

NORTH CAROLINA
INDEPENDENT
COLLEGES & UNIVERSITIES



Pivoting in a Pandemic

2019-2020 ANNUAL REPORT

About Our 36 Institutions

88,321 **Fall 2019 enrollment** 
(65,124 undergrads & 23,197 graduate students)



Every county in NC

Every state in the US



77 foreign countries

ECONOMIC POWERHOUSE

**North Carolina Colleges and Universities combined employ more than
66,000 people making the sector the largest private employer in the state.**

*Front Cover photos, top: Methodist University; middle, left to right: Gardner-Webb University, Cabarrus College of Health Sciences, Wake Forest University; bottom: Shaw University
Inside Front Cover photo: Cabarrus College of Health Sciences*

2019-2020 Annual Report

OF NORTH CAROLINA INDEPENDENT COLLEGES AND UNIVERSITIES



Nathan O. Hatch



Jeff Stoddard

Private higher education traces its roots to the late 1770s and early 1800s when colleges began to be established across the state. But this has been a year like no other for North Carolina Independent Colleges and Universities and for all of us in higher education. The COVID-19 pandemic required us to reorient our approach to teaching as classes moved to remote learning in a matter of days. We are grateful to NCICU for its constant support of our 36 independent colleges and universities, and its leadership at the state and national levels as the higher education community dealt with these profound challenges and the resulting financial impacts.

NCICU kept our campus presidents connected with regular updates on state and national legislation, and hosted Zoom discussions with multiple administrative groups to share issues and ideas for moving forward as health conditions evolved.

We commend NCICU for its years of experience representing independent higher education, especially in the areas of state and federal public policy. That experience yielded the critical insight and context of the impact of COVID-19, which together with data-supported requests, enabled NCICU to make the case for the need to provide support for our colleges. NCICU worked closely with members of the North Carolina General Assembly to present information outlining the magnitude of the effects of COVID-19 on private colleges and universities. In the end, the North Carolina General Assembly appropriated \$20 million in NC COVID-19 Relief Funds to help private college and university students and families who have been affected by COVID-19.

Throughout the year, NCICU continued its work on six grant projects which will enhance teacher preparation programs, add articulation agreements with Louisburg College and our community college partners, and increase collaboration among campus libraries.

We applaud the extensive efforts of the Independent College Fund and our outstanding donors who provided \$2.4 million for scholarship support, technology, and programs during the 2019-20 campaign. We also note NCICU's impressive recruitment and support of collaborative business partners. More than 65 businesses provide opportunities for NCICU colleges and universities to work together to reduce costs and to expand services and products offered to students, faculty, and staff.

As a reflection of this challenging year, this report provides a broad overview of NCICU's dedication to, and excellent work on behalf of, North Carolina's private higher education sector, demonstrating the exceptional value and importance of our 36 independent colleges and universities to the State of North Carolina and to the advancement of education globally.

Nathan O. Hatch,
Chair, NCICU Board of Directors,
President, Wake Forest University

Jeff Stoddard,
Chair, ICFNC Advisory Board,
SunTrust, Now Truist

Year in Review



Bennett College President Suzanne Walsh shares insights with Development officers.

NCICU began the 2019-20 year with a full complement of activities, grant-funded projects to manage, legislation to monitor, policy issues to address, and new initiatives ready to launch.

- In October and December, day-long conferences for 16 administrative groups, including Deans of Student Affairs, Financial Aid Directors, Directors of Institutional Research, and CFOs were held.
- NCICU worked closely with members of the General Assembly which appropriated \$2.4 million in additional funds to the North Carolina Scholarship for Children of Wartime Veterans and provided funds for NCICU Campus Police to participate in professional development programs at community colleges.
- This year, more than \$420,000 in grants for six separate projects were being administered.

January 2020 began with successful two-day conferences for our Development and Communications groups, followed by the 2020 Ethics Bowl, our largest annual event. We were well into plans for the Annual Meeting of our board of directors when the Coronavirus was recognized as a serious threat.

The next four months were spent in consultation with our presidents as they formulated responses to the pandemic, daily communication with national higher education associations mitigating the impact on our colleges and lobbying for federal funds for students and to support campus losses, and keeping state legislators apprised of the impact on our colleges. A comprehensive look at this whirlwind of activity can be found beginning on page 8.

"I look forward to the annual NCICU administrative group meeting because it gives me a chance to connect with my colleagues at NCICU schools, many of whom I now rely on for guidance or support throughout the year. I leave this meeting feeling refreshed, recharged and more confident than ever in the value of the work of NCICU and its institutions."

