



## **NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY**

### **VICE CHANCELLOR FOR UNIVERSITY ADVANCEMENT**



North Carolina Agricultural and Technical State University (N.C. A&T), a member of the University of North Carolina System, seeks an experienced and aspirational leader for the position of Vice Chancellor for University Advancement. The Vice Chancellor for University Advancement will be N.C. A&T's chief fundraising strategist and advisor to the Chancellor regarding donor cultivation and stewardship. The Vice Chancellor will actively engage the campus and alumni community, inspire and lead a dedicated staff, and contribute to the strategic priorities for the institution as a member of the Chancellor's cabinet.

## **ABOUT NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY**

North Carolina A&T is a public, land-grant, doctoral research institution, and has been the largest historically Black university in the country for the past decade. With an enrollment of 14,311 students in Fall 2024, the university offers 59 undergraduate degree programs, 36 master's programs, and 12 doctoral programs. It is America's top producer of Black graduates in Engineering and Agricultural Science bachelor's programs, as well as a top five producer in numerous additional disciplines, including Liberal Arts and Communications/Journalism. It also ranks no. 3 in master's degrees awarded to Black graduates in Engineering Technologies and Related Fields, no. 4 in master's degrees in Engineering, and no. 11 best business school for women in the nation.

Applications to N.C. A&T are growing at a faster rate than any other doctoral research university in America with more than 10,000 students: 350% from 2011 to now. The university received more than 47,000 graduate and undergraduate applications for admission in Fall 2024, more than any other HBCU in the nation.

In the latest annual undergraduate rankings from U.S. News & World Report, N.C. A&T charted an exceptional upward movement, jumping 25 places to #126 among public universities, 421 places to #36 in social mobility, and an astonishing 49 places to #231 among national universities. Among HBCUs, N.C. A&T earned a stronger peer assessment score than all but one other campus, Spelman College. Additionally, the University was recently named among the "Most Beautiful in the South" by Southern Living alongside other universities such as Duke, Georgetown, and the U.S. Naval Academy.

N.C. A&T hosts some of the largest career fairs in the nation for doctoral research universities. This fall's fair expanded to three locations and hosted 1,200 employer representatives interacting with 5,500 students. Undergraduates begin interacting with employers during their freshman year; by graduation, many emerge with multiple offers of employment.

As FY24 closed, the N.C. A&T's endowment surged past \$200 million for the first time, adding to our university's leadership position among public HBCUs. The Campaign for N.C. A&T, which concluded at the end of 2020, raised \$181.4 million, making it the largest comprehensive campaign ever conducted for a public HBCU.



## BRIEF HISTORY

The University's history is a testament to its resilience, contributions to education and civil rights, and ongoing commitment to academic excellence and community impact. N.C. A&T was established on March 9, 1891, by an act of the North Carolina General Assembly. It was the second land-grant college in the nation created under the second Morrill Act. Initially named the Agricultural and Mechanical College for the Colored Race, its mission was to provide education in agriculture, mechanical arts, and applied sciences to African American students in North Carolina, conferring its first degrees in 1899.

In 1925, N.C. A&T expanded to become a four-year college, broadening its academic offerings beyond its original focus, and became co-educational in 1928. This expansion marked the beginning of its evolution into a comprehensive, doctoral research institution in 2005. N.C. A&T played an important role in the Civil Rights Movement. The A&T Four, four N.C. A&T freshmen, initiated the famous Greensboro sit-ins in 1960, catalyzing a wave of nonviolent protests against segregation across the nation. Before becoming a national civil rights leader and America's first Black major candidate for the presidency, the Rev. Jesse Jackson was student government president of A&T in 1964. In 1967, the college was designated a Regional University, and the institution's name was changed to North Carolina Agricultural and Technical State University, reflecting its expanded academic programs and university status. In 1972, N.C. A&T became a constituent institution of the University of North Carolina System.

