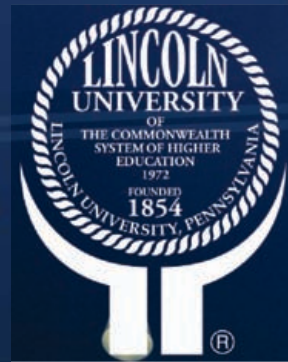


# 2015-16 ANNUAL REPORT

Lincoln University



# MESSAGE FROM THE PRESIDENT



Dear Lincoln Family, Friends and Supporters,

Greetings from the picturesque campus of Lincoln University in Chester County, Pennsylvania. I am pleased to report that the academic year commenced with the welcoming of the largest class of new students in the past several years, with 1,901 students in fall 2015 compared to the 1,750 students in the fall 2014.

This accomplishment, as well as the ever-changing landscape of higher education, commanded a closer look and refocus of the University's plans. With support from faculty, staff, and administrators, we began the academic year with a review of the University's 2013-18 Strategic Plan. Cross sections from every area of the University engaged in review of the five goals from the previous plan and worked diligently to recommend a complete and more defined pathway to guide the future of Lincoln University. The process resulted in the five goals changing into the following seven Strategic Imperatives: Institutional and Operational Effectiveness; Research and Scholarship; Academic Excellence; Student Success; Community Engagement; Sustainability; and Globalization and Diversity.

These seven Strategic Imperatives will set the direction and benchmarks for achievements we

expect to attain as we build upon the success of our first 162 years. Specific, measurable, attainable, realistic and timely — commonly referred to SMART — divisional strategic goals and objectives were aligned with the Strategic Plan and corresponding Tactical Action Plans were developed.

A result of the Institutional and Operational Effectiveness Imperative was the renovation of two laboratories which support our STEM programs. Information Technology infrastructure upgrades and enhanced maintenance of the nursing simulation laboratory were also completed. Structural renovations to the historic 89-room student residence, Rendall Hall, were begun in order to house upper classmen for the fall 2016 semester. The Research and Scholarship Imperative saw continued growth in grant proposals with faculty and staff receiving special recognition for their participation in sponsored events. The University's grants portfolio increased by over \$4 million.

Academic Excellence and Student Success Imperatives resulted in the graduation of the second class of nursing students and first graduate from the engineering program. Three graduating seniors received employment offers from the Federal Bureau of Investigation. Accounting firms KPMG and PricewaterhouseCoopers en-



# Increased student enrollment and student success

gaged six students for internships and employment opportunities. In addition, an endowed scholarship was founded and a ground-breaking mentorship program for criminal justice students, the first known program of its kind at any HBCU, was developed and realized by the generous contributions of alumna Jacqueline Bailey-Davis, M.Ed. '00 in partnership with the Office of Career Services.

The aforementioned activities represent only a few of the exemplary results of the great work of the Lincoln University community. Results of activities associated with the remaining Imperatives are just as outstanding. Contributions from donors, faculty, staff, students, and alumni are especially significant to achievement of the sustainability of Lincoln University. Members of the student body were model representatives in academics, athletics, student government, and service and social organizations on and off the campus, which speaks to the Community Engagement imperative. Also, of special note is the study abroad program. The Office of International Programs and Services helped the University realize a more diverse and global presence. The staff worked with schools and students in Africa, Asia, the Caribbean, Central America, North America, South America, Western Europe, and Oceania and the Pacific Rim to send Lincoln University students to study

abroad and to bring international students to the United States to study.

The 2015-16 Annual Report reflects progress of the University's Strategic Plan and, more so, the sustainability of Lincoln University. A special thank you is extended to all who contributed to the University's success during the academic year.



**Richard Green, Ph.D.**  
*Interim President*



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# Academic Affairs

With a student-centered approach to teaching and learning, the Division of Academic Affairs aspires to create a multidisciplinary, research-intensive institution of first choice for students, faculty, and staff. The Division cultivates a student-centered learning community that embraces innovation and promotes excellence in teaching, learning, research, scholarly creativity, cultural appreciation, and artistic expression.