JAY PFEIFER, DIRECTOR OF MEDIA RELATIONS, DAVIDSON COLLEGE

NCICU's Economic Development

Council, composed of

representatives from our

36 colleges and universities, was

established to foster the involvement

of our colleges and universities in

economic development at the local,

regional, and state levels.

Grant Projects

• Digital Learning Initiative (DLI)

Funded by the North Carolina General Assembly through the NC Department of Public Instruction, the \$80,000 DLI grant focused on developing a professional development strategy for faculty at the State's Educator Preparation Programs (EPPs). Workgroups, consisting of representatives from NCICU and UNC EPPs, met jointly throughout the year to establish Digital Learning Competencies and Rubrics for Educator Prep Programs.

• Lumina/CIC Reverse Transfer Grant

NCICU received a \$30,000 grant from the Council of Independent Colleges, which was matched by \$25,000 from the Lumina Foundation and \$5,000 from the North Carolina Community College System to develop a Reverse Transfer program. Two-year college students who transfer to a four-year institution before completing an Associate's degree can take the remaining required courses at the four-year institution, then transfer the credits back to the two-year college to be awarded the associate degree by the two-year institution.

• Teagle/CIC Community College Transfer Pathways Grant

The Teagle Foundation awarded the Council of Independent Colleges a \$400,000 grant for a three-year project to determine best practices for community college to private college pathways that can be replicated in other states. NCICU received \$81,312.63 of the grant funds, and with 14 NCICU institutions paired with 14 two-year colleges, is developing pathways in psychology and sociology.

• First Opportunity Partners Grant

NCICU has received a \$27,500 First Opportunity Partners Grant from the Council of Independent Colleges to develop a Minority Male Mentoring program. NCICU is seeking matching funds to complete funding for the grant which is designed to provide a variety of types of support to male students of color with a goal of increasing their college success. This program is part of a broader effort to assist campuses on issues and efforts underway to support Diversity, Equity and Inclusion.

• Library Services and Technology Act (LSTA) Grant

An \$81,000 Library Services and Technology Act (LSTA) grant brought together Library Directors and Chief Academic Officers from NCICU's 36 campuses to develop ideas and long-term support for a collaborative approach to sharing services and resources used by nearly 90,000 students, faculty, and staff. The grant was supplemented by a \$4,500 Planning Grant from the Council of Independent Colleges that was matched by NCICU donors.

• Gateways to Completion

This \$87,500 grant from the Council of Independent Colleges and the estate of Trent Ragland allowed NCICU to identify practical, fundamental methods to guide the successful use of learner analytics in gateway courses that have a historically high failure rate at 13 NCICU institutions.

Ethics Bowl

Despite a snowy weekend in February, 22 campus teams explored the topic of Ethics in Agriculture at the 9th annual NCICU Ethics Bowl. High Point University faced Salem College and Belmont Abbey College faced North Carolina Wesleyan College in the semifinal rounds discussing the ethics of producing genetically modified and/or gene-edited food. In the finals, the High Point team was named champion

over Belmont Abbey after exploring what ethical responsibilities the United States has to support the agricultural industry in securing the qualified workers that it needs.

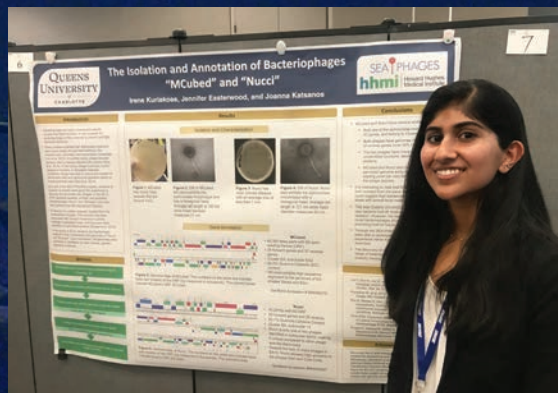
At a banquet on Friday evening, Chef Vivian



ABOVE: 2020 Ethics Bowl champions, High Point University

Howard discussed her experience as the child of farmers in eastern North Carolina and the impact that has on her restaurants and businesses today.

State of NC Undergraduate Research Symposium



More than 800 students - 200 from NCICU campuses - participated in the North Carolina Undergraduate Research and Creativity Symposium, which was held at Duke University in November. The symposium provides undergraduate scholars in all fields a forum to share the results of their work through posters, presentations, performances, and works of art.

NCICU campuses awarded stipends to eight students to support the research they showcased at the symposium. In addition, two students from NCICU campuses were among five who have received the symposium's highest honor, the 2019-20 Barthalmus Research Award — a monetary award given to a sophomore.

