University of North Carolina Pembroke

Leadership Profile

 Chancellor Search

This search is being assisted by: Academic Search
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UNC Pembroke announces the search for the next chancellor of the institution and invites nominations and expressions of interest. The next chancellor of UNC Pembroke is expected to assume office on July 1, 2015. The search committee is chaired by Dr. Wiley Barrett, chair of the UNC Pembroke Board of Trustees and is being assisted by Academic Search, Inc. UNC Pembroke was founded in 1887 as the Croatan Normal School to train American Indian teachers. Today, while always maintaining a connection to its traditions, the university serves a broad base of students from diverse races, ethnicities, ages, and backgrounds, many on a path to their terminal degree and career goals.

UNC Pembroke: An Overview

As a regional university, UNC Pembroke is known for small classes, close interaction with faculty, community involvement, and diversity. Small classes—20 is the average class size—and a solid student-faculty ratio (15:1) create a context for personalized teaching, learning, and research. Federal and state grants support several undergraduate research and STEM programs. Affordability is another key asset that has earned UNC Pembroke inclusion on national rankings such as U.S. News & World Report’s “Short Lists” and “Best Colleges and Universities.” The university has been named to the President’s Community Service Honor Roll several times. Additionally, the Carnegie Foundation awarded the school the prestigious Carnegie Elective Classification for Community Engagement. U.S. News & World Report has also identified UNC Pembroke as the most diverse regional university in the South. The university’s diversity extends beyond race and ethnicity to include non-traditional students, first-generation students, and armed forces personnel. In its first “Best Colleges for Veterans” publication (November 2013), U.S. News & World Report put UNC Pembroke in the top 20 among regional universities in the South, the only regional public university in North Carolina to make the list. Similarly, G.I. Jobs, Military Times, and Military Advanced Education magazines recognized UNC Pembroke as a top “military friendly” college in the nation for its work on the nearby Fort Bragg Army base and with its students who are affiliated with the military—as enlisted or retired service members and their dependents.
Today’s Vision and Mission

Vision
The University of North Carolina at Pembroke will challenge 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 excellence that is discipline specific as well as interdisciplinary. As part of their academic experiences, students will be provided with opportunities to conduct relevant undergraduate and graduate research that contributes 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. UNC Pembroke exists to promote excellence in teaching and learning, at the graduate and undergraduate levels, 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. UNC Pembroke 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.
On March 7, 1887, the General Assembly of North Carolina enacted legislation to establish a school for the Indians of Robeson County, North Carolina. Originally the school was known as the Croatan Normal School, a name associated with the 16th century account of the Lost Colony. The legislation appropriated $500 to employ teachers and a principal. The local community supplied funds, land and labor for the first building, located about one mile west of the present site of the university. In 1909 the school moved to its present location. Two years later the General Assembly changed the name of the school to the Indian Normal School of Robeson County. Shortly thereafter, it became the Cherokee Indian Normal School of Robeson County. Restructuring occurred in 1926 when the normal school phased out the elementary program and instituted a two-year teacher preparation program. In 1928, after earning accreditation as a “standard normal” institution, the school granted 10 graduates their teaching degrees. The scope of the curriculum broadened in 1933 to include non-teaching baccalaureate programs.

In 1939, the Board of Trustees added a four-year curriculum and, in 1940, conferred degrees to its first class of graduates. One year later, the General Assembly changed the institution’s name to Pembroke State College for Indians. During this period, the school opened its doors to federally recognized Indian tribes. In 1949, the General Assembly enacted another renaming: Pembroke State College, a name that would stick for several years.

In 1953, the Board of Trustees and the North Carolina General Assembly approved a plan to open the school to white students, who would comprise no more than 40 percent of the enrollment. On the heels of the landmark school desegregation court ruling, Brown v. Board of Education in 1954, Pembroke State College opened its doors to any qualified applicant. The need for an institution of higher education in the region proved strong, and student enrollment increased by 500 percent over the next eight years.

