

ELIZABETH CITY STATE UNIVERSITY

CHANCELLOR LEADERSHIP PROFILE



ELIZABETH CITY
STATE UNIVERSITY

A PROUD PART OF THE UNC SYSTEM: “EDUCATION, RESEARCH, AND PUBLIC SERVICE FOR ALL NORTH CAROLINIANS”

ECSU is one of 17 constituent institutions comprising the University of North Carolina System, a treasured public institution supported through strong legislative funding and dedicated to serving the people of North Carolina through world-class teaching, research, and community engagement. A 24-member UNC Board of Governors, elected by the North Carolina General Assembly to four-year terms, oversees the System. The Board has responsibility for the policymaking, planning, management, and overall governance of the UNC System, and elects the System’s President to serve as the chief administrative and executive officer. Each institution’s chancellor is also elected by the Board of Governors, upon the nomination of the UNC System President. The chancellor reports to the UNC System President.

All UNC System institutions have a Board of Trustees, to which the Board of Governors has delegated duties and powers for certain campus academic, administrative, and budgetary functions. ECSU has a 13-member Board of Trustees, consisting of eight members elected by the Board of Governors, four appointed by the North Carolina General Assembly, and the president of the student body, who serves ex-officio.



ELIZABETH CITY STATE UNIVERSITY

FINDING THE NEXT GREAT VIKING LEADER

The Elizabeth City State University (ECSU) Chancellor Search Advisory Committee (SAC), on behalf of its Board of Trustees, the University of North Carolina (UNC) Board of Governors, and the President of the UNC System, seeks in its next chancellor a strategic and transformational leader to build upon the success of recent years. The next chancellor should target continued enrollment growth, increase retention and graduation rates and student success, and examine current course offerings and methods to allow ECSU to compete in a rapidly changing world, while ensuring it serves the people of North Carolina – especially the northeast corner of this great state. The next chancellor should supercharge philanthropic support, build upon strong local, regional, state and national partnerships, and help develop service-oriented leaders for our state and nation.

THE INSTITUTION: FROM NORMAL SCHOOL TO FIRST IN FLIGHT

Hugh Cale, an African-American representative in the North Carolina General Assembly representing Pasquotank County, sponsored House Bill 383 on March 3, 1891. The bill established a "normal school" for "teaching and training teachers of the colored race to teach in the common schools of North Carolina." ECSU became a founding member of and constituent institution of the University of North Carolina system in 1972.

While retaining its commitment to the founding and traditional mission of teacher training, today ECSU offers much more to its students and to northeastern North Carolina. Undergraduate students at ECSU can choose from 27 diverse baccalaureate degree programs across three academic schools and nine departments, encompassing fields in the arts and sciences, professional studies, and pre-professional disciplines. In addition to its robust undergraduate programs, ECSU offers four master's degree programs in biology, elementary education, mathematics, and school administration, providing advanced educational pathways for aspiring professionals and leaders. All academic programs are accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), ensuring a rigorous standard of quality and academic excellence.

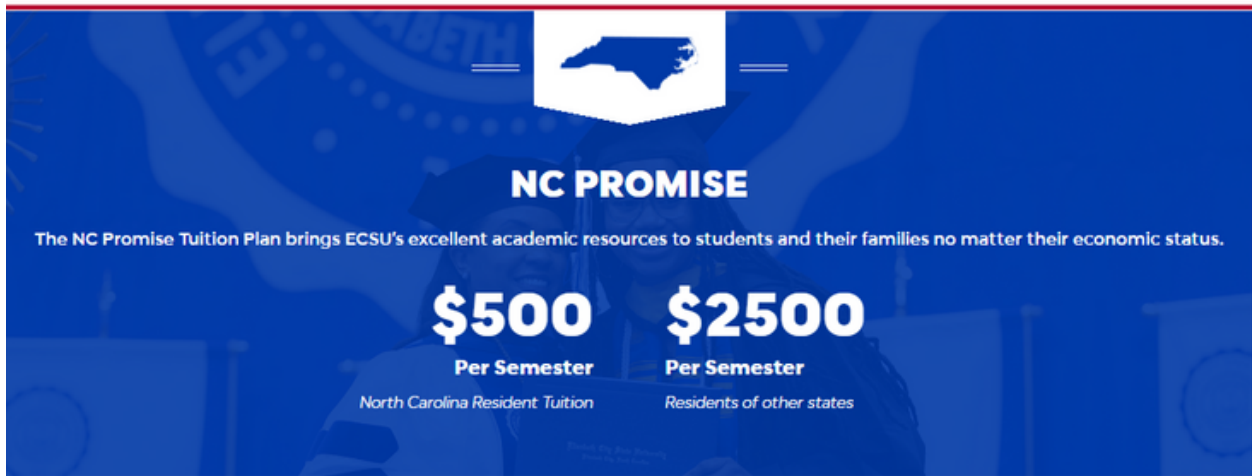
MISSION

Elizabeth City State University ensures access to excellent, student-centered, experiential learning. ECSU offers bachelor's, professional, and master's degrees. Through practical education, applied research, and public and private partnerships, we prepare a diverse student body for personal and professional success to positively impact the region, state, nation, and beyond.