**Health Sciences** offered a total of 54 classes to 1,243 students averaging 23 student per class. The committed faculty members in Health Sciences provided students an exceptional educational experience with the graduation of 15 Health Science students. Updates and revisions were made to the Exit Area Exam, its process, study guide, and the Health Sciences curriculum.



**Nursing** graduated its second class of students, nine in total. Maintenance and upgrades of the nursing department simulation laboratory were implemented.

**Mathematics and Computer Science** offered a total of 120 courses to 2,220 students with an average class size of 18 representing 1,171 students for fall 2015 and 1,049 students for spring 2016.

- Graduated 11 students representing three Bachelor of Science degrees in mathematics and eight Bachelor of Science degrees in computer science, leaving 10 students currently pursuing bachelor degrees in mathematics and 63 students currently pursuing bachelor degrees in computer science.
- Successfully revised the mathematics curricula, resulting in the approval of computational mathematics emphasis at all levels of the University.

## OTHER ACADEMIC AND FACULTY HIGHLIGHTS

- Lincoln's new undergraduate degree program in nursing received accreditation from the Commission on Collegiate Nursing Education after its board met, October 19 through October 22. CCNE is listed by the

U.S. Secretary of Education as a nationally recognized accrediting agency. The accreditation extends to December 31, 2020.

- Four Lincoln University professors presented research at a psychology conference themed "Black Americana" held at the University of the Virgin Islands in St. Thomas from April 25 through April 26.
- The Pennsylvania Department of Education named Chawle Z. Diallo '13 and Darren Davis '14 as recipients of the Horace Mann Bond–Leslie Pinckney Hill Scholarship for Graduate Studies. The award supports Diallo's graduate study in the Master of Business Administration program at Pennsylvania State University and Davis' graduate study for the Innovation Management and Entrepreneurship program at Temple University.

## Information Technology

- Phase II of the information technology infrastructure upgrade was completed. Improvements included the installation of wider bandwidth, improved firewall protection, enhanced backup and disaster recovery, and additional wireless access points.

- The upperclassmen residence Rendall Hall was brought online with keyless Lion Card access, and wire and wireless network access.

### ADMINISTRATIVE UNITS

The **Center for Excellence in Teaching and Learning (CETL)** planned and hosted the opening faculty conference with concurrent sessions on faculty governance; student engagement and active learning; undergraduate research; First Year Program; assessment; and Turn-it-in. More than 80 faculty members attended at least one session. To ensure broad support of new and temporary faculty, CETL together with Academic Technology Support, the Registrar's Office, and Student Support Services also hosted training for adjunct faculty members in early September. Monthly fall workshops attended by a total of 26 faculty and staff members have covered topics, such as classroom community, General Education assessment, sustainability, and writing across the curriculum and in the disciplines.

The **Center for Advising and Academic Achievement (CASA)** offers a stimulating learning environment where students can receive personalized attention and academic support and take pride in achieving their educational goals. In its first year, the CASA staff:

