



JSNN



Joint School of
Nanoscience and Nanoengineering

Dean, Joint School of Nanoscience and Nanoengineering

Leadership Profile

September 2024



WittKieffer

Executive Summary

The University of North Carolina Greensboro (UNC Greensboro) and North Carolina A&T State University (N.C. A&T) seek a collaborative, visionary, and strategic leader to serve as the next Dean of the Joint School of Nanoscience and Nanoengineering (JSNN). JSNN was established through a joint academic agreement between both institutions, focusing on interdisciplinary and high-impact research, breakthrough innovations, and high-quality student experiences. JSNN is located at Gateway Research Park South Campus, a thriving research park in East Greensboro, North Carolina, near the campuses of UNC Greensboro and N.C. A&T.

UNC Greensboro is the largest university in the Piedmont Triad region and is the most diverse of the 17 UNC System institutions. Founded as the State Normal and Industrial School in 1891, UNC Greensboro is one of the original three UNC System institutions. Located in North Carolina's third largest city, UNC Greensboro is among the most diverse, learner-centered public research universities in the state, with 18,000 students in eight colleges and schools pursuing more than 150 areas of undergraduate and over 200 areas of graduate study.

UNC Greensboro is recognized nationally for academic excellence, access, and affordability. UNC Greensboro is ranked the No. 1 most affordable institution in North Carolina for net cost by the *New York Times* and No. 1 in North Carolina for social mobility by *The Wall Street Journal* — helping first-generation and lower-income students find paths to prosperity. Designated an [Innovation and Economic Prosperity University](#) by the Association of Public and Land-grant Universities, UNC Greensboro is a community-engaged research institution with a portfolio of more than \$65M in research and creative activity. The University's 1,100 faculty and 1,700 staff help create an annual economic impact for the Piedmont Triad region in excess of \$1B annually.

N.C. A&T is a top-flight high research university, the largest historically black university in the country, the #1 producer of degrees awarded to African Americans in North Carolina, and nationally recognized for excellence in science, technology, engineering, and mathematics (STEM) education. An 1890 land-grant, doctoral university, N.C. A&T prepares students to advance the human condition and facilitate economic growth in North Carolina and beyond by providing a preeminent and diverse educational experience through teaching, research, and scholarly application of knowledge. One of 17 campuses in the University of North Carolina system, N.C. A&T has 14,311 students.

N.C. A&T is an academic community focused on students, providing them with interdisciplinary learning opportunities, faculty renowned for excellence, opportunities to engage in cutting-edge research, and encouragement to serve their communities. For the fiscal year 2023-2024, N.C. A&T generated more than \$100M in sponsored research. The University's strategic plan, Preeminence 2030 North Carolina A&T Blueprint, is available at www.ncat.edu/about/initiatives/preeminence-2030/index.php. As A&T aspires to become an R1 institution by 2030, the university is amid an exciting period of growth and transformation.

JSNN was established in 2009 and celebrated its 15-year anniversary in spring of 2024. JSNN is accredited through SACSCOC. JSNN has two departments and one Institute. The Department of Nanoscience, administered by the University of North Carolina Greensboro, offers master's and doctoral degrees in nanoscience and five certificate programs in Synthetic Biology, Medical Science, Nanoscience, Instrumentation, and Advanced Materials. The Department of Nanoengineering, administered by N.C. A&T, offers master's and doctoral degrees in nanoengineering and postbaccalaureate certificates in Synthetic and Systems Biology, Advanced Materials, Micro and Nano Devices, and STEM Entrepreneurship. Enrollment has increased by 65% since 2019.

The Dean of the Joint School of Nanoscience and Nanoengineering reports to the Provosts at UNC Greensboro and N.C. A&T, is a member of the Deans Council, and an ex-officio member of the Gateway Research Park Board of Directors. The Dean must have demonstrated excellence in leadership within the context of change, [Preeminence 2030](#) and [Forward Together](#) strategic initiatives, and significant research expansion; experience in

selecting, evaluating, promoting, and retaining high-quality faculty and staff; innovative and inclusive program development and planning; accreditation oversight; demonstrated capabilities and willingness to obtain significant external funding; managing and allocating financial resources; demonstrated understanding of the need for active student recruitment, retention, and student success; and a clear understanding of the importance of inclusion.

Additionally, the Dean must have an interdisciplinary and/or transdisciplinary orientation; exemplary communication skills and capabilities to serve as a spokesperson and advocate; a demonstrated ability to work collaboratively; a consensus-building leadership style; a command of the elements of excellence in faculty, staff, and department chairs; the ability to support excellence in teaching, research, and engagement; and a strong commitment to student success. A Ph.D. in a science and/or engineering discipline with experience in nanoscience or nanoengineering from an accredited institution is required, as well as qualifications appropriate for an appointment to the faculty as a tenured full professor. At least three years of significant senior leadership and administrative experience, in addition to academic service and demonstrated success in community/professional engagements across a wide array of organizations, are also requirements for the role.

To submit a nomination or express personal interest in this position, please see the Procedure for Candidacy instructions on the last page of this document.

About the Joint School of Nanoscience and Nanoengineering

Overview

The Joint School of Nanoscience and Nanoengineering offers master's and doctoral degrees in both nanoscience and nanoengineering. As an interdisciplinary collaboration between N.C. A&T and UNC Greensboro by academic agreement with a focus on nano-scale research and teaching, it is the only school of its kind in the nation.

Students in JSNN are recruited from a variety of disciplines to conduct advanced research while also developing leadership and communication skills to emerge as innovative contributors to academic, industry, or government organizations. Graduates are known as innovative thinkers and ethical leaders, with strong analytical, technological, team building, and communication skills. The student-focused environment offers outstanding faculty and emphasizes the importance of leadership, critical thinking, and continuous learning.

Vision

The Joint School of Nanoscience and Nanoengineering is a collaboration between two high-research universities. Collaboration will always be a core part of JSNN's mission. JSNN will constantly seek out strategic collaborations with other academic institutions, industry, and government organizations.

Mission

The Joint School of Nanoscience and Nanoengineering (JSNN)'s mission is to be a catalyst for breakthrough innovations that provide high-impact academic, industry, and government research outcomes.

