



*UNIVERSITY OF NORTH CAROLINA*  
**CHARLOTTE**

FOUNDING DEAN  
COLLEGE OF HUMANITIES & EARTH AND SOCIAL SCIENCES  
2023-2024

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## THE OPPORTUNITY

The University of North Carolina at Charlotte (UNC Charlotte) is seeking an accomplished scholar, visionary leader, and proven academic administrator to lead the new College of Humanities & Earth and Social Sciences (CHESS). The Founding Dean will have a unique opportunity to play a defining role in shaping the future of the College.

## THE UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE

Founded in response to the need to serve returning veterans immediately after WWII, [The University of North Carolina at Charlotte](#) is one of a generation of schools established in metropolitan areas to meet post-war education demands. On September 23, 1946, the State of North Carolina opened the Charlotte Center of the University of North Carolina with an enrollment of 278 students. In 1961, the school moved from downtown Charlotte to its current location on a 1,000-acre campus, 10 miles from the city center.

From its inception, in keeping with the State of North Carolina's commitment to provide affordable access to quality education, the University has worked to make learning accessible to all. Though now a large research-intensive urban university and the third largest of the 17 institutions within the state system, Charlotte has maintained its entrepreneurial culture and eagerness to explore new ideas and practices.

UNC Charlotte is the fastest-growing institution in the UNC System, offering 24 doctoral programs, 64 master's degree programs, and 79 bachelor's degrees across eight colleges. There are more than 1,100 full-time faculty and fall 2023 enrollment exceeded 30,000 students. UNC Charlotte has over 136,000 living alumni and 4,000 to 4,500 new alumni each year. North Carolina is known for its commitment to public higher education and UNC Charlotte exemplifies the state's commitment to post-secondary educational access.

The University's 10-year strategic plan, [Shaping What's Next](#), affirms its responsibility to produce degree recipients who will contribute to the state of North Carolina as well-prepared, highly skilled, and productive citizens and lifelong learners able to function in a rapidly evolving global society. The plan recognizes the centrality of the arts, humanities, and sciences to achieving these goals, the value of an interdisciplinary approach, and the importance of other experiences that can be embedded in a coherent collegiate experience, including international study, internships, service-learning, and engagement.

## LEADERSHIP



**Sharon L. Gaber** serves as the fifth Chancellor of the University of North Carolina at Charlotte. Under her leadership since 2020, the University has embarked on “Shaping What’s Next,” a 10-year strategic plan that articulates a new vision of the University as a globally recognized top-tier research university.

An academic with a background in city and regional planning, Gaber was named by Education Dive as one of five higher education leaders to watch in 2018 and beyond. Prior to her role at UNC Charlotte, Gaber served for five years as President of the University of Toledo, where she was nationally recognized for her efforts to increase enrollment and graduation rates, boost research funding, and make the campus environment diverse and inclusive. Gaber earned an A.B. in economics and urban studies from Occidental College, an M.P.L. in urban planning from the University of Southern California, and a Ph.D. in city & regional planning from Cornell University.

**Jennifer Troyer** is the University’s Provost and Vice Chancellor for Academic Affairs. Dr. Troyer is also Professor of Economics in the Belk College of Business. Since joining the University 25 years ago, Dr. Troyer has served as Dean of the Belk College of Business, Chair of the Department of Economics, Associate Dean for Research and Graduate Programs, and several interim appointments. As a professor, she has taught numerous courses in health economics and econometrics, and she has conducted policy-relevant research on the quality of U.S. nursing homes, the cost-effectiveness of medical interventions, and strategic behavior in the pharmaceutical industry. Her research has earned several awards and has been funded by the National Institutes of Health. Troyer earned a B.S.B.A. in Economics from the University of Memphis, and an M.S. and Ph.D. in Economics from Florida State University.





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## CHARLOTTE, NORTH CAROLINA

Fueled by rapid job growth and an affordable cost of living, in 2022 Charlotte was ranked as the country's sixth fastest growing big city and is a top millennial hub. With an estimated population of 900,000 and an average of 110 people moving to the region per day, Charlotte is the 15<sup>th</sup> most populous city in the U.S., 22<sup>nd</sup> largest metro area (2.6 million), and the second largest banking hub in the U.S.

