



An aerial photograph of the Lincoln University campus. The image shows several large, multi-story brick buildings with dark roofs. A central courtyard features a green lawn and a paved walkway. The campus is surrounded by lush green trees and landscaping. The overall scene is bright and sunny, with clear shadows cast by the buildings.

A YEAR OF **SUCCESS** AMIDST TRANSITION

The 2014-2015 academic year was one of success amidst transition. The University celebrated 161 years of excellence as the first degree-granting institution for persons of African descent in the nation.



Early in the academic year, Lincoln University faced an unexpected change in its presidency in November 2014. Despite the transition, the faculty, staff, students and alumni remained focused on the mission and vision of this historic university. Under the leadership of Acting President Dr. Valerie I. Harrison, Lincoln provided its primary customers—our students from 29 states and 27 foreign countries—with a series of rich academic, intellectual and cultural experiences that will serve as the foundation to develop them as leaders in the 21st century and beyond. Our series of weekly convocations which included presentations from alumni, corporate leaders, employers, faculty members, students and others who shared their experiences with the campus community, offered our students a variety of perspectives that we believe assisted in their

decision-making process. Our faculty continued to produce and excel as members of Academia, using many of their research and other scholarly experiences to strengthen their teaching. Additionally, the academic support and administrative units provided improved services and assistance which greatly enhanced the learning and assessment environment, facilitating change and improvements in several areas.

Lincoln celebrated its 156th Commencement in May at which 361 students graduated many of whom will make their mark on the communities where they will live and work. Many of them will continue to reside in the Commonwealth of Pennsylvania and the Delaware Valley area, where they will make significantly positive contributions to the communities where they reside. Our students, graduates, faculty and staff

members are also important members of the counties, townships, and cities where they live, helping to make the Commonwealth of Pennsylvania a great place to work and live.

We continue to expand faculty and student research; and build stronger connections between the university, local communities, institutions as well as cultures around the globe.

This report describes some of the work and activities during the 2014-2015 academic year toward achieving the goals of Lincoln University.

Hail! Hail! Lincoln.

RICHARD GREEN, PH.D.
Interim President

ACADEMIC AFFAIRS

With a student-centered approach to teaching and learning, the Division of Academic Affairs aspires to create a multi-disciplinary research-intensive institution of first choice for students, faculty and staff. Innovation and excellence in teaching, learning, research, scholarly creativity, cultural appreciation and artistic expression are embraced and promoted in our learning communities.

A major development affecting our faculty was the completion by the **Post-Tenure Review Committee** of the first review of tenured faculty in the Spring 2015 semester.

Faculty have actively pursued and submitted grants and provided letters of support for collaborative grants; completed curricular changes and modifications for enhancing program and course offerings and increasing interdisciplinary collaborations; produced publications in various areas; presented and received approval for new degree programs and revised program curriculums. New program and course development included:

- **Mathematics and Computer Science Department** faculty proposed and successfully developed a new Math Learning Center which will serve as an essential support service for all Lincoln students in all levels of math. The department also successfully piloted a General Education Mathematics (GEM) Program that involved revision of syllabi, aligning common learning opportunities across all sections including the adoption of common final exams, peer proctoring and uniform grading exams.
- **History, Political Science, Philosophy and Religion Department** faculty

presented and received approval for a new Pan-African degree program which aims to increase interdisciplinary collaborations.

- **Languages and Literature Department** faculty revised and received approval for an Integrated Writing and Reading course which combines two prior developmental courses, thereby providing students with the opportunity to work through developmental levels at an increased rate.
- The collaborative work of the faculty led to the development and approval of a new **Master of Science in Counseling program**

Several departments underwent external review, including the Nursing Department which successfully completed their self-study report and on site visit for accreditation by the CCNE—a major achievement and fulfillment of an institutional strategic goal. The Program successfully graduated the first nursing class of Lincoln University in 2015. The Mass Communications Department remains on track for their upcoming specialized accreditation application and site visit with the Accrediting Council on Education in Journalism and Mass Communication. A Master of Science in Business self-study report was successfully completed and submitted for external review. Faculty in the Education Department engaged in a major self-study assessment process and completed a program review report—the result of which will be utilized for strengthening its program/course offering.



