



2022 FACTBOOK

OFFICE OF INSTITUTIONAL EFFECTIVENESS, RESEARCH, AND PLANNING



Lincoln University
LEARN. LIBERATE. LEAD.

Table of Contents

Admissions.....	3
Enrollment	5
Retention, Graduation.....	9
Majors	13
Degrees Conferred.....	18
Financial Status	22
Financial Aid.....	25
Fact Book Definitions.....	27



Admissions

First-Time First-Year Student Admissions - Acceptance & Yield Rates by Sex

	Fall 2020			Fall 2021			Fall 2022		
	Applicants Headcount	Acceptance Rate	Yield Rate	Applicants Headcount	Acceptance Rate	Yield Rate	Applicants Headcount	Acceptance Rate	Yield Rate
Female	2,784	93%	13%	2,106	85%	18%	4,645	84%	7%
Male	1,087	85%	13%	1,430	72%	15%	1,979	75%	9%
Total	3,871	90%	13%	3,536	80%	17%	6,699	81%	7%

Source: Integrated Postsecondary Education Data System (IPEDS)

Average SAT Scores and High School GPAs of Applied, Admitted and Enrolled First-Time First-Year Students

Freshman	Sex	Average High School GPA			Average SAT Score		
		Fall 2020	Fall 2021	Fall 2022	Fall 2020	Fall 2021	Fall 2022
Applicants	Female	3.11	3.11	3.32	933	975	959
	Male	2.85	2.88	3.19	942	989	983
	Total	3.04	3.04	3.28	935	980	967
Admissions	Female	3.23	3.12	3.35	964	986	974
	Male	3.01	2.91	3.22	978	1,018	1,002
	Total	3.17	3.06	3.31	968	997	984
Enrolled	Female	3.09	3.14	3.20	942	968	953
	Male	2.91	2.89	3.01	947	1,016	932
	Total	3.04	3.06	3.14	943	982	947



Enrollment

Fall Term Enrollment Numbers of Undergraduate and Graduate Students by Enrollment Status, Residency Status and Sex

Academic Level	Enrollment Status	Residency Status	Fall 2020			Fall 2021			Fall 2022			
			Female	Male	Total	Female	Male	Total	Female	Male	Total	
Undergraduate	Full Time	In-state	537	224	761	545	254	799	508	223	731	
		Out of State	600	266	866	526	295	821	505	311	816	
		Nonresident alien	30	23	53	26	18	44	26	20	46	
		Total	1,167	513	1,680	1,097	567	1,664	1,039	554	1,593	
	Part Time	In-state	86	43	129	55	21	76	63	30	93	
		Out of State	50	34	84	17	8	25	16	10	26	
		Nonresident alien	1	1	2	1	1	2	0	0	0	
		Total	137	78	215	73	30	103	79	40	119	
	Undergraduate Student Total			1,304	591	1,895	1,170	597	1,767	1,118	594	1,712
	Graduate	Full Time	In-state	93	31	124	74	21	95	62	17	79
Out of State			6	5	11	11	1	12	10	2	12	
Nonresident alien			2	0	2	0	1	1	0	1	1	
Total			101	36	137	85	23	108	72	20	92	
Part Time		In-state	30	13	43	25	13	38	16	3	19	
		Out of State	2	0	2	3	0	3	1	0	1	
		Nonresident alien	0	0	0	0	0	0	0	0	0	
		Total	32	13	45	28	13	41	17	3	20	
Graduate Student Total			133	49	182	113	36	149	89	23	112	
Total			1,437	640	2,077	1,283	633	1,916	1,207	617	1,824	

Fall Term Enrollment Numbers of First-time First-Year and Transfer-in Students by Enrollment Status, Residency Status and Sex