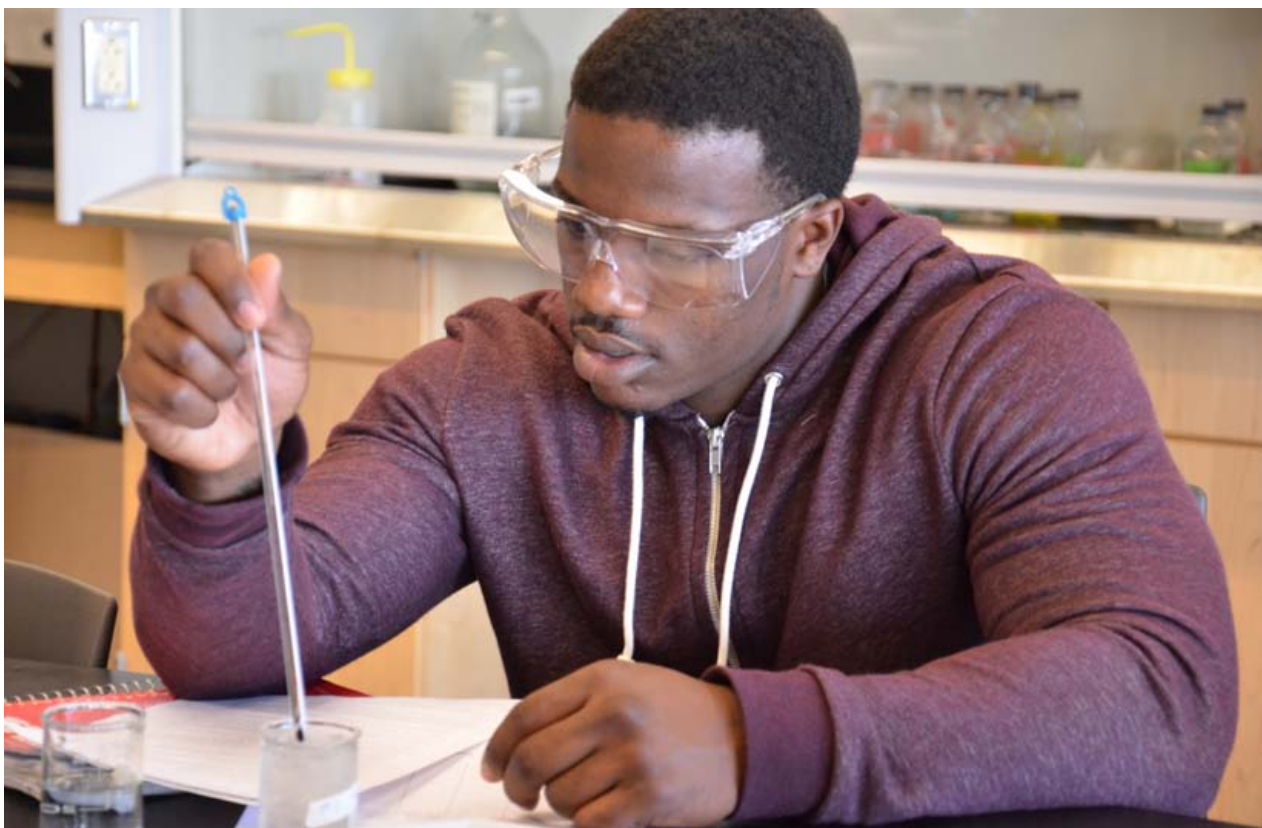
- Developed the CASA website to showcase the functions and services provided by the

four components: Academic Advising, the Learning Commons, the First Year Program, and Act 101 and the Early Monitoring Alert Program.

- Coordinated math and English placement testing for all incoming students, including transfer students. CASA Learning Support staff assisted the Mathematical Sciences Department with administration of the Assessment of Learning in Knowledge Spaces — commonly called ALEKS — Place-

ment, Preparation & Learning Mathematics Placement Exam to assess a student's prerequisite knowledge for course placement. Students were tested during the Student Testing and Registration Sessions--commonly called STARS--and during the New Student Orientation.

- Prepared advising resources for freshman students to include 449 academic planning folders, 900 Advising & Course Plan-





ning Guides and procurement of major sequence sheets from the academic departments to make available to students coming to CASA for information on major requirements.

Lincoln University saw an exponential increase (over the previous year) in the number of enrolled first year students to 449 for the 2015-16 academic year from 302 in 2014-15.

The First Year Program provided a variety of opportunities to academically engage first-year students. For four weeks in May and June, 10 students traveled to Burgos, Spain, on a post-first year study abroad experience. The students had the option of enrolling in HIS103, SPN101, Spanish Culture, and International Business and most completed nine credits while traveling throughout Spain, exploring Spanish cultural entertainment, and making new friends from Lincoln and Spain.



