The University of North Carolina at Pembroke invites inquiries, nominations and applications for the position of Dean, School of Education. A full list of desired attributes and leadership skills can be found in the section of this document titled *The Opportunity*, beginning on page 3.

**TABLE OF CONTENTS**

The University of North Carolina at Pembroke ............... 1  
Facts & Stats ................................................................ 2  
Dean Opportunity.......................................................... 3  
Organizational Chart...................................................... 5  
How to Apply.................................................................... 6  
Vision & Mission............................................................. 7  
Academic Excellence ...................................................... 8  
Student Life.................................................................... 9  
Athletics.......................................................................... 10  
NC Promise ..................................................................... 11  
Points of Pride............................................................... 12  
Strategic Plan................................................................. 13  
Meet the Chancellor ....................................................... 14  
Meet the Provost ............................................................ 15  
Community...................................................................... 17  
The Lumbee Tribe of North Carolina.............................. 18
As a constituent institution of the 17-campus University of North Carolina System, UNCP is known for small classes, close interaction with faculty, community involvement and inclusion. UNCP is a campus where faculty and staff meet every individual student where they are with the tools needed to succeed. A student-faculty ratio of 14:1 creates a context for personalized teaching, learning and research.

Affordability and value have earned UNCP inclusion in national rankings such as U.S. News & World Report’s Best Colleges and Universities. Over the previous three years, UNCP has jumped more than 32 spots in the Best Regional Universities, South category, landing at number 56 in the 2023 list. Further evidence of UNCP’s commitment to excellence, the university placed in the top 22 Top Public Universities list, the top 13 for top performance in Social Mobility, top 26 in Best Colleges for Veterans and the top 11 for Most Innovative Schools. In 2023’s rankings, UNCP’s undergraduate nursing program was listed among the top nursing programs in the nation. UNCP is consistently one of the safest campuses in the University of North Carolina System.

U.S. News & World Report has also identified UNCP as one of the most diverse regional universities in the South. The university’s diversity extends beyond race and ethnicity to include nontraditional, first-generation and military-affiliated students.
COLLEGES & SCHOOLS
College of Arts & Sciences
College of Health Sciences
Thomas College of Business and Economics
McKenzie-Elliott School of Nursing
School of Education
University College
The Graduate School
Esther G. Maynor Honors College

UNDERGRADUATE & GRADUATE PATHWAYS TO A DEGREE
150+

CLUBS & ORGANIZATIONS
120+

FACTS & STATS

UNDERGRADUATE & GRADUATE ENROLLMENT
7,667

IN-STATE STUDENTS
92.4%

STUDENT FACULTY RATIO
14:1

AVerAGE CLASS SIZE
17

ENROLLMENT BY ETHNICITY
American Indian: 12%
Asian: 2%
Black/African American: 29%
Hispanic/Latino: 9%
White/Caucasian: 39%

STAFF
566

FACULTY
425
THE UNC PEMBROKE SCHOOL OF EDUCATION

The mission of the UNC Pembroke School of Education (SOE) is to prepare competent education professionals to serve in school and community settings as effective practitioners, leaders and advocates in their respective fields. As an inclusive and collaborative community of learners, the SOE will support student success and well-being using innovative teaching practices, scholarship development, technology and partnerships with local schools, families and community resource and organizations.

The Educator Preparation Program (EPP) supports 31 degrees leading to an initial teaching license and three add-on programs including the bachelor of arts, bachelor of music and bachelor of science degrees. The EPP also supports 11 degrees and two programs leading to advanced licensure at the graduate level, and has five departments: counseling, educational leadership and specialties, inclusive education, aerospace studies and military science. Graduate degrees are offered by three of these departments: counseling, educational leadership and specialties, and inclusive education.

The University of North Carolina at Pembroke School of Education works to:

• Establish a strong foundation by focusing on education and human development,
• Inspire future educators by modeling excellent teaching practices,
• Support faculty in research, teaching and service on local, state and national levels,
• Engage students in service learning,
• Maintain accreditation in all program areas,
• Develop school and community partnerships,
• Focus on undergraduate and graduate recruitment,
• Acquire additional funding through grants and stakeholder relations, and
• Lead the way in the application of technological innovations.