Enrollment

- Post-baccalaureate Certificate: 15
- Master's: 35
- Doctoral: 145

Faculty and Staff

- Tenured-stream faculty: 22
- Post-docs: 9
- Research and technical staff: 7
- Administrative staff: 8

Expenditures

Research: \$5.5M

Academic Departments

[Department of Nanoscience](#)

[Department of Nanoengineering](#)

Joint School's Institute for Research Technologies (JSIRT) Core Facilities

[JSIRT](#) provides access to imaging and analytical instrumentation for nano and microscale lithography, nanomaterial fabrication, characterization, and computation, as well as hands-on training in a shared user environment. The fee-for-use-based resources, tools, and labs are available to academic, industry, and government users through JSIRT. Labs and tools are divided below by core areas: Advanced Microscopy, Analytical Chemistry, Materials Testing, Micro and Nanofabrication, and Other Resources. In addition to the labs and tools, users have access to world-class specialized training and highly skilled staff. Remote service is available. <https://jsnn.ncat.uncg.edu/jsirt-core-facilities/>



Role of the Dean, Joint School of Nanoscience and Nanoengineering

The Dean is the Chief Executive Officer of the Joint School of Nanoscience and Nanoengineering. The position requires operational and strategic leadership applied to technical, human, and conceptual challenges and opportunities. The Dean will supervise School assessments and action plans, as well as work collaboratively with others to implement and update the long-range strategic vision and *Preeminence 2030* and *Forward Together* strategic plans for the School. The Dean will also engage in day-to-day administrative activities as necessary. JSNN has a budget of approximately \$7.5M. The Dean also provides supervision to a staff of 15 and a tenure-stream faculty of 22.

The position requires an understanding of change management and the sociotechnical requirements and human relations associated with change management. The position requires using networks and influence to guide others in the midst of change and doing so with authority and integrity.

The Dean will work closely with local, regional, state, and national business leaders and collaboratively with the Offices of Advancement to build a substantial endowment to fund new initiatives and enhance JSNN's future.

Responsibilities

- Manage budgets and oversee revenue from various sources, track expenditures, analyze current spending, monitor ROI, and submit strategic budget requests aligned with the *Preeminence 2030* and *Forward Together* strategic plans
- Lead by example and ensure a strong leadership team comprising an associate dean, department chairs, and selected staff and administrators who also supervise multiple employees across JSNN
- Use networks and influence to guide others in the midst of change and do so with authority and integrity
- Ensure highly qualified faculty and staff are recruited, hired, retained, upskilled, and provided with opportunities for growth and promotion as appropriate
- Maintain excellent working relationships with alumni, the local community, elected officials, industry partners, and the advisory board
- Advance and strengthen innovative and accessible degree programs
- Foster excellence in research, teaching, and engagement
- Promote local, regional, national, and global visibility
- Continue the advancement of innovation and entrepreneurship
- Increase the Joint School's financial resources
- Display professional maturity with the ability to navigate and resolve conflict

Opportunities and Expectations for Leadership

In no particular order, the Dean will be charged with addressing the following opportunities and challenges:

- **Develop and advance a strategic vision for the future of the Joint School**

The new Dean will join at an advantageous time as both UNC Greensboro and N.C. A&T have new strategic plans. Working collaboratively with faculty, staff, students, alumni, and community partners, the Dean will help create and advance a forward-looking vision for the future of JSNN. The School is positioned to contribute significantly to the goals of both strategic plans and build upon current successes and commitment to impactful research, student success, economic development, and an inclusive culture. Leveraging the influence and power of these assets will enable JSNN to be nationally distinct and globally impactful.

- **Facilitate growth in research and scholarship**

As UNC Greensboro and N.C. A&T expand research and development, the next Dean will be expected to support faculty in their research endeavors and collectively enhance scholarly production. This includes creating strategic doctoral programs and pathways, identifying external funding opportunities and grant-writing activities, providing resources to support faculty research, fostering interdisciplinary and transdisciplinary collaborations, and recruiting research-active faculty. The Dean will need to demonstrate an understanding of the differences across nanoscience and nanoengineering and identify emerging opportunities through collaboration of the two units across a range of research areas and scholarly activity. The Dean will be expected to ensure excellence in teaching while working to enhance research productivity.

- **Support a culture of student recruitment, retention, and success**

The next Dean of JSNN will be expected to develop strategies, such as partnerships with undergraduate-focused institutions, to create a pipeline of students to come to JSNN. The incoming Dean must also set the expectations for JSNN to align its academic programs, resources, systems, and processes to further increase retention and efficiency toward completion of master's and doctoral degrees. The Dean must promote a collaborative and supportive environment that ensures students have the tools they need to be successful academically and in research while also preparing them for the current and future challenges in the workforce.

- **Recruit and retain high-quality faculty and staff and lead through change**

The continued growth and excellence of JSNN will require an ongoing focus on the recruitment, retention, and development of both staff and research-active faculty at various stages of their careers. Committed and engaged faculty and staff are crucial to fulfilling JSNN's academic mission, goals, and priorities. Student enrollment growth has outpaced the number of faculty and staff within the School. The Dean must ensure highly qualified faculty and staff are recruited, hired, retained, upskilled, and provided with opportunities for growth and promotion as appropriate.

- **Champion a welcoming and inclusive climate**

It is expected that the next Dean will appreciate, understand, and be committed to the value of Minority Serving Institutions and Historically Black Colleges and Universities, such as UNC Greensboro and N.C. A&T, respectively. The Dean will work closely with the Joint School's leadership team, faculty, staff, and students to support an emerging consensus-driven vision of how this important work will translate into the curriculum and student services and how it will guide and influence teaching, research, and service. Building a talented

faculty that will support each institution's diverse student body and support the development of professional, intercultural competencies of faculty, staff, and students will also be extremely important for the School's mission.

- **Strengthen fundraising, alumni, and corporate engagement and enhance visibility for JSNN**

The Dean will develop, lead, and support all corporate, alumni, and donor relations strategies and activities. JSNN has a rich base of dedicated alumni and a strong and engaged advisory board. The Dean will maximize engagement opportunities and grow significantly philanthropic support for the School. Working closely with the School's development officer and the Universities' Advancement Offices, the Dean will raise funds for key philanthropic priorities.