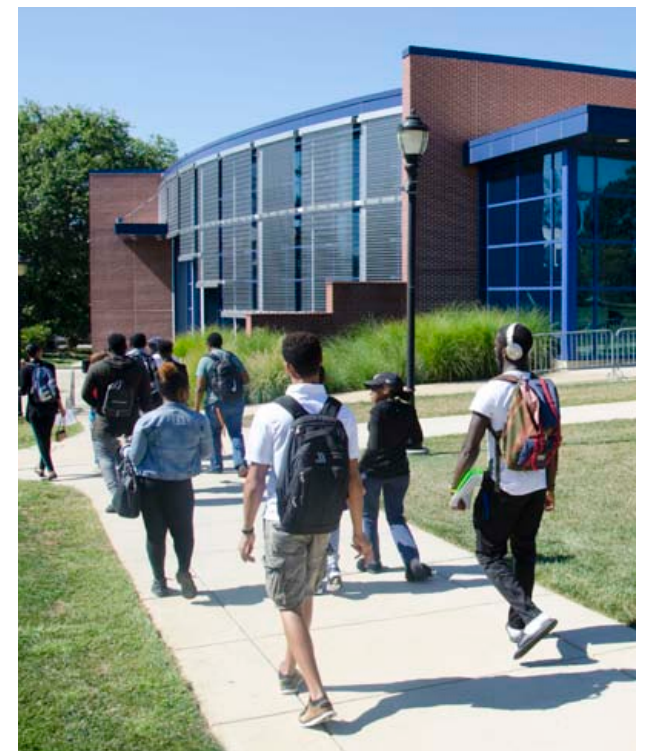
The **Office of Institutional Effectiveness, Research, and Planning** was created by merging the Office of Assessment and Accreditation with the Office of Institutional Research. Lincoln is maintaining current best practices by merging these offices to increase the efficacy and efficiency.

The **Office of the Registrar** led the project to implement Astra Schedule. This moved the University from a manual room reservation form to an online space management and reservation system, achieving a real-time calendar of space reservations for the entire campus.

**Office of Research and Sponsored Programs** facilitated professional development opportunities for both faculty and staff in an effort to identify new funding and applied research and sponsored programs/grants opportunities.

- Sponsored Programs grant proposals experienced 58% growth. Faculty and staff were also subsequently recognized for writing or participating in the sponsored event(s). Our grant portfolio also increased by over \$4 million in new dollars. The number of faculty and/or staff sponsored proposal submissions increased from 25 proposals in the 2014-15 academic year to 46 this 2015-16 academic year totaling \$29,390,536.46.

- Sponsored programs staff attended the National Sponsored Programs Administrators Alliance and participated in various seminars and workshops concerning grant development and best practices for applied research activity.
- Additionally, the office implemented AmpliFund, a new grants management system that provides effective oversight of grants during their life cycles.





**Table 1: Distribution of Sponsored Programs New Grant Activities by Academic and Other Units**

Distribution of Sponsored Programs by College FY 2014-15				
Academic & Other Units	Submissions		Funded	
	Number	Amount	Number	Amount
College of Arts, Humanities and Social Sciences	2	\$673,112	0	\$0
College of Science and Technology	5	\$2,712,500	1	\$40,000
College of Professional, Graduate and Extended Studies	2	\$508,887	0	\$0
Other	3	\$1,405,000	2	\$5,000
<b>Total</b>	<b>12</b>	<b>\$5,299,497</b>	<b>3</b>	<b>\$45,000</b>

Distribution of Sponsored Programs College FY 2015-16						
Academic & Other Units	Submissions		Funded		Pending	
	Number	Amount	Number	Amount	Number	Amount
College of Arts, Humanities and Social Sciences	6	\$353,059	0	\$0	2	\$217,443
College of Science and Technology	15	\$19,908,101	11	\$4,706,184	3	\$207,202
College of Professional, Graduate and Extended Studies	2	\$170,808	1	\$122,239	1	\$48,569
Other	8	\$1,983,774	3	\$17,500	3	\$61,752
<b>Total</b>	<b>31</b>	<b>\$22,415,742</b>	<b>15</b>	<b>\$4,845,923</b>	<b>9</b>	<b>\$534,966</b>

# STUDENT AFFAIRS

During the 2015-16 academic year, annual university-wide programs and activities included: campus-wide information sessions, Pump Handle, Brothers Week, Homecoming, Sisters Week, National Honda Campus All-Star Challenge, leadership training, and student development workshops.

Leadership training consisted of student leader training in August. An organizational leadership conference included the executive boards of more than 50 student organizations. In addition, monthly student development workshops were held and preparation for the Royal Court competition was conducted.



