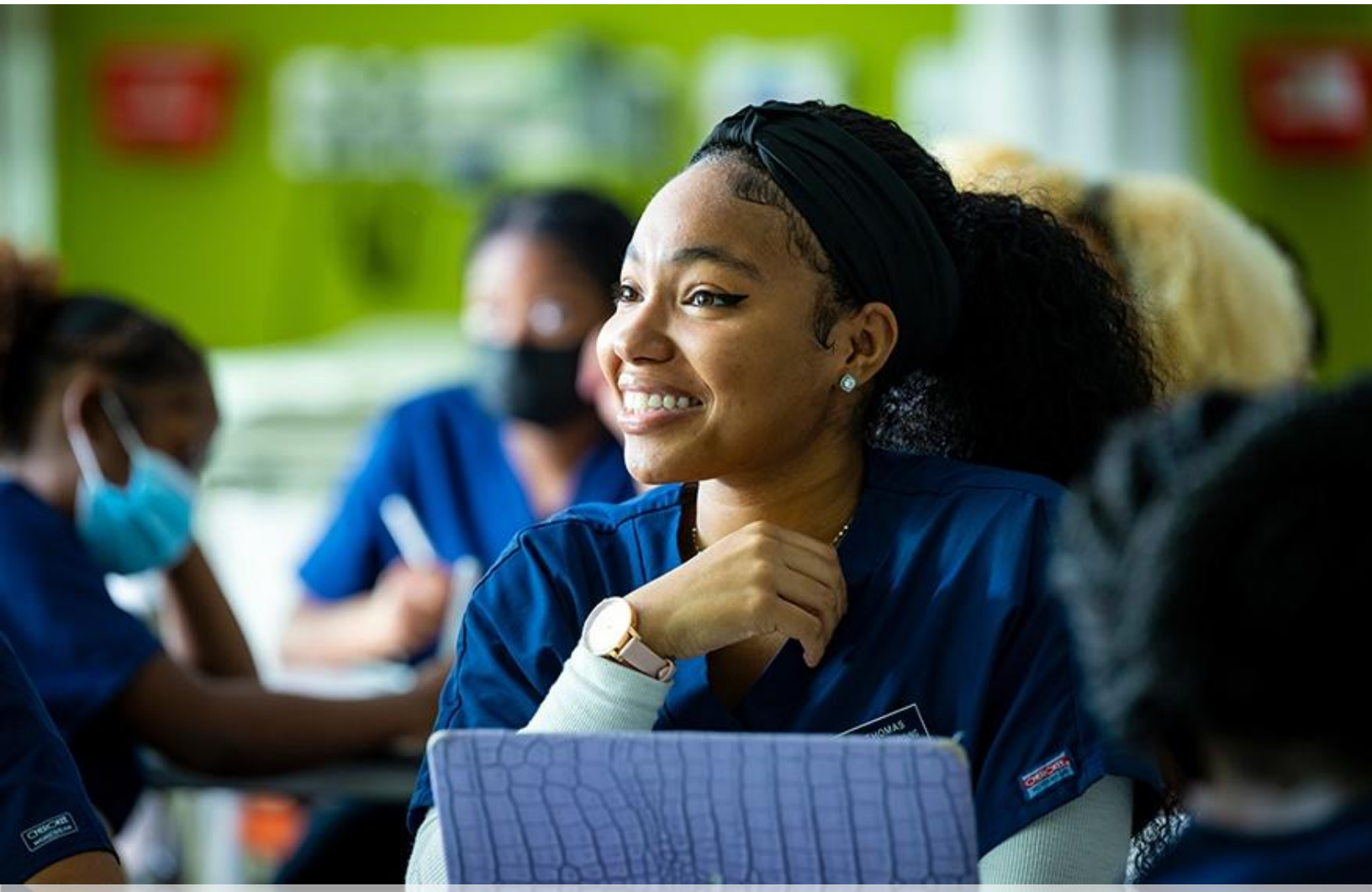
North Carolina Agricultural and Technical State University



POSITION PROFILE

Physician Assistant Program Director

August 2026

This search is managed in partnership with Summit Search Solutions, Inc.