NC PROMISE

This is our promise: To keep higher education within reach.

The NC Promise program helps us do just that. This program dramatically reduces undergraduate tuition rates at several University of North Carolina system institutions, including ECSU. This program was created to ease the burden of academic costs, bridging the gap in access to education. To learn more about NC Promise visit: ecs.u.edu/nc-promise.



NC PROMISE


The NC Promise Tuition Plan brings ECSU's excellent academic resources to students and their families no matter their economic status.

\$500 Per Semester <i>North Carolina Resident Tuition</i>	\$2500 Per Semester <i>Residents of other states</i>
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TOP 5 UNDERGRADUATE DEGREES

- Aviation Studies
- Business Administration
- Criminal Justice
- Computer Information Systems
- Kinesiology



The nationally-renowned Aviation Science program is the largest major at ECSU and one of only three aviation programs at a public HBCU on the East Coast. With an enrollment of 371 students, it is the largest collegiate aviation program among HBCUs nationwide, experiencing an impressive 48% growth in Fall 2024. The program holds the prestigious Aviation Accreditation Board International (AABI) accreditation, a recognition granted to only 44 institutions worldwide. This accreditation affirms ECSU's commitment to excellence, integrity, and industry-aligned education, making its graduates highly sought after by aviation employers. ECSU's aviation program is further distinguished by its FAA-approved Restricted Airline Transport Pilot (R-ATP) authorization, enabling students to accelerate their pathway to airline careers. ECSU is proud to offer the nation's most affordable collegiate aviation flight training program, making high-quality aviation education accessible to a diverse student body.

Strategic partnerships with major airlines, including United Airlines, Delta Airlines, JetBlue, Republic Airways, Endeavor Air, and PSA Airlines, provide students with direct pathways to pilot careers. Additionally, collaborations with the U.S. Coast Guard, the FAA, First Flight Society, NC Department of Transportation, NC Association of Unmanned Vehicle Systems International, and AeroX offer valuable experiential learning and workforce transition opportunities. Strengthening its commitment to accessibility, ECSU has also established articulation agreements with North Carolina Community Colleges to ensure a seamless transfer into ECSU's Aviation Science degree program.

Aside from the aviation program, ECSU offers a range of academic programs designed to provide students with practical, hands-on experience in their chosen fields through internships and fieldwork. Traditional programs like Business Administration, Criminal Justice, and Psychology immerse students in experiential learning, offering valuable opportunities for professional engagement even before graduation. ECSU's Emergency Management program equips students with versatile skills and career pathways in areas such as law enforcement, emergency services, the military, and the U.S. Coast Guard. Similarly, the rapidly growing Kinesiology program prepares students for careers in sports medicine, biomechanics, and kinesthetics through cutting-edge laboratory training in state-of-the-art facilities.

For those seeking flexible options, ECSU's online degree programs in Interdisciplinary Studies, Health and Wellness Promotion, and Homeland Security expand the university's academic reach, accommodating diverse student needs and career goals. Through these varied programs, ECSU ensures its students are well-prepared for success in a competitive and ever-changing job market.

Elizabeth City State University's nationally recognized, award-winning Community Emergency Response Team (CERT) program stands out as one of the most active and impactful campus teams in the country. This program provides students with engaging, resume-building experiences while fostering a campus-wide culture of preparedness and service. The CERT program equips volunteers with essential knowledge and skills to prepare for and respond to potential hazards in their communities. Participants receive training in critical areas such as fire safety, light search and rescue, team organization, and disaster medical operations. These practical skills not only enhance individual readiness but also empower students to contribute meaningfully during emergencies. By offering a consistent, standardized approach to volunteer training and organization, ECSU's CERT program ensures that its volunteers are well-prepared to support professional responders during disaster situations. This coordination allows first responders to focus on more complex tasks, maximizing the overall effectiveness of emergency response efforts. Through its dedication to education, preparedness, and community service, ECSU's CERT program continues to be a model for excellence, providing students with the tools to make a real difference in times of need.