## 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.

## **VISION**

North Carolina Agricultural and Technical State University is a preeminent land-grant institution where high-achieving scholars are engaged in transformative teaching and learning, civic outreach, interdisciplinary research and innovative solutions to global challenges.

## **CORE VALUES**

Principles that guide our actions and commitment to North Carolina A&T:

- *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.

## **THE AGGIE EXPERIENCE**

The Aggie Experience is the root of our organizational culture – a culture of excellence. Launched in 2022, an institutional initiative of the same name recognizes our commitment to create a liberating and empowering experience for all and an environment that speaks to our right to be the very best. The Aggie Experience requires that we apply our core values in advancing the university and that we serve, treat, and teach others with respect and excellence. It demands that we use feedback for continuous improvement in business processes, implement best practices in our work throughout our university, and measure our efficacy in the range of strategies and tactics required to meet our standard of excellence.

## **AGGIE PRIDE**

“Aggie Pride” is more than just a slogan. It’s a deeply ingrained cultural identity that represents the unique spirit and sense of community within the University, across the nation, and around the world. Aggie Pride is a term used to describe the collective pride, loyalty, and enthusiasm that students, alumni, faculty, and staff share for North Carolina A&T.

- Aggie Pride is rooted in the legacy of N.C. A&T is a historically Black university. It reflects the resilience and achievements of the university’s community in the face of historical challenges.
- Aggie Pride encompasses a sense of pride in the academic achievements and excellence of N.C. A&T. It represents a commitment to intellectual growth, learning, and the pursuit of knowledge.
- Aggie Pride emphasizes a strong sense of community and inclusivity. It’s a feeling of belonging to a supportive and diverse community where individuals are valued for their uniqueness and contributions.



- Aggie Pride is connected to the university's commitment to service and social responsibility. It reflects a commitment to give back to the community and contribute to positive societal change.
- Aggie Pride extends to the university's athletic achievements. Supporting Aggie athletic teams and celebrating their successes is a central aspect of Aggie Pride.
- Aggie Pride is about the spirited camaraderie among Aggies. It's visible in the shared cheers, chants, and strong sense of unity during campus events and activities.
- Aggie Pride reflects the legacy of leadership instilled in the university's community. Many Aggies go on to become leaders in their professions and communities, contributing to a legacy of excellence and impact.
- Aggie Pride is evident in the successes and contributions of N.C. A&T alumni. The accomplishments of graduates in various fields, including business and industry, education, the arts, music, government, and more, are sources of pride for the entire Aggie community.
- Aggie Pride is closely associated with the unique traditions, rituals and events that make up the Aggie experience, including Homecoming celebrations, Founders Day, cultural events and the exceptional performances of the Blue and Gold Marching Machine and Fellowship Gospel Choir.
- Aggie Pride is a cultural identity that transcends graduation. It's a lifelong connection and commitment to the values instilled during one's time at N.C. A&T.

## **STRATEGIC PLAN: PREEMINENCE 2030**

Guided by a succession of visionary strategic plans, the university has relentlessly pursued ambitious goals on its path to creating a new model of what a 21st-century, doctoral, land-grant research HBCU can be. Its current plan, [Preeminence 2030: North Carolina A&T Blueprint](#), was approved by the N.C. A&T Board of Trustees in February 2023 and will help build a significantly larger research enterprise and economic footprint and strengthen student outcomes over the next six years.

## **FISCAL AFFAIRS**

As a result of accomplished leadership, significant growth in resources, growing enrollment, and strong operating support from the State of North Carolina, the University has enjoyed sustained financial stability. In July 2023, Moody's Investor Services upgraded the University's credit rating to Aa3 with a stable outlook, making it one of only two HBCUs in the nation to have earned this status. The total operating budget for FY 2024 is approximately \$433 million. Of that total, approximately \$131 million is derived from tuition and fees, and \$125 million appropriated from the North Carolina General Assembly.