In 1969, Pembroke State College became Pembroke State University, a move that signaled the school had become a regional university. This made it possible for the university to expand undergraduate and graduate instruction in the liberal arts, fine arts, business, and sciences.
In 1972, Pembroke State University joined the University of North Carolina system. In 1978, the Board of Governors approved the implementation of the first master’s degree program in education.

On July 1, 1996, Pembroke State University officially became The University of North Carolina at Pembroke. On July 5, 2005, the North Carolina General Assembly declared UNC Pembroke North Carolina’s historic American Indian-serving institution.

In 2005, UNC Pembroke launched a four-year baccalaureate degree program in nursing along with its existing and highly respected RN-to-BSN program. The program was housed in Lumberton on the campus of Southeastern Regional Medical Center until 2012, when the $29 million Health Sciences Building was completed. RN-to-BSN graduates experienced a 100% pass rate for the HCLEX exam for 3 consecutive years. (See “UNCP nursing program ranked 5th among all Southern schools” http://www.uncp.edu/news/uncp-nursing-program-ranked-5th-among-all-southern-schools)

Also in 2005, the National Collegiate Athletic Association exempted UNC Pembroke from a list of universities and colleges mandated by the Association to evaluate the usage of American Indian depictions in their collegiate mascots and logos. After a thorough survey of UNC Pembroke stakeholders and extensive meetings in the community, the resounding themes of history, heritage, and pride reinforced solid public support for the university to maintain the nickname “Braves”.

In 2010, UNC Pembroke added a Master of Social Work program, and in 2013, a Master of Science in Nursing. Today, a prospective student considering graduate-level studies at UNC Pembroke may choose from among 17 programs.

In 2014, the university broke ground on the Entrepreneurship Incubator. Located on Main Street in Pembroke, it will be headquarters for two established business consultants, the Small Business and Technology Development Center and the Thomas Family Center for Entrepreneurship. There will also be space for as many as 12 business start-ups. It is scheduled to be completed by September 2015.
The Community

The campus is located in the Town of Pembroke, which is in the coastal plains of southeastern North Carolina. Historically, the regional economy has largely depended on tobacco and textiles. Today, the service sector, healthcare, education, and government are the major sources of employment in the region along with agriculture, agribusiness, construction, and light manufacturing. With a population of approximately 3,000, Pembroke is the historic home of the university and the Lumbee Tribe of North Carolina. The town is the site of seasonal tribal events and governance. With easy access to major highways, 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 22,000 and is a hub of shopping, banking, healthcare, and government operations. Lumberton is located at the crossroads of I-95 and U.S. Highway 74, which will soon connect to I-73, a new major north-south route. Most of UNC Pembroke's faculty and staff reside within 45 minutes of the university in communities including Pembroke and Lumberton as well as Laurinburg, Fayetteville, Pinehurst, and Southern Pines.

Growing Into the Future

Enrollment

After 10 years of unprecedented growth, UNC Pembroke's enrollment peaked just shy of 7,000 students in 2010 and has leveled off at approximately 6,250. The university has three satellite campuses—Fort Bragg, Sandhills, and Richmond Community Colleges—and has offered classes and complete programs at 11 community colleges from the coast to the sandhills. Community colleges are a growing source of transfer students, and UNC Pembroke has strategically recruited on their campuses with considerable success. Transfer student enrollment set an all-time record in fall 2014 with 579 new students. UNC Pembroke 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.

UNC Pembroke's student profile is not just ethnically diverse. Here, diversity means economic diversity, veterans, non-traditional students, first-generation college students, commuter students, and transfer students. Many UNC Pembroke students work part and full time. More than 800 UNC Pembroke students are military related—veterans, active duty soldiers, National Guard and Reserve or their family members.

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<tr>
<th>Category</th>
<th>Fall 2009</th>
<th>Fall 2014</th>
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<td>Graduate Enrollment</td>
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<td>Total Parking Spaces</td>
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Five-year Enrollment Trends at UNC Pembroke
Accreditation

The university is accredited by the Southern Association of Colleges and Schools (SACS). Additional program accreditations include: the School of Business, the School of Nursing, the Social Work Program, the School of Education, the Clinical Mental Health Program, the Professional School Counseling Program, the Athletic Training Education Program, the Department of Art, and the Department of Music.