Recent Highlights:
The SOE recently received its largest gift ever through the group Anonymous Trust to recruit 21 students into the Brave Scholars program. Upon acceptance to the cohort, these future educators committed to teaching in southeastern North Carolina upon graduation.

The SOE recently partnered with the Old Main STREAM Academy in the inaugural North Carolina Educator Pipeline Collaborative cohort. The collaborative was launched by the Public School Forum of North Carolina in partnership with the NC Office of the Governor and The Belk Foundation and includes school districts, universities and community colleges working to strengthen the educator pipeline.

In the spring 2023 semester, the SOE managed 300 field placements in 48 counties across North Carolina accumulating over 5,400 hours of field experience.
This fall, UNCP welcomed 22 Teaching Fellows in math, science and special education and the SOE’s third cohort of teacher assistants to teachers with 17 teacher assistants seeking degrees in elementary education.

The SOE recently partnered with the Colleges of Education from East Carolina University and the University of North Carolina Wilmington to host a Future Teachers of North Carolina Summer Symposium with 150 high school juniors and seniors in attendance.

**POSITION SUMMARY**

The University of North Carolina at Pembroke seeks a visionary dean of the School of Education to embrace the opportunity to positively impact all stakeholders in southeastern North Carolina, and have a keen awareness about the importance of student success in facilitating future educators. The dean reports to the provost and vice chancellor for academic affairs, and is a collaborative partner with senior leaders, faculty, staff and students within the university, and with community partners/stakeholders. The dean provides overall leadership while developing short- and long-term plans consistent with the university’s mission and strategic plan.

The successful candidate will be a leader in higher education with demonstrated increased levels of responsibility across multiple units and/or academic department areas in a college or school of education. The successful candidate must have an earned doctorate in education or an education-related field and possess the credentials to qualify for tenure at the rank of full professor.

**Core Competencies:**

- Knowledge and proven leadership in teaching, research/scholarship, service and policy.
- Excellent interpersonal, written and oral communication and relationship-building skills.
- Successful administrative leadership experience, including program planning, budget management and experience in distance education.
- Proven ability to recruit, mentor and evaluate a diverse group of faculty and staff.
- Demonstrated ability to navigate and work within a public higher education system and understanding of the commensurate demands on teacher preparation programs.
- The ability to sustain and expand the legacy of excellence in teacher education with a record of substantive and consistent engagement with local and statewide school districts and leaders.
- Experience with Council for the Accreditation of Educator Preparation (CAEP) accreditation.
- Current or previously held teacher license in a public school setting.
- A record of collaboration and coordination with deans, department chairs and program directors across the institution and in partnerships with public schools across the state.
- Knowledge of and experience in leading faculty in the Science of Reading.
- Collaborative leadership style that sustains an environment of innovation and accountability to deliver academic programs of the highest quality to UNC Pembroke students.

**Other highly desirable leadership attributes:**

- Experience at the assistant, associate or dean level.
- Experience with and/or working knowledge of CACREP accreditation.
- Develop an understanding and appreciation of the history, traditions, culture and values of UNC Pembroke, School of Education and unique mission as North Carolina’s historically American Indian university.
UNC Pembroke is an Equal Opportunity Employer. The university prohibits discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities and prohibits discrimination against all individuals based on their age, race, color, genetic information, religion, sex, sexual orientation, gender identity or national origin. Moreover, the university takes affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, national origin, protected veteran status or disability.
HOW TO APPLY

Buffkin / Baker is assisting The University of North Carolina at Pembroke on this search.

Inquiries, nominations, and applications may be directed to:

Pelema Ellis, PhD
Associate Partner
831.292.5757

Dinah DeWitt
Associate
202.803.7262

Or you can send an email to: uncpdeansoe@buffkinbaker.com

Applications should include 1) a current CV and 2) a letter of interest that addresses the responsibilities and qualifications described above.