LEFT: Irene Kuriakose from Queens University of Charlotte

NCICU Staff

- A. Hope Williams, *president*
- Tom West, *vice president for government relations and general counsel*
- Denise Adams, *Digital Learning Initiative coordinator*
- Sandy M. Briscar, *director of communications*
- Steve Brooks, *senior advisor*
- Melanie Chrisp-Thorpe, *associate director, Independent College Fund of North Carolina*
- Tom Clark, *Library Collaborative coordinator*
- Gwenn Hobbs, *executive assistant to the president and office manager*
- Vicki Humphreys, *director of information technology*
- Colleen Kinser, *director, Independent College Fund of North Carolina*
- Phil Kirk, *advisor, community relations*
- Rebecca B. Leggett, *director of programs*
- Carrie Mata, *director of research*

“As a judge for the NCICU Ethics Bowl for the past four years, I get to experience first-hand the future of our country and world. These young scholars are so inspirational and should give us all hope for the future. It’s literally one of my favorite events each year!”

**LIZ MORSE, MANAGING DIRECTOR,
CLIENT ENGAGEMENT AND
NATIONAL ADVOCACY, TIAA**

NCICU Collaborative Programs

NCICU helps North Carolina's 36 independent colleges and universities connect with businesses through a range of programs that promote best practices, cost savings, the sharing of information and, where appropriate, the coordination of services.

DIRECT CONTRACT AFFILIATES:

Negotiated by NCICU to provide discounts to all campuses

- Acadeum (formerly College Consortium)
- Adobe CLP Student Licensing Agreement
- Allied 100/AED Superstore
- CBIZ
- CFI (College Foundation, Inc.)
- CDW Government (CDW-G)
- CITI Training
- DeWeese Grove and Associates
- Diligence, LLC
- DocuSource
- Elinvar
- EnviroSafe
- Eric Ryan Corporation
- First American Equipment Finance
- Forms & Supply (FSI)
- Arthur J. Gallagher & Company, Inc.
- GDS Transnational
- Inside Higher Ed Careers
- Microsoft EES Agreement
- Microsoft Student, Faculty and Staff Select Agreement
- National Utility Review
- NCICU Tuition Exchange
- Net Zero USA

- OptimalResume™
- SecurEdge
- Staples Advantage
- ThankView
- Transact Campus, Inc.
- UnitedHealthcare Student Resources
- VMWare

BUSINESS AFFILIATES:

Companies/service providers that have a current, successful working relationship with at least one NCICU campus

- ADAVICO
- Adirondack Solutions
- AffinityLTC, LLC
- Apogee
- Aramark
- BDO
- Blackboard
- Brown Edwards
- Captrust
- Carolinas IT, a Logically Company
- CFI (EX\$EL and Verification)
- Cherry Bekaert
- Corporate Risk Management
- CORT
- CPL
- EDC Build Well

- Elinvar
- First American Education Finance
- Harvest Table Culinary Group
- Honeywell
- HRP Associates, Inc.
- Jenzabar
- Marsh & McLennan Agency
- McMillan Pazdan Smith
- Metz Culinary Group
- Millennium Advisory Services
- Moseley Architects
- NetEffect Technologies
- PNC
- Regions Bank
- Quinn Evans Architects
- SunTrust, Now Truist
- Transact
- Vemo Education
- Womble Bond Dickinson

GROUP PURCHASING PROGRAMS:

Organizations/agencies that aggregate purchasing power to provide significant discounts from a number of statewide and national companies and service providers

- Coalition for College Cost Savings
- Educational and Institutional Cooperative (E&I)
- State of North Carolina E-Procurement

About Our Students

42%

of undergraduates attending NCICU colleges and universities are students of color

52%

of undergraduates are NC residents

50%

of NC undergraduate students at NCICU colleges and universities received the federal Pell Grant

NCICU helps provide the supply of college graduates in high-demand fields such as:

24%

NURSING

27%

EDUCATION

19%

**COMPUTER
SCIENCE**

29%

ACCOUNTING

98%

**PHYSICIAN'S
ASSISTANT**

Pivoting in a Pandemic



“During this COVID-19 crisis, NCICU staff members were the calm voice of reason, always willing to help in any way possible. They were there to walk us through the CARES Act, PPP Loan information, vendors who may be helpful with supplies, and updates from the Governor’s office. The CFO Zoom meetings have also been a good way to share ideas, get questions answered, and see what other colleges are doing.”