Academics

Over the past decade UNC Pembroke has implemented an aggressive plan to increase academic rigor. As a result, the average entering GPA has risen 35%, the freshman to sophomore retention rate has increased 6 percentage points over the last three years, and, due to increased admission standards and a revised academic standing policy, the GPA for students in each classification has steadily improved.

In recent years UNC Pembroke has expanded its programs to include master’s degrees in Nursing and Social Work and has a partnership in development with East Carolina University that will expand access to a Doctor of Physical Therapy program. It has also increased its research capabilities with the UNC Pembroke Biotechnology Center. The Center includes a state-of-the-art vivarium with adjoining research space in the new Health Sciences Building and a microscopy and imaging facility with recent Department of Defense funding for a confocal microscope.

Nearly one quarter of UNC Pembroke’s classroom hours are delivered online, and during summer school more than half of credit hours are delivered online. UNC Pembroke ranks fourth among UNC universities for online hours delivered. Three graduate programs, the Master of Public Administration, the Master of Business Administration, and the Master of Arts in Elementary Education, are available completely online.

The university’s 41 undergraduate and 17 graduate programs are administered by the College of Arts and Sciences and the Schools of Business, Education, and Graduate Studies. The Biotechnology Research Center and the Office for Regional Initiatives are located in the nearby COMtech business incubator.

Small classes and a 15:1 student-faculty ratio result in a personalized teaching, learning, and research experience. A focus on academic support services has led to an increase in student success as measured by three consecutive years of increasing freshman retention. Combined with one of the lowest in-state tuitions in the nation, UNC Pembroke is an attractive university of choice. In keeping with its founding heritage, the university embodies a sense of spirit and opportunity. For this reason, UNC Pembroke continues to attract and nurture first-generation, non-traditional college students.
Research grants at UNC Pembroke are from NIH, NSF, the U.S. Army, U.S. Department of Energy, and other funding agencies. In addition, grants from the U.S. Department of Education support American Indian teacher education students and promote the number of practicing professionals in education, nursing, and other health professions. UNC Pembroke is the first recipient in the Carolinas of a Coin’s for Alzheimer’s Research Trust (CART) award; this places UNC Pembroke in small company with Harvard Medical School, Washington University, Mass General Hospital, and the Mayo Clinic. The William C. Friday Laboratory for culturing brain slices is vital for toxicology and neuropathology studies, and other resources include a microiontophoresis system for in vivo drug delivery and a microscale spectroelectrochemistry lab.

Research and scholarship at UNC Pembroke are widespread and span a variety of disciplines. Several books have been published by faculty members recently, and dozens of peer-reviewed manuscripts have been produced in recent years, and accepted by a wide array of journals, with several having impact factors in the 5.2 to 13.7 range.

Additional information is available on the UNC system webpage at: http://www.northcarolina.edu/?q=content/research-our-campuses

Through the Pembroke Undergraduate Research and Creativity Center (PURC), students are mentored by UNC Pembroke faculty and other regional, national, and international scholars and professionals. More information can be found at: http://www.uncp.edu/academics/research/purc-pembroke-undergraduate-research-and-creativity-center

Alumni

As a result of groundbreaking research and increasingly rigorous standards at the university, graduates have completed medical school, Ph.D. programs, and a variety of professional schools. They join the ranks of 22,000 alumni who include educators, authors, an NBA coach, a retired Navy admiral, entrepreneurs, the first American Indian Navy pilot, actors, attorneys, physicians, and many other successful business and community leaders.
Other Facts

Students:
6,269 students (5,511 undergraduate; 758 graduate)

Ethnicity Breakdown:
14.8% American Indian
34.4% African American
1.4% Asian
4.7% Hispanic
39.9% Caucasian
1.8% Two or More Races
2.0% Unknown

Faculty:
283 full-time
66% hold terminal degrees
50.9% female
49.1% male
19.8% minority faculty