The position is open until filled; however, initial consideration will be given to materials received by the preferred submission date of October 6, 2023
Vision
The University of North Carolina at Pembroke challenges students to acknowledge and adapt to an ever-changing global environment. To this end, the student’s university experience will emphasize critical thinking, effective communication, service and social responsibility. Within a culture that promotes the student’s personal, social and professional development, we will assure student success. As part of their academic experiences, students will be provided with opportunities to conduct relevant undergraduate and graduate research contributing to the betterment of society.

Mission
Founded in 1887 as a school for the education of American Indians, The University of North Carolina at Pembroke now serves a distinctly diverse student body and encourages inclusion and appreciation for the values of all people. UNCP exists to promote excellence in teaching and learning, in bachelor’s, master’s and professional doctoral degrees, in an environment of free inquiry, interdisciplinary collaboration and rigorous intellectual standards.

Our diversity and our commitment to personalized teaching uniquely prepare our students for rewarding careers, postgraduate education, leadership roles and fulfilling lives. We cultivate an international perspective, rooted in our service to and appreciation of our multi-ethnic regional society, which prepares citizens for engagement in global society. Students are encouraged to participate in activities that develop their intellectual curiosity and mold them into responsible stewards of the world.

UNCP faculty and staff are dedicated to active student learning, engaged scholarship, high academic standards, creative activity and public service. We celebrate our heritage as we enhance the intellectual, cultural, economic and social life of the region.
ACADEMIC EXCELLENCE

In keeping with its founding heritage, UNCP embodies a sense of spirit and opportunity. For this reason, UNCP continues to attract and nurture first-generation, low-income, rural and nontraditional college students.

The university has more than 150 pathways to undergraduate and graduate degrees offered by the College of Arts and Sciences, College of Health Sciences, McKenzie-Elliott School of Nursing, Thomas College of Business and Economics, School of Education and The Graduate School.

Over the past decade, UNCP has implemented an aggressive plan to advance the quality of the academic experience. As a result, the average entering GPA has risen, remaining higher than any other time in university history. In 2018, UNCP introduced the University College as a home for incoming freshmen and most transfer students to create a strong foundation and transition to the rigors of higher education. The support and advising provided through the University College positively impacts persistence, progression and graduation.

The university has strong relationships with regional community colleges offering a unique BraveStep co-admission program providing increased access to a quality education throughout the region. Community colleges are a growing source of transfer students, and UNCP has strategically and successfully recruited on their campuses. UNCP has 41 articulation agreements with the community colleges in its region, and the UNC System has an umbrella agreement with all 58 community colleges in North Carolina.

Innovative Pathways

UNCP launched a dual-degree program with NC State’s College of Engineering in 2016. After completing three years at UNCP and two years at NC State, the 3-plus-2 program offers students a bachelor's degree in applied physics from UNCP and a bachelor's degree in electrical or mechanical engineering from NC State. In 2019, the program expanded to offer a bachelor's degree in geo-environmental science from UNCP and a bachelor's degree in civil or environmental engineering from NC State. Agreements with East Carolina University include the Brody School of Medicine Early Assurance Program and a physical therapy and public health partnership. In 2016, UNCP announced a pathway for pre-veterinary students with NC State's College of Veterinary Medicine and Tuskegee University. In fall 2019, Methodist University and UNCP teamed up to educate more providers in southeastern North Carolina with an articulation agreement for UNCP students to become a physician assistant at Methodist. An Early Assurance Program has been established with the UNC Eshelman School of Pharmacy (ESOP). This program offers early assurance of admission into the UNC ESOP Doctor of Pharmacy Program after a minimum of two years of undergraduate study at UNCP. In 2023, UNCP signed an early assurance agreement with East Carolina University's School of Dental Medicine.

A 2017 legislatively directed study led to the launch of a new College of Health Sciences in fall 2018 that combines existing health-related academic departments and looks to add multiple graduate, undergraduate and doctoral programs in the coming years.