ROBIN S. LESLIE, VICE PRESIDENT FOR FINANCE/CFO, PFEIFFER UNIVERSITY

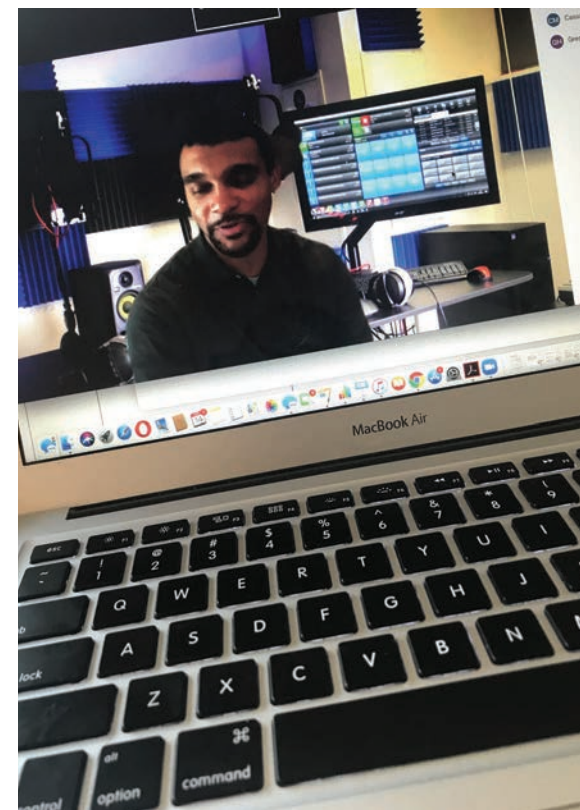
The New Year — January 2020 — heralded the return of students, faculty and staff to North Carolina's 36 independent colleges and universities across the state. Classes began, research continued, the basketball season and other athletic competitions resumed and extra-curricular activities and plans moved forward for the spring semester.

Then, at the end of January, the North Carolina Department of Health and Human Services sent out an advisory creating awareness and expressing concern about a highly contagious virus, the Coronavirus. This was the first state alert that the disease, then ravaging the city of Wuhan, China, could be coming to the United States. Given the number of North Carolina's independent college and university students who study abroad and the faculty who travel widely, NCICU forwarded the alert to Deans of Student Affairs to share with campus health directors and others on campus.

Awareness of the Coronavirus — dubbed COVID-19 — and its spread began to grow, and on February 28, Governor Roy Cooper announced an effort to assess the virus' impact on North Carolina citizens and to develop plans for the state's response. At this time, college leaders were also making plans and evaluating options based on the potential disruptions the virus could cause.

On March 3, the first COVID-19 case was reported in North Carolina. By the end of that week, NCICU was gathering information from multiple national and state sources and facilitating virtual meetings with presidents about the status of the virus and contingency plans for students and academic delivery. As the Governor was crafting executive orders, NCICU moved quickly to propose language which would include educational institutions as essential businesses. This allowed many of our international, out-of-state, and homeless students to be able to stay on campus rather than being forced out when the Governor's Shelter in Place order went into effect. We began working closely with state government leaders in the Governor's office, the General Assembly, the Department of Health and Human Services, and the Division of Emergency Management, and we are so grateful for the collaboration with and support from those offices.

On March 4, NCICU launched an Emergency Preparedness listserv to provide information to our campuses from state and national sources as it was received. More than 175 of our campus colleagues signed up for the listserv in the first 24 hours. Campus leaders discussed decisions they were considering during dozens of virtual meetings among administrative groups to share ideas and to clarify state and national policies and guidance. These meetings were critical examples of the benefits

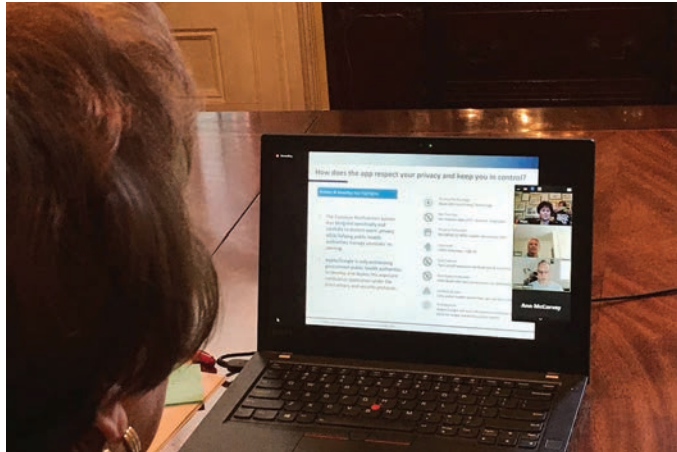


Shaw University virtual class

of sharing ideas with colleagues across the state to take advantage of the best approaches to protect the health and safety of campus communities.