The next Dean will be a confident and compelling advocate who will work to enhance the visibility of JSNN both internally and externally and to understand the opportunities and challenges facing the state, nation, and globe. Greensboro, NC, is a growing hub for technology companies. It is expected that there will be ample opportunity for engagement and partnership building with the local business community to ensure the curriculum and student experiences align with the demands of industry leaders. The new Dean will be expected to establish, cultivate, and optimize these kinds of relationships for mutual benefit to both universities, the business community, and, in keeping with the institutional missions, to the state of North Carolina. As the chief advocate and spokesperson, the Dean will ensure JSNN is a recognized leader internally, nationally, and globally.



Professional Qualifications and Personal Qualities

The next Dean of the Joint School of Nanoscience and Nanoengineering should possess a terminal degree in a scientific, mathematical, or engineering discipline with significant research contributions in nanoscience or nanoengineering from an accredited institution and academic credentials suitable for the rank of full professor within the School.

Minimum qualifications:

- Ph.D. in a science and/or engineering-related discipline from an accredited institution.
- Qualifications appropriate for an appointment to the faculty as a tenured full professor.
- At least three years of significant senior leadership or administrative experience, in addition to academic service.
- Demonstrated success in community/professional engagements across a wide array of organizations.

Preferred qualifications:

- At least five years of academic leadership and administrative experience, in addition to academic service.
- A strong record of success as a visionary and dynamic leader with keen and demonstrated abilities to work collaboratively in the pursuit of excellence.
- Evidence of insight and talent to leverage the institutional assets to continue to advance the Joint School's role, innovations in research and education, as well as the stature and impact of each institution.
- Achievement of significant goals related to graduate student success, university performance metrics, and research expansion.
- Strong record of success as a visionary and dynamic leader with keen and demonstrated abilities to work collaboratively in the pursuit of excellence.

About The University of North Carolina Greensboro

Overview

UNC Greensboro, located in the Piedmont Triad region of North Carolina, is 1 of only 60 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, UNC Greensboro is one of the most diverse universities in the state, with 18,000+ students and 2,800+ faculty and staff members representing 90+ nationalities. With 17 Division I athletic teams, 85 undergraduate degrees in over 125 areas of study, as well as 74 master's and 32 doctoral programs, UNC Greensboro is consistently recognized nationally among the top universities for academic excellence and value, with noted strengths in health and wellness, visual and performing arts, nursing, education, and more.

UNC Greensboro is one of the 17 campuses of The University of North Carolina, the birthplace of public higher education in America. The UNC System is administered by President Peter Hans and overseen by the UNC Board of Governors. UNC Greensboro is headed by Chancellor Franklin D. Gilliam, Jr., and the UNC Greensboro Board of Trustees.

For more than 130 years, UNC Greensboro has served as a beacon of opportunity and excellence in North Carolina. From its roots as the state's first college for women to its current status as one of the most diverse student bodies in the UNC System, UNC Greensboro has always forged its own path. Not only do we continue to serve some of our most underserved communities, but we do so while maintaining academic distinction and rigor.

Mission

UNC Greensboro will redefine the public research university for the 21st century as an inclusive, collaborative, and responsive institution, making a difference in the lives of students and the communities it serves.

Vision

UNC Greensboro is:

- A learner-centered, accessible, and inclusive community fostering intellectual inquiry to prepare students for meaningful lives and engaged citizenship;
- An institution offering classes on campus, off-campus, and online for degree-seeking students and life-long learners;
- A research university where collaborative scholarship and creative activity enhance the quality of life across the life-span;
- A source of innovation and leadership meeting social, economic, and environmental challenges in the Piedmont Triad, North Carolina, and beyond; and
- A global university integrating intercultural and international experiences and perspectives into learning, discovery, and service.

You see it every day. In the hard work, inventive ideas, and powerful collaborations that define our communities. You see it in our students – those who have excelled their entire lives and those who are full of potential. You see it in faculty who – in the classroom, the lab, and the community – discover and share the knowledge that makes our region and our world healthier, more vibrant, and more prosperous. You see it in the

engagement of our faculty, staff, and students with our hometown – in the center of our state – where we are an engine of prosperity, innovation, creativity, and service. It is as true today as it has been for more than 130 years: UNC Greensboro is relentlessly focused on helping each student unleash their potential and make a meaningful impact on their life, in our community, and around the world, every day.

Academics

Academic studies at UNC Greensboro are classified into seven academic colleges and Schools, each with a specific focus. It also has a robust Graduate School, a Library and the Lloyd International Honors College. UNC Greensboro has more than 150 undergraduate areas of study, 74 master's, and 32 doctoral programs in addition to more than 50 graduate certificate programs.

Colleges and Schools

- [Bryan School of Business and Economics](#)
- [College of Arts and Sciences](#)
- [College of Visual and Performing Arts](#)
- [The Graduate School](#)
- [Joint School of Nanoscience and Nanoengineering](#)
- [Lloyd International Honors College](#)
- [School of Education](#)
- [School of Health and Human Sciences](#)
- [School of Nursing](#)
- [University Libraries](#)

Research and Community Engagement

UNC Greensboro is classified as an R2 high research activity doctoral university with over \$65M in research awards. Our 17 interdisciplinary centers and institutes drive innovation, create new knowledge, and provide an engine for scholars to partner with the community to address critical challenges. Centers provide research opportunities, facilities, and support for work in high-impact areas and broaden the University's public service and educational activities.

- Center for Athlete Well-Being
- Center for Community-Engaged Design
- Center for the Health of Vulnerable Populations
- Center for Housing and Community Studies
- Center for Industry Research and Engagement
- Center for New North Carolinians
- Center for Translational Biomedical Research
- Center for Women's Health and Wellness

- Center for Youth, Family, and Community Partnerships
- Early College Research Center
- Institute for Community and Economic Engagement
- Institute for Data, Evaluation, and Analytics
- Institute for Partnerships in Education
- Institute for Research Technologies
- NC Entrepreneurship Center
- NC Sales Institute
- SERVE education research center

In recognition of its strong commitment to economic engagement, the Association of Public and Land-grant Universities (APLU) designated UNC Greensboro as an Innovation & Economic Prosperity (IEP) University. The national designation acknowledges public research universities working with public and private sector partners in their states and regions to support economic development through a variety of activities, including innovation and entrepreneurship, technology transfer, talent and workforce development, and community development.