Accreditation

UNCP is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award baccalaureate, master's and professional doctoral degrees. Individual programs also hold prestigious accreditations including: the McKenzie-Elliott School of Nursing, the Social Work program, the School of Education, the Clinical Mental Health program, the Professional School Counseling program, the Department of Art and the Department of Music. UNCP's Thomas College of Business and Economics is accredited by the Association to Advance Collegiate Schools of Business (AACSB), a distinction held by only 6% of business schools.
STUDENT LIFE

With nearly 4,000 students living on or near campus, UNCP offers a robust student experience. More than 120 clubs and organizations, including 20 Greek organizations, keep students connected to campus and engaged in the community.

Each year more than 1,750 students participate in club and intramural sports. The Office of Campus Recreation also offers outdoor, fitness and summer recreational programs. In addition to programming efforts, the office manages the Campbell Wellness Center, Aquatics Center, Auxiliary Gym, racquetball and tennis courts and disc golf course. Together, these facilities serve over 90,000 individuals annually.

MAKING A DIFFERENCE

In the 2021-2022 academic year, UNCP students:

Contributed

34,286
service and volunteer hours at a value of
$827,644

Collected

11,543
pounds of food for the on-campus food pantry, serving
2,571
visitors

The Spirit of the Carolinas Marching Band, music groups of all varieties and other arts programs are flourishing centers of student involvement. Ensembles include jazz, choral, concert, brass, wind and several percussion groups. The renovated Moore Hall Auditorium, which seats 204, is home to well over 100 musical events each year. The 1,600-seat Givens Performing Arts Center, with its outstanding Professional Artist Series, uses student talent in the presentation and production of events. The university’s theatre and the musical theatre programs stage two events per year in GPAC. The Art Department Gallery hosts international artists as well as student and faculty art exhibitions annually.

Student Inclusion and Diversity and the American Indian Studies department offer programming opportunities for students, including workshops, exhibits, speakers and programs. The Southeast American Indian Studies program sponsors a speaker series, an annual academic conference, the Museum of the Southeast American Indian and numerous events celebrating Native American Heritage Month.
ATHLETICS

UNCP excels in intercollegiate athletics and is a member of the National Collegiate Athletic Association (NCAA) Division II, Conference Carolinas and the Mountain East Conference.

MEN’S ATHLETICS
Basketball
Baseball
Cross Country
Football
Track & Field
Wrestling

WOMEN’S ATHLETICS
Basketball
Cross Country
Golf
Soccer
Softball
Swimming
Track & Field
Volleyball

Conference championships, national rankings and NCAA tournament bids are frequent. Two UNCP wrestlers won national championships in recent years. In 2007, UNCP added college football to the mix of athletic opportunities, and the record of this young program has been remarkable. From the team’s inaugural season, the groundswell of support has exceeded expectations. In 2009, with just three years of competition, UNCP became the fastest intercollegiate start-up football program to earn an NCAA tournament berth. In 2009, 2012, and 2017, UNCP boasted nationally ranked football teams and invitations to the NCAA tournament. In 2016, the UNCP football team (celebrating the 10th year of the program) pulled in its first playoff win, falling during the second round to the top-seeded and third-ranked national team.

The athletics department has enjoyed exceptional success over the last five full seasons. UNCP teams won 17 conference regular season and/or tournament championships during that time, while 20 more teams posted runner-up finishes to their seasons. Four teams won conference championships during the pandemic-shortened 2019-20 season. Black & Gold teams have made 37 playoff appearances since 2017, including a record 10 NCAA tournament berths in 2022-23.

Women’s teams have played a major role in UNCP’s recent athletics success, winning 12 conference championships since the close of the 2016-17 season. Six women’s teams went to the NCAA playoffs in 2022-23, a school record and 15 women’s programs have earned playoff spots since 2017.
GROWING INTO THE FUTURE

Adopted by the NC General Assembly during the 2016 session, NC Promise offers a tuition buy-down for undergraduate students at four UNC System campuses—UNC Pembroke, Elizabeth City State, Western Carolina and Fayetteville State. The state will reimburse NC Promise campuses to effectively buy down tuition to $500 per semester for in-state students and $2,500 per semester for out-of-state students. The program makes college significantly more accessible and affordable for prospective students.