Additionally, N.C. A&T raised a record \$181.4 million in the Campaign for North Carolina A&T, which concluded in December 2020. Driven by record alumni giving and 35 corporate and individual donations in excess of \$1 million – including a historic \$45 million gift from philanthropist MacKenzie Scott – the total far surpassed the campaign's initial goal of \$75 million in 2019 and its stretch goal of \$100 million the following year. The campaign total is the largest ever raised by a public HBCU and has elevated the University's endowment from \$20 million in 2009 to \$165 million currently, also the largest of any public HBCU.



## THE PIEDMONT TRIAD REGION & GREENSBORO, NORTH CAROLINA

The Piedmont Triad Region is located in the central part of the state, between the Atlantic Ocean and the Appalachian Mountains. The Piedmont Triad is the heart of North Carolina – a beautiful, centrally located, 12-county region with a population of 1.7 million. The twelve-county region includes 63 municipalities.

The Triad is named for the close geographical grouping, and close collaborations, of the three largest cities which anchor the region: Greensboro, Winston-Salem, and High Point. The region boasts excellent transportation and educational facilities, making it a hub for commerce along the mid-Atlantic region. Served by Delta, United, American Airlines, and smaller carriers, Piedmont Triad International Airport is in the center of the region. Eight additional airports handle both commuter and corporate aircraft.

The region is home to 22 colleges and universities -- including three constituent institutions of the University of North Carolina System (N.C. A&T, UNC Greensboro, and Winston-Salem State University) -- with a combined enrollment well in excess of 110,000 students. The region's economy has historically been grounded in textiles, furniture, and tobacco, but new growth industries and employment opportunities are emerging rapidly in fields such as biotechnology, aviation and aerospace, and advanced manufacturing.

Home to 300,000 residents, Greensboro is the population center of the region, the largest of the three cities that comprise the Triad. Located in Guilford County (pop. 550,000, making it the state's third most populous county), Greensboro is a one-hour drive to Charlotte, Raleigh-Durham, Chapel Hill, and southern Virginia. Greensboro was the site of a pivotal moment in the American Revolutionary War, the Battle of Guilford Court House, in which the Continental Army was led by the city's namesake, Major-General Nathaniel Greene. Today, Greensboro and the

Piedmont Triad comprise a richly diverse region -- economically, industrially, and throughout their populations.

In a state recognized by the financial network CNBC as the best in America for business for the past two years, Greensboro and Guilford County are seen as magnets for economic growth. Companies such as Toyota, Honda, Boom Supersonic, Marshall Aerospace, and ProKidney are among the major companies creating new sites in the area. Downtown Greensboro is a thriving economic center and has been since the late 19th century, when Greensboro was nicknamed the Gate City, owing to the arrival and departure of 60 trains each day.

Prominent attractions in and around Greensboro include the International Civil Rights Museum, Guilford Courthouse National Military Park, the Tanger Center for the Performing Arts, and ballparks for three minor league baseball clubs. The area's higher education campuses include a wide range of NCAA athletics teams, and the Greensboro Coliseum complex is a frequent host of basketball tournaments and major swim meets, as well as a steady stream of top-flight musical concerts. Greensboro is also home to the PGA's Wyndham Championship and the LPGA's Carolina Classic.

### **CHANCELLOR JAMES (JIM) R. MARTIN II**

James Martin II, an accomplished civil engineer who has led engineering and STEM initiatives at three large public research universities, was elected chancellor of North Carolina Agricultural and Technical State University by the University of North Carolina Board of Governors on June 21, 2024.

UNC System President Peter Hans recommended Martin, vice chancellor of STEM Innovation and Research at the University of Pittsburgh, following a national search that drew a highly competitive field, including three finalists endorsed by the North Carolina A&T Board of Trustees.

Martin's appointment started Aug. 15. He succeeds Harold Martin Sr., who retired after 15 years as chancellor.

James Martin, who served four years as the U.S. Steel Dean of Engineering in Pittsburgh's Swanson School of Engineering, has decades of experience as an engineering professor, institute director, dean, and leader of science initiatives at major public universities, including Clemson University and Virginia Tech.