## Student Life and Development

- The department offered several on-campus, community service activities during the 2015-16 academic year, including a campus clean-up, \*AIDS Walk, and participation with City Year's MLK Day of Service. In September, the campus clean-up included 47 student participants from more than 15 organizations and one staff member. In November, 18 students and two staff members participated in the Philadelphia Heart Walk.
- "Lincoln University Hall" was chartered as the first Historically Black College & University pre-law society of Phi Delta Phi International Legal Honor Society in late fall 2015. Two students, Gionelly Mills '18 and Shereka Ellington '18, founded the chapter.
- Gionelly Mills '18 was selected as one of 83 students recognized as the White House Initiative on Historically Black Colleges and Universities' 2015 HBCU All-Stars for his accomplishments in academics, leadership, and civic engagement.
- **Counseling Services** provided student certification programs for 83 students in Mental Health First Aid and for 69 students in Question, Persuade, and Refer Suicide Prevention Training. Additional training



conducted included: institutionalized sexual misconduct online training; officers training on lethality assessment for domestic and dating violence.

## Health Services

Health Services established partnerships with the Oxford Rite Aid to administer flu vaccines to students, faculty, and staff and with the Pennsylvania Department of Health to provide free HIV screening and testing.

## Career Services

- The annual Career Fair included 77 participating companies and agencies with



140 students in attendance on March 24. Organizations included the Federal Bureau of Investigation, the Drug Enforcement Agency, Governor's Office of Pennsylvania, Sungard Availability Services, FDIC, Vanguard, and WHYY-PBS Philadelphia, among others.

- Three graduating seniors received employment offers from the Federal Bureau of Investigation; Big-3 Accounting firms, KPMG and PricewaterhouseCoopers, made six hires for internships and full-time employment opportunities. Other notable student hires were from JPMorgan Chase, ESPN, 6-ABC TV Philadelphia, and the U.S. Department of State (Rangel Fellowship).
- A Criminal Justice Mentorship Program is in development for at least 20 students majoring criminal justice and an equal number of professionals working in criminal justice careers.



### Religious Life

The University hosted a memorial service celebrating the life of civil rights activist Julian Bond '70\*, son of the university's first African American president, Dr. Horace Mann Bond '23,'41\* at the International Cultural Center on January 14, which would have been Bond's 76<sup>th</sup> birthday.



*\*Denotes honorary degree recipient.*

# ATHLETICS

Athletics showed great improvements on the playing fields and courts as well as in the classroom. Each of the 13 NCAA Division II teams competed against top ranked competition in their respective regions as well as in the nation. In all, 100 student-athletes achieved a cumulative 3.0 GPA or higher during the academic year. Additionally, three of our teams received their respective conference organizations' "**Team Academic Award**" for having a team cumulative GPA of 3.0 or higher. And with more than 85 student-athletes graduating to pursue professions outside athletics, this year's class saw the #6 graduating senior and numerous others who were top within their respective majors.

In addition, the Student Athletic Performance Center, a 3,600 square-foot space located in Manuel Rivero Hall, was renovated and upgraded with 38 pieces of Cybex exercise equipment thanks to a generous donation by Frank Agliario, Cybex chairman and CEO.



## Football

Junior running back Stephen Scott (Baltimore, MD/Bethel College) was named to the First Team All-CIAA.

## Women's Soccer

The National College Soccer Association of America (NCSAA) honored the team with the Team Academic Award for their over 3.0 cumulative GPA, which also earned the Team Academic Award from the department for the third year in a row.

## Volleyball

- The team earned its first bid to the CIAA Volleyball Conference Championships.
- A senior was also named to the All-CIAA Volleyball Tournament team.

## Track & Field

- Junior Solomon Potter (Lindenwold, NJ/Timber Creek) was named CIAA Champion in the discus at the CIAA Track and Field Championships and took 2<sup>nd</sup> place in shot put at the CIAA Indoor Championships.
- The women's track team earned the United States Track & Field and Cross Country Coaches Association All-Academic Team award. This award was presented to 117 schools in the country who earned a minimum team GPA of 3.0.

## Basketball

The Lions were featured on national television for the first time airing on Magic Johnson's Aspire TV. Their game aired numerous times across the regional area, as well as in Raleigh, Charlotte, and Winston-Salem, North Carolina.