UNC Pembroke anticipates continued growth over the next several academic years as a result of the North Carolina Promise Plan, innovative academic programming, an exceptional student experience and high-quality instruction.

Global Reach

The Office of Global Engagement is leading UNCP’s efforts to strengthen and expand its international programs, establishing agreements with universities around the world. New partnerships are being developed in Ghana, Nigeria, Mexico and Southeast Asia including Bangladesh, India Pakistan and Turkey. The university currently partners with China University of Geosciences (Beijing), China Harbin Normal University, North China Institute of Science and Technology, China Anyang University, South Korea Dankook University, South Korea University of Seoul, South Korea Suan Sunandha Rajabhat University, Thailand and Nguyen Tat Thanh University, Vietnam. In addition, UNCP participates in the Sino-American Cooperation on Higher Education and Professional Development (CHEPD) undergraduate and graduate transfer programs.
POINTS OF PRIDE

Founded in 1887, as a school for the education of American Indians, The University of North Carolina at Pembroke now serves a distinctly diverse student body. As an anchor economic institution for southeastern North Carolina, UNCP considers its primary service area to be Robeson, Bladen, Brunswick, Columbus, Cumberland, Hoke, Moore, Scotland and Richmond counties.

Commitment to Student Success
Student success is at the heart of UNCP’s mission of changing lives through education. The goals and objectives advance that mission by offering a safe place to learn and grow. Student resources—both personal and academic—are offered at every stage in their journey while a robust campus life provides opportunities for involvement and leadership. From advising to academic support, students are surrounded by faculty and staff who know them by name and make student success their mission.

Commitment to Teaching
The student-faculty ratio is 14:1 with an average class size of 17 students. Students get individualized attention from highly skilled faculty, unique research opportunities and 360-degree support from a network of advisors, coaches, health care practitioners and student service professionals. All UNCP courses are taught by qualified faculty members rather than teaching or graduate assistants. The mentorship and experiential learning opportunities make for a rich, engaging academic experience preparing graduates to excel in their chosen fields.

Commitment to Service
UNCP is the linchpin of economic growth for rural Robeson County. Partnerships with K-12 schools, local government, health care organizations and regional businesses promote the discovery of new opportunities for socioeconomic development. UNCP students are committed to giving back to their community through co-curricular, extracurricular and service-learning with more than 34% of the student body enrolled in service-learning courses across all academic disciplines.

Commitment to Inclusion
U.S. News & World Report has identified UNCP as one of the most diverse regional universities in the South. Minority enrollment at UNC Pembroke is 61% with 12% of students identifying as American Indian. UNCP’s Inclusion & Diversity Council brings together a multidisciplinary team to ensure UNCP not only maintains its unique diversity, but promotes a campus culture of inclusion and belonging for all.

NOTABLE ALUMNI:

Ethan Sanford, PhD - Senior Scientist, Q2 Lab Solutions

Kelvin Sampson - University of Houston Men’s Basketball Coach

Michael Holmes - U.S. Navy Admiral, retired

Allen Jamerson - U.S. Air Force Brigadier General, retired

Pardon Ndlohu - Olympian, men’s marathon Rio 2016

Sallie McRorie, PhD - Former Provost, Florida State University
Promote student success through excellence and innovation in academic programming

Enrich the student experience through engaged learning and enhanced student support services

Expand institutional resources and enhance operational excellence

Embrace and celebrate UNCP's unique identity

Enhance and expand regional and community engagement
Robin Gary Cummings, M.D., took office as the sixth Chancellor of The University of North Carolina at Pembroke in July 2015. Under his leadership, enrollment has increased, academic offerings have expanded and UNCP has solidified its place as a driver of the economy in southeastern North Carolina.

Chancellor Cummings pursued an undergraduate degree in zoology from the University of North Carolina at Chapel Hill before attending Duke University Medical School. After receiving his medical degree in 1983, he interned and completed residencies in general surgery and cardiac surgery at Duke University Medical Center.