During his career, he has promoted academic innovation, interdisciplinary collaboration, and improved organizational culture. He will now lead the nation's largest historically Black university on a trajectory to become a top-tier research institution, termed "Research 1" by the Carnegie Classification which categorizes universities by their levels of research activity.

As dean at Pittsburgh, he oversaw an engineering program with 2,900 undergraduates, 850 graduate students, and 200 faculty. There he raised research dollars by 50 percent, built strategic partnerships with industry and government, and increased diversity, enrollment, and graduation rates. Previously, he chaired the civil engineering department at Clemson University and was the founding executive director of Clemson's Risk Engineering and Systems Analytics Institute (RESA).

A scholar in disaster risk engineering and earthquake science, he has conducted research around the world in earthquake zones, leading to stronger building codes in the United States. He has provided international engineering consulting for nearly 100 firms and government agencies.



He began his career as a faculty member in civil and environmental engineering at Virginia Tech, where he later led an engineering fellowship program for underrepresented students and founded the university's Disaster Risk Management Institute. He earned a bachelor's degree in civil engineering at The Citadel and a master's and doctorate in civil engineering from Virginia Tech. He was born in Union, South Carolina to a family with deep roots across the Carolinas.



## **THE DIVISION OF UNIVERSITY ADVANCEMENT**

The mission of the Division of University Advancement at North Carolina A&T is to support the University's goals through the enhancement and management of philanthropic resources by expanding opportunities for engagement of diverse constituencies, increasing private support, and providing world-class stewardship.

Since 2015, the Division of University Advancement has:

- Raised over \$300 million in both current use and endowment gifts to support the university – the highest percentage increase (700%) of any UNC System institution over their baselines.
- Contributed to the growth of the university's endowment from approximately \$30 million to almost \$220 million – a 630 percent increase.
- Successfully completed the largest capital campaign of any public HBCU by raising over \$181 million – nearly \$100 million over the initial goal of 485 million.
- Helped establish the first two donor-named colleges in the history of the University – The Deese College of Business and Economics and the Hairston College of Health and Human Sciences.



- Tripled the number of endowed scholarships in support of both undergraduate and graduate students and almost doubled the number of endowed professorships.

University Advancement is made up of five distinct units and organizations: University Development, Advancement Operations, Alumni Relations, and the Foundation for N.C. A&T State University, Inc., and the NC A&T Advisory Council on Alumni Relations. Additionally, the division supports athletic development in collaboration with the Aggie Athletic Foundation, Inc. and the Department of Athletics.

### **University Development**

The Office of University Development manages the University's priorities as they relate to fundraising and seeks to maximize private support for the University through high-quality collaboration with the schools, colleges, and units. We provide fundraising leadership through the stimulation and facilitation of healthy, productive, and lifelong relationships with our colleagues, alumni, friends, foundations, and corporations. To best serve the University, the office is comprised of five functional areas: Annual Giving, Major Gifts and Constituent Giving (Unit-Based), Gift Planning, Corporate and Foundation Engagement, Prospect, and Campaign Management.

### **Alumni Relations**

The Office of Alumni Relations, in conjunction with the N.C. A&T State University Alumni Advisory Council, seeks to build lifelong relationships with alumni supporting N.C. A&T, facilitates two-way communication between the institution and its alumni, leverages a powerful alumni voice on behalf of N.C. A&T and build and maintain history and traditions that help secure a bright future for the University.

Prominent graduates of N.C. A&T include U.S. EPA Administrator Michael S. Regan, The Rev. Jesse Jackson, Congresswoman Alma Adams, Congressman Jonathan Jackson, U.S. District Court Judge John A. Houston, N.C. Supreme Court Chief Justice (ret.) Henry E. Frye, N.C. A&T State University Chancellor Harold L. Martin Sr., Simmons University Pres. Lynn Perry Wooten, Prairie View A&M Univ. Pres. Tomikia P. LeGrande, Brigadier General (ret.) Clara Leach Adams-Ender, and Detroit Lions GM Brad Holmes.