Staff:
551 full-time staff
60.7% female
39.3% male

The Campus

The 281-acre campus consists of 47 buildings. In the past five years, the campus footprint has grown 45 percent to provide the university with room to grow. Notable new acquisitions include 45 acres for future athletic facilities, a new intramural field, and Pine Cottage, with space for a marching band practice field and a campus garden. The cottage itself is used for meeting space and special events.
The Collegiate Culture

Student Life

With approximately 3,000 students living on or just off campus, a robust student life has evolved with an array of extracurricular activities and student engagement. Over 60 organizations covering eight interest areas keep students connected to campus and engaged in the community.

More than 350 students are active in fraternities and sororities. Serving in excess of 1,750 students annually in club sports and intramurals, the Office of Campus Recreation also manages the Campbell Wellness Center, aquatics (1,969 served), outdoor programs, fitness programs (1,850 served), and summer recreational programs.

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 newly renovated Moore Hall Auditorium, which seats 204, is home to more than 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 throughout the year.

The award-winning Pine Needle student newspaper, The Aurochs literary magazine, and the Indianhead yearbook, in addition to other print media outlets, offer a variety of student-directed publication opportunities. WNCP-TV involves broadcasting majors and faculty in creating and producing news, sports, and other programs of interest, which are carried on Time Warner Cable access channels. The “Hawk Radio” station is a student-run, Internet-based medium featuring music and talk formats. Student members of the Literacy Commons produce news and feature podcasts and books written and illustrated by area public school students.

The Office for Community and Civic Engagement coordinates volunteer and service-learning opportunities for students. Since 2010, UNC Pembroke students have dedicated more than 17,000 hours to service learning and co-curricular volunteering. The university has been named to the President’s Community Service Honor Roll six of the last eight years. A recently
established Campus Pantry meets the food security needs of students and the community. The Office for Diversity and Inclusion and the American Indian Studies department offer vigorous programming opportunities for students, including workshops, exhibits, speakers, and programs. The Southeastern 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**

UNC Pembroke excels in intercollegiate athletics in both men’s and women’s competition. The university is a member of the National Collegiate Athletic Association (NCAA) Division II and the Peach Belt Conference, which includes 14 universities in North Carolina, South Carolina, Georgia, Florida, and Alabama.

Eight men’s sports and eight women’s sports have brought UNC Pembroke frequent recognition at the local, regional, and national levels. Men’s varsity sports include baseball, basketball, cross country, football, golf, soccer, track and field, and wrestling. Women’s sports are sponsored in basketball, cross country, golf, soccer, softball, tennis, track and field, and volleyball. Conference championships, national rankings, and NCAA tournament bids are also frequent. Two UNC Pembroke wrestlers won national championships in the past three years.

In 2007, UNC Pembroke 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, UNC Pembroke became the fastest intercollegiate start-up football program to earn an NCAA tournament berth. In 2009 and 2012, UNC Pembroke boasted nationally ranked football teams and invitations to the NCAA tournament. At a 2013 game against reigning national champion Winston-Salem State, attendance set a record of 7,849 and was televised nationally. The Grace P. Johnson Stadium is a testament to the sweeping efforts to support and grow intercollegiate football at UNC Pembroke.

As a former member of the National Association of Intercollegiate Athletics (NAIA), UNC Pembroke won more than 60 district championships through the years and 30 league titles as a member of the Carolinas Conference from 1976–92. In 1978, the UNC Pembroke cross country team captured the coveted NAIA National Championship. More than 130 student athletes have been honored as all-Americans in the NAIA and NCAA. Former athletic greats are annually inducted into the Athletic Hall of Fame.
**Philanthropic Support**

The university increasingly looks to private donors, foundations, and grants to achieve excellence in programming and financial support of its students. Following the recession, the university’s state appropriation is $5.2 million less in the current fiscal year than in 2008. However, the spirit of Pembroke is a force for innovation, efficiency, and effective leadership. While admission standards and academic standing have been raised, student recruitment and retention continue to improve, thanks to active recruiting and marketing.

