

# **NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY (A&T)**

**Greensboro, NC**



## **CHANCELLOR SEARCH**

### **Leadership Statement**

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# **THE UNIVERSITY**

## **Introduction**

Founded in 1891, North Carolina Agricultural and Technical State University (A&T) is a land-grant doctoral/research (high research activity) university located in Greensboro, North Carolina. In the fall of 2005, A&T enrolled 11,103 students from across the United States and 33 foreign countries. The University has approximately 1,700 faculty and staff positions. Its annual budget exceeds \$273 million. A&T is the largest historically black university in North Carolina and is a member institution of the University of North Carolina System.

A&T currently is the nation's leading producer of African American engineers with both B.S. and Ph.D. degrees. The University also is the nation's number one producer of minorities with degrees (as a whole) in science, mathematics, engineering and technology. A&T is also a leading producer of minority certified public accountants and landscape architects. The University offers bachelor's, master's and doctoral level programs in engineering, all fully accredited by ABET, the nation's foremost engineering accrediting body. A&T's School of Business and Economics also is fully accredited in all undergraduate accounting and business programs by AACSB International.

The University has two new Ph.D. programs: Energy Environmental Sciences and Leadership Studies and is one of only two schools in North Carolina with an ACEJMC accredited program in Journalism and Mass Communications. The University's new Computational Science and Engineering (CSE) program is the only stand-alone CSE graduate degree program in the UNC System and the first among HBCUs in the country.

## **Mission**

North Carolina Agricultural and Technical State University is a research (high research activity) land-grant university committed to learners by offering access and opportunity for exemplary instruction, creative research and responsive public service. The University offers its undergraduate and graduate students the best interdisciplinary education possible to prepare informed and productive global citizens, particularly in the areas of agriculture, engineering, technology, business and economics. In ways for which it is well suited by virtue of further academic strengths in education, nursing, and the arts and sciences, the University also provides service through social welfare and economic development initiatives that respond to community needs.

## **Vision**

North Carolina Agricultural and Technical State University is a learner-centered community that develops and preserves intellectual capital through interdisciplinary learning, discovery, engagement and operational excellence.

## **History of the University**

The North Carolina Agricultural and Technical State University was established under the Second Morrill Act; it was passed by Congress on August 30, 1890 and by an act of the General Assembly of North Carolina. Ratification was on March 9, 1891. The college was named the “A and M College for the Colored Race.” Following the language of the first Morrill Act, the state law specifically declared that “the leading objective of the college shall be to teach practical agriculture and the mechanic arts and such learning as related thereto, not excluding academic and classical instruction.”

The “A&M College for the Colored Race” was located on the campus of Shaw University in Raleigh, NC for three years (1891-1893), and was known as Shaw Annex Program. The college had a student body of 37 students and four faculty members. The original course of study included mathematics, shop work, horticulture, agriculture and English.

In 1891, the board of trustees made it known that it was in search of a suitable site for the new college. Six cities in North Carolina applied for the permanent site before Greensboro was selected. Female students were a part of the college from 1893 until 1901, but were not enrolled again until 1928. The college had numerous name changes. In 1915, the name was changed from the “A and M College for the Colored Race” to the “Negro Agricultural and Technical College of North Carolina” (1915-1957). In 1957, it became known as “North Carolina Agricultural and Technical College.” Since 1967, the college has been known as “North Carolina A and T State University.”

The presidents and chancellors of A&T have been Dr. John O. Crosby (1892-1896), Dr. James B. Dudley (1896-1925), Dr. Ferdinand D. Bluford (1925-1955), Dr. Warmoth T. Gibbs (1956-1960), Dr. Samuel D. Proctor (1960-1964), Dr. Lewis C. Dowdy (1964-1980), Dr. Cleon F. Thompson, Jr. (1980-1981), Dr. Edward B. Fort (1981-1999) and Dr. James C. Renick (1999-2006).

A&T is a historically black college and is a constituent institution of the University of North Carolina. The school colors are blue and gold. The school athletic teams are called the "Aggies". On the A&T seal are the words "mens et manus" (minds and hands), reflecting A&T's early focus on agriculture and technical skills.

The University is currently located on the site of 190 acres in southeast Greensboro and has a total land holding of 800 acres.



## **THE POSITION**

## **The Position**

The Chancellor of North Carolina Agricultural and Technical State University reports to the President of the University of North Carolina System and through the President to its Board of Governors, whose members are appointed by the North Carolina Legislature and the Governor of North Carolina. Members of North Carolina A&T's Board of Trustees are fiduciaries for the University's mission and resources. With continued solid leadership and adequate resources, the University is becoming one of America's leading universities.

