

# GO *BEYOND*



## Leadership Profile **Director of Athletics**





# UNIVERSITY OF NORTH CAROLINA PEMBROKE

UNC Pembroke is a purpose-driven university with a proud history and a bold future. Founded in 1887 to serve American Indian students, UNCP now welcomes a growing community from across the region and around the world. Nestled between North Carolina's coastal beaches and the Sandhills, UNCP offers strong academics, supportive faculty and a close-knit environment where students are inspired to embrace the unique Brave Experience focused on learning, belonging, community and well-being.

UNCP is consistently recognized for excellence, value and service. Ranked the Top 15 Best Public School-Regional Universities South and among the Top 30 Best Value Schools-Regional Universities South, UNCP delivers a high-quality, student-centered education at an unmatched value. As part of NC Promise, we offer one of the most affordable university experiences in the country without compromising quality. UNCP has maintained Carnegie Classification for Community Engagement since 2008 and emphasizes service learning as one major component of each student's experiential learning portfolio.

UNCP is nationally recognized for excellence in undergraduate programs in Business, Computer Science, Nursing and Psychology. As a top-ranked military-friendly university — #2 Small Public School, #4 Military Spouse School and named among the Best for Vets by Military Times — we proudly support those who serve. UNCP is also ranked #16 Best College for Veterans and #11 in Social Mobility by U.S. News & World Report. With more than 150 undergraduate and graduate pathways to a degree and students from over 65 countries, UNCP offers a truly global, inclusive experience that empowers students to achieve their goals.

As a constituent institution of the 17-campus University of North Carolina System, UNCP is known for small classes, close interaction with faculty and community involvement. UNCP is a campus where faculty and staff meet every individual student where they are with the tools needed to succeed. A student-faculty ratio of 14:1 and an average class size of 17 create a context for personalized teaching, learning and research.





# THE OPPORTUNITY

UNC Pembroke invites nominations and expressions of interest for the position of Director of Athletics. A proud NCAA Division II institution and North Carolina's historic American Indian university, UNCP brings together a distinctive mission, a strong sense of community and a clear vision for academic and athletic excellence.

UNCP serves more than 8,000 students through a comprehensive portfolio of undergraduate and graduate programs grounded in access, affordability and personal attention. Located in Pembroke, North Carolina, in the cultural heart of the Sandhills region, the university is nationally recognized for its commitment to student success and community impact. These values are deeply embedded in the culture and direction of Braves Athletics.

UNC Pembroke competes in NCAA Division II as a member of Conference Carolinas, sponsoring 16 varsity sports and supporting approximately 400 student-athletes. Over the past decade, Braves Athletics has developed into a comprehensive, high-performing enterprise defined by sustained competitive success, academic achievement, and growing external engagement. During this period, the department has captured 30 conference championships and recorded more than 40 NCAA postseason appearances, including recent momentum that earned the Conference Carolinas Joby Hawn Trophy three consecutive times and six times overall.

That competitive success is matched by strong academic performance and a commitment to student-athlete development. From 2019 to 2024, UNCP student-athletes posted four of the highest cumulative GPA averages in department history, with 100 or more student-athletes recognized on conference academic honor rolls for 16 consecutive seasons.

The next director of athletics will build upon this strong foundation while helping to shape the future of UNCP Athletics. This is an opportunity to lead a stable, mission-driven department with momentum and to guide its continued growth in competitive excellence, student-athlete experience, fundraising, facilities and community engagement.

Reporting directly to the Chancellor, the director of athletics serves as a senior university leader and a key member of the Chancellor's Cabinet. In this role, the director helps shape institutionwide strategy as it relates to intercollegiate athletics, ensuring the department's priorities, challenges and opportunities are fully represented in university decision-making. The athletics director works closely with campus leadership to align athletics with academic goals, enrollment priorities, student success initiatives and community engagement efforts.

UNCP seeks a student-centered athletics leader with a strong commitment to integrity, accountability and inclusive excellence. The successful candidate will understand the evolving landscape of intercollegiate athletics and embrace the responsibility of serving as a visible ambassador for the university, building meaningful relationships with alumni, donors, conference partners and the broader community.

This position offers a compelling opportunity for an athletics leader who values purpose, stability and impact — and who is motivated to elevate Braves Athletics in ways that honor its traditions while positioning the university for continued success at the conference, regional and national levels.