By mid-March, most NCICU campuses announced they were moving to remote instruction for the

continued



NCICU President Hope Williams participates in a Zoom meeting with the NC Department of Health and Human Services.

remainder of the semester, with many students learning of those decisions just prior to or during spring break. While campuses were focusing on implementing remote learning options and helping students return to their homes where possible, NCICU was in constant communication with them and also with federal and state policy makers. Working with North Carolina's congressional delegation, the National Association of Independent Colleges and Universities (NAICU) and the American Council on Education (ACE) allowed us to provide input based on the needs of NCICU campuses for national and state relief aid.

NCICU and independent college and university presidents contacted members of United States

House and Senate and their staffs, both to provide context for the challenges colleges and students were facing and to propose how CARES Act funds could be used most effectively. NCICU joined state offices of private higher education and individual colleges and universities across the country in signing on to a number of ACE letters seeking multiple types of policy and financial support, including liability protection for colleges and universities. We

presented our sector's request to the North Carolina General Assembly for support from funds coming to the State from the federal CARES Act and we deeply appreciate the positive response. The General Assembly provided \$20 million in NC COVID-19 Relief Funds for private colleges and universities to award to North Carolina students and families affected by COVID-19 and to help colleges with the costs of moving to remote learning. In addition, Governor Cooper approved NCICU's request for support from his discretionary CARES Act funding, resulting in \$4 million in state financial assistance for North Carolina students.

As North Carolina's K-12 schools also moved to remote learning, NCICU and the NC Department of Public Instruction (NCDPI) developed a strategy to ensure that COVID-19's effects and the change in delivery of learning were not detrimental to high

school seniors' plans to attend college in the fall. NCICU and NCDPI provided contact information for high school graduates so that campuses could contact students and provide them information about college opportunities and scholarships. NCICU and individual independent colleges and universities have been dedicated to reaching these students to assure them that even with the COVID-19 challenges in their senior year of high school — attending college in the fall would still be possible.

As NCICU and campuses ended the academic year in June, administrative groups continued to meet virtually to talk about lessons learned, reopening protocols, and plans for fall semester classes. All our campuses have benefited from the experiences of others as they problem-solved the complex and unprecedented issues we face in this pandemic.

The agility, resilience and flexibility of North Carolina's independent higher education institutions have been evident for more than two centuries. These traits continue to serve our colleges, our students and our families well as we adapt to the COVID-19 environment and make plans for the future. During this time, NCICU remains committed to being a voice for private higher education in North Carolina and to advocating for our 36 colleges and universities and the nearly 90,000 students who attend them.

Keeping College Accessible

The number of North Carolinians attending our independent colleges and universities continues to grow as does their financial need. In addition to the North Carolina Need-Based Scholarship, 50 percent of NC students on our campuses received federal Pell Grants. Keeping college accessible for students and their families is a priority for our 36 institutions. Every institution provides funds to assist students with financial need. Campuses partner with federal and state government to provide an aid package designed to keep enrollment affordable.

CRITICAL STATE INVESTMENT

For the State investment of 2% of North Carolina's higher education budget, NCICU colleges and universities award 1 in 4 bachelor's degrees and 1 in 3 graduate and professional degrees in North Carolina.

**This
Year:**



50%
of NC students are
Pell Grant eligible

\$960 Million
contributed in
institutional aid

\$88.9 Million
appropriated by NC General
Assembly for NC students at
private colleges and universities

"I am currently enrolled at Belmont Abbey College in the Business Management Adult Degree Program. I work a full-time job to support my family of four and attend the college through their adult degree program with classes taken online and in class on evenings during the week. This scholarship greatly helps my family and I to be able to afford college and help further my career."

NATHANIEL FRISBEE

Opportunities for Giving

THE INDEPENDENT COLLEGE FUND OF NORTH CAROLINA

North Carolina's 36 independent colleges and universities continually seek partners who will help keep tuition affordable for their students. To assist the campuses in securing that support, the Independent College Fund of North Carolina (ICFNC), an arm of NCICU, works closely with the corporate and foundation communities to invest in scholarships and other programs to support our students.