## Baseball

- Junior utility player Ronald Lashley (Brooklyn, NY/Benjamin Banneker) earned a spot on the Second Team All-CIAA.
- Freshman outfielder Julian Bradshaw (Brooklyn, NY/Brooklyn Generation) earned accolades making the CIAA All-Rookie team.
- The baseball team earned the inaugural National Baseball Coaches Association Academic Award along with 150 other schools that had a minimum team GPA of 3.0.

## Athletics Hall of Fame

Eight new inductees were honored at the banquet on September 18, including: Ronald H. Clough '62 (wrestling), Mary Rotimi '07 (women's basketball), Shanda Jackson '07 (track and field), Victor Colter '91 (track and field), David Hightower '87 (track and field), David Pendleton Gardner '60 (football, wrestling, track and field), Rob Knox '96 (sports information director, 2004-10), and Cyrus Jones (track and field coach, 1974-2010).



# FISCAL AFFAIRS

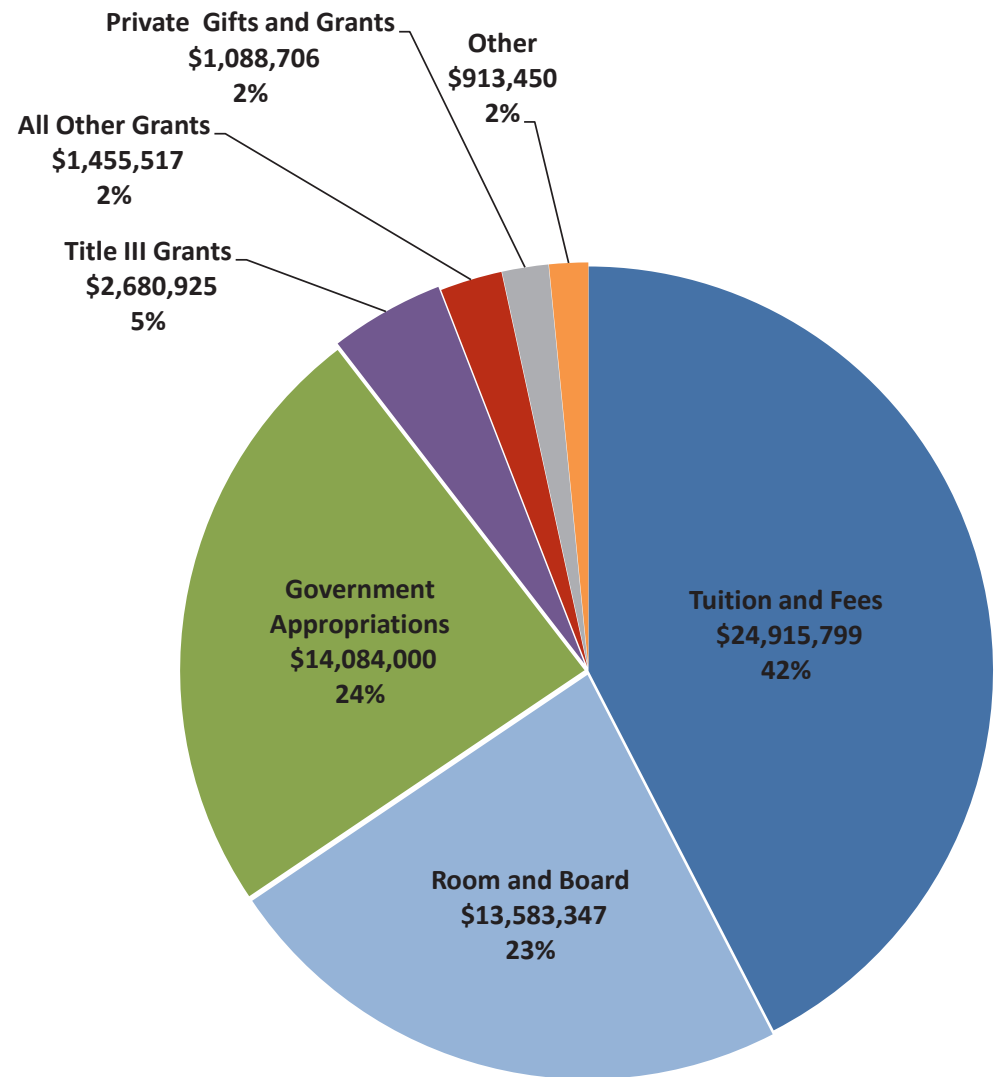
Lincoln University, like other state-related universities in Pennsylvania, felt the restricting effects of the state's budget impasse, which delayed the release of appropriations funds 10 months into the fiscal year. Despite these circumstances, the University was able to achieve a balanced budget at year's end without seeking a bank loan to meet its financial obligations. In addition, Lincoln received its fourth consecutive, unqualified opinion on its annual audit and was able to provide a two percent pay increase for its administrators for the first time in six years. The University continues to be a tuition-driven institution with 42% of its revenue coming from tuition and fees and another 23% derived from student room and board, totaling 65% of the total revenue.