# FACTS & STATS

## COLLEGES & SCHOOLS

College of Arts & Sciences

College of Health Sciences

College of Optometric Medicine

Esther G. Maynor Honors College

McKenzie-Elliott School of Nursing

School of Education

Thomas College of Business & Economics

University College

William Howard Dean Graduate School

## ENROLLMENT BY ETHNICITY

American Indian: **12%**

Asian: **2%**

Black/African American: **29%**

Hispanic/Latino: **10%**

White/Caucasian: **37%**

U.S. Non-Resident: **3%**

**8,089**

UNDERGRADUATE &  
GRADUATE ENROLLMENT

**120+**

CLUBS & ORGANIZATIONS

**150+**

UNDERGRADUATE & GRADUATE  
PATHWAYS TO A DEGREE

IN-STATE STUDENTS

**91%**

**1,021**

STAFF

**430**

FACULTY

STUDENT  
FACULTY RATIO

**14:1**

AVERAGE  
CLASS SIZE

**17**



## **Vision**

UNCP will challenge students to embrace differences and adapt to change, think critically, communicate effectively and become responsible citizens. Working from a strong foundation in the liberal arts, we will increase opportunities to infuse our curriculum with interdisciplinary innovation while promoting undergraduate and graduate research as well as international opportunities.

## **Mission**

Founded in 1887 as a school for the education of American Indians, UNCP now serves a broad student body. It encourages civil discourse and appreciation for the values of all people. UNCP promotes excellence in teaching and learning, bachelor's, master's and professional doctoral degrees, in an environment of free inquiry, interdisciplinary collaboration and rigorous intellectual standards.

Our commitment to personalized teaching uniquely prepares our students for rewarding careers, postgraduate education, leadership roles and fulfilling lives. We cultivate an international perspective rooted in our commitment to service and to preparing citizens for global engagement. 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, experiential learning and public service. We celebrate our heritage as we enhance the region's intellectual, cultural, economic and social life.





# LEADERSHIP PROFILE

## Director of Athletics

### DIVISION OF ATHLETICS

UNCP Athletics is a comprehensive NCAA Division II program with 16 men's and women's teams. The division supports more than 400 student-athletes across a broad sport portfolio and is deeply committed to competitive excellence, academic success and community engagement. The next director of athletics will have the opportunity to lead a values-driven program, strengthen championship culture and advance the university's mission through strategic vision, collaboration and inclusive leadership.

### THE ROLE OF THE DIRECTOR OF ATHLETICS

The director of athletics serves as the university's chief athletics administrator, providing strategic leadership and oversight for all aspects of the intercollegiate athletics program. The position is responsible for the supervision and development of coaches, administrators and support staff; fiscal management and fundraising; compliance with NCAA, conference, university and system policies; and the promotion of student-athlete academic success and well-being. The director also plays a key role in campus collaboration, external relations and advancing a culture of integrity, equity and competitive excellence.





## **OPPORTUNITIES FOR THE NEXT DIRECTOR OF ATHLETICS**

### **Strategic Leadership, Vision and Policy Development**

The athletics director will provide strategic direction for all aspects of UNCP Athletics, ensuring alignment with the university's mission and UNC System policies. This leader will guide long-term planning, policy development and decision-making related to sport sponsorship, competitive goals and departmental priorities, subject to approval by the Chancellor. The successful candidate will play an active role in shaping the future of UNCP Athletics, including conference engagement and national leadership opportunities.

### **Compliance, Governance and Institutional Oversight**

The athletics director will ensure full compliance with NCAA Division II legislation, Conference Carolinas regulations and UNC Board of Governors policies. This includes maintaining institutional control across recruiting, eligibility, amateurism, financial aid, playing and practice seasons and required reporting. The director will lead education and training efforts for coaches, staff, student-athletes and campus partners; collaborate closely with the Faculty Athletics Representative and University Athletic Committee; and represent the university in conference and NCAA governance activities.

### **Administration of Sport Programs and People Leadership**

The athletics director will provide leadership and oversight for all men's and women's intercollegiate programs and will recruit, develop and retain coaches and staff who model excellence, integrity and care for student-athletes. The role will oversee athletics operations, including training, sports medicine, communications, marketing and administrative support, and will work closely with UNCP Kinesiology within the university's shared-responsibility model to ensure academic and programmatic alignment.