Student Type	Enrollment Status	Residency Status	Fall 2020			Fall 2021			Fall 2022			
			Female	Male	Total	Female	Male	Total	Female	Male	Total	
First-time First-year	Full Time	In-state	134	49	183	168	67	235	124	51	175	
		Out of State	177	66	243	149	75	224	139	74	213	
		Nonresident alien	10	8	18	7	8	15	6	3	9	
		Total	321	123	444	324	150	474	269	128	397	
	Part Time	In-state	1	0	1	2	0	2	1	1	2	
		Out of State	2	0	2	1	0	1	1	1	2	
		Nonresident alien	0	0	0	0	0	0	0	0	0	
		Total	3	0	3	3	0	3	2	2	4	
	First-time First-year Student Total			324	123	447	327	150	477	271	130	401
	Transfer-in	Full Time	In-state	19	6	25	21	11	32	12	6	18
Out of State			13	13	26	13	18	31	13	12	25	
Nonresident alien			0	0	0	1	0	1	0	0	0	
Total			32	19	51	35	29	64	25	18	43	
Part Time		In-state	3	4	7	6	3	9	6	1	7	
		Out of State	1	1	2	0	0	0	2	0	2	
		Nonresident alien	0	0	0	0	0	0	0	0	0	
		Total	4	5	9	6	3	9	8	1	9	
Transfer-in Student Total			36	24	60	41	32	73	33	19	52	
Total		360	147	507	368	182	550	304	149	453		

Fall Enrollment Numbers of Main Campus and University City Undergraduate Students by Enrollment Status, Residency Status and Sex

Campus	Enrollment Status	Residency Status	Fall 2020			Fall 2021			Fall 2022		
			Female	Male	Total	Female	Male	Total	Female	Male	Total
Main Campus	Full Time	In-state	515	219	734	535	247	782	499	222	721
		Out of State	600	264	864	524	294	818	505	311	816
		Nonresident alien	30	23	53	26	18	44	26	20	46
		Total	1,145	506	1,651	1,085	559	1,644	1,030	553	1,583
	Part Time	In-state	37	19	56	19	8	27	25	18	43
		Out of State	39	31	70	9	3	12	9	6	15
		Nonresident alien	1	1	2	1	1	2	0	0	0
		Total	77	51	128	29	12	41	34	24	58
Main Campus Student Total			1,222	557	1,779	1,114	571	1,685	1,064	577	1,641
University City	Full Time	In-state	22	5	27	10	7	17	9	1	10
		Out of State	0	2	2	2	1	3	0	0	0
		Total	22	7	29	12	8	20	9	1	10
	Part Time	In-state	49	24	73	36	13	49	38	12	50
		Out of State	11	3	14	8	5	13	7	4	11
		Total	60	27	87	44	18	62	45	16	61
University City Student Total			82	34	116	56	26	82	54	17	71
Total			1,304	591	1,895	1,170	597	1,767	1,118	594	1,712