The Charlotte region is a healthcare, retail and energy hub as well as home to headquarters for ten Fortune 500 companies such as Bank of America, Lowe's, Honeywell International, Duke Energy, Nucor and Sonic Automotive, and 17 Fortune 1000 companies including Ingersoll Rand, JELD-WEN Holding, and Sealed Air. The city is also home to the NFL's Carolina Panthers, NBA's Charlotte Hornets, NASCAR Hall of Fame, and the 10<sup>th</sup> largest airport in the country. The region offers a wide array of cultural activities such as the Charlotte Ballet, Mint Museum, Blumenthal Performing Arts, and many outstanding and award-winning restaurants and eateries.

In the heart of the city of Charlotte is the Dubois Center at UNC Charlotte Center City, the only University of North Carolina building conceived and designed specifically to serve the people, organizations, and businesses of the urban center. Conveniently located next to the Center City campus, the light rail provides a physical connection between the Center City and University City campuses. Center City provides the University with an enduring presence in the city's business and cultural district, bringing the University's considerable intellectual resources to the heart of the Charlotte community. With 143,000 square feet, 25 classrooms and design studios, meeting and performance spaces, an art gallery, and a four-acre park, it speaks to a new vision in higher education that includes urban education, research, engagement, and sustainability.



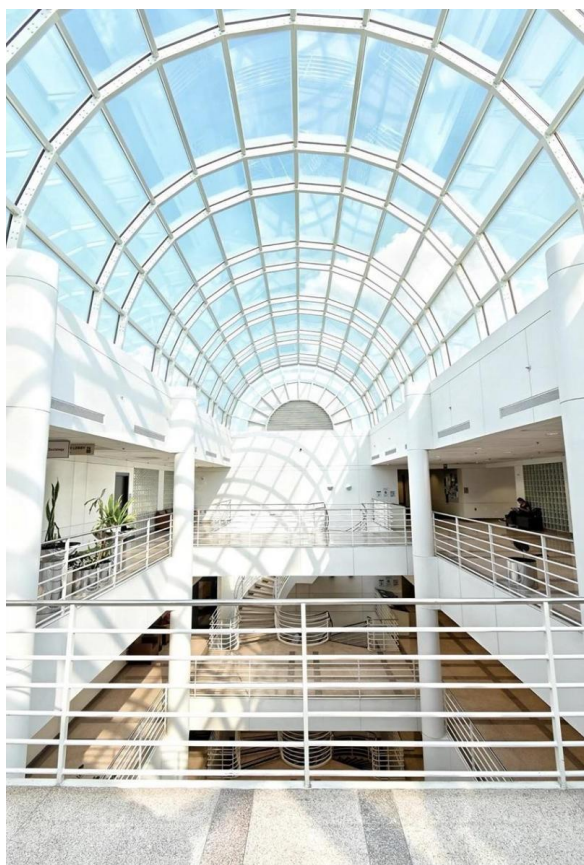
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## THE COLLEGE OF HUMANITIES & EARTH AND SOCIAL SCIENCES

On September 7, 2023, UNC Charlotte [announced](#) the creation of the College of Humanities & Earth and Social Sciences, one of two new colleges formed from the previous College of Liberal Arts & Sciences. The Founding Dean will be responsible for charting a vision for the reimagined College that combines a commitment to research and exploration with a dedication to student success. The transition period for the new college will span the 2023-24 academic year and beyond. Currently the Office of Academic Affairs is determining the additional resources and leadership structure for the new College.

The Founding Dean will lead the College in achieving even higher levels of interdisciplinary activities to better respond to the evolving needs of our community. Sharing in the mission to inspire thinking and transform lives through discovery, innovation and global connections, the successful candidate will be an excellent communicator, a committed collaborator, and a creative thinker who inspires others to achieve excellence in building and shaping the new college.

The [academic departments](#) forming the College are: Africana Studies, Anthropology, Communication Studies, Criminal Justice and Criminology, English, Geography and Earth Sciences, Global Studies, History, Languages and Culture Studies, Philosophy, Political Science and Public Administration, Psychological Science, Religious Studies, Sociology, and Writing, Rhetoric and Digital Studies. The College also houses the Office of Interdisciplinary Studies as well as the Aerospace Studies (Air Force ROTC) and Military Science (Army ROTC) departments.