ECSU expanded its study abroad and international programming in recent years, reflecting a strong commitment to fostering global engagement and cultural exchange. Since 2019, more than 50 ECSU students have been awarded the prestigious Benjamin A. Gilman International Scholarship, with one student receiving the highly competitive Institute for International Education (IIE) Boren Scholarship, demonstrating the university's dedication to expanding access to international opportunities. The university has also prioritized professional development for its faculty and staff through international travel experiences, enriching their perspectives and enhancing the academic environment. ECSU's participation in IIE's American Passport Project has been pivotal in helping students obtain passports, breaking down barriers to global exploration. Moreover, the administration of key international initiatives and recognition of a faculty member with the esteemed Fulbright U.S. International Education Administrators Award underscore ECSU's leadership in advancing international education.

The next chancellor is expected to continue the expansion and improvement of these newer initiatives, while also strengthening ECSU's traditional and foundational programs.

Additional information about Elizabeth City State University is available at: ecs.edu.



“VIKING PRIDE! VIKING PRIDE! VIKING PRIDE!”

ECSU continues to garner regional and national recognition. In the past few years, the university has been highly ranked by U.S. News and World Report, BestColleges.com, Niche.com, and Diverse Issues in Higher Education. In 2024, Washington Monthly honored ECSU as #4 in the Top 200 Bachelor's Colleges and #12 in Best Bang for the Buck in the Southeast.



As members of the National Collegiate Athletic Association, and one of the nation's oldest athletic conferences, the Central Intercollegiate Athletic Association (CIAA), ECSU student athletes compete in ten sports. The Mighty Vikings have won multiple CIAA championships, including the 2022 volleyball championship and its first title in women's basketball in 2023.

#VIKINGPRIDE



In the most recent U.S. News and World Report rankings, Elizabeth City State University received the following recognitions:

#4 **Social Mobility**
Regional Colleges (South)

#7 **Top Public Schools**
Regional Colleges (South)

#14 **Historically Black Colleges
and Universities**

#26 **Regional Colleges**
(South)

#1 **College Tuition**
in North Carolina

#2 **Best Value Colleges**
in North Carolina

ECSU
ELIZABETH CITY STATE UNIVERSITY
FOUNDED 1889

SmartAsset
2025
Rankings

ECSU
ELIZABETH CITY STATE UNIVERSITY
FOUNDED 1889

U.S. NEWS & WORLD REPORT RANKINGS
2024-2025

2258

**TOTAL STUDENT ENROLLMENT
FALL 2024**

19:1

STUDENT TO FACULTY RATIO

251

**MILITARY AFFILIATED
STUDENTS**





FORGING OUR FUTURE: CLOSING A STRATEGIC PLAN AND INITIATING NEW CHALLENGES

Elizabeth City State University is completing the final year of its 2020-2025 Strategic Plan, Forging Our Future. As of the Fall 2024 semester, the institution has met 90% of the goals and targets set in 2020 and is on-track to be 100% complete by the end of the academic year. The plan included six goals encompassing Academic Excellence, the Student Experience, Sustainable Growth, Institutional Advancement, Operational Excellence, and Regional Development.

The university has started developing the next five-year strategic plan, which is being delayed in its finalization to allow the new chancellor to provide input. ECSU is currently gathering information and outlining the scope, and has contracted with RTI International to help shape the next strategic plan and chart the Viking path to 2030 and beyond. RTI International is compiling and reviewing data, and in the late spring will begin to develop themes and priorities. The new chancellor is expected to finalize and approve new plan.

POWER OF PHILANTHROPY

The ECSU Foundation's mission is to serve as the steward of private contributions to Elizabeth City State University in order to provide educational assistance for students, to support faculty, and to secure the operational needs of the university. The Foundation receives, invests, and administers funds received, as a result of charitable contributions from the private sector, on behalf of the students and programs at ECSU and, as a result, for the greater good of the community.

A Blended Component Unit of ECSU | Although legally separate, Elizabeth City State University Foundation, Inc., and Subsidiary, is a component unit of the University and is reported as if it were a part of the University. The Foundation is governed by a 25-member board consisting of 13 ex officio directors and 11 elected directors. The Foundation's purpose is to aid, support and promote teaching, research, and service in the various educational, scientific, scholarly, professional, artistic, and creative endeavors of the University. Because the elected directors of the Foundation are appointed by the members of the Elizabeth City State University Board of trustees and the Foundation's sole purpose is to benefit Elizabeth City State University, its financial statements are blended with those of the University.