Strengths

- For the 25th consecutive year, UNC Greensboro is recognized as one of the nation's best institutions for undergraduates in the Princeton Review's "Best 389 Colleges" guide. Princeton Review also named UNC Greensboro as one of the best regional colleges in the south.
- UNC Greensboro is one of the *U.S. News & World Report's* 2023 best colleges in North Carolina. For the fifth consecutive year, UNC Greensboro has been a top-ranked North Carolina institution for social mobility. UNC Greensboro remains on the outlet's Best in the U.S. lists for Best National Universities, Best Colleges for Veterans, Best Value, and Top Public Schools and is ranked for the business, economics, psychology, and computer science programs.
- UNC Greensboro is honored to be named among *Newsweek's* America's Top Online Colleges 2023 rankings, earning a five-star rating. This ranking highlights the nation's top 200 colleges and universities that offer online degree programs to learners who want to obtain an academic degree, including hybrid programs with online and offline courses or exams. Over 9,000 online learners were surveyed in the United States and asked to rate the institutions based on six different subdimensions: Organization and Accessibility, Support and Services, Cost of the Program, Reputation, Success, and Practical Relevance.
- UNC Greensboro has been recognized by *Money* as one of the best colleges in America in 2023. This title is awarded based on UNC Greensboro's stellar graduation rates, cost of attendance, financial aid, and alumni salaries.
- UNC Greensboro is honored to be rated #17 on *Washington Monthly's* Best Bang for the Buck in the Southeast. This rating is due to UNC Greensboro's commitment to social mobility. *Washington Monthly* ranks four-year institutions based on their contributions to the public good in three broad categories: social mobility, research, and community and national service.
- UNC Greensboro is honored to be a top university in *Forbes'* "America's Top Colleges" list. *Forbes* "America's Top Colleges" highlights colleges and universities that serve their students with outstanding education opportunities, affordability, mobility in the professional world, and promote leaders. UNC Greensboro has also been recognized by *Forbes* and *Statista* as one of America's Best-in-State Employers of 2023. This accomplishment is the result of a survey of 70 thousand U.S. employees from all 50 states regarding working conditions, diversity, compensation, potential for development, and more.

- UNC Greensboro is honored to be recognized by *The Wall Street Journal* on their Best U.S. Colleges 2024 list. This rank of the top 400 universities in the nation is based on student outcomes, leadership environment, and diversity. Students want to have a great experience while attending college. *The Wall Street Journal* named UNC Greensboro No. 1 in N.C. for student experience in 2023. The ranking comes from “one of the largest ever independent surveys of verified college students and recent graduates in the U.S.” *The Wall Street Journal* also names UNC Greensboro No. 1 in North Carolina for social mobility. The ranking reflects UNC Greensboro’s of how the institution enhances students’ social mobility. The ranking rewards institutions for “taking the highest proportion of students coming from lower-income families while maintaining high graduation rates and having a positive impact on graduate salaries and minimizing the costs of attending college.”
- UNC Greensboro is proud to be a 2023 *Military Times* Best for Vets institution. The *Military Times* [Best for Vets: Colleges](#) list is the largest and most comprehensive rankings of schools for military service members and veterans. The ranking comes from responses from over 325 schools based on their specific contribution to military students. Important factors in determining the rankings were military-specific resources, student success metrics, and financial assistance.
- UNC Greensboro continues to be applauded for affordability in LendEDU’s latest rankings, which offer an in-depth analysis of the most recent student loan debt figured at hundreds of colleges and universities across the United States. UNC Greensboro ranks No. 5 in North Carolina for student loan debt, meaning that UNC Greensboro students borrow less money than most of their peers at other North Carolina colleges and universities.
- UNC Greensboro ranks No. 1 in North Carolina for the number of students who receive the Benjamin Gilman International Scholarship. The U.S. Department of State’s Benjamin A. Gilman International Scholarship Program enables Pell Grant funded students the means to study or intern abroad, providing them with skills critical to the country’s national security and economic prosperity. UNC Greensboro is honored to be ranked 6th in North Carolina by NAFSA: Association of International Educators for the number of international students it serves. UNC Greensboro’s support of international students contributes \$12.2 million and supports several jobs in the Piedmont Triad.
- UNC Greensboro ranks No. 1 in North Carolina for the state of free speech on campus. The Foundation for Individual Rights and Expression (FIRE) rates policies that regulate student expression annually. FIRE’s College Free Speech Rankings score includes UNC Greensboro’s speech climate as “Above Average,” ranking the institution 9th in the nation.

About North Carolina A&T State University

Overview

North Carolina A&T State University (N.C. A&T) is a top-flight research university, the largest historically black university in the country, the #1 producer of degrees awarded to African Americans in North Carolina and nationally recognized for their excellence in science, technology, mathematics and engineering (STEM) education. With an enrollment of over 14,000 students, the University offers over 59 undergraduate degree programs, 36 master's degree programs, and 14 doctoral degree programs.

As a public, high-research activity land-grant university, N.C. A&T is a research engine, education center, and economic catalyst serving not only North Carolina but the nation. With students drawn from nearly every state in America and six continents around the world, the educational impact is as broad and deep as any university in the Southeastern United States. N.C. A&T is not only America's top-rated historically black university (HBCU) but also the largest HBCU in the country for seven consecutive years, as well as the leading HBCU STEM institution. It produces more African American engineers, agricultural scientists, journalists, and certified public accountants than any university in the nation.

N.C. A&T has grown substantially over the past decade in enrollment, academic programming, and research capabilities, adding six new centers of excellence in recent years. Their relentless implementation of a visionary strategic plan saw the institution expanding to an enrollment of more than 14,000, having added important facilities like the \$90 million Harold L. Martin Sr. Engineering Research and Innovation Center, a new 450-bed residence hall, and growing their research program to over \$100 million in the past two years through expansion of strategic partnerships with a broad range of federal agencies and private partners.