### **Fiscal Management and Resource Stewardship**

The athletics director provides fiscal leadership and stewardship of departmental resources, overseeing annual operating budgets, ensuring transparency, accountability and compliance with university and UNC System guidelines, and allocating resources strategically to support departmental priorities. The director will approve contracts, game agreements and external partnerships; work with UNCP Financial Aid and Scholarships on athletic-related aid; and maintain strong internal controls and accurate financial reporting.

### **External Relations, Engagement and Institutional Representation**

As the primary ambassador for UNCP Athletics, the director will build and sustain strong relationships with alumni, donors, community partners and regional stakeholders. The role includes representing the university at civic events, media engagements, conferences and professional forums while enhancing the visibility and reputation of Braves Athletics. Working closely with University Communications and Marketing, Advancement and Enrollment Management, the director will support fundraising, marketing and public engagement efforts that strengthen institutional pride and expand strategic partnerships.

### **Academic Success, Student-Athlete Experience and Well-Being**

Student success is central to the mission of UNCP. The athletics director will collaborate with campus partners to support academic progress, retention, persistence and graduation for all student-athletes. The director will champion programs that promote leadership development, life skills, wellness, inclusion and personal growth, ensuring that student-athletes thrive in the classroom, in competition and beyond graduation.



## **DESIRED QUALITIES AND CHARACTERISTICS**

The next Director of Athletics will be an experienced, principled and student-centered leader with a demonstrated record of success in intercollegiate athletics or a similarly complex, mission-driven organization. The successful candidate will bring five to seven years of progressive leadership experience, including senior-level responsibility within a multifaceted enterprise, and will possess a bachelor's degree (master's degree preferred).

As a senior university leader and member of the Chancellor's Cabinet, the athletics director will demonstrate unquestioned integrity and a strong working knowledge of NCAA compliance standards, while embracing UNCP's mission and culture. The director will be expected to lead with accountability, excellence, and sportsmanship, consistent with the values and expectations of NCAA Division II and the "Life in the Balance" philosophy.

- A proven ability to attract, develop, evaluate and retain coaches and staff, fostering a culture of integrity, accountability and competitive excellence.
- Excellent communication and interpersonal skills, with the ability to build trust and effective partnerships across campus and with alumni, donors, conference partners and community stakeholders.
- Experience in team building and/or coaching, with a strong understanding of the demands placed on coaches and student-athletes.
- Strong administrative and financial leadership skills, including oversight of budgets, personnel and complex operations.
- Demonstrated commitment to and support of student-athlete academic success, including reinforcing the expectation that coaches serve as educators and faculty partners.
- Successful experience in revenue generation including private fundraising, endowed scholarships, booster engagement, sponsorships, ticketing and game-day initiatives.
- Demonstrated integrity, transparency and alignment with UNCP's mission, including its historic commitment to the community and student access.
- A talent for building trust and strong partnerships across campus, with system leadership and in the local community.
- Clearly relational, approachable and visible at games, practices and university gatherings.

## **COMPENSATION AND BENEFITS**

This is a full-time position that will be performed on site in North Carolina. Compensation will be commensurate with experience including a competitive base salary and competitive benefits package.

## **APPLICATION INSTRUCTIONS**

Review of applications will begin immediately. Coach4Aday has been exclusively retained for this engagement, with founder Dan Kenney serving as lead consultant.

Please submit your resume and cover letter as soon as possible by emailing Coach4Aday directly at [DKenney1953@gmail.com](mailto:DKenney1953@gmail.com).

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*UNC Pembroke is an Equal Opportunity Employer. The university prohibits discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities and prohibits discrimination against all individuals based on their age, race, color, genetic information, religion, sex, sexual orientation, gender identity or national origin. Moreover, the university takes affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, national origin, protected veteran status or disability.*



# 16 Men's & Women's Division II Athletic Teams





# ATHLETICS

UNCP excels in intercollegiate athletics and is a member of the National Collegiate Athletic Association (NCAA) Division II and the Conference Carolinas.

## MEN'S ATHLETICS

Basketball  
Baseball  
Cross Country  
Football  
Track & Field  
Wrestling

## WOMEN'S ATHLETICS

Basketball  
Cross Country  
Golf  
Soccer  
Softball  
Swimming  
Track & Field  
Volleyball

Conference championships, national rankings and NCAA tournament bids are frequent. Two UNCP wrestlers won national championships in recent years. In 2007, UNCP added college football to the mix of athletic opportunities, and the record of this young program has been remarkable. From the team's inaugural season, the groundswell of support has exceeded expectations. In 2009, with just three years of competition, UNCP became the fastest intercollegiate start-up football program to earn an NCAA tournament berth. In 2009, 2012, 2017 and 2025 UNCP boasted nationally ranked football teams. In 2016, the UNCP football team (celebrating the 10<sup>th</sup> year of the program) pulled in its first playoff win, falling during the second round to the top-seeded and third-ranked national team.

