

**North Carolina Agricultural and Technical State University  
Chair of the Department of Social Work and Sociology**

**Academic Career & Executive Search is pleased to assist North Carolina Agricultural and Technical State University (N.C. A&T) in its search for Chair of the Department of Social Work and Sociology.**

***For full consideration, please apply by November 12.***

This is an exceptional opportunity to join America's largest HBCU as the Chair for the Department of Social Work and Sociology in the Hairston College of Health and Human Sciences. N.C. A&T is a strong and growing doctoral, research university currently designated "R2 / high-research activity" in the Carnegie Classification for Institutions of Higher Education. Its growth and development have set it on a course to attain the "R1 / Very High Research Activity" designation – one of several exciting institutional goals that N.C. A&T is pursuing. Building on this momentum, N.C. A&T welcomed this summer [James Martin II](#) as Chancellor and accepted an historic [\\$20 million donation](#).

The next Chair serves as the chief administrative and academic leader of the Department and is a dynamic, inclusive and visionary leader who will build upon the department's strengths to provide exceptional educational experiences, recruit and develop outstanding faculty, promote faculty-driven scholarship, and support graduate education. The chairperson will elevate research while maintaining the strong record of teaching excellence within the department by providing visionary leadership through innovative programming and promoting a strong educator-researcher emphasis.

This is a 12-month position reporting to the Dean of the Hairston College of Health and Human Sciences.

**DUTIES AND RESPONSIBILITIES**

- Strategic planning
- Budget development, management and allocation
- Recruitment and retention of faculty and students
- Faculty, staff, and student development
- Management and improvement of curricula
- Evaluation of faculty performance
- Program assessments and reviews
- Obtain and maintain accreditation
- Develop external partnerships
- Implement strategies to develop research infrastructure, teaching-learning environments and approaches to facilitate service and engagement
- Oversight of course schedules, faculty evaluations and supervision of departmental staff
- Provide leadership and vision for the department

- Conduct research in their area of expertise and publish in refereed journals and/or conference proceedings
- Teach undergraduate and graduate courses within the Department (reduced teaching load)
- Serve on departmental, college, and university level committees
- Interact with other departments and university leaders to represent the goals of the department

### **MINIMUM QUALIFICATIONS**

- Doctoral degree in either social work or sociology
- Experience that will support appointment at the rank of Associate Professor or Professor
- Minimum of three years of experience in an administrative or management position and academic institution with comparable profile
- Minimum of three years teaching at the collegiate level at an institution that emphasized teaching, scholarly productivity, and engagement within their discipline
- A strong record of extramural funding
- Ability to work collaboratively, inclusively and communicate effectively with diverse students, faculty, staff, and external constituencies is required
- Familiarity with student recruitment and retention
- Knowledge of CSWE accreditation

### **About the College**

The John R. and Kathy R. Hairston College of Health and Human Sciences (HCHHS) comprises six departments and the School of Nursing. The HCHHS offers the following undergraduate degree programs: Communication Sciences and Disorders, Health Services Management, Kinesiology, Nursing, Psychology, Social Work, and Sociology. At the graduate level, the College offers four graduate degree programs including the Master of Science in Physician Assistant Studies (PA program), Master of Social Work (MSW), Master of Science in Health Psychology, a PhD in Social Work, and a Doctor of Nursing Practice (DNP). A third doctoral program, a PhD in Applied Psychology, has been approved and is under development. Pending review and approval, a PhD in Sociology is forthcoming. The HCHHS is also home to the Center of Excellence in Integrative Health Disparities and Equity Research (CIHDER), a hub for multidisciplinary research and community engagement efforts to alleviate health inequities.

The HCHHS capitalizes on the synergistic relationships between these departments to develop advanced academic programming, enhance the mentoring of trainees, and conduct collaborative multidisciplinary research and scholastic activity. Social justice and promotion of health equity are integral components of the mission of the college. Consistent with this mission, the college welcomes applicants representing the full diversity of intellectual perspectives, research agendas, life experiences, social-demographic, and political-cultural backgrounds.