Mission

An 1890 land-grant doctoral high research activity university, North Carolina Agricultural and Technical State University prepares students to advance the human condition and facilitate economic growth in North Carolina and beyond by providing a preeminent and diverse educational experience through teaching, research, and scholarly application of knowledge.

Values

Responsibility. We hold ourselves accountable to the highest standards of performance for the success of the University.

Excellence. We demonstrate high quality and attention to detail in all our endeavors.

Integrity. We uphold moral character and unwavering ethical behavior.

Inclusiveness. We commit to diversity and demonstrate inclusiveness as we work together for the advancement of the University and the world.

Learning. We cultivate a culture of intellectual inquiry, personal growth, and achievement.

Strategic Plan: Preeminence 2030: North Carolina A&T Blueprint

Preeminence 2030: North Carolina A&T Blueprint is the third strategic plan undertaken by the University in 12 years. Outcomes from the first two plans quite simply transformed the University, delivering the institution to a

very different place from where it started. Because of that extraordinary success, they are poised to dramatically expand their reach and impact as they continue to redefine what a 21st-century doctoral, land-grant, historically Black research university can be.

Academics

Academic studies at N.C. A&T are classified into seven academic colleges, each with a specific focus, as well as the Graduate College, the Honors College, Library Services, the Joint School of Nanoscience and Nanoengineering, and the School of Nursing. N.C. A&T offers 59 undergraduate degree programs and 29 choices in minors, 36 master's programs, and 14 doctoral degree programs. N.C. A&T also offers several post-master's certificate programs and post-baccalaureate certificate programs.

Colleges:

- [College of Agriculture and Environmental Sciences](#)
- [College of Arts, Humanities and Social Sciences](#)
- [Willie A. Deese College of Business and Economics](#)
- [College of Education](#)
- [College of Engineering](#)
- [John R. and Kathy R. Hairston College of Health and Human Services](#)
- [College of Science and Technology](#)
- [The Graduate College](#)
- [The Honors College](#)
- [Library Services](#)
- [Joint School of Nanoscience and Nanoengineering](#)
- [The School of Nursing](#)

Research

The Division of Research and Economic Development (DORED) manages N.C. A&T's research enterprise and is among the top three in the 17-campus University of North Carolina System. Their work extends beyond the traditional disciplines of engineering and agriculture into areas such as biomedical research, leadership development, social and behavioral sciences, health disparities, evolutionary biology, and computational science, to name a few.

Faculty and students work in laboratories and in communities, on farms, clinics and in cities, on the campus, across the state, and around the globe. N.C. A&T collaborates between academic units and disciplines, with other universities, and with corporate and government researchers. Across their over 40 centers and institutes, as well as in the numerous project and collaborative centers of which N.C. A&T is a member; the work has even deeper currency and impact.

At N.C. A&T, students are a vital part of the research program, playing meaningful roles in projects that answer important questions and move the frontiers of scientific knowledge forward. N.C. A&T's faculty researchers, postdoctoral scholars, graduate students, and research administrators have resources, expertise, and professional networks at their disposal that help them be great mentors for undergraduates who work with them. Research experience can open up new horizons for students and connect them with interests they may not even know they have.

- Center for Excellence in Post-Harvest Technologies
- Center of Excellence in Product Design and Advanced Manufacturing
- Center of Excellence in Cybersecurity, Research, Education and Outreach
- Center of Excellence in Entrepreneurship and Innovation
- Center of Excellence for Integrative Health Disparities and Equity Research
- Center of Excellence in Social Justice
- Center of Excellence for Educational Equity Research
- Center for Outreach in Alzheimer's, Aging, and Community Health (COACH)
- Autonomous Control and Information Technology Institute
- Center for Advanced Materials and Smart Structures
- Center for Advanced Studies in Identity Sciences
- Center for Composite Materials Research
- Center for Cyber Defense
- Center for Energy Research and Technology
- Leonard C. Cooper Jr. International Trade Center
- Center for Atmospheric and Environmental Research
- NSF CREST Center for Bioenergy
- Engineering Research Center for Revolutionizing Metallic Biomaterials
- Visualization and Computation Advancing Research Center
- Waste Management Institute

Economic Impact

As America's largest-ever historically Black university and one of North Carolina's top three public research universities, North Carolina A&T State University contributes in diverse and growing ways to the North Carolina economy.

A new analysis based on data from fiscal year 2022 (FY22) reveals that the University's annual economic impact on the state of North Carolina has grown to more than \$2.4 billion, an increase of nearly \$1 billion since A&T's impact was last measured, based on 2017-18 data. A detailed report of these findings can be accessed here: <https://www.ncat.edu/about/facts/ncat-economic-impact-study-2023-final.pdf>

Strengths

- N.C. A&T is honored to be recognized by *The Wall Street Journal* as the #1 public HBCU in America. These rankings evaluate “how well each college sets graduates up for financial success, how much a school improves students’ chances of graduating and their future earnings, and other criteria.”
- N.C. A&T accelerated its positioning in the *U.S. News & World Report* “Best Colleges 2025.” In the annual *U.S. News* rankings N.C. A&T leapt up 49 places among national universities to #231 (tied) and 25 places to #126 (tied) among public universities – N.C. A&T’s highest ranking to date in either category. In the social mobility category, which measures how successfully universities prepare students for careers that significantly improve their economic circumstances, N.C. A&T moved up a strong 42 places to #36 (tied) in the nation. Among national universities, N.C. A&T’s ascent was fueled by a graduation rate that significantly exceeded projections for all students and for students receiving the most common form of federal aid, the Pell Grant.
- N.C. A&T was named by *U.S. News & World Report* as one of the nation’s 25 “Most Innovative” universities. A&T moved up 27 positions and is the highest-ranked HBCU and University of North Carolina System member on the list.
- N.C. A&T has been the nation’s largest HBCU for 11 straight years. The university’s Fall 2024 enrollment of 14,311 is the largest ever for N.C. A&T.
- N.C. A&T is honored to have been recognized by *Money* as America’s Most Affordable Doctoral Research University. *Money’s* Best Colleges 2024 ranks America’s best 745 colleges and universities on a variety of factors, including “Estimated Full Price, 2024-25.”
- N.C. A&T was named by *Southern Living* as one of the South’s Most Beautiful Campuses. The venerable cultural guide to places, people, food and entertainment in the Southern United States takes an expansive view of “the South” for this list, which includes 44 campuses as far west as Oklahoma and Texas and as far north as Maryland. N.C. A&T is home to six buildings designed by Phillip Freelon, lead architect for the National Museum of African American History and Culture at the Smithsonian. *Southern Living* praised one of Freelon’s structures in its entry on A&T – the university’s Student Center.
- N.C. A&T was recognized as the #1 producer of Black STEM graduates, based on data from the U.S. Department of Education. N.C. A&T is also one of the top 25 producers of African Americans with degrees in the physical sciences, computer science, and math; in the top 50 universities in the nation for graduating African Americans with bachelor’s degrees in biological sciences.
- N.C. A&T was named the #1 MBA Program among all HBCUs by *U.S. News & World Report*. The Deese College has now appeared in the Top 100 for four consecutive years.
- N.C. A&T nationally ranks #2 in graduation of Black students within journalism/communications and liberal arts, #3 in math/statistics and parks, recreation and leisure studies, #6 in management and information systems and family and consumer sciences, #7 in psychology, #8 in physical sciences, and #10 in computer science.
- N.C. A&T students have been named scholars in these prestigious programs over the past three years: Fulbright, Goldwater, Rangel, Truman, Gilman, Marshall-Motley, Du Bois (Harvard), Astronaut Scholars.
- N.C. A&T has seen an increase in applications by 350% since 2011, the highest rate among any U.S. university with more than 10,000 students.
- N.C. A&T successfully established three new graduate degree programs in an academic year. Programs that are welcoming their first cohort in Fall 2024 include the M.S. and Ph.D. in criminal justice and the Doctor of