THE OPPORTUNITY

Physician Assistant Program Director

North Carolina A&T State University (N.C. A&T) seeks a visionary, dynamic, and passionate leader to serve as Program Director to lead the continued development and success of a high-quality Master of Science in Physician Assistant Studies (PA) program. This is an exciting opportunity to bring a newly developed Physician Assistant program to life and shape every aspect of its future. The Program Director will build the team, design engaging didactic and clinical curriculum, develop strong clinical partnerships, guide the program through the Accreditation Review Committee on Education for the Physician Assistant (ARC-PA) accreditation, and create a collaborative learning environment where faculty, staff, and students can thrive. Part of the John R. and Kathy R. Hairston College of Health and Human Sciences (HCHHS), the Department of Physician Assistant Studies is answering the call to lead in an area of intensive need and growth. The U.S. Bureau of Labor Statistics projects approximately 12,000 PA job openings annually over the coming decade.

The position of Program Director is a 12-month tenure-track faculty position (open rank commensurate with experience) with significant administrative responsibilities. The Director of the PA Program is responsible for the organization, administration, fiscal management, continuous review and analysis, planning and ongoing implementation of the Physician Assistant Program. This includes consistent review of the curriculum, ensuring compliance with accreditation standards established by ARC-PA, oversight of the development of clinical sites, supervision of faculty and program staff, coordinating program assessment, and maintaining accreditation. The Director will also work closely with N.C. A&T's admissions, marketing and communications offices to recruit students to the program. The position reports directly to the Dean of Hairston College of Health and Human Sciences.

Duties and Responsibilities:

ADMINISTRATIVE (50%):

Provide effective leadership, guidance, and academic support to the PA program, and be responsible for the planning, implementation, and oversight of the academic program. Manage the program budget, recruit, hire and retain faculty, and ensure and maintain high academic standards and program quality.

- Develop short and long-range planning objectives for the PA program, including program growth, employee retention, and development of new relationships with clinical partners.
- Collaborate with colleagues in the professional community to maintain clinical sites.
- Develop annual self-study reports with a review of goals, achievements, and outcomes for the Dean's review.
- Prepare ARC-PA related reports and accreditation documents, including self-study materials.

- Oversee the maintenance of appropriate records and conduct annual data-driven reviews of program processes and student progression.
- Supervise all program faculty and staff. Prepare annual performance reviews, helping facilitate individual goals and growth with appropriate professional development opportunities and recommendations.

INSTRUCTIONAL DESIGN (40%):

- Oversee the program's clinical component to include managing clinical curriculum and those faculty supporting this curriculum.
- Oversee the development of new curricula and courses, course syllabi, and outlines; revise courses, evaluate curricula, and make recommendations to the Vice Dean for Medical Education for expansion and/or termination of program components as appropriate with the program faculty.
- Oversee the program's didactic component to include managing didactic curriculum and those faculty supporting the PA curriculum.
- Oversee the review and revision of the PA curriculum as necessary to comply with the ARC-PA Standards.

CUSTOMER SERVICE (10%):

- Foster an environment that promotes inter-professional and interdisciplinary scholarly endeavors and collaboration.

Minimum Degree and Experience Qualifications:

- Master's degree or higher in physician assistant studies or a related field.
- Knowledgeable about physician assistant program director responsibilities required by ARC-PA and the demands of maintaining ARC-PA accreditation.
- Must be knowledgeable about: program organization, program administration, fiscal management of the program, continuous programmatic review and analysis, program planning, program development, completion of ARC-PA required documents, and adherence to the Standards and ARC-PA policies.
- Must hold current or emeritus National Commission on Certification of Physician Assistants (NCCPA) certification and be eligible for physician assistant license in the State of North Carolina.
- Must have a minimum of three years of full-time higher education experience at the time of appointment and three years of health care experience.
- Commitment to inclusive education and developing cultural competencies among graduate students with a lens toward social justice education.
- Experience with being efficient and responsive to issues related to personnel.
- A team-oriented, collaborative decision maker with effective communication and problem-solving skills.

Preferred Years of Experience, Skills, Training, Education:

- A Doctoral degree in a health, education, or administrative discipline.
- Experience in curriculum development, evaluation, instruction, program administration, academic advising required.
- Demonstrated cultural competence, sensitivity to, and understanding of students, faculty, and staff's diverse academic, socioeconomic, and ethnic backgrounds.
- Commitment to a team-oriented, student-centric environment.
- Strong interpersonal abilities with excellent verbal and written communication skills.