The athletics department has enjoyed exceptional success over the last five full seasons. UNCP teams won 24 conference regular season and/or tournament championships during that time, while 20 more teams posted runner-up finishes to their seasons. Four teams won conference championships during the pandemic-shortened 2019-20 season. Black & Gold teams have made 37 playoff appearances since 2017, including a record 10 NCAA tournament berths in 2022-23.

Women's teams have played a major role in UNCP's recent athletics success, winning 16 conference championships since the close of the 2016-17 season. Six women's teams went to the NCAA playoffs in 2022-23, a school record and 15 women's programs have earned playoff spots since 2017.

In March 2025, the men's basketball team captured the Conference Carolinas championship and earned its 11th NCAA Division II tournament appearance and it's first visit to the Sweet 16. UNCP has also claimed the prestigious

Joby Hawn Cup — awarded to the top overall athletics program in Conference Carolinas — for three consecutive years, highlighting the university's consistent excellence across all sports. The wrestling program continues to earn national recognition, with multiple returning national qualifiers and a top-25 preseason national ranking in 2024.

## PROVEN PERFORMANCE

**24** conference titles over the past five years

**8** conference titles in 2023-2024

**25** seasons straight of NCAA Championship wrestling team representation

**14** combined NCAA tournament appearances by men's and women's basketball

**53** Academic All-Americans in the past five years







*BraveHawk fires up the whole community at every event. At 6 feet 4 inches and 225 pounds, our mascot keeps the energy high and BraveNation strong, serving in his favorite position: center of attention.*



# UNC PEMBROKE ATHLETIC FACILITIES



**Grace P. Johnson Stadium** – On-campus football stadium and home field for Braves football, hosting games and athletic events in a spirited collegiate atmosphere.







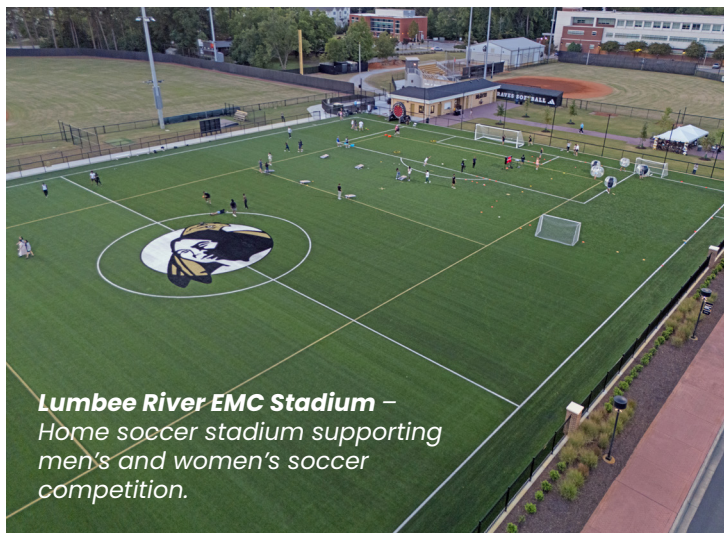
**Sammy Cox Field** – Baseball field with new fan seating, press box and indoor hitting and pitching facilities.



**Willoughby Softball Field** – Dedicated softball venue featuring upgraded seating, concessions and amenities as part of the Outdoor Sports Complex.



**Campbell Wellness Center** – A comprehensive fitness and recreation facility that supports student-athlete and campus wellness through strength and cardio equipment, group fitness spaces and health-focused programming.