Nursing Practice program. Programs that have been approved and await accreditation include the Ph.D. in applied psychology and the M.S. in physician assistant studies.

- N.C. A&T graduated 72 doctoral students this past academic year, which exceeds the Carnegie Foundation criteria for an R1 doctoral university ranking-very high research activity.
- N.C. A&T is consistently exceeding the Carnegie requirement of at least \$50 million in research expenditures annually. At the close of FY 2024, N.C. A&T had secured more than \$250 million in sponsored research funding over the last two fiscal years (2022-2024).
- N.C. A&T significantly outpaced peers at public R1 and R2 institutions in contributing to their development across seven of ten surveyed areas, according to the 2024 National Survey of Student Engagement (NSSE). These areas include 1) clear and effective communication; 2) acquiring job-related knowledge and skills; 3) working collaboratively; 4) developing a personal code of values and ethics; 5) understanding diverse backgrounds; 6) solving complex real-world problems; and 7) being an informed and active citizen.
- N.C. A&T seniors on average spend 5.9 hours a week devoted to doing community service or volunteer work, almost three more hours than peers at public R1 and R2 institutions, according to the 2024 NSSE.

Leadership



Dr. Franklin D. Gilliam, Jr., Chancellor of the University of North Carolina Greensboro

The Board of Governors of the University of North Carolina elected Dr. Franklin D. Gilliam, Jr., as the eleventh Chancellor of UNC Greensboro on May 22, 2015. Chancellor Gilliam brings to UNC Greensboro and the UNC System a wealth of experience from a career that spans more than 30 years in higher education. He took office on September 8, 2015.

During his tenure, UNC Greensboro has grown its endowment, research enterprise, equity, diversity, and inclusion efforts and outcomes, and overall facilities and campus infrastructure; significantly increased its fundraising; and elevated the presence, reputation, and real-world impact of the largest university in the North Carolina Triad region.

Prior to this appointment, Dr. Gilliam served as Dean of the UCLA Luskin School of Public Affairs, where he shepherded a \$50 million naming gift. While at UCLA, Dr. Gilliam launched and executed an ambitious strategic plan and capital campaign; and was a longtime UCLA Professor of Public Policy and Political Science. His research focused on strategic communications, public policy, electoral politics, and racial and ethnic politics.

Dr. Gilliam has not only led UNC Greensboro's growth, but he has also helped build a solid foundation for a very bright future at the University. In his first year at UNC Greensboro, Dr. Gilliam worked with board members and key leaders to assure UNC Greensboro's inclusion on the Connect NC bond referendum, passed by voters, securing \$105 million in funding for a new nursing and STEM building which opened in January 2021. He worked with campus leaders to secure a transformative gift from community leader and philanthropist Tobee Kaplan, who donated \$5 million to name the Leonard J. Kaplan Center for Wellness. The gift is only the third of this size in UNC Greensboro's history.

Dr. Gilliam led the effort to secure Millennial Campus designation from its Board of Governors, creating the conditions that will drive growth in areas like health and wellness and the creative and performing arts for years to come on campus and in the broader community.

Dr. Gilliam is spearheading innovative and transformative initiatives that will elevate UNC Greensboro's position in the future. He is currently leading the University's ambitious fundraising effort, *Light the Way: The Campaign for Earned Achievement*. Launched in October 2021, the campaign seeks to raise \$200 million to strengthen three key areas: access, excellence, and impact, with particular emphasis on student scholarships and investments in world-class faculty and academic pursuits. Since the launch, Dr. Gilliam has secured a transformational gift from alumna and community leader Jeanne Tannenbaum to form the Jeanne Tannenbaum Center for Creative Practice, which will foster creativity and academic and technological innovation in the arts and serve as the landmark anchor of the Tate Street Arts and Culture District within the Millennial Campus. He is also leading efforts to establish a comprehensive esports initiative with support from governmental, private, and corporate partners. This initiative focuses on academic and research programs that enhance educational outcomes for North Carolina students and the establishment of an end-to-end talent development pipeline for NC industry. This will position the state as the nation's leading esports economy, with UNC Greensboro at the academic helm.

Dr. Gilliam is a senior fellow with the FrameWorks Institute (winner of the 2015 MacArthur Award for Creative and Effective Institutions), where he has contributed to research and training on health care, racial equity, early child development, youth and rural issues, and criminal justice. At the national level, he has served as Chair of the NCAA Division I Presidential Forum (2018). He is the current Chair of the SOCON Council of Presidents.

