



VICE CHANCELLOR FOR ADVANCEMENT AND PRESIDENT OF THE UNCP FOUNDATION, INC.
[THE UNIVERSITY OF NORTH CAROLINA AT PEMBROKE](#)
PEMBROKE, NORTH CAROLINA



Aspen Leadership Group is proud to partner with The University of North Carolina at Pembroke in the search for a Vice Chancellor for Advancement.

The Vice Chancellor for Advancement will serve as the university's chief fundraising strategist and will strive to elevate the university's reputation while securing resources that further the university's strategic goals. The Vice Chancellor will lead UNCP's fundraising efforts with the support of the Chancellor's cabinet and the Foundation and Alumni boards. Partnering with faculty, staff, and leadership, the Vice Chancellor will create connections between various constituencies to foster opportunities for successful fundraising. The Vice Chancellor will develop, execute, and evaluate all aspects of the university's comprehensive fundraising and engagement program including annual giving; corporate and foundation relations; legacy giving; donor relations; alumni relations; research and prospect management; advancement services; and donor cultivation and stewardship. The Vice Chancellor will serve as President of the UNCP Foundation and will be an engaged community citizen and leader dedicated to advancing the university's strategic interests with potential donors.

The University of North Carolina at Pembroke is a master's-level university with a spirited community of nearly 8,000 students. With a wide array of bachelor's and master's degree offerings, a newly approved doctoral program, stellar Pembroke faculty, and a diverse community of cultures, ideas, and organizations at their fingertips, UNCP students are poised to excel in life.

Founded in 1887 as a school for the education of American Indians, UNCP is the nation's only four-year public institution founded by American Indians for American Indians. The university serves a distinctly diverse student body and encourages inclusion and appreciation for the values of all people. UNC Pembroke is recognized as one of the most diverse regional universities in the south. This distinction is due in large part to its American Indian (13%) and African American (31%) populations making the university a dynamic, inclusive, and culturally rich community. UNCP promotes excellence in teaching and learning in an environment of free inquiry, interdisciplinary collaboration, and rigorous intellectual standards.

Located in the southeastern North Carolina town of Pembroke, UNCP has a rich American Indian history and is one of the safest campuses in The University of North Carolina System. With small class sizes, a 14 to one student-to-faculty ratio and ranked in the top 10 most military-friendly schools in the south, UNCP is a growing university that empowers students to go on to live vibrant, fulfilling lives. UNC Pembroke offers more than 150 undergraduate and graduate pathways to degrees across its eight schools and colleges. Students also have more than 120 clubs and organizations in which to participate. UNCP Athletics fields six men's and eight women's teams within NCAA Division II competition.

UNCP's diversity and commitment to personalized teaching uniquely prepare students for rewarding careers, postgraduate education, leadership roles, and fulfilling lives. UNCP cultivates an international perspective, rooted in service to and appreciation of its multi-ethnic regional society, which prepares citizens for engagement in global society. Students are encouraged to participate in activities that develop their intellectual curiosity and mold them into responsible stewards of the world.

UNCP faculty and staff are dedicated to active student learning, engaged scholarship, high academic standards, creative activity, and public service. UNCP celebrates its heritage as it enhances the intellectual, cultural, economic, and social life of the region.

Affordability and value have earned UNC Pembroke inclusion in national rankings, such as the *U.S. News & World Report* "Best Colleges and Universities" list. Over the past two years, UNCP has jumped more than 22 spots in the "Best Regional Universities" category, landing at number 65 in the 2022 list. Further evidence of UNCP's commitment to excellence, the university placed in the top 30 "Top Public Universities" list and is in the top 20 for "Best Social Mobility." In 2022's ranking, UNCP's undergraduate nursing program was listed among the top nursing programs in the nation. *U.S. News & World Report* also identified The University of North Carolina at Pembroke as one of the most diverse regional universities in the South. The university's diversity extends beyond race and ethnicity to include non-traditional students, first-generation students, and military-affiliated students. In its first "Best Colleges for Veterans" publication, *U.S. News & World Report* put UNC Pembroke in the top 20 regional universities in the South, a list the university has remained on since its inception in 2013. Similarly, *G.I. Jobs*, *Military Times*, and *Military Advanced Education* magazines recognized The University of North Carolina at Pembroke as a top "military friendly" college in the nation for its work on the nearby Fort Liberty Army base and with its students who are military affiliated.

The UNCP Foundation, Inc. is an independent, nonprofit corporation chartered in 1968 for the purpose of seeking, accepting, and administering the full range of private contributions for The University of North Carolina at Pembroke. The mission of the foundation is to build positive working relationships between UNC Pembroke and the communities it serves; give leadership to the development of resources for programs not funded or partially funded by the state; approve programs to be funded from identified resources; promote the welfare and future development of UNCP; supervise the administration of such funds; and provide a formal mechanism for identifying and utilizing volunteers to realize these stated goals.