GIVING OPPORTUNITIES INCLUDE:

- General Scholarship Gifts
- Named Scholarship Gifts
- Gifts-In-Kind
- Student Enrichment Programs

INDEPENDENT COLLEGE FUND OF NORTH CAROLINA **\$2.4 Million** RAISED IN 2019-2020

- Scholarship support: **\$761,439.69**
- Programs and sponsorships: **\$533,947.63**
- In-Kind: **\$1,100,451.53**

2019-2020 Honor Roll

OF DONORS & SPONSORS

CORNERSTONE

(\$100,000 and above)

- Blue Cross Blue Shield of North Carolina
- The Council of Independent Colleges
- CIC/UPS Educational Endowment Fund
- SAS Institute*

BENEFACTOR

(\$50,000-\$99,999)

- John M. Belk Endowment
- Wells Fargo Foundation, 62 years

PARTNER

(\$25,000-\$49,999)

- Dominion Energy, 57 years
- Lumina Foundation
- Womble Bond Dickinson**

ASSOCIATE

(\$10,000-\$24,999)

- Alwinell Foundation
- The Bolick Foundation, 66 years
- Broyhill Family Foundation, Inc., 51 years
- Burlington Industries Foundation, 57 years
- James E. and Mary Z. Bryan Foundation
- The Duke Energy Foundation, 61 years
- George Foundation, 56 years
- The Universal Leaf Foundation, 59 years
- The VF Foundation

SUSTAINER

(\$5,000-\$9,999)

- CapTrust
- The Dickson Foundation, Inc., 54 years
- EDC Build Well
- Friends of Campbell University
- High Point University
- Mount Olive Pickle Company
- North Carolina Community Colleges System Office
- R.A. Bryan Foundation, Inc., 59 years
- W. Trent Ragland, Jr. Foundation, 62 years
- SunTrust Banks, Inc.
- TIAA
- Dr. A. Hope Williams
- The Wren Foundation

CONTRIBUTOR

(\$3,000-\$4,999)

- Bridgestone Americas Trust Fund, 59 years
- CAPTRUST
- Cherry Bekaert, LLP
- Coca-Cola Bottling Co. Consolidated
- Credo
- Elevate Textiles
- Fidelity Investments
- First American Education Finance
- Friends of Catawba College
- Friends of Meredith College
- Friends of William Peace University
- Friends of Wingate University
- Grady-White Boats, Inc.
- North Carolina Pork Council
- The Piedmont Natural Gas Foundation, 52 years

- Sherrod and Margaret Salsbury Foundation
- Southern Bank Foundation

FRIEND

(up to \$2,999)

- The A.B. Carter, Inc. Fund
- AC Corporation
- ADAVICO
- Adirondack Solutions, Inc.
- Ads Infinitum
- AFFINITYLTC, LLC
- Mr. Ernest Alexander
- Apogee Telecom, Inc.
- Aramark Corporation*
- Ms. Emily Baranello
- BDO, USA, LLP
- Bernhardt Furniture Company, 61 years
- Best Commercial Development
- Biltmore Farms, LLC, 55 years
- The Blumenthal Foundation, 53 years
- The Borden Fund, Inc., 50 years
- Mr. Sam Boyce
- Mr. Donald Brady
- Ms. Sandy Briscar
- Mr. James E. Brown, Jr.
- Brown, Edwards, & Company, LLP
- Mr. William H. Bryan
- Ms. Karen Calhoun
- Capital Development Services
- Carnegie Dartlett LLC
- Carolina Foods, Inc.
- Catering Works*
- Ms. Melanie Chrisp-Thorpe
- Clancy & Theys Construction Co.
- Corporate Risk Management, Inc.
- CORT
- Ms. Laura Beals Davidson
- Ms. Margaret Wren de St. Aubin
- Ebsco Industries, Inc.
- Elinvar
- Ms. Frances G. Fontaine
- Friends of St. Andrews University
- Gale, A Cengage Company
- Garriss Evans Lumber Co. Inc.
- Ms. Patti Gillenwater
- Gregory Poole Equipment Company
- Ms. Leslie Hayes
- Ms. Julie Hampton
- Harvest Table Culinary Group*
- Ms. Gwenn H. Hobbs
- Honeywell
- Hornwood, Inc., 53 years
- HRP Associates, Inc.
- Vicki Humphreys
- Jenzabar, Inc.
- Joseph Dave Foundation, 66 years
- Ketchum
- Glenn E. and Addie G. Ketner Family Foundation, 53 years
- Ms. Colleen M. Kinser
- Logically
- Ms. Rebecca Leggett
- M&J Foundation
- McMillan Pazdan Smith, LLC.
- Mr. Donald McNeill
- Millennium Advisory Services, Inc.
- Moseley Architects
- Ms. Christine Motherwell
- Neteffect Technologies

- North Carolina Electric Membership Corporation
- North Carolina Technology Association
- Ms. Amee H. Odom
- Mr. Michael A. Paulus
- Pentegra Services, Inc.
- Mr. Mitchell W. Perry
- ProQuest
- Mr. Brooks T. Raiford
- Ms. Elizabeth L. Riley
- Sageview
- Ms. Delores Sides
- Mr. Harvard Smith
- Mr. Matthew Socha
- Southco Distributing Company
- Stephenson Millwork Company, Inc.
- Mr. and Mrs. Jeff and Jan Stoddard
- Stonecutter Foundation, Inc., 60 years
- Transact
- VisionPoint Marketing
- Wegmans Food Markets, Inc.
- Mr. and Mrs. Dana and Tom West
- Ms. Georgia E. Williams
- Ms. Katherine R. Winslow
- Ms. Winnie Wiseman
- Ms. Pamela R. Wood
- Wyatt-Quarles Seed Company

* In-Kind Gift

** In-Kind and Sponsorship Support Increased Gift

NCICU and all 36 independent colleges and universities are tax-exempt under section 501(c)(3) of the U.S. Internal Revenue Code. Contributions are fully tax-deductible as provided by law.