The university set a record for new endowed scholarships in 2013–14 with 26. The Office of Advancement has renewed its commitment to reach out to a wider pool of prospective donors, athletic boosters, and alumni. The office uses a data-driven approach for research and prospect management that incorporates use of shared services provided through UNC General Administration. In the 2013–14 fiscal year, Advancement made 782 individual donor contacts. The alumni participation rate increased by .3 percent in 2013-2014 and 763 alumni made donations totaling $351,100, an increase of 250 percent over the 2012-13 fiscal year.

Faculty and staff giving increased by 28.5 percent year-over-year to $187,149 despite a five-year salary freeze. The Braves Club, the university’s athletic booster organization, showed strong gains in membership and giving. The club finished the 2013-14 academic year with 160 members compared with 64 in 2012–13, and donations surged 145 percent to $59,162.

Total giving from all sources in 2013–14 was $1.8 million, a year-over-year increase of 4.3 percent. The university’s endowment was $21.15 million at the close of the fiscal year, up from $18.21 million in 2012–13, for a gain of 16.1 percent.

Since 2005, a record number of nine new endowed chairs were established. Private gifts generously endowed seven of the nine chairs. The endowments include the Thomas Family Professorship in Entrepreneurship, the BB&T Chair in the Philosophical Foundations of Free Enterprise, the BB&T Chair in the Moral Foundations of Capitalism, the Joseph Oxendine Chair in Educational Leadership, the Anne R. Belk Chair in Nursing, the Allen Meadors Distinguished Professorship in Mathematics Education, the Brenda Brooks Distinguished Professorship and the Zucker Distinguished Professorship (both in nursing), and the Southeast American Indian Studies Distinguished Professorship.
The UNC Pembroke Foundation, Inc., is an independent, non-profit corporation with a Board of Directors, which provides fundraising guidance for the university. The Foundation is independent from the university and exists solely for the advancement of the university. It serves as a “bank” for most university fundraising activities and organizations, including the Alumni Association, Braves Club, Friends of GPAC, Friends of the Library, and University Music Society, among others. The UNC Pembroke Foundation, Inc. and the Board of Trustees of the Endowment Fund of UNC Pembroke jointly make investment decisions for the university.

Grant activity is flourishing in several areas including research, community outreach, and financial and academic support for students. Grants from the U.S. Army support student-faculty research neurodegenerative disorders such as Alzheimer’s disease and traumatic brain injury. A $1 million grant from the U.S. Department of Health and Human Services provides financial support to UNC Pembroke graduate social work students whose internships will transform mental health services to youth and families in the region. Two multi-million dollar grants provide financial support for student research in the STEM fields, with the goal of training more research scientists. Another $1 million grant supports outreach to reduce infant mortality in Robeson and Scotland Counties.

**Public Affairs**

The Office of University Communications and Marketing unveiled its branding initiative in 2013–14. A new, student-focused website is central to the program. UNCP.EDU prominently displays engaging photography, coming events, and news and is easy to navigate on a smart phone. Students and prospective students are invited to “Catch the Spirit of Pembroke.” The new motto captures the modern as well as the historic feel of the university.

A university wordmark identifies UNC Pembroke on letterheads, brochures, business cards, and golf shirts. The branding touched every corner of the university including the red-tailed hawk mascot.

Following a campus-wide survey, BraveHawk was embraced as a lively symbol of the university. Fonts, symbols, identifying language, grammar, and printing standards were rolled out. The logo is the one remaining piece to be completed in late 2015.
UNC System Governance

In North Carolina, all the public educational institutions that grant baccalaureate degrees are part of the University of North Carolina. The multi-campus UNC system encompasses 16 institutions, as well as the N.C. School of Science and Mathematics. Chartered by the North Carolina General Assembly in 1789, the University of North Carolina was the first public university in the United States to open its doors and the only one to graduate students in the 18th century. The first class was admitted in Chapel Hill in 1795. For the next 136 years, the only campus of the University of North Carolina was located at Chapel Hill.