ECSU Endowment | The ECSU Foundation is committed to ensuring the future of the university by building ECSU's endowment to provide for its needs in perpetuity. The investment and annual reinvestment, allowed at a higher rate of return than other reserve funds, of the ECSU Foundation endowment allows the university to increase its impact on the region as well as the capacity to meet the needs of the students it serves. The Foundation secures and manages funds, on behalf of ECSU, to establish scholarships, support distinguished professorships and deliver both academic and community outreach programming. In all its efforts, the ECSU Foundation is dedicated to the advancement and promotion of Elizabeth City State University.

Fueling Transformative Growth | Elizabeth City State University is steadfast in its mission to foster growth and create transformative opportunities through dynamic partnerships with corporations, foundations, alumni, and other key stakeholders. By prioritizing cultivation, stewardship, and meaningful engagement, the University Advancement team is actively paving the way for innovative initiatives. These efforts include expanding naming opportunities for facilities, units, and beyond—unlocking new avenues to amplify the university's impact and legacy.



EMPOWERING THE VIKING LEGACY: THE ECSU NAA

The Elizabeth City State University National Alumni Association, Inc. (ECSU NAA), stands as a powerful force of influence and support, representing a vibrant network of over 20,000 Vikings worldwide and more than 25 active chapters across the nation. Composed of lifelong stakeholders, the ECSU NAA is dedicated to fostering connections, celebrating achievements, and sustaining a pipeline of opportunity for students, alumni, and the university community.

Through dynamic events, innovative programs, and strategic initiatives, the ECSU NAA remains committed to advancing the mission of ECSU by:

- Promoting the growth, progress, and general welfare of Elizabeth City State University.
- Providing a united effort among alumni to ensure the university's continued growth and development.
- Collaborating with faculty, administration, and alumni to develop mutually beneficial programs that guarantee student success and institutional excellence.
- Encouraging meaningful financial contributions to enhance university programs, student activities, and overall sustainability.
- Expanding financial resources to secure the future of ECSU as a leader in education and opportunity.

With the unwavering support of the ECSU NAA, Elizabeth City State University continues to thrive as a beacon of excellence, ensuring a legacy of success for generations of Vikings to come.



LOCATION AND SELECTED PARTNERSHIPS: “THE HARBOR OF HOSPITALITY”

The university is located on 862 acres near downtown Elizabeth City, North Carolina, in the Historic Albemarle region. A beautiful waterfront community on the narrows of the Pasquotank River, Elizabeth City offers easy and quick access to the world-renowned North Carolina Outer Banks and the Hampton Roads area of southeastern Virginia. Virginia Beach, Colonial Williamsburg, Jamestown, and Yorktown are within an easy drive, as is Norfolk International Airport.

Founded in 1794, Elizabeth City is the county seat and most populous city of Pasquotank County, and it is the cultural, economic, and educational hub of the 16-county Historic Albemarle region. To learn more about Elizabeth City and the region, go to visitelizabetchcity.com.

Elizabeth City hosts one of the nation’s largest U.S. Coast Guard (USCG) bases and has a long and prosperous partnership with the base and its leaders. A memorandum of understanding (MOU) connects ECSU with Coast Guard Base Elizabeth City, including the establishment of a Coast Guard Auxiliary University Program (AUP), which was the first AUP program at an HBCU. AUP provides opportunities for students to join the Coast Guard Auxiliary, participate in missions, and with program completion can fast track into the USCG. ECSU is a proud participant in the USCG’s College Student Pre-commissioning Initiative (CSPI), which provides scholarships, Reserve status, and guaranteed Officer Candidate School admission for successful graduates.



Elizabeth City Regional Airport is a tenant of Coast Guard Base Elizabeth City, and ECSU partners with both the Airport Authority Board and the USCG in additional activities, such as the airfield safety committee and a local chapter of Women in Aviation.

The ECSU Community Connections Performance and Lecture series is dedicated to fostering meaningful partnerships between Elizabeth City State University and the surrounding community, while showcasing exceptional talent, performers, and lecturers that draw audiences from across the United States. Our mission is to create opportunities for cultural enrichment, education, and engagement that inspire and connect people both locally and nationally. For many years, ECSU Community Connections has welcomed a diverse array of talent to campus, including Grammy-nominated performers (Kierra Sheard, Chrisette Michele, LeToya Luckett), nationally acclaimed speakers (Nikki Giovanni, Terrence J.), and celebrated artists (cast of A Different World, North Carolina Symphony, US Navy Band, and Jazz at Lincoln Center featuring Wynton Marsalis), who captivated audiences and sparked meaningful dialogue. The ECSU Community Connections initiative thrives on collaboration, thanks to partnerships and sponsorships with esteemed organizations, such as the College of the Albemarle, Mid-Atlantic Christian University, Arts of the Albemarle, Microsoft, First Citizens Bank, the National Endowment for the Arts, Truist Bank, Duke Energy Foundation, Cognosante, and many more. ECSU celebrates creativity and is a local and regional hub for arts, culture, and thought leadership.