Retention, Graduation and Persistence Rates

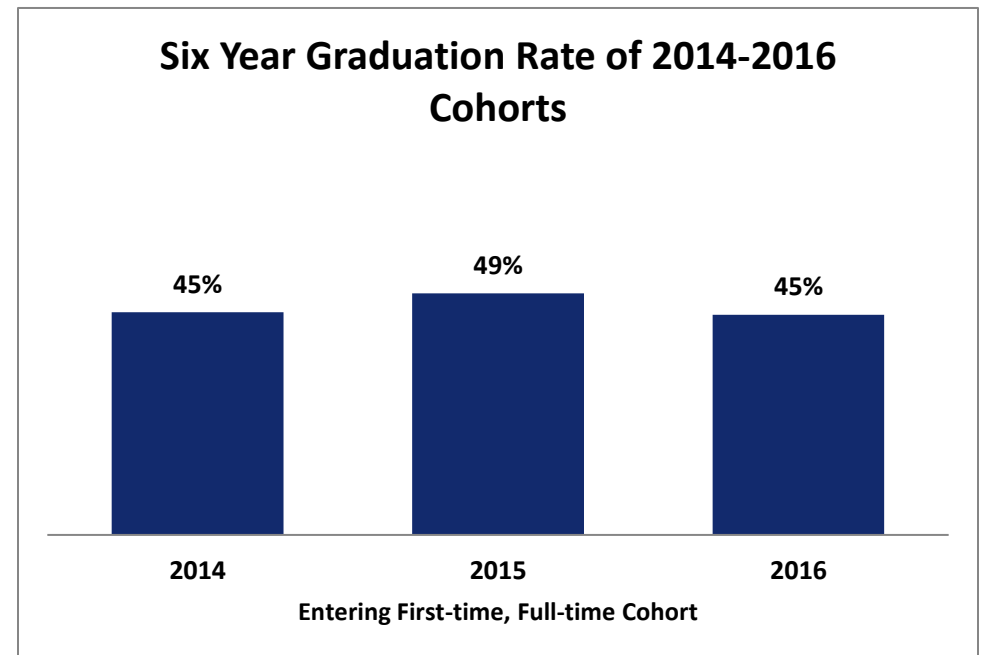
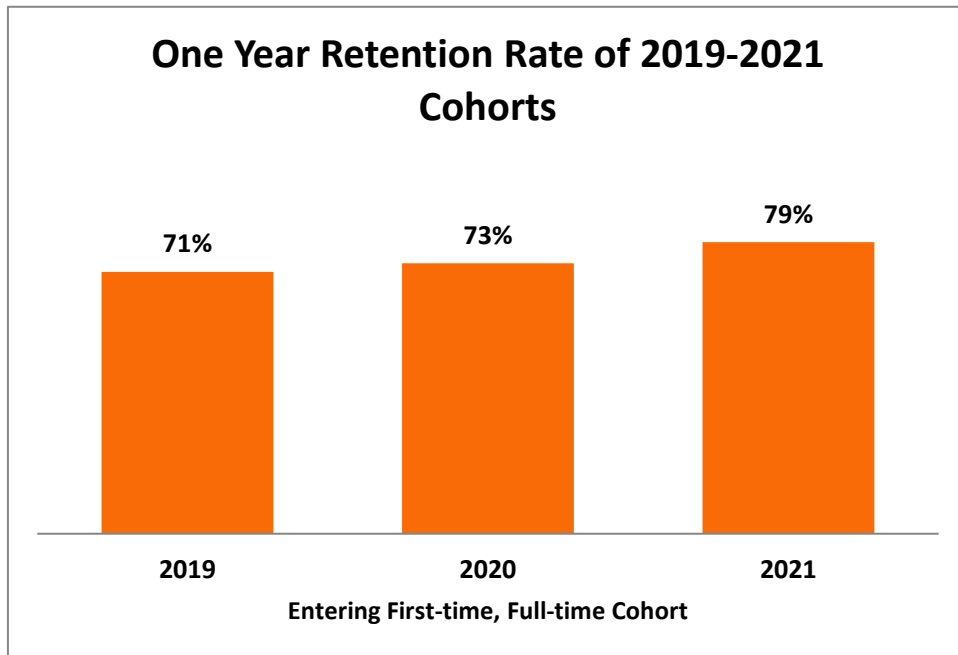
Retention, Graduation and Persistence Rates between 2007 – 2022

Entering Fall	Entering Cohort	Retention Rates			Graduation Rates				Persistence Rates			
		After 1 Year	After 2 Years	After 3 Years	4 Year	5 Year	6 Year	> 6 Year	Persistence Rate	Persistence & Total Graduation Rate	Stop-out Rate	Still Enrolled Rate
2007	630	69.7%	52.9%	45.6%	22.9%	37.5%	39.8%	41.6%	16.2%	57.8%	39.0%	3.2%
2008	533	74.3%	59.1%	53.1%	23.5%	38.1%	41.5%	46.0%	17.4%	63.4%	36.2%	0.4%
2009	579	69.3%	56.1%	47.3%	24.4%	42.3%	42.3%	45.4%	14.3%	59.8%	38.9%	1.4%
2010	382	72.3%	57.9%	54.7%	27.5%	40.3%	43.5%	47.6%	13.6%	61.3%	36.9%	1.8%
2011	305	66.9%	59.0%	54.4%	30.2%	43.9%	46.2%	48.9%	16.1%	64.9%	34.4%	0.7%
2012	447	71.4%	61.1%	58.4%	28.9%	43.4%	47.4%	50.1%	11.4%	61.5%	37.1%	1.3%
2013	331	75.8%	66.2%	59.8%	30.8%	44.1%	47.4%	49.2%	11.8%	61.0%	36.3%	2.7%
2014	301	77.4%	61.1%	53.8%	29.9%	42.5%	45.2%	46.2%	9.0%	55.1%	43.2%	1.7%
2015	453	72.6%	62.5%	54.5%	32.5%	45.7%	49.0%	49.7%	9.9%	59.6%	37.1%	3.3%
2016	517	68.1%	57.8%	51.3%	30.2%	41.2%	44.7%	44.7%	9.1%	53.8%	41.0%	5.2%
2017	660	78.3%	65.2%	57.7%	38.9%	49.4%						
2018	536	71.3%	57.1%	51.3%	29.7%							
2019	443	70.9%	56.2%	51.9%								
2020	444	73.2%	60.6%									
2021	474	78.9%										
2022	397											

