic programs.

## **KEY OPPORTUNITIES AND CHALLENGES FOR THE PROVOST**

### ***Implement a Strategic Vision***

The next Provost will be responsible for spearheading the execution of UNCG's strategic plan, set to be unveiled in 2024. Through academic and operational goal setting that includes innovative programs related to teaching, research, and workforce development, the Provost will address the needs of the UNCG community as well as those of the community and industry in the region. The Provost's leadership will be pivotal in shaping the future direction of UNCG, ensuring that the University, and its academic offerings, remains competitive and forward-thinking.

### ***Aligning, developing, and expanding student success initiatives***

The Provost will build on UNCG's recognition as the most diverse campus in the state and its federal designation as a Minority-Serving Institution to further develop programs that support its students. They will also develop and implement strategies to improve enrollment and graduation rates, particularly for students from economically disadvantaged backgrounds. The Provost will also spearhead institutional efforts to continue to support all students through student success initiatives, library resources, research opportunities, and industry connections.

### ***Strategic Budget Oversight and Resource Allocation***

The next Provost will need to understand the state budget model and strategically allocate resources across the University; cultivate relationships with the deans and leadership in their division to implement a strategic vision; and continue building a culture of trust and transparency following an academic portfolio review process that eliminated several programs. These efforts will also necessitate the Provost to prioritize building buy-in and morale across the institution.

### ***Foster increased partnerships with the local and regional community***

UNCG is a critical piece of the Greensboro community, and North Carolina is recognized as a hub for innovation, research, and economic growth. The Provost will look to expand community outreach to strengthen the University's impact and visibility within the region by collaborating and deepening partnerships with local businesses and industries to create opportunities for students, faculty, and collaborative research. A vast majority of students remain in North Carolina after graduation, and preparing students to be experienced and engaged parts of the local workforce is a priority related to student success and the mission of the University.

### ***Support faculty and staff through professional development and strategic resource allocation***

The Provost will be a champion for UNCG's strong teacher-scholar model and ensure that faculty are supported in their roles as researchers or educators (or both) by maintaining high standards in both areas. The Provost will also invest in both staff and faculty development programs to support research, teaching excellence, and career advancement. The Provost will need to leverage resources and prioritize the strategic vision of the institution to achieve the goal of supporting the faculty and staff and increasing morale across the division.

## **QUALIFICATIONS AND CHARACTERISTICS**

- An earned doctorate from an accredited institution in one of the disciplines represented in the University;
- Teaching, scholarly, research/creative activity, and service credentials meriting appointment at the rank of full professor with tenure in a department at the University;
- A minimum of five years in academic leadership roles in a university setting, preferably at an institution that grants doctoral-level degrees;
- Experience working with and ensuring success of a diverse student body and workforce;
- A demonstrated commitment to the teacher-scholar model for faculty members;
- Experience working with complex academic budgets;
- Demonstrated commitment to shared governance;
- Demonstrated success in organizational leadership;

- Experience working with a variety of constituencies to create and support mutually beneficial partnerships, development opportunities, and/or other externally focused initiatives;
- Highest standards of integrity and ethics, even under challenging circumstances;
- A fair, collaborative, and transparent leadership style that will engender trust among all members of the UNCG community;
- The ability to communicate well and work cooperatively and effectively with administrators, faculty, students, staff, and external stakeholders; an appreciation and understanding of the need for collaboration and synergy among these groups to make critical decisions on academic priorities and the allocation of resources;
- An accomplished leader with the experience, vision, and energy to manage organizational change, incorporating UNCG's values and mission.

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-north-carolina-greensboro/provost-and-executive-vice-chancellor>. Electronic submission of materials is strongly encouraged.

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Isaacson, Miller

*UNC Greensboro provides reasonable accommodation so that qualified disabled applicants may participate in the selection process. Please advise the department of Human Resources of any accommodations you require in order to express an interest in a specific opening by emailing: [hrs@uncg.edu](mailto:hrs@uncg.edu) or calling (336) 334-5009. Please state your reasonable accommodation request for assistance in your message. Only reasonable accommodation requests related to applying for a specific position within UNCG will be reviewed at the e-mail address and phone number supplied. Thank you for considering UNCG for your next career opportunity.*

*UNC Greensboro has been and will continue to be committed to equality of employment opportunities and does not discriminate against applicants or employees based on race, color, religion, sex, sexual orientation, gender identity, or national origin, political affiliation, genetic information, or age. Men, women, and members of all racial and ethnic groups are encouraged to apply. For more information, please refer to our Recruitment website and our Policies.*