## HIGHLIGHTS

- Updated and changed to PAYCOR, an automated payroll system.
- In January, the university partnered with new facilities management company, Aramark, who made significant upgrades to the aesthetic appearance of the campus.
- Renovations to Rendall Hall commenced in January with the 89-room residence hall.
- Adopted eCampus Virtual Bookstore for textbooks and collegiate merchandise.

## Operating Revenues Fiscal Year Ended June 30, 2016

Total revenue: \$53,639,461 | Total expenses: \$53,564,606 | Net: \$74,855





# INSTITUTIONAL ADVANCEMENT

## Development

Fundraising for the 2015-16 fiscal year raised \$1,247,078 million. This amount included the Lincoln Fund at \$674,047; restricted funds at \$389,154; Students First funds at \$66,800, and other Endowment funds at \$117,077.

## The Division of Institutional Advancement

partnered with the Council for Advancement and Support of Education to invite a group of HBCU fundraising professionals and foundation professionals from Pennsylvania, Washington, D.C., Maryland, and Virginia for an opportunity to “Dine with Donors” on our campus. This opportunity allowed fundraising professionals and volunteers to ask donors about their preferences in regard to philanthropy, cultivation, stewardship, and solicitation. Participants included Lincoln University alumni James Donaldson '61, Ph.D., Howard University dean, and former interim president of Lincoln University; Dwight S. Taylor '68, Lincoln University Trustee; moderator Stacey Holland, executive director, the Lenfest Foundation, retired president, COPT Development & Construction; and Reginald Middleton, senior trust & fiduciary specialist for Philanthropic Services with Wells Fargo.

## Communications and Public Relations

The Office of Communications and Public Relations focused on strengthening the University's communications capacity and infrastructure

with the hiring of the University's first web content manager to manage the website's technical and navigational aspects.

In addition, the University in conjunction with Chester County produced a promotional recruitment video. The two-minute segment highlights the reasons students and alumni chose Lincoln over other universities in the region.

Other efforts to strengthen Lincoln's brand integrity included the continued engagement of students, alumni, faculty, and staff in the state capitol for the annual Lincoln Day in Harrisburg.

## Alumni Relations

The Office of Alumni Relations organized a number of successful alumni engagement events both on and off campus. These included The Chairlady's Garden Party, Alumni Family Gathering, Homecoming and Reunion Weekend as well as other alumni gatherings in Atlanta, Georgia, and Houston, Texas.

A new initiative, Alumni Family Perks, was established to provide special rates and discounts in partnership with trusted vendors to provide services, amusement, and cultural entertainment to our alumni community. We continue to develop new and innovative ways to keep alumni contact information as current as possi-

ble including the publication of the new alumni directory available on USB drive.

The Spring-Summer 2016 edition of *LION* magazine featured the second class of “40 Under 40,” a recognition program that highlights outstanding young professionals who have demonstrated dedication, excellence, professionalism and commitment to serving their communities.

Philadelphia Police Department Captain Jacqueline Bailey-Davis '00, established a \$50,000 endowed scholarship at Lincoln University.



# DONORS

## Donations in 2015-16:

### \$100,000 to \$999,999

Central Intercollegiate Athletic Assoc  
Elmer Roe Deaver Foundation  
UM Holdings LTD

### \$25,000 to \$99,999

Jacqueline L. Bailey-Davis, M.Ed '00  
Mary Lee TUW FBO  
PECO  
W. W. Smith Charitable Trust  
Wells Fargo Bank, N.A.