The responsibilities of the Chancellor include, but are not limited to the following:

- Provide visionary leadership enabling North Carolina Agricultural and Technical State University to establish long range strategic plans in consultation with its various constituencies.
- Assert strategic leadership enabling A&T to (a) develop innovative approaches for expansion of resources; and (b) ensure the fiscal and academic vitality of all colleges and schools.
- Facilitate collaborative relationships between A&T, the community, media, businesses, corporations, government, alumni, donors, the University of North Carolina System and other educational institutions.
- Demonstrate a high level of campus visibility, political savvy, civic and community involvement, and cultivation of diverse internal and external publics.
- Respect and value students and alumni.
- Provide leadership to take A&T to the next level of excellence in delivering the highest quality education and life preparation possible so that students are prepared to become competitive global citizens.
- Provide fiscal management for a multi-million dollar budget.
- Demonstrate a high level of commitment to all aspects of A&T life, while motivating others to do likewise.

## **Expertise and Qualifications**

The successful candidate will have a distinguished record of progressive accomplishment and a proven track record in leadership, management, and resource development at a public technological university or a major research university. Candidates will be assessed in the following areas:

### ***Leadership and Strategic Vision***

- Strong strategic vision, a drive for excellence, and openness to the use of entrepreneurial and innovative methods to implement the vision. An education trendsetter and nationally recognized leader who can serve as an ambassador for A&T and who is well respected within the framework of A&T, the community-at-large, nationally and internationally.

### ***Fund-raising Ability***

- Demonstrated credibility in the funding communities with the ability to forge partnerships with businesses and governmental agencies to bring new resources to the University and continue the initiatives currently underway. Ability to motivate the alumni and community-at-large to continue to contribute regularly and cheerfully to A&T. Committed to making constituencies feel valued for their contributions. A proven fundraiser who can raise money and resources to help A&T reach its fullest potential.

### ***Academic Leadership***

A proponent of innovative initiatives that adhere to the highest standards of scholarly work and academic preparation. An outspoken advocate of a learner-centered curriculum who promotes a strong, supportive culture for the academic disciplines as well as an environment that promotes interdisciplinary work. A defender of the importance of the relationship between academic and athletics in the balanced preparation of student-athletes.

### ***Community Involvement***

- Ability to foster a positive relationship with the Greensboro community where the community views A&T as “their university.” Understands and values the role of the University in the local community. Will be an active participant in the community and an asset to the community.

### ***Alumni Relations***

- Embrace A&T alumni and be open to their involvement in advancing the mission and vision of the University. Value the contributions that alumni provide to the University and support alumni recruitment efforts. Must engage alumni through continued communication via publications and other means from the University, and encourage them to give financially.

### ***Student-focused***

- A student-oriented individual who will place a high level of commitment and priority on students' needs and services, while demonstrating genuine care for them. Sets high expectations for students, is committed to their overall well-being and is sensitive to the issues affecting them. Upholds the strong tradition of providing a scholastic, but family, atmosphere to assist students in learning. Understands and values the needs of a dynamic student culture.

### ***Faculty Relations***

- An advocate for the traditions of shared governance, tenure and academic freedom. Takes pride in the faculty of the University, and appreciates the value of collaboration across disciplines and departments. Values professional development, recruitment of A-list candidates and faculty retention. Familiarity with, and willingness to work within, an environment that values individual empowerment, and demands accountability at all levels.

### ***Staff Relations***

- Understands and values the role of staff in the operational excellence of the student support, non-teaching and business functions of the University. Supports professional development and training. Values individual initiative and demands productivity and accountability at all staff levels.

### ***Respect for History/Heritage/Legacy***

- Understands, values, and can clearly articulate the historical and evolving mission of Historically Black Colleges and Universities (HBCUs). Dedicated to preserving and building upon A&T's heritage and traditions, while remaining open to innovation and change. Understands the Morrill Act of 1890 that created land-grant colleges and how it has contributed to the larger society.

### ***Commitment to Diversity***

- Must have a clear view of diversity and embrace the idea of inclusion. Recognizes the University's responsibility to serve diverse populations of students. Committed to a diverse student body, faculty and staff.

### ***Global Perspective***

- Must have a unique awareness of the impact of globalization on learning and teaching in higher education. Will promote curricula that are aligned with global needs and provide students with a learning environment that challenges them to develop skills and attributes necessary to flourish in a globally interconnected world.

### ***Management Style and Interpersonal Skills***

- Outgoing personality and positive attitude with the ability to communicate effectively, both orally and in writing. Strong interpersonal skills with the ability to work effectively with people of diverse backgrounds. Ability to make tough decisions, while concurrently building organizational consensus. Demonstrated ability to evaluate and implement processes to improve quality and service to constituencies. Able to recruit great people, and to mentor and develop an outstanding professional team.