### **Advancement Operations**

The Office of Advancement Operations gathers, organizes, manages, and disseminates information to guide the sound and effective advancement and overall business decisions of the Division of University Advancement. They establish principles, adhere to guidelines, and apply technical solutions to minimize risk, and maximize philanthropic investment, in the University.

The functions of the Office of Advancement Operations include Information Technology and Reporting, Advancement Communications, Gift and Biographical Records Management, and Donor Relations and Stewardship.

### **The Foundation for North Carolina A&T State University, Inc.**

The Foundation is organized to promote the welfare and future development of North Carolina Agricultural and Technical State University in its educational and scientific endeavors by seeking private gifts for the benefit of the University, prudently managing the investment and disbursement of these assets within a policy that encourages the enhancement of the resources of the Foundation, and assisting the Office of the chancellor, as needed.

### **The North Carolina A&T State Advisory Council on Alumni Relations**

The Council is authorized by the North Carolina A&T State University Division of University Advancement and will serve at the pleasure of the Chancellor and the Board of Trustees.

The Advisory Council is created as a standing non-fiduciary, non-governing council working with the Office of Alumni Relations (“OAR”) with the primary function for advising on matters that directly concern the office’s programming, communications, and engagement for alumni of the university. The Council shall have no legal responsibilities and is formed to give advice and recommendations to the Office of Alumni Relations.

### **THE ROLE OF VICE CHANCELLOR FOR ADVANCEMENT NORTH CAROLINA A&T**

Reporting directly to Chancellor James (Jim) R. Martin and serving as a member of the Chancellor’s cabinet, the Vice Chancellor for University Advancement provides strategic direction and leadership for a staff of 35. The Vice Chancellor will have the opportunity to bring innovative ideas to build upon recent successes to establish priorities for the Division of University Advancement that are aligned with the aspirations of the University. A top priority will be guiding tactical shifts within University Advancement to support the University’s R1 Carnegie Classification aspiration, including support for the acquisition of new endowed chairs and professorships and prioritizing research in discussions with all donors, particularly current and prospective corporations and foundations.

### **DESIRED QUALIFICATIONS AND CHARACTERISTICS**

The ideal candidate will possess the following qualities and experiences:

- 7- 10 years of experience and success in university advancement, preferably with a significant portion of experience in development and alumni relations at a public research university
- Proven management and administrative skills, as demonstrated by experience in successfully leading a large staff
- Experience providing reliable counsel and coaching to key leadership, including presidents, chancellors, provosts, trustees, deans, and other volunteers
- Experience in planning, implementing, and managing large comprehensive campaigns
- The ability to work collaboratively, engage and inspire others, and develop a rapport with many diverse people and groups, including faculty, staff, students and alumni
- Proven and consistent ability to close on principal gift solicitations (seven figures and above)
- Superior communication skills
- Strong understanding of leveraging data and technology to effectively support an advancement operation
- A profound reverence for North Carolina A&T’s unique 132-year history and mission as North Carolina’s only land-grant, doctoral research, historically black college, and university (HBCU)
- Bachelor’s degree (required)

### **COMPENSATION AND BENEFITS**

This is a full-time position, located in North Carolina. The compensation will be commensurate with experience with a generous benefits package, in accordance with University of North Carolina System policies and procedures.

## PROCEDURE FOR CANDIDATES

The review of candidates will begin immediately and continue until the position is filled. For best consideration, please submit a letter of interest and resume through our [Talent Profile](#) before Friday, August 15, 2025.

Nominations and inquiries can be directed to:



**TaJuan Wilson, EdD, Managing Director**  
**Danielle Mebert, Managing Associate**  
[NCAT\\_VC\\_Advancement@storbecksearch.com](mailto:NCAT_VC_Advancement@storbecksearch.com)

*For more information about N.C. A&T State University, please visit: <https://www.ncat.edu/>*

*North Carolina A&T State University is an Equal Opportunity and Affirmative Action Employer. No one who applies or seeks employment will be denied admission to or employment at 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.*