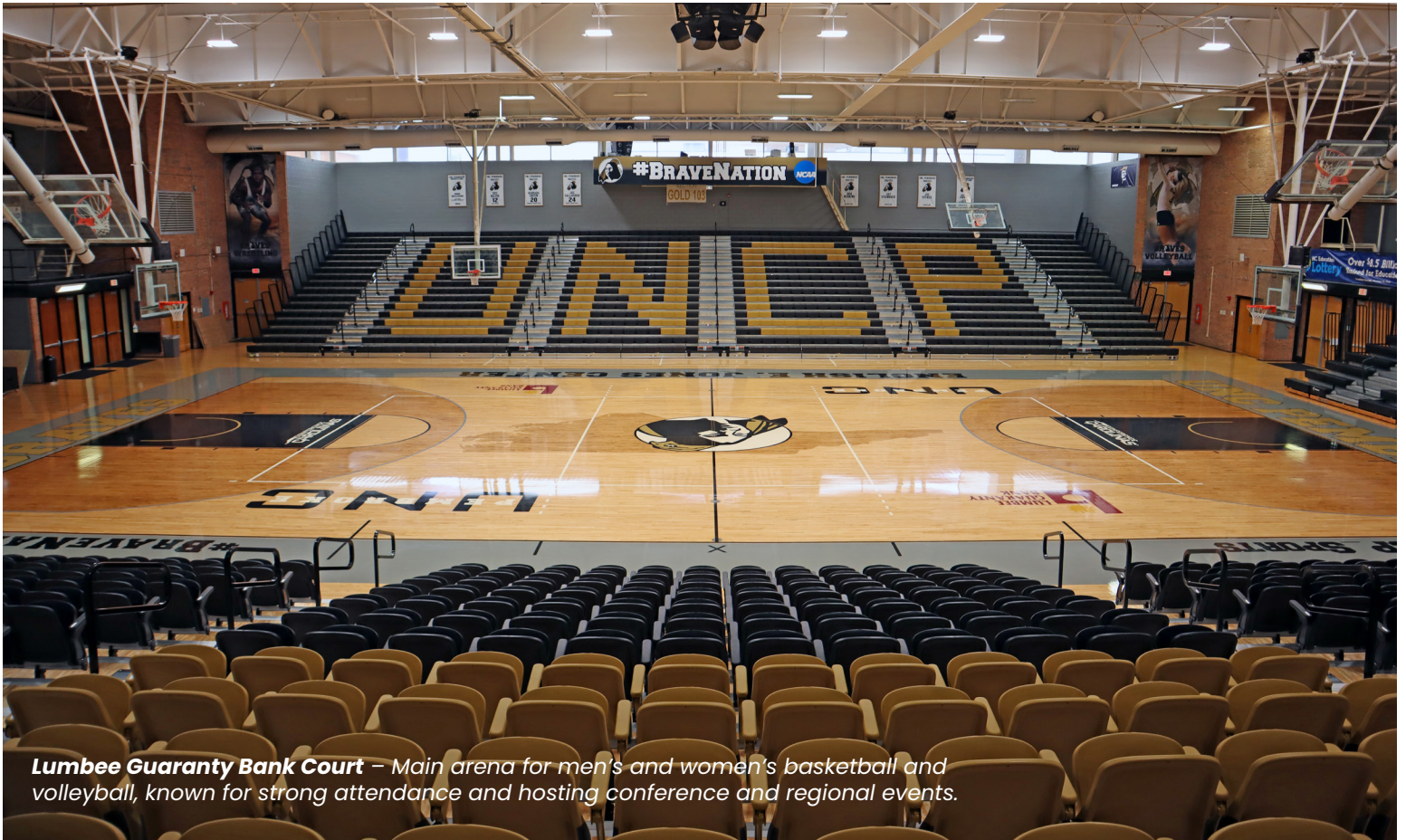


**Lumbee River EMC Stadium** – Home soccer stadium supporting men's and women's soccer competition.





**Pickleball & Tennis Courts** – Outdoor courts that support intercollegiate tennis competition, recreational play and campus wellness.



**Lumbee Guaranty Bank Court** – Main arena for men's and women's basketball and volleyball, known for strong attendance and hosting conference and regional events.



**Aquatics Center** – Features a competitive pool named in honor of former Olympic swimmer Sue Walsh and supports both competitive teams and recreational users alike.