The Department of Social Work and Sociology offers two baccalaureate degree programs: a Bachelor of Social Work (BSW) and BA in Sociology. Two graduate degrees are offered jointly with the University of North Carolina Greensboro (UNCG): the Joint Master of Social Work (JMSW) and the Joint PhD in Social Work. Our department boasts a dynamic faculty and numerous opportunities for research.

### **About the Institution**

Located in Greensboro, N.C. A&T is one of 17 institutions of the University of North Carolina (UNC) System and is an 1890 land-grant doctoral research institution with national distinction in STEM education and research. The university is committed to fulfilling its fundamental purposes through exemplary undergraduate and graduate education, scholarly and creative research and effective community engagement. The mission of N.C. A&T is to *prepare 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.*

N.C. A&T ranks third in the UNC System in external research and sponsored program awards, trailing only UNC-Chapel Hill and N.C. State University. The university's new strategic plan, Preeminence 2030, focuses on development of its teaching, research and engagement work consistent with attaining the "R1 / Very High Research Activity" institutional designation.

The university's academic structure comprises the:

- College of Arts, Humanities and Social Sciences
- College of Agriculture and Environmental Sciences
- Willie A. Deese College of Business and Economics
- College of Education
- College of Engineering
- Honors College
- John R. and Kathy R. Hairston College of Health and Human Sciences
- College of Science and Technology
- Joint School of Nanoscience and Nanoengineering
- School of Nursing.

The University offers 59 undergraduate degrees, 36 master's degrees, 15 doctoral programs (including 14 PhD programs), 43 online degree programs and 45 certificate programs. N.C. A&T provides a dynamic learning experience to all students that is responsive to current critical needs in higher education and in the disciplines. To learn more about the Division of Academic Affairs and its strategic plans, visit [here](#).

N.C. A&T competes in Division I of the NCAA and is a member of the Coastal Athletic Association.

### **Living in the Area**

Offering a 16.1% lower cost of living than the national average, Greensboro is a thriving city of 300,000 with something for everyone: shopping, restaurants, the visual and performing arts, golf courses and 21 institutions of higher learning locally and in the surrounding area. The city itself has more than 90 miles of trails for hiking, biking and walking. It was voted a “Top 10 Green City” by Livability.com, and North Carolina is ranked America’s top state for business by CNBC for the second straight year.

Greensboro is situated in the Piedmont Triad, an area of great natural beauty, diverse industry and mild temperatures. North Carolina’s mountain resorts are an easy two-hour drive from Greensboro, and the beaches of North and South Carolina are three to four hours away. North Carolina’s famed Research Triangle, home to multiple collaborative partners with N.C. A&T is just an hour away. More information on the region is available at:

<http://www.piedmonttriadnc.com/>.

### **To Apply**

***For full consideration, please apply by November 12.***

**To be viewed by the search firm, you must apply directly at:**

<https://acesrch.applicantstack.com/x/detail/a21esjylh3yt>

Please apply through the application link and do not email applications.

Applications will be reviewed as they are received and should include a cover letter and curriculum vita. Ideally cover letters should not exceed two pages. All applications are treated confidentially.

Inquiries, referrals, and nominations are also treated confidentially.

**Inquiries and questions:** Please send to [NCATChairSocialWorkandSociology@acesrch.com](mailto:NCATChairSocialWorkandSociology@acesrch.com).

**Nominations and referrals:** Please send the nominee’s name, title, and contact information if available to [nominations@acesrch.com](mailto:nominations@acesrch.com).

### **Institution’s EEO Statement**

*North Carolina A&T State University The university is an Equal Opportunity and Affirmative Action Employer. No one who applies or seeks employment will be denied admission to or employment at the university North Carolina A&T State University on the basis of race, religion, color, national origin, sex, age, disabling condition, veteran status, political affiliation, genetic information or sexual orientation and sexual identity.*