REPORTING RELATIONSHIPS

The Vice Chancellor for Advancement will report to Chancellor Robin Gary Cummings, M.D. and will serve on the Chancellor's cabinet. The Vice Chancellor will oversee a division consisting of 10 current and planned staff that fulfill all development functions including major gift solicitation, annual giving, alumni relations, prospect research, stewardship, and gift processing.

FROM THE CHANCELLOR

As I enter my ninth year as chancellor, I can easily say this is not just any university—there is something truly special about UNC Pembroke.

There's a feeling you get when you are on our campus that's hard to put into words. It's an unrivaled pride in our historic beginning; an undeniable energy around a shared vision to change lives through education; a bold culture of excellence; and an unabashed commitment to the success of ALL our students.

We tell every student, "You belong here," and we mean it.

Who would have thought when UNCP started 136 years ago with 15 students and one teacher it would become what it is today? We are undeniably a world class university with more than 8,000 students from around the globe; a campus where big ideas lead to even bigger impacts, transcending the classroom and transforming communities.

Being a part of BraveNation means opening doors of possibility for students from diverse backgrounds who dare to dream big. It's fundamentally changing lives by making college affordable and accessible. You see, more than 21 percent of our students are the first in their families to attend college and more than 73 percent of our student body receives financial aid. This is why donor and alumni support are vital in our work of providing pathways of possibility for every Brave.

There is important work to be done here and great opportunity for growth. We have a talented and dedicated advancement team eager to learn and ready to continue building a thriving culture of philanthropy at UNCP. You will be joining us at an exciting time as we look to further develop our fundraising strategies and guide our proud alumni and donors in support of our mission through active engagement, advocacy, fundraising, and stewardship.

I am humbled and honored by what I get to do every day—build relationships with students, faculty, and staff and to be associated with a vision and a mission to change lives in this generation and the next. I look forward to working alongside our next Vice Chancellor for Advancement as a member of UNCP's leadership team—and as a close partner in advancing this important work.

It truly is a great time to join BraveNation. We look forward to meeting you. Go Braves!

Robin G. Cummings, M.D.
Chancellor

THE UNIVERSITY OF NORTH CAROLINA AT PEMBROKE'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

At UNC Pembroke, diversity and inclusion have long been part of the university's mission of service. Established in 1887 to provide educational opportunity to a group that had been previously denied that right, UNCP has a history from its beginning of being an agent for social change, equity, and inclusion. Today, UNCP is proudly one of the most ethnically diverse universities in the South and strives daily to provide a work and learning environment where all faculty, staff, and students feel welcome and supported.

To work toward reaching inclusive excellence, in 2020, Chancellor Robin Gary Cummings established the Inclusion and Diversity Council at UNC Pembroke. The Council, with a broad campus representation, supports the work of other organizations on campus with inclusion and diversity responsibilities, and collaboratively implements programs to strengthen the campus community.

PRIMARY RESPONSIBILITIES

The Vice Chancellor for Advancement will

- advance the mission, vision, and short- and long-term goals of the university in partnership with the Chancellor and senior administration;
- work closely with the Chancellor in all phases of fundraising activities;
- serve as a member of the Chancellor's cabinet and maintain close working relationships with members of the Board of Trustees, Board of Directors, key supporters, alumni, parents, and friends;

- maintain a dynamic portfolio of high-net-worth individuals and secure major, capital, and planned gifts;
- work collaboratively with deans, academic and administrative leaders, faculty, and coaches in defining fundraising and other external relations priorities to build the infrastructure for a comprehensive development plan;
- participate in strategic discussions and develop programs to strengthen the financial resources of the university;
- create and execute fundraising plans using best practices in annual, major, and planned gift programs to meet fundraising goals;
- ensure best practices in all phases of donor qualification, cultivation, solicitation, and stewardship;
- hire, train, inspire, and guide the advancement team toward accountable, goal-oriented outcomes;
- develop and implement annual and long-term fundraising plans that include strategies to dramatically increase giving in all sectors and through multiple vehicles (annual fund, grants, corporate/foundation relations, major, planned, and principal giving, and capital campaign);
- provide expertise, leadership, and executive support to the UNC Pembroke Foundation Board and Alumni Board of Directors while also serving as the staff liaison for university advancement to the Board of Trustees and Board of Visitors;
- oversee advancement-managed special events;
- provide leadership and innovation in the areas of alumni relations, parent relations, and other key constituent relations;
- devise and implement effective messaging and methods of advancement communication; and
- serve as an exemplary university advocate and partner with local government, business and corporate partners, building deep relationships that closely link the community with the university.

UNIVERSITY LEADERSHIP

Robin Gary Cummings, M.D. Chancellor

Dr. Robin Gary Cummings took office as the sixth Chancellor of The University of North Carolina at Pembroke in July 2015 after being elected by the Board of Governors of the 17-campus University of North Carolina System.

During his leadership, UNCP has increased access to a high-quality education through the NC Promise Tuition Plan, expanded academic opportunities through institutional partnerships, enhanced the university's role in regional economic development, and set records for philanthropic giving. With Dr. Cummings' vision for the university, UNCP is advancing its vision of *Changing Lives Through Education* and broadening its impact across southeastern North Carolina and beyond.