**Dick & Lenore Taylor Track** – Track and field facility serving competition and training for Braves athletes.





**Fitness Studio** – A dynamic space for group fitness classes including dance, yoga and F45 Training.



**Auxiliary Gym** – Flexible indoor space with courts for basketball, volleyball and wrestling.



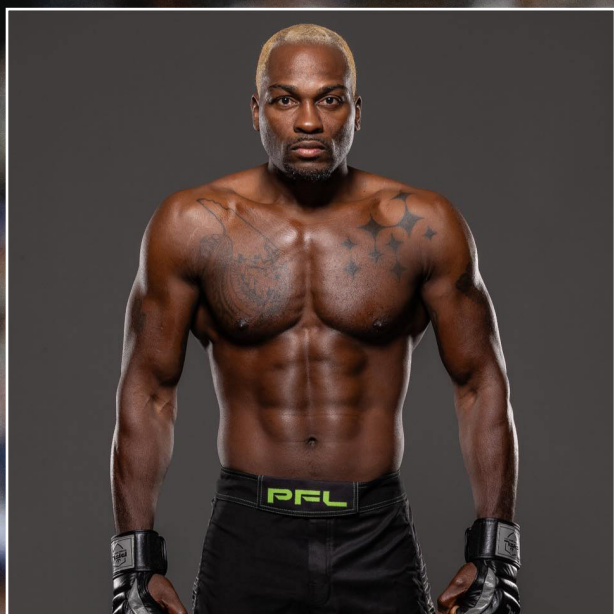
**English E. Jones Center** – Multi-purpose health and physical education facility featuring varsity basketball space, auxiliary courts and campus recreation resources.



# NOTABLE ALUMNI

## **River Ryan '21**

Former Braves baseball standout River Ryan made Braves history as the first UNCP player to reach Major League Baseball, debuting as a pitcher with the Los Angeles Dodgers in 2024.



## **Derek Brunson '07**

A three-time NCAA Division II All-American wrestler at UNCP, Brunson went on to a prominent professional MMA career, competing for years in the UFC and exemplifying the competitive toughness fostered at UNCP.







### **Anna Grossheim Duncan '25**

Duncan starred in women's soccer with seven All-American honors, led the Braves to three straight conference titles and became the university's first NCAA Woman of the Year finalist, exemplifying leadership on the field, in the classroom and through community service as an EMT and volunteer firefighter.



### **Pardon Ndhlovu '13**

A UNCP cross country and track runner, Ndhlovu represented Zimbabwe at the 2016 Summer Olympics in Rio de Janeiro, highlighting the global impact of Braves athletes. He was named the PBC Men's Track Athlete of the Year in 2013, advanced to the NCAA National Championships and was named an All-American in both the 5000- and 10000-meter runs.



### **Kelvin Sampson '78**

A legendary UNCP two-sport athlete (basketball and baseball), Sampson is now a highly successful Division I head basketball coach at the University of Houston and was recently nominated to the NC Sports Hall of Fame. His leadership and philanthropy continue to impact student-athlete wellness and performance at his alma mater.





# ACADEMIC EXCELLENCE

Rooted in a founding mission to create opportunity where it did not exist, UNCP continues to embody a spirit of possibility and momentum. That legacy shapes who we serve and how we serve them, attracting students from across the region and beyond who bring drive, resilience and ambition to campus.

Students can choose from more than 150 undergraduate and graduate pathways across the College of Arts and Sciences, College of Health Sciences, McKenzie-Elliott School of Nursing, Thomas College of Business and Economics, School of Education and the William Howard Dean Graduate School — all grounded in personal attention, academic rigor and preparation for what's next.

Over the past decade, UNCP has invested intentionally in strengthening the academic experience. Entering student profiles have reached their highest levels in university history, reflecting both rising momentum and a deepened commitment to excellence. The launch of University College in 2018 further reinforced that commitment, creating a dedicated home for first-year and many transfer students as they build a strong academic foundation.

UNCP's impact is also amplified through strong partnerships with regional community colleges. The BraveNation Advantage co-admission program and a robust network of articulation agreements create clear, supported pathways for transfer students across southeastern North Carolina. With 41 regional articulation agreements, and the UNC System's statewide agreement covering all 58 North Carolina community colleges, students are able to move forward with confidence, knowing their momentum will carry with them.

## Innovative Pathways

At UNCP, pathways are designed with purpose, connecting students to high-demand fields, advanced study and meaningful careers. Through strategic partnerships with leading institutions across North Carolina and beyond, UNCP offers clear, supported routes to professional and graduate degrees in engineering, healthcare, pharmacy, dentistry, veterinary medicine and more.

Engineering-focused students can pursue a dual-degree pathway with NC State University College of Engineering, earning a UNCP bachelor's degree in applied physics or geo-environmental science before completing advanced engineering study in electrical, mechanical, civil or environmental engineering. These 3-plus-2 pathways combine strong academic foundations with access to nationally respected engineering programs.