Note: Please view the next page for definitions of Retention, Graduation, Persistence, Persistence & Total Graduation, Stop-out, and Still Enrolled Rates

- The **Retention Rate**, for any given Fall cohort, is the proportion of “first-time full-time first-year students” in that cohort who continued at Lincoln University. This **Retention Rate** is calculated multiple times: 1 year later, 2 years later, and 3 years later from the given fall term.
- The **Graduation Rate**, for any given Fall cohort, is the proportion of “first-time full-time first-year students” in that cohort who graduated from Lincoln University. This **Graduation Rate** is calculated multiple times: 4 years later, 5 years later, 6 years later and 6 years or more later from the given fall term (a “year” here denotes the period from September 1st to August 31st).
- The **Persistence Rate**, for any given Fall cohort, is the proportion of “first-time full-time first-year students” in that cohort who left Lincoln University and graduated from any other institution (as of August 31).
- The **Persistence & Total Graduation Rate**, for any given Fall cohort, is the proportion of “first-time full-time first-year students” in that cohort who either graduated from Lincoln University or left Lincoln University and graduated from any other institution (as of August 31).
- The **Stop-out Rate**, for any given Fall cohort, is the proportion of “first-time full-time first-year students” in that cohort who neither graduated from Lincoln University nor graduated from any other institution (as of August 31).
- The **Still Enrolled Rate**, for any given Fall cohort, is the proportion of “first-time full-time first-year students” in that cohort who enrolled at Lincoln University or any other institution as of August 31.

One Year Retention Rate and Six Year Graduation Rate of First-Time Full-Time Students





Majors

Enrollment by Majors – Undergraduate Students

Department	Major Undergraduate	Fall 2020			Fall 2021			Fall 2022		
		1st Major	2nd Major	Total	1st Major	2nd Major	Total	1st Major	2nd Major	Total
Department of Anthropology, Criminal Justice & Sociology*	Anthropology	3	3	6	4	2	6	1	1	2
	Criminal Justice	110	5	115	116	3	119	103	3	106
	Sociology	24	9	33	18	4	22	16	0	16
	Total	137	17	154	138	9	147	120	4	124
Department of Biology	Biology	72	0	72	69	1	70	53	0	53
	Environmental Science	2	0	2	2	0	2	2	0	2
	General Science	1	0	1	0	0	0	0	0	0
	Total	75	0	75	71	1	72	55	0	55
Department of Business & Entrepreneurial Studies	Accounting	26	2	28	23	1	24	14	0	14
	Finance	23	3	26	21	2	23	23	1	24
	Information Technology	9	2	11	8	4	12	10	1	11
	Management	73	1	74	94	0	94	69	2	71
	Total	131	8	139	146	7	153	116	4	120
Department of Chemistry & Physics	Biochemistry & Molecular Biology	15	0	15	9	1	10	5	2	7
	Chemistry	3	1	4	5	0	5	1	0	1
	Engineering Science	5	0	5	8	0	8	9	0	9
	Physics	1	0	1	0	0	0	0	0	0
	Total	24	1	25	22	1	23	15	2	17

(*) In 2022-2023 academic year, name of the Department of Sociology and Criminal Justice was changed to the Department of Anthropology, Criminal Justice and Sociology.

Department	Major Undergraduate	Fall 2020			Fall 2021			Fall 2022		
		1st Major	2nd Major	Total	1st Major	2nd Major	Total	1st Major	2nd Major	Total
Department of Computer Science	Computer Science	33	2	35	31	1	32	36	2	38
	Total	33	2	35	31	1	32	36	2	38
Department of Health Science	Health Science	119	0	119	121	0	121	153	0	153
	Total	119	0	119	121	0	121	153	0	153
Department of History, Pan Africana Studies, Philosophy & Religion**	History	2	3	5	1	1	2	4	4	8
	Pan-Africana Studies	13	5	18	6	4	10	10	4	14
	Philosophy	2	0	2	2	0	2	3	0	3
	Religion	0	2	2	1	0	1	2	0	2
	Total	48	14	62	10	5	15	19	8	27
Department of Languages & Literature	English Liberal Arts	16	1	17	11	0	11	14	0	14
	French	0	1	1	1	0	1	0	0	0
	Liberal Studies	1	0	1	0	0	0	0	0	0
	Spanish	0	9	9	1	4	5	0	0	0
	Total	17	11	28	13	4	17	14	0	14
Department of Mass Communications	Mass Communications	64	2	66	74	2	76	91	1	92
	Total	64	2	66	74	2	76	91	1	92
Department of Mathematical Sciences	Mathematics	4	5	9	4	2	6	5	5	10
	Total	4	5	9	4	2	6	5	5	10