The College is vital to the research and intellectual vibrancy of the campus, with an increased focus on interdisciplinary research and scholarly efforts. In FY23, CHESS was responsible for \$9.2M in new awards, up 168% from the year before. The College enrolls more than 5,400 students, making it the University's largest college. These students are taught, mentored, and supported by over 470 full and part-time faculty.



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## RESPONSIBILITIES OF THE DEAN

The Dean of the College reports to the Provost and Vice Chancellor for Academic Affairs and works collaboratively with other deans and members of the Division of Academic Affairs leadership team. In this role, the Dean will be responsible for continuing to advance and strengthen degree programs; fostering excellence in teaching, research, and service; increasing the College's visibility and enrollment; increasing the College's financial resources; and effectively managing the College's budget in a transparent way. The Dean should promote an environment that fosters growth, collaboration, and shared governance.

Specific responsibilities of the Dean include:

- In conjunction with the faculty, staff and students, developing a clear vision for the College and providing leadership and direction;
- effectively working with faculty and staff to ensure continued academic excellence;
- exhibiting decision-making rooted in transparency, collaboration, and empowerment;
- promoting high-quality undergraduate and graduate experiences;
- leading fundraising initiatives and enhancing the financial infrastructure of the College to support faculty initiatives, staff development, and student opportunities;
- advocating for and supporting the work and mission of a multidisciplinary faculty who have productive collaborations with other faculty across campus;
- championing and supporting the work of staff to ensure they are valued, rewarded, and integral;
- increasing the strength and vitality of the College's educational and scholarly mission by recruiting and supporting all faculty, while attracting resources to support their teaching, research, and scholarly activities;
- promoting a culturally aware, safe, and welcoming environment for students, faculty and staff;
- promoting alumni development and engagement;
- maintaining and strengthening strategic relationships with the community, benefactors, and industry;
- grasping and navigating the educational, political, and cultural dynamics and complexities of leading a large college at a state-supported institution in today's current environment; and
- representing the College to University administration and serving as an advocate for the faculty, staff, and students of the College.

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## QUALIFICATIONS

The College is seeking a dynamic leader who brings an understanding of the convergent disciplines that comprise the College. The Dean must have demonstrated significant achievement in leadership and administration.

Specifically, candidates must demonstrate evidence of the following qualifications:

- a record of scholarly and professional accomplishment to qualify for appointment at the rank of professor with tenure in a discipline represented by one of the departments in the College;
- demonstrated leadership experience and ability to develop a shared vision through open communication and transparency;
- a strong commitment to undergraduate and graduate teaching excellence;
- a proven track record engaging with and fostering relationships with community and/or industry partners;
- effective communication and public relations skills, including the ability to clearly articulate a vision, goals, and accomplishments to multiple constituencies;
- a capacity for building relationships with prospective donors and fundraising;
- an ability to cultivate a climate of academic cohesiveness amongst the departments; and
- excellent listening, decision-making, and consensus-building skills.



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## NOMINATIONS AND APPLICATIONS

The Search Committee will begin reviewing candidates immediately and will continue until the position is filled. Priority consideration will be given to materials received by **January 2, 2024**. Applications should include 1) a curriculum vitae and 2) a letter of interest that addresses the responsibilities and requirements described above, as well as the applicant's motivation to apply. To ensure full consideration, inquiries, nominations, and applications (PDF preferred) should be submitted electronically, in confidence, to:

Martin M. Baker  
Chelsie Whitelock  
Buffkin/Baker  
[unccchess@buffkinbaker.com](mailto:unccchess@buffkinbaker.com)

Special Notes to Applicants: The selected candidate will be eligible for a one-time sign-on bonus of up to \$5,000. This amount is dependent on candidate qualifications and will be determined by the hiring manager.

*As an EOE/AA employer and an ADVANCE Institution that strives to create an academic climate in which the dignity of all individuals is respected and maintained, the University of North Carolina Charlotte encourages applications from all underrepresented groups. The candidate chosen for this position will be required to provide an official transcript of their highest earned degree and submit to a criminal background check.*