In the health sciences, UNCP partners with institutions such as East Carolina University Brody School of Medicine, UNC Eshelman School of Pharmacy, East Carolina University School of Dental Medicine, NC State University College of Veterinary Medicine, Tuskegee University and Methodist University. Early Assurance and articulation agreements allow qualified students to move forward with confidence, knowing their academic momentum and preparation are recognized. These partnerships are complemented by UNCP's expanding internal capacity in health education. The College of Health Sciences anchors the university's growing role as a regional leader in workforce preparation, offering advanced programs such as the Doctor of Nursing Practice, Master of Science in Occupational Therapy and Master of Healthcare Administration.

## Accreditation

UNCP is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award baccalaureate, master's and professional doctoral degrees. Individual programs also hold prestigious accreditations including: the McKenzie-Elliott School of Nursing, the Social Work program, the School of Education, the Clinical Mental Health program, the Professional School Counseling program, UNCP Art and UNCP Music. UNCP's Thomas College of Business and Economics is accredited by the Association to Advance Collegiate Schools of Business (AACSB), a distinction held by only 6% of business schools.







## STUDENT LIFE

With nearly 4,000 students living on or near campus, UNCP offers a robust student experience. More than 120 clubs and organizations, including 20 Greek organizations, keep students connected to campus and engaged in the community.

Each year more than 1,750 students participate in club and intramural sports. Campus Recreation also offers outdoor, fitness and summer recreational programs. In addition to programming efforts, the office manages the Campbell Wellness Center, Aquatics Center, Auxiliary Gym, racquetball tennis and pickleball courts and a disc golf course. Together, these facilities serve over 90,000 individuals annually.

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The Spirit of the Carolinas Marching Band, music groups of all varieties and other arts programs are flourishing centers of student involvement. Ensembles include jazz, choral, concert, brass, wind and several percussion groups. The renovated Moore Hall Auditorium, which seats 204, is home to well over 100 musical events each year. The 1,600-seat Givens Performing Arts Center hosts broadways shows and national touring artists as part of its outstanding Professional Artist Series. The university's theatre and the musical theatre programs stage two events per year in GPAC. The Art Department Gallery hosts international artists as well as student and faculty art exhibitions annually.





# GROWING INTO THE FUTURE

Affordability is not an afterthought, it's a promise. Through the NC Promise Tuition Plan, UNCP delivers a high-quality university education at a cost designed to remove financial barriers without compromising academic excellence.

NC Promise reduces undergraduate tuition to \$500 per semester for in-state students and \$3,500 per semester for out-of-state students, with the State of North Carolina investing directly in the difference so students pay less while receiving the full value of a UNC System education.

At UNCP, this affordability works in tandem with innovative academic programs, personal attention from faculty and a student experience grounded in belonging and momentum. The result is a university that continues to attract students seeking both value and quality — and a campus positioned for continued growth.

## Global Reach

The Office of Global Engagement is leading UNCP's efforts to strengthen and expand its international programs, establishing agreements with universities around the world. New partnerships are being developed in Ghana, Nigeria, Mexico and Southeast Asia including Bangladesh, India Pakistan and Turkey. The university currently partners with China University of Geosciences (Beijing), China Harbin Normal University, North China Institute of Science and Technology, China Anyang University, South Korea Dankook University, South Korea University of Seoul, South Korea Suan Sunandha Rajabhat University, Thailand and Nguyen Tat Thanh University, Vietnam. In addition, UNCP participates in the Sino-American Cooperation on Higher Education and Professional Development (CHEPD) undergraduate and graduate transfer programs.

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# POINTS OF PRIDE

Founded in 1887, as a school for the education of American Indians, UNC Pembroke now serves a distinctly diverse student body. As an anchor economic institution for southeastern North Carolina, UNCP considers its primary service area to be Robeson, Bladen, Brunswick, Columbus, Cumberland, Hoke, Moore, Scotland and Richmond counties.

## **Commitment to Student Success**

Student success is at the heart of UNCP's mission. The goals and objectives advance that mission by offering a safe place to learn and grow. Student resources — both personal and academic — are offered at every stage in their journey while a robust campus life provides opportunities for involvement and leadership. From advising to academic support, students are surrounded by faculty and staff who know them by name and make student success their mission.