Dr. Cummings earned his undergraduate degree in zoology from the University of North Carolina at Chapel Hill, where he was a James M. Johnston Scholar and founding member of the Carolina Indian Circle. He then attended Duke University Medical School as a UNC Board of Governors Medical Scholar and Henry J. Kaiser Merit Scholar, earning the Sandoz Award for Basic Science Research and the National Library of Science Award.

After receiving his medical degree in 1983, he interned in surgery and completed residencies in general surgery and cardiac surgery at Duke University Medical Center. During this period, he earned a National

Research Service Award enabling him to complete a two-year research fellowship in cardiothoracic surgery.

Dr. Cummings practiced cardiothoracic surgery at the Pinehurst Surgical Clinic and Moore Regional Hospital, where he chaired the Division of Cardiothoracic Surgery and Section of Cardiovascular and General Surgery. After retiring from surgery, he remained active in the work of the hospital, serving on the Moore Regional Hospital Board of Trustees and chairing the FirstHealth Moore Regional Hospital Foundation. He subsequently served as Medical Director and Executive Director of Community Care of the Sandhills, a regional healthcare organization that case-managed 75,000 Medicaid patients across seven counties and coordinated services provided by more than 100 primary-care practices.

In March 2013, Dr. Cummings joined the NC Department of Health and Human Services as Director of the NC Office of Rural Health and Community Care. Six months later, he was named Deputy Secretary for Health Services and Acting State Health Director. In February 2014, he was given additional responsibility for the Division of Medical Assistance, overseeing Medicaid delivery for more than 1.8 million low-income parents, children, seniors, and people with disabilities who cannot afford health care.

Active in professional and civic activities, Dr. Cummings is a former chairman of the UNC Pembroke Board of Trustees, has chaired the UNCP Foundation Board, and has served on the UNC-Chapel Hill Board of Visitors. The founding chair of the NC American Indian Health Board, he also has chaired the Commission on NC Indian Health and served on the NC Council on Developmental Disabilities and the NC Rural Center board. He currently serves on the UNC Health Southeastern Board of Trustees and the BlueCross BlueShield of North Carolina Foundation Board. His honors include the 2016 John. L. Sanders Student Advocate Award from the UNC Association of Student Governments, the 2014 Presidential Award from the NC Academy of Family Physicians, the Visionary Award from NC Prevent Blindness, and the 2019 Jim Bernstein Community Health Career Achievement Award.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The University of North Carolina at Pembroke seeks an advancement leader with the strategic insight and creativity to position the university and its advancement efforts for success. UNC Pembroke has benefitted from tremendous alumni, volunteer, and donor support and there remains even greater opportunity for the Vice Chancellor to bring a deep understanding of UNC Pembroke's mission and vision to the community and region that it serves.

Furthermore, The University of North Carolina at Pembroke seeks a Vice Chancellor for Advancement with

- a commitment to the mission of The University of North Carolina at Pembroke—to promote excellence in teaching and learning in an environment of free inquiry, interdisciplinary collaboration, and rigorous intellectual standards;
- a history of fundraising success and accomplishment in advancement including campaign planning and execution;
- strong organizational, supervisory, and leadership capabilities;
- experience soliciting and closing multiple major and principal gifts;
- experience building advancement programs and tracking fundraising performance;
- exemplary interpersonal skills and an ability to affect favorably volunteers and donors from varying backgrounds;
- an ability to lead both on- and off-campus;
- a collaborative approach to leadership and an understanding of the integrated nature of development, public relations, and marketing;

- experience working directly with a board of trustees, foundation board, or similar governance body;
- superior strategic abilities at the prospect, departmental, and institutional levels; and
- an ability to leverage technology to support a robust and contemporary approach to outreach and communication.

The University of North Carolina at Pembroke will consider candidates with a broad range of backgrounds. A bachelor's degree or an equivalent combination of education and experience and at least seven years of progressively responsible leadership experience in a development program of similar or greater complexity and scope is preferred.

SALARY AND BENEFITS

The salary range for this position is \$190,000 to \$210,000 annually. The University of North Carolina at Pembroke offers a [comprehensive package of benefits](#).

LOCATION

The University of North Carolina at Pembroke is in the town of Pembroke, located in the coastal plains of southeastern North Carolina. The service, health care, education, and government sectors are major sources of employment in the region along with agriculture, agribusiness, construction, and light manufacturing. Pembroke is convenient to most metro areas in North Carolina and nearby states, and coastal beaches. Located 12 miles away, Lumberton (the county seat) is a city of approximately 19,000 and a hub of shopping, banking, health care and government operations.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of The University of North Carolina at Pembroke as well as the responsibilities and qualifications presented in the prospectus.*** Review of applications will begin immediately and will continue until the successful candidate has been selected.

To apply for this position, visit: [Vice Chancellor for Advancement, The University of North Carolina at Pembroke](#).

To nominate a candidate, please contact Steven Wallace, stevenwallace@aspenleadershipgroup.com.

All inquiries will be held in confidence.