Additionally, he serves on the boards of RTI International, Union Square Campus, Gateway University Research Park, North Carolina Campus Compact, Piedmont Triad Partnership Board, and the FrameWorks Institute (US and UK), as well as the Executive Committee for the Coalition of Urban and Metropolitan Universities.

Prior to his appointment as Dean at UCLA, Dr. Gilliam served as the inaugural Associate Vice Chancellor of Community Partnerships in the University of California system from 2002 to 2008. As Associate Vice Chancellor, he championed UCLA's civic engagement by supporting engaged scholarship and community collaborations to improve the quality of life for residents of Los Angeles.

Dr. Gilliam is the author of *Farther to Go: Readings and Cases in African-American Politics* (Harcourt Brace), and his work has been published in many leading academic journals. He is frequently interviewed or cited by national and international news outlets such as CNN, *The New York Times*, *The Washington Post*, NPR, The Huffington Post, and the BBC.

Dr. Gilliam was honored by UCLA in 2021 with a \$2M endowed professorship in his name and the 2015 Upton Sinclair Award by the Liberty Hill Foundation for his renowned work advancing civic engagement and commitment to issues of equity. Twice nominated for UCLA's Luckman Distinguished Teaching Award, he has also taught at the University of Wisconsin-Madison, Grinnell College, and the University of Dar Es Salaam, Tanzania, and was a Visiting Scholar at Brandeis University. In addition, he taught at Columbia University, Fisk University, and — with former Vice President Al Gore — at Middle Tennessee State University. In 2017, Dr. Gilliam was named by Triad Business Journal as one of the region's Most Admired CEOs — a group of top executives recognized for exceptional leadership in business and for their philanthropic endeavors. In 2022, the Triad Business Journal named Dr. Gilliam as one of the region's Power Players, leaders who champion efforts that dynamically change the region's trajectory.

Dr. Gilliam received his B.A. from Drake University and his M.A. and Ph.D. in Political Science from the University of Iowa. Dr. Gilliam has been married for 26 years to Jacquielean ("Jacquie") Gilliam who previously served as the Executive Director of Scholarships & Student Support Initiatives and Campus-Wide Initiatives at UCLA and is now a philanthropic consultant and active community volunteer and leader. They are parents to Ariel Gilliam and Franklin D. "Trey" Gilliam, III.



Dr. Alan Boyette, Interim Provost and Executive Vice Chancellor, University of North Carolina Greensboro

Dr. Alan Boyette is the Interim Provost and Executive Vice Chancellor for Academic Affairs at the University of North Carolina at Greensboro. It is presently anticipated that Dr. Boyette will serve in this role for the 2024-25 academic year and Summer 2025, pending the successful outcome of a national search for UNC Greensboro's next Chief Academic Officer. This is Dr. Boyette's third appointment as Interim or Acting Provost at UNC Greensboro.

Dr. Boyette, a member of the institution's Political Science faculty, has served as the senior deputy to the Provost (Senior Vice Provost) for nearly 35 years, supporting seven different provosts during that time span. His university experience spans virtually all administrative areas of higher education, having advised many Chancellors and Provosts, and mentored dozens of other academic leaders, including Deans, Department Heads, and Program Directors.

Dr. Boyette provides leadership for all aspects of faculty life, including faculty appointment, tenure candidacy, development, and post-tenure review. He also oversees financial resource management and the budget planning process for the divisions of Academic Affairs, Research & Engagement, and Student Affairs and is Chair of the Board of Directors of Spartan Strategies, Inc., the University's 501(c)(3) non-profit corporation established for the purpose of facilitating UNC Greensboro's entrepreneurial initiatives and providing related service to the state. He

has been called upon to serve in a variety of other interim roles at UNC Greensboro, including Chief Research Officer and Chief Enrollment Management, and has provided leadership for Academic Technology Systems, the University Teaching & Learning Commons, and UNC Greensboro's Honors College.

Prior to his current employment, Dr. Boyette worked as Assistant Secretary of the UNC System Office (Chapel Hill, NC) and as a socioeconomist at Oak Ridge National Laboratory (Oak Ridge, TN).

Dr. Boyette was awarded B.A. and Ph.D. degrees from the University of North Carolina at Chapel Hill, and a master's degree from the University of Tennessee at Knoxville. He also attended Emory University, completed post-doctoral work at the University of Southern California, and held an American Council on Education (ACE) Fellowship at Ohio University.



Dr. James R. Martin, II, Chancellor of North Carolina A&T State University

James R. Martin II, Ph.D., was elected as the 13th chancellor of North Carolina Agricultural and Technical State University on June 21, 2024, by a vote of the University of North Carolina System Board of Governors, following his nomination by UNC System President Peter Hans.

Martin previously served as vice chancellor for STEM Research and Innovation at the University of Pittsburgh, where he drove transformative initiatives ranging from developing the university's core STEM landscape to leading research strategy and development for Pitt's four regional campuses around Pennsylvania.

Focused on enhancing Pitt's \$1.3 billion research portfolio and expanding STEM access, he led collaborations that foster research growth, built innovation ecosystems, and connected rural areas to city centers via urban-rural research bridges. As a senior advisor and thought leader, he influenced national action from the White House to major funding agencies to think tanks. He was a board member for Pittsburgh Water and Sewer Authority and a foundational advisor for Neighborhood 91 at Pittsburgh International Airport.

Before the vice chancellor role, Martin served the University of Pittsburgh as the U.S. Steel Dean of Engineering. Under his leadership, Pitt's Swanson School of Engineering achieved unprecedented milestones, logging record research expenditures, doctoral and first-year student enrollment, and diversity in faculty and student representation. He also led the Swanson School to best-ever retention and graduation rates and annual giving participation rates, as well as ushering in novel industry and government partnerships, including relationships with national labs. He played a pivotal role in the university's COVID-19 response, co-chairing the central task force with the provost.

Prior to Pittsburgh, Martin was Clemson University's Bob Benmosche Professor and Chair of the Glenn Department of Civil Engineering. In that role, he led the development of new curricula and degree programs, fostered record research growth, and produced innovative industry partnerships. He chaired the strategic plan for the engineering college, successfully advocated for the expansion of regional innovation campuses, and served as founding director of the Risk Engineering and Systems Analytics Institute, a pioneering collaboration between academia and industry.