## **Commitment to Teaching**

The student-faculty ratio is 14:1 with an average class size of 17 students. Students get individualized attention from highly skilled faculty, unique research opportunities and 360-degree support from a network of advisors, coaches, health care practitioners and student service professionals. All UNCP courses are taught by qualified faculty members rather than teaching or graduate assistants. The mentorship and experiential learning opportunities make for a rich, engaging academic experience preparing graduates to excel in their chosen fields.

## **Commitment to Service**

UNCP is the linchpin of economic growth for rural Robeson County. Partnerships with K-12 schools, local government, health care organizations and regional businesses promote the discovery of new opportunities for socioeconomic development. UNCP students are committed to giving back to their community through co-curricular, extracurricular and service-learning with a 50% increase in students enrolled in service-learning courses in the 2024-25 academic year.



## UNCP CHANCELLOR

### ROBIN GARY CUMMINGS, MD

Dr. Robin Gary Cummings took office as the sixth Chancellor of UNC 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 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 Chancellor 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.

Chancellor 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 general and cardiac surgery residencies 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 hospital, serving on the Moore Regional Hospital Board of Trustees and chairing the FirstHealth Moore Regional Hospital Foundation. He subsequently served as medical and executive director of Community Care of the Sandhills. This regional healthcare organization 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, Chancellor Cummings is a former chairman of the UNCP Board of Trustees, has chaired the UNC Pembroke Foundation board and has served on the UNC-Chapel Hill Board of Visitors. The founding chair of the NC American Indian Health Board, he has also chaired the Commission on NC Indian Health and served on the NC Council on Developmental Disabilities and the NC Rural Center board. He 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.









# THE LUMBEE TRIBE OF NORTH CAROLINA

The 55,000 members of the Lumbee Tribe of North Carolina reside primarily in Robeson, Hoke, Cumberland and Scotland counties.

The Lumbee Tribe is the largest tribe in North Carolina, the largest tribe east of the Mississippi River and the ninth largest in the nation. The Lumbee take their name from the Lumbee River, which winds its way through Robeson County. Pembroke, North Carolina, is the economic, cultural and political center of the tribe.

The Lumbee people have been recognized by the state of North Carolina since 1885 and at the same time established a separate school system that would benefit tribal members. In 1887, the state established the Croatan Normal Indian School, which is today the University of North Carolina Pembroke.

In 1956, a bill was passed by the United States Congress which recognized the Lumbee as Indian, but denied the tribe full status as a federally recognized Indian tribe. The Lumbee Tribe was officially granted full federal recognition on Dec. 18, 2025.







## COMMUNITY

### **Pembroke, North Carolina**

Population: 3,000 (Approx.)

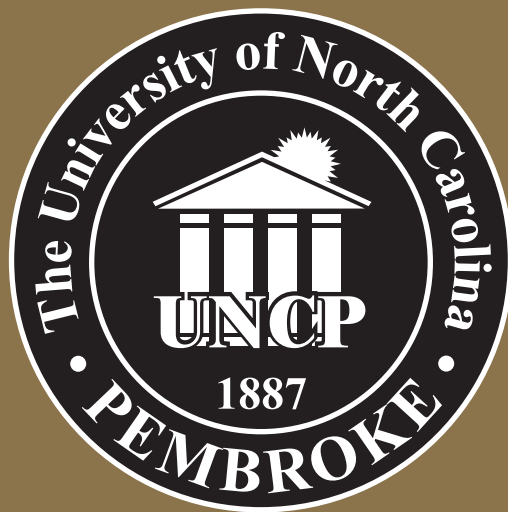
The UNCP campus is located in the Town of Pembroke, which is in the coastal plains of southeastern North Carolina. The service, healthcare, education and government sectors are major sources of employment in the region along with agriculture, agribusiness, construction and light manufacturing.

Pembroke is convenient to most metro areas in North Carolina (including Fayetteville, Raleigh, Durham and Charlotte), the state's coastal beaches and the famous golf courses of Pinehurst. Located 12 miles away, Lumberton, the county seat, is a city of approximately 19,000 and is a hub of shopping, banking, healthcare and government operations. Lumberton is located at the crossroads of I-95 and I-74.

Most of UNCP's faculty and staff reside within 45 minutes of the campus. University alumni include about 32,000 graduates living in various parts of the country with concentrations primarily in the Southeast. Geographically, approximately 90% live and work in North Carolina and approximately 30% are residents of Robeson County, the home of UNCP.







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