Efforts of Lincoln's faculty assisted our students in achieving recognition and awards including:

- 16 Biology students inducted into the Beta Beta Beta Biological Honor Society,
- A Biology student was awarded the prestigious 2015 UNCF-Merck Undergraduate Science Research Fellowship,
- The department of Sociology and Criminal Justice inducted new student members into the Alpha Kappa Delta Honor Society,
- Two students in the History, Political Science, Philosophy and Religion Department named finalists for the Pickering Fellowship; one student was selected for this prestigious fellowship, while another student won the Middlebury Language Summer Scholarship that included a \$10,000 prize,
- Eight students were inducted into Sigma Tau Delta Honor Society by the Department of Languages and Literature,
- A number of undergraduate and graduate students were inducted into the Kappa Delta Pi International Education Honor Society by the Education Department, and
- Twenty Human Services graduate students were inducted into Pi Gamma Mu, an international honor society in the Social Sciences.

Lincoln University continues to strive to serve its community. During the 2014-2015 academic year, in addition to academic achievements by faculty and students, the **University City** location served as a hub for several community programs to foster civic engagement and community partnerships including Triangle Park (a child mentor program) as well as a youth mentor summer program to foster social/emotional learning, civic engagement, college preparation, and career development. In addition to academic programming, our Coatesville site engages in extended activities aimed at developing community partnerships. To date, the location has developed relationships with 55 community-based organizations and hosted over 160 community events including three job fairs which resulted in the documented hiring of 220 Coatesville area residents.

Through the efforts of its faculty and academic support and administrative units, Lincoln continues to provide a learning environment where students are taught and nurtured and provided with the knowledge, skills and experiences which will enable them to become leaders who will make a difference in the communities where they live and work.



STUDENT AFFAIRS

Shaping students' lives for a greater tomorrow...

The Division of Student Affairs seeks to **SHAPE** students' lives for a greater tomorrow through its co-curricular offerings of programs and services that **S**upports, **H**onors, **A**dvances, **P**repares and **E**mpowers them for success! During the 2014-2015 academic year, the various departments within the Division sought to improve the collegiate experience for students through the following efforts and initiatives.

Supports...

Providing co-curricular support to students outside of the class room is imperative to the success of Lincoln's students, which was evidenced through the Office of Student Support Services' Sophomore Year Experience (SYE) Apprentice program, which had the highest number of participants in the program's history. In addition, the SYE Apprentice program increased its male participants by 100% in comparison to 2013-2014.

Counseling Services continued therapy

offerings for mental health, drug & alcohol education and outreach activities. To combat the national increasing trends in collegiate depression and suicide attempts, Counseling Services conducted two events, Suicide Prevention Backpack and World Suicide Prevention Day, emphasizing that "Life is worth Living" to nearly 1,000 students. In addition to Counseling Services' attempts to improve the education and use/abuse of alcohol and drugs, the Office of Public Safety partnered with the Dean of Students and Residence Life in employing the best practices of community policing, which led to the decrease in liquor law violations and drug offenses by 48% and 42%, respectively.

Honors...

Honoring the accomplishments of students recognizes their hard work and achievements, and the support provided by the various Student Affairs departments. The Office of Career Services was instrumental in Nobuko Maybin becoming the first Lincoln student to win the prestigious Thomas Pickering Foreign Affairs National Fellowship and Katrina

Springer in winning the Charles Rangel Fellowship. Likewise, the Office of Student Life and Development contributed to the preparation of the 2014-2015 Mister Lincoln, Brian Fenderson, being selected as second runner up in the National Mister HBCU Kings Competition. Finally, the university marching band was granted the opportunity to perform at the Barclay's Center (Brooklyn Nets) and in Jacksonville, FL at an annual Battle of the Bands event.

Advances...