Before Clemson, Martin served more than two decades at Virginia Tech as a professor of civil engineering and six years as a university center director. He built an international reputation for his work in geotechnical earthquake and risk engineering, research that had a significant impact on national building codes. Leading global field teams following major earthquakes, Martin contributed to field studies in Turkey, Japan, and throughout the United States while serving as director of the Disaster Risk Management Institute at Virginia Tech. He has provided international engineering consulting for nearly 100 firms and government agencies on major infrastructure projects.

Martin earned a B.S. in civil engineering from The Citadel. He completed M.S. and Ph.D. degrees in civil engineering at Virginia Tech. He has received numerous national, state, and university awards for research, teaching, scholarship, and service, including the American Society of Civil Engineer's Norman Medal, the highest honor for published work in his field. He is a board member of Gateway University Research Park.

He was inducted into Virginia Tech's Civil Engineering Department's Academy of Distinguished Alumni in 2015. His dedication to broadening participation, fostering innovative collaborations, and regional engagement continues to shape STEM education, research, and innovation.



Dr. Tonya Smith-Jackson, Provost and Executive Vice Chancellor for Academic Affairs at North Carolina A&T State University

Dr. Tonya Smith-Jackson has been the Provost and Executive Vice Chancellor for Academic Affairs at North Carolina Agricultural and Technical State University since 2022. The provost is the chief academic officer for the University. Dr. Smith-Jackson's responsibilities include reviewing, evaluating, and recommending changes in academic policies and programs, establishing and leading academic strategy, and managing budgets and operations for the Division of Academic Affairs, comprising 25 units and over 1000 employees. Dr. Smith-Jackson relies on the support of an administrative staff of vice provosts, associate vice provosts, directors of academic affairs, and deans to supervise a wide range of North Carolina A&T programs and initiatives.

Tonya Smith-Jackson, Ph.D., has worked for North Carolina A&T since 2013, most recently as Senior Vice Provost for Academic Affairs. She originally joined A&T as a professor and Chair of the Department of Industrial and Systems Engineering and founder/director of the Human Factors Analytics Laboratory.

In the eight years since, she has held a variety of positions with increasing levels of responsibility, including founder and co-director of the Cyber-Human Analytics Research for the Internet-of-Things Laboratory, director of the Center for Advanced Studies in Identity Sciences and Graduate Program, and Chair of the Department of Industrial and Systems Engineering. From 2018 to 2019, she served as program director of the Computer and Information Science and Engineering Directorate, Information and Intelligent Systems Division in the Cyber-Human Systems Program of the NSF. The foundation funds approximately 25% of all federally supported basic research conducted by U.S. colleges and universities.

She served in a variety of teaching, research, industry and consulting, and government capacities at universities and community colleges, private industry (IBM and Ericsson), as well as federal, state, and county government before joining Virginia Tech in 1999. She served Virginia Tech for 14 years in multiple roles, including faculty, founder, and director of the Assessment and Cognitive Ergonomics Laboratory, co-director of the Safety Engineering Laboratory and the Human-Computer Interaction Laboratory, and director of the Human Factors Engineering and Ergonomics Center.

She was also a scholar-in-residence for a year at the Human Factors Division of the U.S. Consumer Product Safety Commission's Engineering Sciences Directorate in Bethesda, Maryland, and completed her time at Virginia Tech as a professor of industrial and systems engineering.

Smith-Jackson earned a B.A. in psychology from the University of North Carolina at Chapel Hill before completing her master's degree in psychology and industrial engineering and a Ph.D. in psychology/ergonomics at North Carolina State University. She is an elected Fellow of the Institute for Industrial and Systems Engineers and the Human Factors and Ergonomics Society.



Greensboro, NC

UNC Greensboro and N.C. A&T are located in Greensboro, North Carolina, the state's third largest city, centrally located in the state's [Piedmont region](#). If coming by car, the Greensboro area is served by several of the nation's interstate highways. If coming by air, the [Piedmont Triad International Airport](#) is close by.

Long ago, the city of Greensboro was known as a textile town, saturated with mills, factories, and blue-collar workers. But today, the city is better known as “Tournament Town” for its wealth of athletic venues – courts, fields, stadiums, and even pools. Greensboro has been host to the men’s and women’s ACC basketball tournaments, the PGA Wyndham Championship, and the U.S. Figure Skating Championships. The Greensboro Coliseum Complex employs more people than the legendary Cone Mills, once known for being the world’s largest producer of denim. Several new businesses are emerging in the region, including Toyota Battery Manufacturing, Boom Supersonic, Honda Jet, and several biotechnology and semiconductor companies.

With more than 47,000 undergraduate and postgraduate students studying throughout the city, Greensboro is an educational community where opportunities begin, grow, and thrive. Greensboro is home to six institutions of higher education: Bennett College for Women, Elon University School of Law, Guilford College, Greensboro College, Guilford Technical Community College, North Carolina A&T State University, and the University of North Carolina Greensboro. These institutions employ 6,000 faculty and staff to educate individuals who will build and guide the knowledge-based economy of tomorrow.



Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting UNC Greensboro and N.C. A&T in this search. For fullest consideration, candidate materials should be received by **November 18, 2024**.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Christine J. Pendleton, Jessica Herrington, and Randi Miller at
UNCG-NCATJointSchoolDean@WittKieffer.com

The University of North Carolina at Greensboro and North Carolina Agricultural and Technical State University are firmly committed to providing equal opportunity in education and employment. Admission to, participation in the programs of, employment by, and promotion in the University shall be on the basis of merit. The University prohibits unlawful discrimination, harassment, or retaliation based on consideration of race, religion, color, national origin, ethnicity, sex, pregnancy, gender identity or expression, sexual orientation, age (40 or older), political affiliation, National Guard, veteran status, genetic information, or disability, except where gender, age, or physical requirements are bona fide educational or job-related employment requirements.

The University of North Carolina at Greensboro and North Carolina Agricultural and Technical State University administer all aspects of education and employment in accordance with federal and State equal employment opportunity laws. This policy covers all University programs and activities and all conditions of employment, including the following: recruitment, hiring, training, promotion, compensation, fringe benefits, disciplinary actions and terminations, opportunities to serve on committees and decision-making bodies, and participation in social and recreational programs.