

NC STATE



Job Prospectus for Senior Vice Provost for Faculty Excellence

Raleigh, NC | Spring 2024

Office for Faculty Excellence

The [Office for Faculty Excellence](#) provides support and guidance to all NC State faculty through fostering and facilitating professional success and growth at all stages of a faculty member's career. This includes helping enhance faculty skills and practices through professional development programming, coordinating campuswide development resources, supporting the implementation and review of employment and advancement-related policies, assisting faculty pursuing honorific awards and celebrating their success through special events.

The Office for Faculty Excellence (OFE) is comprised of two formerly distinct units, faculty development and faculty affairs. OFE aims to connect all faculty, regardless of discipline or tenure status, to vital information and resources while providing the knowledge and skills needed to grow and succeed in all realms of faculty responsibility.

OFE offers a wide variety of faculty development events, including workshops on topics pertinent to faculty success. This includes teaching and learning, [academic leadership development](#), certificates in [Reflective Educational Design](#), the [Scholarship of Teaching and Learning \(SoTL\)](#), [Campus Writing and Speaking](#), [faculty mentoring](#), opportunities to engage with fellow faculty members and much more.

Support for the implementation and review of all policies related to faculty appointment, [reappointment, promotion and tenure](#), subsequent contracts for professional track faculty, and other policies such as scholarly reassignment, post-tenure review, phased retirement and more is also a large part of the services OFE provides. Whether the support is implemented through information sessions, targeted resources, workshops or consultation services to colleges, departments and faculty, the aim is always to promote excellence through the curious and creative pursuit of development through continuous improvement.

In addition to policy and faculty development work, OFE plays an integral role in faculty credentialing; managing the reappointment, promotion, and tenure process; endowed professorships and faculty relations. OFE regularly collaborates with the Research Integrity Office, the Office of Global Engagement, the Office of General Counsel, the Office for Institutional Equity and Diversity, the NC State University Libraries, the Graduate School and DELTA on a variety of projects throughout the year.

OFE works closely with the Office of the Executive Vice Chancellor and Provost to coordinate both [internal and external faculty award processes](#). Some of the internal awards include the UNC Board of Governors Award for Excellence in Teaching, the Alexander Quarles Holladay Medal for Excellence, the Provost's Award for Excellence in Teaching and more. The review process for the selection of University Faculty Scholars and Professors of Distinction are also handled through OFE.

OFE currently has 10 full-time employees, including two associate vice provosts. In addition to the full-time staff, there are nine Faculty Fellows, three of which spend 40 percent or more of their time devoted to special programs, while the remaining six receive a supplement to assist with specific needs.

The Opportunity

NC State invites applications and nominations for the position of senior vice provost for Faculty Excellence. The university seeks an experienced, innovative, creative and collaborative leader with the ability to understand NC State's culture pertaining to faculty affairs.

The Position

The senior vice provost for Faculty Excellence is the senior faculty affairs officer of the university and is responsible for faculty policies, recruitment, retention, evaluation, recognition and professional development at NC State. Additionally, the senior vice provost will provide strong leadership, strategic direction and fiscal oversight for the Office for Faculty Excellence.

The senior vice provost reports directly to the provost and is responsible for the following:

- Serving as the provost's primary advisor on institutional policies related to faculty employment, evaluation and career progression;
- Managing the university-level reappointment, promotion and tenure process; guiding the post-tenure review process; and assuring that all faculty evaluation processes, including the creation of statements of faculty responsibilities and annual reviews, are conducted with consistency and fairness;
- Collaborating with deans and department heads to address issues involving faculty such as retention, personnel matters and policy questions, and offering proactive consultative services to departments and colleges on review of their rules, bylaws or other processes;
- Partnering with the Office of General Counsel (OGC) and others as appropriate to provide relevant information to the provost regarding grievances, recommended disciplinary actions and other faculty personnel matters;
- Directing the faculty phased retirement program and working with University Human Resources (UHR) benefits office on questions and issues related to the program;
- Serving as the provost's liaison to the to the faculty and staff ombuds, the Faculty Senate, including serving as a voting ex-officio member of the Faculty Senate Executive Committee, and representing the provost on standing committees and administrative advisory committees as requested;
- Working with OGC and UHR to assure that appointments of faculty leaders such as department heads, associate deans, institute directors and others are consistent with university and system guidelines, and to review policies and policy changes that affect faculty, such as changes in Title IX regulations, etc.;
- Collaborating with OGC, UHR, the Office for Institutional Equity and Diversity, Institutional Strategy and Analysis (ISA), deans and academic department heads, the chair of the faculty and the Faculty Senate's personnel committee, as well as with the academic affairs division at the UNC System Office (UNC-SO), in order to ensure that academic policies and regulations meet compliance requirements and serve the needs of faculty and academic units;
- Leading and coordinating the nomination and recommendation processes for internal faculty recognition efforts, including University Faculty Scholars, multiple faculty awards programs and the professorships of distinction process, and supporting faculty, department heads and deans in pursuing prestigious external awards for exemplary faculty, such as ACE Fellowships, Fulbright Scholar awards and others;
- Collaborating with campus partners on efforts related to faculty including the Graduate School's programming on preparing for faculty roles and ISA's administration of the Collaborative on Academic Careers in Higher Education (COACHE) national survey of tenure-track, tenured and professional track faculty;