Contributing to the advancement of students and the University is of great importance to the Division of Student Affairs. With nearly 50 years partnership with Lincoln, for the 2014-2015 school year, the Upward Bound Program recognizes and congratulates 32 high school graduates of 2015 who were accepted into various colleges and universities, receiving a total of \$311,000 in renewable scholarships. The Program also keeps track of the continued educational matriculation of its former students and recognizes 27 of its former students who graduated from college in 2015. Special acknowledgment to former Bounders, Sherrell Hicklen, who completed a doctorate from the University of Michigan, and Brooks Abrams, who was accepted into the McNair Doctoral Program at University of New Mexico.

In an attempt to improve the quality of life for students and advance the University among its peers, the Office of the AVP for Student Affairs/Dean of Students submitted a proposal and was awarded a \$5,000 Truth Initiative Tobacco-Free Grant. This grant provides for the establishment of a task-force to assess tobacco use on campus and develop a plan for becoming a tobacco-free university.

Prepares...

Today's students must be prepared for a world with no boundaries. This is the mission of the Office of International

Programs which assisted 59 students to study abroad in 18 countries in 2014-2015, with 23 of them receiving study abroad scholarships from Gilman, Vira Heinz, City University of New York, Congressional Black Caucus, HBCU/China Network, and the Lewis Stokes Alliance for Minority Participation (LSAMP), to name a few. In addition to sending students abroad, the University also received 16 students, representing 10 countries to join the Lincoln family. Also, in preparing students for their professional careers, Lincoln's Annual Career Fair, assisted students in receiving employment offers from Cigna Insurance, UPMC, Pricewaterhouse Coopers, KPMG-LLC, Deloitte, Federal Reserve Bank of Philadelphia, U.S. Department of State, West Harlem Group Assistance, Inc., and the University of Maryland.

Empowers...

Student development practices lead to students achieving autonomy, whereby empowering them in self-directing freedom for their continued journeys in life. The Office of Religious Life employs this practice through its events and services that focus on spiritual development and human wholeness through the exploration of scripture, music, leadership, and introspection. The 2014-2015 Sermon Series focused on "Living the Lincoln Legacy Life: Revaluing the Values that Made Us Great;" and a music series of "Sharing our Music, Sharing our Lives." These activities afforded students the opportunity to celebrate their journey at Lincoln and beyond. In keeping with the concept of wholeness, the Wellness Center offered a series of activities to promote wellness including basketball, Zumba, yoga, rock climbing and volleyball. Also, to improve the educational offerings, the Center received Title III funding that provided five (5) smart boards in the classrooms and lecture hall.



FISCAL AFFAIRS

For fiscal year 2014-2015, Lincoln University balanced the budget and generated an audit with no audit findings. This achievement represents the first time in 15 years that the University has generated an audit with no findings. The University also maintained its A-3 rating in an increasingly challenging higher education environment of declining enrollment and decreasing funding.

The **Bursar's Office** has improved their online systems to streamline student payable processes. This yielded positive results for improved service including a culture of increased student responsibility and pro-activeness in completing financial aid documentation. In addition the Bursar has actively focused on student retention

related to finances in efforts to find approaches to assist students who would otherwise discontinue their education due to financial need.

Human Resources facilitated the successful transition and enrollment of the University's employees to Independence Blue Cross, the institution's new medical carrier. The Human Resources website has been updated to provide employees with enhanced access to policies and benefits. The Office conducted two employee appreciation events and nine professional development workshops. Additionally, the office has automated the performance appraisal process, thereby streamlining the review process.

INSTITUTIONAL ADVANCEMENT

Development

Fundraising efforts for the 2015 fiscal year raised nearly \$1.5 million. Included in this total is \$585,000 received from alumni, the greatest amount received since FY 2001.

The Development Office focused much of its effort in revitalizing the Lincoln Society, the donor group for those contributing \$1,000 or more during the fundraising year. Lincoln Society alumni membership grew 50% from 125 members in FY14 to 187 members in FY15. Alumni Lincoln Society members contributed \$550,000 or 94% of all alumni gifts.