Dr. Cummings practiced at the Pinehurst Surgical Clinic and Moore Regional Hospital, chairing the Division of Cardiothoracic Surgery and Section of Cardiovascular and General Surgery. After retiring from surgery, his career led him to health care administration, quickly finding himself filling the role of DHHS Deputy Secretary for Health Services and state Medicaid director, overseeing services for some 1.8 million patients and a $14 billion budget.

Chancellor Cummings is married to Rebecca Godwin Cummings, a Pinehurst realtor. They are both Pembroke natives and members of the Lumbee Tribe. Together they have four children and four grandchildren.
Dr. Diane Prusank brings over 30 years of experience in public and private higher education institutions into her new role as provost and vice chancellor for Academic Affairs at UNC Pembroke.

Before joining UNCP, Dr. Prusank was provost and vice president of Academic Affairs at Westfield State University.

Dr. Prusank joined Westfield State in 2008. She served as a professor of communication before ascending to roles as dean, chief of staff to the president and provost. In her administrative roles, she managed a budget of $35 million, oversaw a division with more than 300 employees and secured funds for capital projects, including a $20 million-dollar grant for a major building renovation.

Earlier in her career, she served as program director, dean and assistant provost at the University of Hartford, where she launched the first office for Faculty Technology and Development. While serving as dean of Graduate Studies, she worked with a team of faculty and staff to help establish a Doctor in Physical Therapy degree program.

Dr. Prusank earned a bachelor’s and master’s degree in communication from Illinois State University. She received her Ph.D. in communication from the University of Oklahoma.

Prusank and her husband—Dr. Robert Duran, a professor emeritus at the University of Hartford—share three children, Collin, Hailey and Christopher.
A bold **PURPOSE** to fulfill a **PROMISE** and create **POSSIBILITY** for tomorrow.
COMMUNITY

Pembroke, North Carolina
Population: 3,000 (Approx.)

The UNCP campus is located in the Town of Pembroke, which is in the coastal plains of southeastern North Carolina. The service, health care, education and government sectors are major sources of employment in the region along with agriculture, agribusiness, construction and light manufacturing.

Pembroke is convenient to most metro areas in North Carolina and nearby states, coastal beaches and the famous golf courses of Pinehurst. Located 12 miles away, Lumberton, the county seat, is a city of approximately 19,000 and is a hub of shopping, banking, health care and government operations. Lumberton is located at the crossroads of I-95 and I-74. Most of UNCP’s faculty and staff reside within 45 minutes of the university. University alumni include about 32,000 graduates living in various parts of the country with concentrations primarily in the Southeast. Geographically, approximately 90% live and work in North Carolina and approximately 30% are residents of Robeson County, the home of UNC Pembroke.
THE LUMBEE TRIBE OF NORTH CAROLINA

The 55,000 members of the Lumbee Tribe of North Carolina reside primarily in Robeson, Hoke, Cumberland and Scotland counties. The Lumbee Tribe is the largest tribe in North Carolina, the largest tribe east of the Mississippi River and the ninth largest in the nation. The Lumbee take their name from the Lumbee River, which winds its way through Robeson County. Pembroke, North Carolina, is the economic, cultural and political center of the tribe.

The Lumbee people have been recognized by the state of North Carolina since 1885 and at the same time established a separate school system that would benefit tribal members. In 1887, the state established the Croatan Normal Indian School, which is today The University of North Carolina at Pembroke. In 1956, a bill was passed by the United States Congress which recognized the Lumbee as Indian, but denied the tribe full status as a federally recognized Indian tribe.
Alma Mater: *Hail to UNCP!*

Lyrics and music by Reba and Ira Pate Lowry, 1954

Where Carolina’s lofty pine trees
Pierce the southern blue,
Proudly stands our Alma Mater
Courageous, strong and true;
Black and gold float on forever
Symbol of loyalty,
Pembroke, our Alma Mater,
Hail to UNCP!