- Conducting new department head orientation and additional development and information sessions for department heads in partnership with OGC, UHR and UNC-SO and working with the department head steering committee for input on policies and other topics important to department heads; and
- Approving academic MOUs and related items under delegated authority from the provost, and preparing and submitting periodic and ad hoc analyses and reports as needed, including but not limited to, the faculty components of reports requested by UNC-SO.

Qualifications

The successful candidate will possess most, if not all, of the following qualities or experience:

- Ability to play a key role in university leadership, advocating for the unit and forging advantageous and strategic connections across the university;
- Demonstrated leadership in faculty policy development and administration; faculty recruitment, recognition and retention; faculty reappointment, promotion and tenure; and professional development for faculty and academic leaders;
- A proven record of success in setting priorities, allocating resources and achieving specific goals;
- Outstanding communication skills, including intercultural, interpersonal, written and verbal, along with strong presentation and listening capabilities;
- Ability to function in a complex, high-demand environment, balancing and executing internal and external responsibilities;
- Demonstrated success as a senior academic and administrative leader, gained through the leadership of a large administrative or academic unit, and readiness to provide leadership at a complex doctoral/research extensive university;
- Strong ability to work effectively and collaboratively with faculty, university administration and other constituent groups and partners both within and outside the university;
- A required minimum of ten years experience in higher education; and
- Preference will be given to candidates with a doctoral or terminal degree in their field and who are eligible for appointment as a tenured professor.

How to Apply

Inquiries and nominations are invited and may be directed to: NC State Executive Search Services: Justin Lang, at (919) 513-1963 or jdlang2@ncsu.edu, or Jennibeth Brackett, at (919) 268-2861 or vkbrack2@ncsu.edu.

Confidential review of applications will begin in March 2024, and will continue until the position is filled. Candidates should provide a resume/CV, cover letter and the names and contact information for three (3) professional references. References will not be contacted without prior knowledge and approval of candidates. These materials may be submitted online at <https://jobs.ncsu.edu/> (position # 00100525).

About NC State

At NC State, we create prosperity for North Carolina and the nation. We value diversity, equity, inclusion and justice. We began as a land-grant institution grounded in agriculture and engineering. Today, we're a pre-eminent research enterprise that excels across disciplines.

NC State is a powerhouse in science, technology, engineering and math. We lead in agriculture, education, textiles, business and natural resources management. We're at the forefront of teaching and research in design, the humanities and the social sciences. And we're home to one of the world's best colleges of veterinary medicine.

Our more than 38,000 undergraduate and graduate students learn by doing. They pursue original research and start new companies. They forge connections with top employers and serve communities local and global. Through it all, they enjoy an outstanding return on investment.

Whether it's [Princeton Review](#) ranking NC State among the nation's best values for universities, Money magazine naming it the No. 1 best college for your money in North Carolina, or [U.S. News & World Report](#) ranking NC State among the top 10 best values in public higher education, the university has many reasons to be proud.

Each year, NC State adds [\\$6.5 billion to the statewide economy](#), equivalent to creating more than 90,000 new jobs. That represents a significant return on investment for the citizens of North Carolina in the form of research advances, innovative technologies, successful companies, skilled graduates and new jobs waiting for them.

Our 9,000 faculty and staff are world leaders in their fields, bridging the divides between academic disciplines and training high-caliber students to meet tomorrow's challenges. Together, they forge [powerful partnerships](#) with government, industry, nonprofits and academia to remake our world for the better. We expect everyone to give of their talents, skills, time and effort to make NC State an environment of inclusive excellence for all.