In September the University hosted another successful Lincoln Lion Award Gala at the Union League in Philadelphia. Headlining the event were Xernona Clayton and Janelle Monae. Outstanding Achievement honorees included Everett Love '94, Hon. Levan Gordon '58, Sen. Dominic Pileggi, James Donaldson, PhD '61, Renee Chenault Fattah, Pastor James Hall, and Peter Kjellerup and Mandy Cabot. Over 400 alumni and friends were present for the evening.

A Student Scholarship Reception took place on campus in April. Donors and students had the opportunity to meet and share their journeys. Chairwoman Kimberly Lloyd '94 and James Jordon '88 were two of

the donors present. They both addressed the students and explained why they felt the importance of giving back to Lincoln University.

Communications and Public Relations

Under the leadership of a new AVP for External Relations, Marketing & Communications, the department made several improvements to our overall communications, public relations, and marketing efforts. Aggressive steps were undertaken to update and migrate information to a new Lincoln University website. The new 5,600 page website was successfully launched, not during FY15, but as of this Report.

The *Lion* magazine took on a new design and layout and the editors worked more closely with the offices of Alumni Relations and Development in considering articles and features of the magazine. Alumni offered a great deal of positive feedback on this new direction. An editorial review board has been organized to help maintain quality and innovation with this publication.

Social media has become one of the most effective ways of reaching our constituents and the communications group is constantly seeking new and different ways to make our posts more engaging. Feedback from this



effort has been very positive.

In May, a bus load of students, faculty and administrators travelled to Harrisburg to lobby state legislators and their representatives for more funding for Lincoln University. The university's public relations team was instrumental in organizing the trip and developing the message and talking points for the university group.

An ongoing display highlighting Lincoln's longstanding literary tradition and its alumni authors was also secured in the university's bookstore.

Alumni Relations

The Alumni Relations organized a number of successful alumni events both on and off campus. These included The Alumni Family Outing, Homecoming and Reunion Weekend, the Chairlady's Garden Party as well as other alumni gatherings from Atlanta to New York City.

A discounted insurance program for

alumni was launched in partnership with Nationwide Insurance and, working with a trusted vendor, a new Alumni Directory began initial steps toward production. The Alumni Staff continued to increase and enhance communications through social media and email blasts. The staff developed new and innovative ways to keep alumni contact information as current as possible and enhanced our visibility on LinkedIn.

Lincoln University's "40 under 40" Award program was initiated to recognize outstanding young professionals who have demonstrated dedication, excellence, and professional development as well as a commitment to serving his or her community. The first class to be inducted was featured in the Winter/Spring 2015 issue of the *Lion Magazine*.



ATHLETICS

The **Athletics** department continues to provide exciting opportunities for students to participate in intercollegiate competition. This year saw a number of significant achievements including the Women's Cross Country Team as CIAA Cross Country Champions, the Women's Basketball team placing second in the CIAA Championships, and the ECAC Championships. Both the Women's Basketball and Women's Cross Country coaches were honored with "Coach of the Year" awards for the 2014-2015 year. Additionally, two student athletes from the Basketball team were awarded "All CIAA Championship Honors" for their play in the championship, and for the fourth year in a row, a Lincoln student athlete won the CIAA shotput and discus championship.

Lincoln students are not only achieving in their respective sports; they are succeeding academically: 34% of freshman athletes received inaugural Scholar Athlete Awards for achieving a minimum 3.0 GPA for the academic year. Overall 42% of student athletes earned a GPA of 3.0 and

received the award. This was achieved in part because the Athletics Department continued their effort to ensure academic success of students through collaborations with the University's academic support services and programs. Additionally, the Athletic Department has continued to promote and increase awareness of the athletic program and its brand to bring more visibility and opportunity to Lincoln student athletes.

Four of the sports teams were featured on national television for more than 12 hours, including broadcast on ESPN, Sports Fever and ASPIRE networks. In addition, the Athletic Department created the Lion's Sports Network, which broadcasted via livestream all of the Women's Soccer, Football, Women's Volleyball and Men & Women's Basketball games this year.

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