(**) At the end of 2020-2021 academic year, the Department of History, Political Science, Philosophy and Religion was split into the following new departments: 1) The Political Science department 2) The History, Pan Africana Studies, Philosophy and Religion

Department	Major Undergraduate	Fall 2020			Fall 2021			Fall 2022		
		1st Major	2nd Major	Total	1st Major	2nd Major	Total	1st Major	2nd Major	Total
Department of Music***	Music	5	0	5	5	0	5	5	0	5
	Total	5	0	5	5	0	5	5	0	5
Department of Nursing	Nursing	34	0	34	50	0	50	30	0	30
	Total	34	0	34	50	0	50	30	0	30
Department of Political Science**	Political Science	31	4	35	21	3	24	30	1	31
	Total	31	4	35	21	3	24	30	1	31
Department of Psychology & Human Services	Human Services	150	4	154	114	1	115	122	0	122
	Psychology	74	2	76	79	3	82	83	0	83
	Total	224	6	230	193	4	197	205	0	205
Department of Visual Arts***	Visual Arts	15	0	15	15	0	15	21	0	21
	Total	20	0	20	20	0	20	21	0	21
Undergraduate Students with Declared Majors Total		930	66	996	914	39	953	915	27	942
Non-Degree Seeking Students		3	0	3	4	0	4	8	0	8
Undergraduate Students with Undeclared Majors		962	0	962	849	0	849	789	0	789
Undergraduate Students Total		1,895	66	1,961	1,767	39	1,806	1,712	27	1,739

(**) At the end of 2020-2021 academic year, the Department of History, Political Science, Philosophy and Religion was split into the following two departments: 1) The Political Science department 2) The History, Pan Africana Studies, Philosophy and Religion

(***) In 2022-2023 academic year, the Department of Visual and Performing Arts was split into the following two departments: 1) The Department of Music 2) The Department of Visual Arts.

Enrollment by Majors - Graduate Students

Department	Major Graduate	Fall 2020			Fall 2021			Fall 2022		
		1st Major	2nd Major	Total	1st Major	2nd Major	Total	1st Major	2nd Major	Total
Department of Business & Entrepreneurial Studies	Finance	14	0	14	13	0	13	12	0	12
	Management	13	0	13	7	0	7	7	0	7
	Total	27	0	27	20	0	20	19	0	19
Department of Counseling & Human Services	Counseling	1	0	1	0	0	0	0	0	0
	Total	1	0	1	0	0	0	0	0	0
Department of Education	Early Childhood Education	46	0	46	43	0	43	45	0	45
	Educational Leadership	43	0	43	35	0	35	14	0	14
	Total	89	0	89	78	0	78	59	0	59
Department of Psychology & Human Services	Human Services	57	0	57	48	0	48	32	0	32
	Total	57	0	57	48	0	48	32	0	32
Graduate Students with Declared Majors Total		174	0	174	146	0	146	110	0	110
Non-Degree Seeking Students		8	0	8	3	0	3	2	0	2
Graduate Students Total		182	0	182	149	0	149	112	0	112
Total (Undergraduate and Graduate Students)		2,077	66	2,143	1,916	39	1,955	1,824	27	1,851



Degrees Conferred

Degrees Conferred - Undergraduate Level

Academic Level	Majors	2019-2020	2020-2021	2021-2022
Undergraduate	Accounting	3	10	14
	Anthropology	2	1	5
	Biochemistry and Molecular Biology	4	9	4
	Biology	21	40	22
	Chemistry	1	0	2
	Computer Science	15	20	9
	Criminal Justice	28	53	45
	Engineering Science	2	2	0
	English Liberal Arts	5	8	7
	Environmental Science	0	1	0
	Finance	6	13	9
	French	0	0	0
	General Science	0	4	5
	Health Science	38	51	60
	History	0	1	0
	Human Services	60	66	46
Information Technology	5	4	7	

Number of Degrees Conferred shows only 1st major. A “year” here denotes the period from July 1st to June 30th.