In 1931, the North Carolina General Assembly enacted legislation to establish the consolidated University of North Carolina. Over the next four decades, all state-supported institutions of higher learning merged as one system. In the case of UNC Pembroke (then Pembroke State University), consolidation became official in 1972.

Elected by the North Carolina General Assembly for four-year terms, the 32-member Board of Governors is legally charged with the general determination, control, supervision, management, and governance of all affairs of the 17 constituent institutions. The president of the UNC Association of Student Governments serves as a non-voting member. The Board of Governors also appoints the president. As chief executive officer, the president is responsible for nominating chancellors of the constituent campuses for final appointment by the Board of Governors. Chancellors report to the president of the UNC system and their institution’s board of trustees.

UNC Pembroke Governance

At each institution, a local Board of Trustees provides direction in policymaking, including implementation and oversight. The board is composed of eight members elected by the Board of Governors and four appointed by the governor. In addition, at UNC Pembroke, the Student Government Association president serves as a voting trustee. The governance authority delegated to boards of trustees by the Board of Governors is consistent with North Carolina General Statutes and The Code of the University of North Carolina.
One of the most important roles of the Board of Trustees involves the search for a new chancellor. The trustees typically appoint a Chancellor Search Committee, which seeks qualified candidates. After receiving guidance from the Search Committee, the full Board of Trustees recommends three candidates to the UNC President, who makes his recommendation to the Board of Governors.

Other important campus elected bodies are the Faculty Senate, Staff Council, and Student Government Association, which provide support from within the university. Faculty governance is a critical component of the university’s academic planning and policy making.

Requirements for the Chancellor

UNC Pembroke seeks an enthusiastic advocate for the university. The successful candidate will be a proven energetic fund raiser, a community and partnership builder, and a visionary leader, who is a highly effective motivator of people and manager of programs, and budgets. The next chancellor must be prepared to build upon the expanded campus, academic, and athletic offerings spearheaded by his or her predecessors, and to promote this reenergized institution widely, particularly with state decision makers and within the UNC system. UNC Pembroke is deeply involved with the broader community and its student body is very diverse, so a successful candidate will value regional engagement and seek to maintain or expand the diversity and inclusivity. The next chancellor must be committed to student success and to making UNC Pembroke a campus of choice among prospective students. The successful candidate should recognize UNC Pembroke’s unique history with the Lumbee Tribe of North Carolina and embrace it, while working to build strong community relations and partnerships. An initiative of UNC Pembroke is to increase the number of American Indian students; the successful candidate will be expected to provide leadership in accomplishing this goal. This person must be successful at strengthening the links among the campus, the community, and other institutions in the UNC system, while also partnering with non-university businesses, organizations, and tribal governments.

The incoming chancellor must have a highly successful record of significant fundraising and be comfortable working with a university advancement team. Implementing the existing strategic plan and eventually designing its successor will require the next chancellor to be an effective leader with a proven record. While the next chancellor will need to understand the university’s values, shared governance, the merits of university education and how to be an advocate for the faculty, candidates from nonacademic backgrounds who can demonstrate these qualities are encouraged to apply. Candidates may exemplify their potential for this position through academic qualifications such as a terminal degree and an extensive record of scholarship and teaching as well as academic leadership. Alternatively, candidates may qualify for the position by demonstrating a record of outstanding professional leadership and achievement.

The Search Process

Applications should consist of a substantive cover letter addressing the qualifications and desired attributes, curriculum vitae or resume, and at least five professional references with full contact information and a note indicating the nature of the applicant’s working relationship with each; references will not be contacted without the candidate’s explicit permission. The cover letter should be addressed to Dr. Wiley Barrett, chair of the UNC Pembroke Board of Trustees.

Applications, nominations, and expressions of interest can be submitted in confidence to UNCPChancellor@academic-search.com. The position will remain open until filled; however, only applications received by February 20, 2015, are assured full consideration. Please contact Caroline Whitson (cbw@academic-search.com) or Chris Butler (cnb@academic-search.com) for a confidential discussion.

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 race, color, genetic information, religion, sex, sexual orientation, gender identity, or national origin.

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