About Raleigh and North Carolina

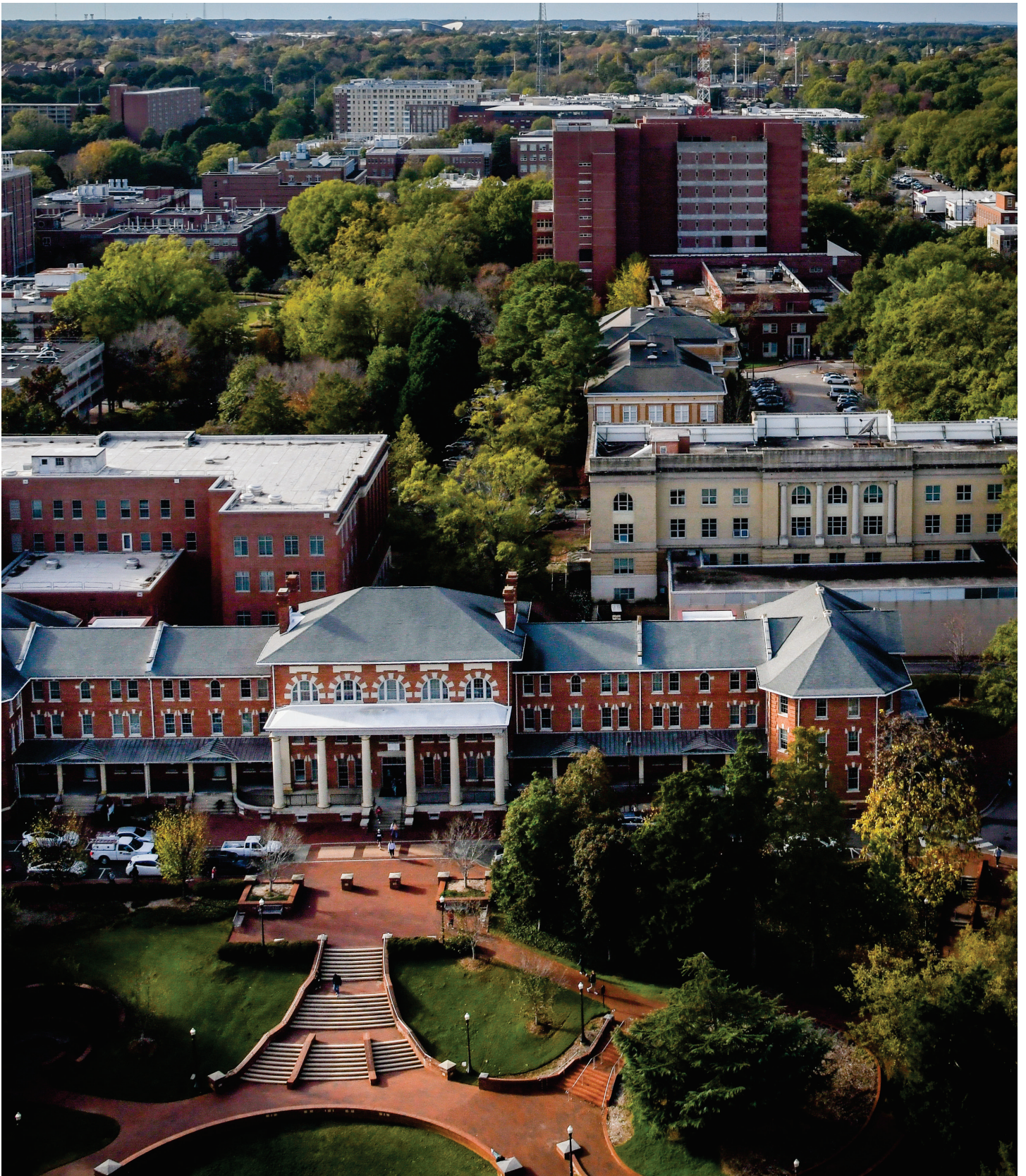
North Carolina's rapid growth makes the state a diversity leader and top spot for young professionals and families.

Raleigh reflects statewide growth as a city on the rise:

- No. 4 among the best places to live in the U.S. ([Money](#), 2022)
- One of America's top 15 best-run cities ([WalletHub](#), 2023)
- No. 5 among the best-performing economies in the U.S. ([Milken Institute](#), 2021)

With Durham and Chapel Hill, the capital city anchors the Research Triangle, a national hotspot for high-tech enterprise. The region's top companies — including IBM, Cisco Systems, SAS Institute, Biogen Idec and GlaxoSmith-Kline — rank among the country's best employers. NC State also maintains strong agricultural partnerships with Bayer, BASF and Syngenta, companies that lead the way in hiring new NC State graduates.

Celebrating its 137th year in 2024, NC State continues to make its founding purpose a reality. Every day our career-ready graduates and world-leading faculty make the fruits of learning, discovery and engagement available to people across the state, throughout the nation and around the world.



NC State provides equal opportunity and affirmative action efforts, and the university prohibits all forms of unlawful discrimination, harassment and retaliation that are based upon a person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability, gender identity, genetic information, sexual orientation or veteran status.