Source: Integrated Postsecondary Education Data System (IPEDS)

Academic Level	Majors	2019-2020	2020-2021	2021-2022
Undergraduate	Liberal Studies	0	0	1
	Management	25	22	28
	Mass Communications	45	39	37
	Mathematics	3	2	0
	Music	2	0	1
	Nursing	26	16	0
	Pan-Africana Studies	4	5	6
	Philosophy	0	2	2
	Physics	0	0	0
	Political Science	15	18	16
	Psychology	19	27	24
	Religion	1	0	0
	Sociology	3	14	11
	Spanish	1	1	2
	Visual Arts	3	7	5
Undergraduate Degrees Conferred Total		337	436	368

Number of Degrees Conferred shows only 1st major. A “year” here denotes the period from July 1st to June 30th.
 Source: Integrated Postsecondary Education Data System (IPEDS)

Degrees Conferred - Graduate Level

Academic Level	Majors	2019-2020	2020-2021	2021-2022
Graduate	Counseling	12	1	1
	Early Childhood and Special Education	8	6	15
	Early Childhood Education	10	7	6
	Educational Leadership and Administration	5	12	27
	Finance	13	8	5
	Human Services	41	32	29
	Management	15	9	2
Graduate Degrees Conferred Total		104	75	85
Total (Undergraduate and Graduate Degrees Conferred)		441	511	453

A “year” here denotes the period from July 1st to June 30th.

Source: Integrated Postsecondary Education Data System (IPEDS)



Financial Status

Financial Status

REVENUES BY SOURCE (CORE REVENUES)	2018-2019	2019-2020	2020-2021
Tuition and Fees	\$16,018,939	\$15,321,664	\$13,218,829
State Appropriations	\$14,869,000	\$15,166,000	\$15,166,000
Federal Grants and Contracts	\$11,865,642	\$17,695,510	\$24,449,098
Private Gifts (Unrestricted)	\$652,959	\$680,507	\$642,007
Private Gifts (Temporary Restricted)	\$564,003	\$745,942	\$1,650,836
Other Revenues	\$19,990,560	\$15,410,621	\$4,393,111
Total Revenues and Investment Return	\$63,961,103	\$65,020,244	\$59,519,881
% State Appropriation/Total Revenues	23.2%	23.3%	25.5%
Endowment Assets *	\$44,137,515	\$45,469,662	\$57,007,261

* Endowment assets indicate the end of the fiscal year values.

Source: Integrated Postsecondary Education Data System (IPEDS)

Cost of Attendance - Undergraduate and Graduate Students by Residency Status

Academic Level	Academic Year	Residency Status	Tuition	Fees	Room	Board
Undergraduate	2022-2023	In-state	\$8,476	\$3,434	\$5,686	\$4,844
		Out-of-state	\$14,144	\$4,312	\$5,686	\$4,844
	2021-2022	In-state	\$8,228	\$3,328	\$5,374	\$4,702
		Out-of-state	\$13,732	\$4,180	\$5,374	\$4,702
	2020-2021	In-state	\$8,026	\$3,240	\$4,242	\$3,712
		Out-of-state	\$13,396	\$4,072	\$4,242	\$3,712
Graduate	2022-2023	In-state	\$10,106	\$1,168		
		Out-of-state	\$17,636	\$1,306		
	2021-2022	In-state	\$10,106	\$1,168		
		Out-of-state	\$17,636	\$1,306		
	2020-2021	In-state	\$10,106	\$1,168		
		Out-of-state	\$17,636	\$1,306		

Source: Integrated Postsecondary Education Data System (IPEDS)



Financial Aid

Financial Aid – Total and Average

Scholarship/Grants, Pell Grants and Federal Student Loans of Undergraduate Students

Academic Level	Academic Year	Scholarships or Grants	Pell Grants	Federal Student Loans
Total Amount	2020-2021	\$21,667,553	\$5,944,053	\$9,384,358
	2019-2020	\$19,462,428	\$6,477,195	\$12,218,113
	2018-2019	\$18,744,988	\$6,671,608	\$12,849,384
Average Amount	2020-2021	\$11,470	\$5,093	\$6,732
	2019-2020	\$10,131	\$4,963	\$7,286
	2018-2019	\$10,328	\$4,821	\$7,272

Source: Integrated Postsecondary Education Data System (IPEDS)

Fact Book Definitions

The purpose of this page is to define the terms used in the Fact Book as employed by Lincoln University to help the reader use the information in the tables and charts.