### **Personal Characteristics and Attributes**

- An innovative, highly credible leader who has the ability, the desire, the energy, and the vision to take A&T beyond its current level of distinction. A leader who is dedicated, dynamic and determined.
- A consensus builder and change agent who is decisive and bold.
- A natural leader and motivator who is charismatic, honest, open and direct.
- A leader who demonstrates grace under pressure.
- An engaging and personable leader who is outgoing, approachable, trustworthy and sincere.
- An unimpeachable professional with strong moral character, ethics and integrity.



# APPENDICES

## **Profile of Greensboro, North Carolina**

Greensboro, North Carolina, is a city located in Guilford County in the U.S. state of North Carolina. It is the largest city in the Piedmont Triad region.

As of the 2000 census, the city had a total population of 223,891, making it the third most populous city in North Carolina. Its estimated population in 2004 was 231,543.

It is located at the intersection of two interstate highways (I-85 and I-40) in the Piedmont ("foot of the mountains") region in central North Carolina.

In 1808, Greensborough (as it was spelled then) was a planned town to replace Guilford Court House as the county seat. This act moved the county courts to near the geographical center of the county, easily reached by the more of county's citizens

In 2004, the previous Greensboro - Winston-Salem - High Point metropolitan statistical area (MSA) was broken up by the U.S. Census Bureau, resulting in the formation of the Greensboro-High Point MSA and the Winston-Salem MSA. The 2004 Greensboro-High Point MSA estimate was 667,542. The Greensboro - Winston-Salem - High Point combined statistical area, popularly referred to as the Piedmont Triad, had an estimated population of 1,335,217 in 2004. Source: US Bureau of the Census, Released April 2005

The town is home to several universities and colleges. The University of North Carolina at Greensboro, North Carolina Agricultural and Technical State University, Guilford College, Bennett College, and Greensboro College all call Greensboro home. In addition, the state community college system has several campuses for Guilford Technical Community College. In the fall of 2006, the Elon University School of Law will open in downtown Greensboro.

The city is the home of the Greensboro Grasshoppers baseball club of the South Atlantic League. The Chrysler Classic of Greensboro, one of the oldest national PGA Tour golf events, is held in Greensboro every fall at Forest Oaks Country Club.

## **Chancellor Search Committee Members**

### **Search Committee Chair**

Dr. Velma Speight-Buford, Board of Trustees Chair

### **Faculty Representatives**

Dr. Alvin Keyes, Chair of the Faculty Senate and Associate Professor of Psychology  
Dr. Frederick Ferguson, Professor of Mechanical Engineering  
Dr. Cathy Kea, Chairperson of the Intellectual Life Committee and Professor, School of Education

### **Staff Representative**

Mr. Clarence Page, Chair of the Staff Senate

### **Alumni Association Representative**

Ms. Teresa Davis, President of the A&T National Alumni Association

### **North Carolina A&T Foundation Representative**

Mr. Obrie Smith, President, A&T Foundation

### **Community Representatives**

Mr. Walker Sanders, President, Community Foundation of Greater Greensboro  
Mrs. Terry Stone, Lincoln Financial Group  
Dr. Harold Webb, County Commissioner, Wake County  
Mrs. Shirley Frye, community activist, member of A&T's Capital Campaign Steering Committee

### **Board of Trustees Representatives**

Mr. Michael Suggs, Member  
Mr. Henry Isaacson, Member  
Mrs. Carole Bruce, Board Vice Chair

### **Student Government Association Representatives:**

Mr. Justin Ramey, former President  
Ms. Arnita Floyd Moody, President

### **UNC General Administration Representative**

Ms. Ann Lemmon, Associate Vice President for Human Resources

### **Secretary to the Search Committee**

Ms. Janese A. Fails, Assistant to the Chancellor

## **Instructions for Applications/Nominations**

Nominations and expressions of interest, which will be treated in strict confidence, should be sent to:

North Carolina Agricultural & Technical State University Chancellor Search  
c/o Heidrick and Struggles  
Attn: J. Veronica Biggins  
303 Peachtree Street NE, Suite 4300  
Atlanta, GA 30308

Fax: 404-577-4048

Email: [ncatchancellor@heidrick.com](mailto:ncatchancellor@heidrick.com)

Applications should include a curriculum vita, a cover letter addressing the criteria outlined in the position profile and a list of five professional references with phone numbers and e-mail addresses.

Please visit the North Carolina Agricultural & Technical State University website at <http://www.ncat.edu/chansrch/> for more information about the University or this search.

***North Carolina Agricultural and Technical State University is an Equal Opportunity/Affirmative Action Institution.***