Required License or Certification:

- Must hold current or emeritus National Commission on Certification of Physician Assistants (NCCPA) certification and be eligible for physician assistant license in the State of North Carolina.

Why Consider this Opportunity at N.C. A&T?

- **Have an impact and lead with broad influence.** This opportunity offers significant impact on program development, faculty recruitment, clinical partnerships, accreditation, academic quality, and student success.
- **Build something meaningful.** The Program Director will have the opportunity to lead a newly launched Physician Assistant program to success through establishing its vision, culture, curriculum, and foundation for long-term success.
- **Make a lasting mark.** Supported by an established portfolio of health-related programs, this leader will shape an innovative PA program designed to prepare future clinicians and strengthen the university's influence on the communities it serves.
- **Join a dynamic location.** The largest HBCU in the country, North Carolina A&T is located in Greensboro, part of North Carolina's growing Piedmont Triad region, offering access to healthcare organizations, educational partners, cultural amenities, and a strong quality of life.













HAIRSTON COLLEGE OF HEALTH AND HUMAN SCIENCES

The John R. and Kathy R. Hairston College of Health and Human Sciences (HCHHS) is the largest academic college at North Carolina A&T, offering numerous educational and career paths so that students reach their goals and have a positive impact on the lives of others. Graduates become clinical healthcare professionals, working in direct patient care as well as other professions that improve and enhance the community.

HCHHS offers education well beyond the classroom. It fosters success through real-world experiences that allow students to gain the essential skills and knowledge sought by employers. Students engage in research and activities that prepare them to take their place as a leader in their chosen field.

HCHHS offers baccalaureate degree programs in Kinesiology, Nursing, Psychology, Social Work, Sociology, Communication Sciences and Disorders (CSD), and Health Services Management (HSM). The college is also home to two master's level graduate programs, MS Health Psychology, MS in Social Work, and three doctoral degree programs, PhD in Applied Psychology, PhD in Social Work, and Doctor of Nursing Practice (DNP).

Clinical degree programs include the B.S. in Nursing (BSN), M.S. in Social Work (MSW), M.S. in Physician Assistant Studies, and Doctorate of Nursing Practice (DNP) with concentrations in nursing leadership and mental health, or psychiatry.

Through innovative programs, high impact, and student-centered pedagogy, faculty in the college foster an inter-professional learning environment for undergraduate and graduate students. Social justice and promotion of health equity are integral components of the mission of the college. Consistent with this mission, the college welcomes applicants representing the full diversity of intellectual perspectives, life experiences, social-demographic, and political-cultural-backgrounds. Learn more about HCHHS here.

Leadership



Elimelda Ongeri, Ph.D.

Since 2022, Dr. Ongeri has served as Dean of the Hairston College of Health and Human Sciences. She is passionate about implementing student success initiatives to ensure that graduates are well prepared and also enhancing the research capabilities for the college and building partnerships with stakeholders to advance research that addresses health inequities and promotes the overall wellbeing of diverse communities in the state of North Carolina.



ABOUT N.C. A&T STATE UNIVERSITY

"We are better than yesterday but never as good as tomorrow. Because our excellence has no boundaries—and because that's what AGGIES DO!"

North Carolina Agricultural and Technical State University (N.C. A&T) is a top-flight research university, the largest historically Black university (HBCU) in the country, the #1 producer of degrees awarded to African Americans in North Carolina as well as nationally recognized for their excellence in science, technology, mathematics and engineering (STEM) education. With an enrollment of 15,275 students (12th consecutive year of growth), and more than 2,000 employees, the University offers 59 undergraduate degree programs, 11 doctoral degree programs and 35 master's degree programs within eight academic colleges.

As a public, high-research activity land-grant university, N.C. A&T is a research engine, education center and economic catalyst serving not only North Carolina, but the nation. With students drawn from nearly every state in America and six continents around the world, the educational impact is as broad and deep as any university in the Southeastern United States. N.C. A&T is one of America's top-rated historically Black colleges and universities, as well as its largest HBCU for the past 10 years. It is also the nation's top producer of Black STEM graduates, graduating more African American engineers and agricultural scientists than any university in the nation. The Deese College is the nation's top-ranked public HBCU business school.