### \$10,000 to \$24,999

American Honda Motor Co., Inc.  
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Sheldon M. Bonovitz  
Pamela D. Bundy '84  
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Estate of Langston Hughes '29  
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Frances Walker Slocum  
Dwight S. Taylor '68

### \$5,000 to \$9,999

Ronald E. Butler '65  
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William W. Malloy '63  
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Nat'l Collegiate Athletic Assoc.  
Donald C. Notice '79  
James Reeder, Jr. '75  
George E. Reese, Esq. '65  
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The Philadelphia Foundation

### \$2,500 to \$4,999

Norman A. Armstrong '66  
Armstrong Foundation  
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Joseph C. Brown '74  
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Johnson & Johnson, Inc.  
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Baxter D. Smith '67

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Everett Carter '70  
Walter D. Chambers '52

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 Dr. Marie A. Nigro  
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 Debra Y. Overton '76  
 Rev. Dr. Frances E. Paul '79  
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 Elmore C. Phillips, CPA '66  
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 Zeke Reid '72  
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 Ronald L. Slaughter '73  
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 Reginald L. Smith '73  
 William G. Smith '74  
 Ernell Spratley '71  
 Dr. J. Paul Stephens '68  
 Arnold M. Stevens  
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 T. Rowe Price Assoc Foundation, Inc.  
 Phillip A. Taylor '65  
 Carole V. Taylor '80  
 Kimberly Taylor-Benns  
 The Bainbridge Group, LLC  
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 Dennis K. Thomas '76  
 Vaughn L. Thomas '66  
 Gladys L. Thomas '76  
 Zurline A. Thornhill  
 Dr. Meta H. Timmons '79  
 Kevan L. Turman '01, MSR '08  
 Dr. James R. Tyler, Jr. '60  
 Delia M. VanSant  
 Gladys W. Walls '55



Brittney A. Waters '13  
 West Harlem Group Assistance, Inc.  
 Tyrone R. Whalen '72  
 Spencer H. Wiles '65  
 David S. Williams, Jr. '65  
 Clarence O. Williamson, Jr. '68  
 Womens League for Minority Education  
 Audra K. Woodley '87  
 Dumar Yow-Burgess '96  
 Anthony J. Zanfordino, IV '91

**\$500 to \$999**

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 Alumni Association of Lincoln Univ.  
 Cynthia H. Amis '68  
 Joseph R. Anderson '85  
 Lisa Y. Andrews '87  
 Assurant Found Matching Gift Program  
 Molokwu A. Azikiwe '94

Yvonne R. Branch, MHS '04  
 Levi M. Brisbane '56  
 Frank B. Brunson '70  
 Mack A. Cauthen '75  
 Chester County Cobras  
 Victor Colter '91  
 Jennelle L. Derrickson '75  
 Alisa R. Drayton '90  
 Brenda A. Dunston '80  
 John A. Eddings '81  
 Ralph Elliott Jr. '92  
 Joan M. Fuller '75  
 Solomon Fulton, Jr. '80  
 Lurlean G. Gillispie '76  
 Rev. Casper I. Glenn '44  
 Dr. Cheryl R. Gooch  
 David Hightower '87  
 Lee E. Johnson '72  
 Demetria D. Jones '85



Nandi A. Jones-Clement '94  
 Rev. Dr. Sonia L. King '81  
 Maplezone Outdoor Complex  
 Carmen E. Martin, M.Ed '76  
 Don C. Mills '67  
 Mr. Mugomba  
 Hon. Jerome L. Munford '75  
 Dr. Gwinyai H. Muzorewa  
 Barbara A. Nance-Hobba '81  
 Northeast Utilities Foundation Inc.  
 Oxford Braves American Legion  
 Vincent Pearson, MD '72  
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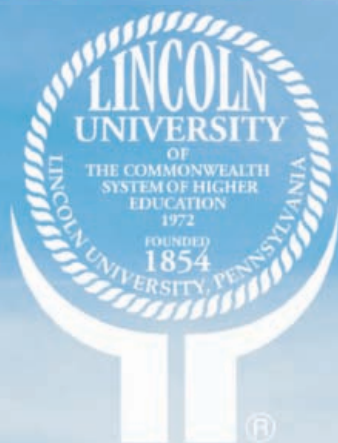
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