Board of Directors

The presidents of each of the 36 independent colleges and universities in the state comprise the NCICU Board of Directors

- **BARTON COLLEGE**
Wilson, Est. 1902, Dr. Douglas Searcy, *President*
- **BELMONT ABBEY COLLEGE**
Belmont, Est. 1876, Dr. William Thierfelder, *President*
- **BENNETT COLLEGE**
Greensboro, Est. 1873, Suzanne Walsh, *President*
- **BREVARD COLLEGE**
Brevard, Est. 1853, Dr. David Joyce, *President*
- **CABARRUS COLLEGE OF HEALTH SCIENCES**
Concord, Est. 1942, Dr. Cam Cruickshank, *President*
- **CAMPBELL UNIVERSITY**
Buies Creek, Est. 1887, Dr. J. Bradley Creed, *President*
- **CATAWBA COLLEGE**
Salisbury, Est. 1851, Dr. Kenneth W. Clapp, J.D., *Interim President*
- **CHOWAN UNIVERSITY**
Murfreesboro, Est. 1848, Dr. Kirk E. Peterson, *President*
- **DAVIDSON COLLEGE**
Davidson, Est. 1837, Dr. Carol Quillen, *President*
- **DUKE UNIVERSITY**
Durham, Est. 1838, Dr. Vincent Price, *President*
- **ELON UNIVERSITY**
Elon, Est. 1889, Dr. Constance Ledoux Book, *President*
- **GARDNER-WEBB UNIVERSITY**
Boiling Springs, Est. 1905, Dr. William M. Downs, *President*
- **GREENSBORO COLLEGE**
Greensboro, Est. 1838, Dr. Lawrence D. Czarda, *President*
- **GUILFORD COLLEGE**
Greensboro, Est. 1837, Dr. Jane K. Fernandes, *President*
- **HIGH POINT UNIVERSITY**
High Point, Est. 1924, Dr. Nido R. Qubein, *President*
- **JOHNSON C. SMITH UNIVERSITY**
Charlotte, Est. 1867, Mr. Clarence D. Armbrister, J.D., *President*
- **LEES-McRAE COLLEGE**
Banner Elk, Est. 1900, Dr. Herbert L. King, Jr., *President*
- **LENOIR-RHYNE UNIVERSITY**
Hickory, Est. 1891, Dr. Frederick K. Whitt, *President*
- **LIVINGSTONE COLLEGE**
Salisbury, Est. 1879, Dr. Jimmy R. Jenkins, Sr., *President*
- **LOUISBURG COLLEGE**
Louisburg, Est. 1787, Dr. Gary M. Brown, *President*
- **MARS HILL UNIVERSITY**
Mars Hill, Est. 1856, Tony Floyd, J.D., *President*
- **MEREDITH COLLEGE**
Raleigh, Est. 1891, Dr. Jo Allen, *President*
- **METHODIST UNIVERSITY**
Fayetteville, Est. 1956, Dr. Stanley T. Wearden, *President*
- **MONTREAT COLLEGE**
Montreat, Est. 1916, Dr. Paul Maurer, *President*
- **NORTH CAROLINA WESLEYAN COLLEGE**
Rocky Mount, Est. 1956, Dr. Evan Duff, *President*
- **PFEIFFER UNIVERSITY**
Misenheimer, Est. 1885, Dr. Scott Bullard, *President*
- **QUEENS UNIVERSITY OF CHARLOTTE**
Charlotte, Est. 1857, Daniel Lugo, J.D., *President*
- **ST. ANDREWS UNIVERSITY**
Laurinburg, Est. 1896, Dr. Ellen Bernhardt, *Interim President*
- **SAINT AUGUSTINE'S UNIVERSITY**
Raleigh, Est. 1867, Dr. Maria Lumpkin, *Interim President*
- **SALEM COLLEGE**
Winston-Salem, Est. 1772, Dr. Susan Henking, *Interim President*
- **SHAW UNIVERSITY**
Raleigh, Est. 1865, Dr. Paulette Dillard, *President*
- **UNIVERSITY OF MOUNT OLIVE**
Mount Olive, Est. 1951, Dr. Edward Croom, *Interim President*
- **WAKE FOREST UNIVERSITY**
Winston-Salem, Est. 1834,
Dr. Nathan O. Hatch, President *
- **WARREN WILSON COLLEGE**
Asheville, Est. 1894, Dr. Lynn M. Morton, *President*
- **WILLIAM PEACE UNIVERSITY**
Raleigh, Est. 1857, Dr. Brian C. Ralph, *President*
- **WINGATE UNIVERSITY**
Wingate, Est. 1896, Dr. Rhett Brown, *President*