N.C. A&T has grown substantially over the past decade in enrollment, in academic programming and in research capabilities, adding four new centers of excellence in recent years. Their relentless implementation of a visionary strategic plan saw the institution expand to an enrollment of more than 15,000, having added important facilities like the $90 million Harold L. Martin Sr. Engineering Research and Innovation Center and a new 450-bed residence hall and growing their research program through expansion of strategic partnerships with a broad range of federal agencies and private concerns.

The University is one of the sixteen constituent units of the University of North Carolina (UNC) and is accredited by the Southern Association of Colleges and Schools (SACSCOC). Learn more about N.C. A&T here.



HOW TO APPLY



A confidential review of applications will begin immediately and continue until the position has been filled. For full consideration, individuals are encouraged to **apply by October 4, 2026**. Please submit a PDF version of your CV and cover letter explaining your interest in and suitability for this position.

To apply online:

https://theapplicantmanager.com/jobs?pos=su520

For information, recommendations or nominations:



Andrea Martinez, M.Ed.
Senior Consultant
Summit Search Solutions, Inc.
(919) 357-8766
amartinez@summitsearchsolutions.com

N.C. A&T offers many great benefits that you can review in detail by clicking here.

North Carolina A&T State University is an Equal Opportunity and Affirmative Action Employer. No one who applies or seeks employment will be denied admission to or employment at North Carolina A&T State University on the basis of race, religion, color, national origin, sex, age, disabling condition, veteran status, political affiliation, genetic information or sexual orientation and sexual identity.

SUMMIT
SEARCH SOLUTIONS INC

Summit Search Solutions, Inc. is a boutique executive search firm dedicated to serving education and nonprofit communities nationwide. Summit has a team of experienced recruiting consultants in strategic locations across the country including California, Colorado, Kansas, Maryland, New York, and North Carolina.



GREENSBORO, NORTH CAROLINA

A Welcoming City with Culture, Connectivity and Opportunity

Greensboro offers an appealing combination of Southern hospitality, metropolitan amenities and an accessible cost of living. Its thriving arts and cultural scene, diverse dining options, beautiful parks and active community life make it an attractive place for professionals and families alike.

Located in north-central North Carolina, Greensboro is part of the Piedmont Triad and is conveniently positioned between Raleigh and Charlotte. Major interstate highways provide easy regional access, while Piedmont Triad International Airport connects the area to destinations across the country. The airport sits near the convergence of I-40, I-85 and I-73/I-74, making Greensboro especially well positioned for travel, business and industry.

A Vibrant College Community

Higher education is an important part of Greensboro's identity. The area is home to N.C. A&T State University, Bennett College, Elon University School of Law, Greensboro College, Guilford College, Guilford Technical Community College and the University of North Carolina at Greensboro. Together, these institutions contribute intellectual energy, cultural programming, employment opportunities and a strong sense of community.

Culture, Recreation and Year-Round Events

Residents enjoy museums, performing arts, gardens, festivals, trails and recreational opportunities throughout the year. Greensboro is also known as **"Tournament Town"** for its outstanding athletic facilities and history of hosting major events, including NCAA and ACC basketball tournaments, the Wyndham Championship and the U.S. Figure Skating Championships.

A City Shaped by History

Greensboro has played an important role in American history. The nearby Battle of Guilford Courthouse was a pivotal engagement of the Revolutionary War, and the city later became an important location along the Underground Railroad. In 1960, the Greensboro Four launched the historic Woolworth lunch-counter sit-in, helping energize the national Civil Rights Movement.

Why Greensboro?

- Living in Greensboro is highly affordable, with a hot housing market and a low cost of living below the national average.
- Greensboro is highly educated, with seven colleges and universities.
- Greensboro hosts major NCAA and national sporting events year-round.
- Known as a rising hub for advanced manufacturing and aerospace.

Check out the following sites to learn more about Greensboro, NC

Convention & Visitors Bureau
Greensboro Chamber of Commerce
Piedmont Triad International Airport



#1	*Public historically black university in the nation (U.S. News & World Report)*	#1	*Most Affordable of North Carolina's top universities (Money Magazine)*	#1	*Producer of African American graduates in Engineering, Agriculture (U.S. Dept. of Education)*