1. **Academic year** - the year beginning August and ending May.
2. **Admitted students** - Applicants that have been granted an official offer to enroll in a postsecondary institution
3. **Applicant** - An individual who has fulfilled the institution's requirements to be considered for admission (including payment or waiving of the application fee, if any) and who has been notified of one of the following actions: admission, nonadmission, placement on waiting list, or application withdrawn by applicant or institution.
4. **Classification of Instructional Programs (CIP)** - taxonomy for classification of instructional programs.
5. **Degrees Conferred** – Total numbers of degrees awarded.
6. **Endowment Assets** - Gross investments of endowment funds, term endowment funds, and funds functioning as endowment for the institution and any of its foundations and other affiliated organizations.
7. **Financial Aid** - Federal Work Study, grants, loans to students (government and/or private), assistantships, scholarships, fellowships, tuition waivers, tuition discounts, employer aid (tuition reimbursement) and other monies (other than from relatives/friends) provided to students to meet expenses. This excludes loans to parents.
8. **First-time student**- a student who has no prior postsecondary experience attending any institution for the first time at the undergraduate level. This includes students enrolled in the fall term who attended college for the first time in the prior summer term, and students who entered with advanced standing (college credits or postsecondary formal award earned before graduation from high school).
9. **First-year student** - a student who has completed less than the equivalent of 1 full year of undergraduate work; that is, less than 30 semester hours (in a 120-hour degree program)
10. **Full-time Student** - Undergraduate: A student enrolled for 12 or more semester credits, or 12 or more quarter credits, or 24 or more clock hours a week each term. Graduate: A student enrolled for 9 or more semester credits, or 9 or more quarter credits, or a student involved in thesis or dissertation preparation that is considered full-time by the institution. Doctor's degree - Professional practice - as defined by the institution.
11. **Graduation Rate** - The rate required for disclosure and/or reporting purposes under Student Right-to-Know Act. This rate is calculated as the total number of completers within 150% of normal time divided by the revised adjusted cohort.
12. **Part-time Student** - Undergraduate: A student enrolled for either less than 12 semester or quarter credits, or less than 24 clock hours a week each term. Graduate: A student enrolled for less than 9 semester or quarter credits.
13. **Pell Grant Program** - (Higher Education Act of 1965, Title IV, Part A, Subpart I, as amended.) Provides grant assistance to eligible undergraduate postsecondary students with demonstrated financial need to help meet education expenses.
14. **Retention Rate** - A measure of the rate at which students persist in their educational program at an institution, expressed as a percentage. For four-year institutions, this is the percentage of

first-time bachelors (or equivalent) degree-seeking undergraduates from the previous fall who are again enrolled in the current fall. For all other institutions this is the percentage of first-time degree/certificate-seeking students from the previous fall who either re-enrolled or successfully completed their program by the current fall.

15. **SAT** - Previously known as the Scholastic Aptitude Test, this is an examination administered by the Educational Testing Service (ETS) and used to predict the facility with which an individual will progress in learning college-level academic subjects.
16. **Scholarships** - Grants-in-aid, trainee stipends, tuition and required fee waivers, prizes or other monetary awards given to undergraduate students.
17. **Student levels - Undergraduate** - those students enrolled in programs leading to a BA or BS degree. **Graduate** - those students enrolled in the graduate programs, which leads to a master's degree.
18. **Student enrollment status - Full-time students** - those undergraduate students who are registered for 12 or more credit hours in a term and those graduate students who are registered 9 or more credit hours in a term. **Part-time students** - those undergraduate students who are registered for less than 12 credit hours in a term and those graduate students who are registered for less than 9 credit hours in a term.



OFFICE OF INSTITUTIONAL EFFECTIVENESS, RESEARCH, AND PLANNING
1570 BALTIMORE PIKE
JOHN MILLER DICKEY HALL, SECOND FLOOR
LINCOLN UNIVERSITY, PA 19352
OEIRP@LINCOLN.EDU