DESIRED QUALIFICATIONS

- **A devotional heart and a willingness to build community.** Elizabeth City State is a mission-driven university in the deepest sense, committed to welcoming students from a wide range of backgrounds and giving them the encouragement and support they need to achieve their dreams. That means nurturing an environment of genuine care in every part of this campus, a sensibility that must begin at the top.
- **A love of teaching and mentorship.** ECSU has an extraordinary faculty and staff who relish working directly with students, and a chancellor should share that commitment to quality instruction and close student support. Furthermore, the next chancellor should commit to the continued professional development of university faculty and staff, to make them even more effective and successful in all that they do for ECSU.
- **Unwavering focus on student success.** Educating our students is our primary mission as a university. A chancellor must be laser-focused on ensuring our students get the high-quality education and opportunity for upward social and economic mobility that they look to us to provide.
- **A clear-eyed, ambitious vision for ECSU's distinctive place in the higher education landscape.** Institutions with a strong sense of identity, smartly differentiated from their peers, are positioned to thrive in an era of increasing competition for enrollment. ECSU's next chancellor should clearly articulate a vision that sets the campus apart while addressing its core mission of service to North Carolina along with a commitment to the long-term success of Elizabeth City State University and the region.
- **An appreciation for the UNC System's governance and strategic goals.** Our public university leaders must understand and support the value of a well-coordinated state system, be wholly committed to furthering the shared goals of the UNC System's strategic plan, and see how their institution contributes to the overall health of the educational landscape in North Carolina.

- **An eagerness to be a part of Elizabeth City's cultural and civic life.** This campus is an anchor institution for the city and for the wider region, and a chancellor should be an enthusiastic ambassador to the wider community, eager to throw open the doors and contribute to the flourishing of the whole region.
- **Reverence for ECSU's history and a deep comfort with the diverse state that we serve.** North Carolina is a big place, varied in its demographics, its politics, its geography, and its ideas about the future. An effective leader must welcome and serve all, while proudly celebrating ECSU's historic role as a beacon of achievement for Black North Carolinians.
- **Operational excellence and fiscal stewardship as guiding principles.** The resources of a public university are precious and must be handled with exacting professionalism. From parking to budgeting, an effective chancellor must ensure the university's processes are honed in service to the mission and its resources are used wisely.
- **Enthusiasm for cultivating support** from alumni, donors, state leaders, and philanthropic foundations in support of ECSU's mission and vision.
- **An appreciation for academic freedom and free expression,** and an enthusiastic willingness to engage students, faculty, staff, and alumni of differing opinions and worldviews.
- **Unimpeachable personal integrity.** Chancellors must exercise their authority in an environment of earned trust and goodwill, something that's only possible when their personal conduct is above reproach.



HOW TO APPLY

Individuals interested in being considered for the chancellorship of Elizabeth City State University are encouraged to apply by submitting a letter of interest and a curriculum vitae/resume to ecsuchancellorsearch@northcarolina.edu. The search advisory committee prefers electronic submissions. Confidential review of application materials will begin immediately and continue until the position is filled.

The ECSU Chancellor Search Advisory Committee will consider candidates and conduct interviews. The committee will recommend at least three candidates to the ECSU Board of Trustees, who will then recommend at least three finalists to the UNC President. The President will nominate one candidate to the UNC Board of Governors for election.

Under state law and UNC policy, the names and personal information of the candidates remain confidential throughout the search process and beyond.

Points of Contact:

- Nominations and recommendations can be made using [this link](#).
- For other confidential inquiries, contact Lynn Duffy, senior associate vice president for leadership and talent development and talent acquisition, UNC System Office, at lsduffy@northcarolina.edu.

Elizabeth City State University is an Affirmative Action/Equal Opportunity Employer. The University does not discriminate in access to its educational programs and activities, or with respect to hiring or the terms and conditions of employment, on the basis of race, color, national origin, religion, sex, gender identity and expression, political affiliation, age, disability, veteran status, genetic information or sexual orientation.