* *NCICU Board Chair*

ICFNC Advisory Board

Business and community leaders from across the state join 25 presidents on the Advisory Board of ICFNC

- Ernest Alexander, TIAA
- Jo Allen, Meredith College
- A. Emily Baranello,
SAS Global Education Practice
- Ellen Bernhardt, St. Andrews University
- Gary Brown, Louisburg College
- Rhett Brown, Wingate University
- Scott Bullard, Pfeiffer University
- Kelly Calabria, Ketchum
- Karen Calhoun, McMillan Pazdan Smith
- Brad Creed, Campbell University
- Edward Croom, University of Mount Olive
- Lawrence D. Czarda, Greensboro College
- Margaret Wren de St. Aubin, Wren Foundation
ICFNC Board Vice Chair
- William M. Downs, Gardner-Webb University
- Evan Duff, N.C. Wesleyan College
- Jane K. Fernandes, Guilford College
- Tony Floyd, Mars Hill University
- Patti Gillenwater, Elinvar
- Julie Hampton, BDO
- Susan Henking, Salem College
- David Joyce, Brevard College
- Lee King, Lees-McRae College
- Kenneth Clapp, Catawba College
- Daniel G. Lugo, Queens University of Charlotte
- Paul Maurer, Montreat College
- Don McNeill, Dixon Hughes Goodman
- Lynn M. Morton, Warren Wilson College
- Christine Motherwell,
Coca-Cola Bottling Company
- Kirk Peterson, Chowan University
- Reagan Greene Pruitt,
Blue Cross Blue Shield of North Carolina
- Brooks Raiford, NC Tech
- Brian Ralph, William Peace University
- Liz Riley, Womble, Bond, Dickinson
- Doug Searcy, Barton College
- Delores Sides, Elevate Textiles
- Harvard B. Smith, Universal Corporation
- Leigha Smith, Wells Fargo
- Matthew Socha, Cherry Bekaert
- Jeff Stoddard, SunTrust, Now Truist
ICFNC Board Chair
- William Thierfelder, Belmont Abbey College
- Mary Thornton, Harvest Table Culinary Group
- Tammy Thurman,
Duke Energy/Piedmont Natural Gas
- Stan Wearden, Methodist University
- Fred Whitt, Lenoir-Rhyne University
- Winnie Wiseman, Dominion Energy

The financial operations of North Carolina Independent Colleges and Universities and the Independent College Fund of North Carolina are audited by certified public accountants.

Strength, Resilience, and Innovation



NCICU and each of our 36 independent colleges and universities had to pivot quickly in March and move to remote learning to ensure the health and safety of students, faculty and staff from COVID-19 and to complete the semester successfully for students.

One of my goals during this time was to stay in close touch with our presidents and additional key administrators, other education sector leaders and organizations, and North Carolina's federal and state elected and administrative officials.

I want to express special thanks and appreciation for the support from the Governor's Office, the North Carolina General Assembly, the North Carolina Congressional Delegation and the leaders and staff of the Division of Emergency Management and the North Carolina Department of Health and Human Services. All of us have worked in close partnership to address the challenges and needs of higher education created by COVID-19 in North Carolina.

NCICU presidents and directors and staff of 16 campus academic and administrative offices from our 36 campuses, including Chief Financial Officers, Directors of Admissions, Financial Aid, and of Information Technology, work together on projects, grants, issues, professional development and problem-solving each year. This year, many of these groups joined countless NCICU-hosted virtual meetings during the pandemic to share ideas, discuss major challenges and to brainstorm how to deliver their services to meet the needs of students and employees.

We were pleased to work with the National Association of Independent Colleges and Universities and the American Council of Education on national COVID-19 policy and funding issues and thank the North Carolina Congressional Delegation for support resulting in approximately \$45m in financial assistance for North Carolina's independent colleges and universities and \$32m of support directly to students. We also want to thank the North Carolina General Assembly, which since 1972 has provided state financial aid for our North Carolina students, for the invitation to present

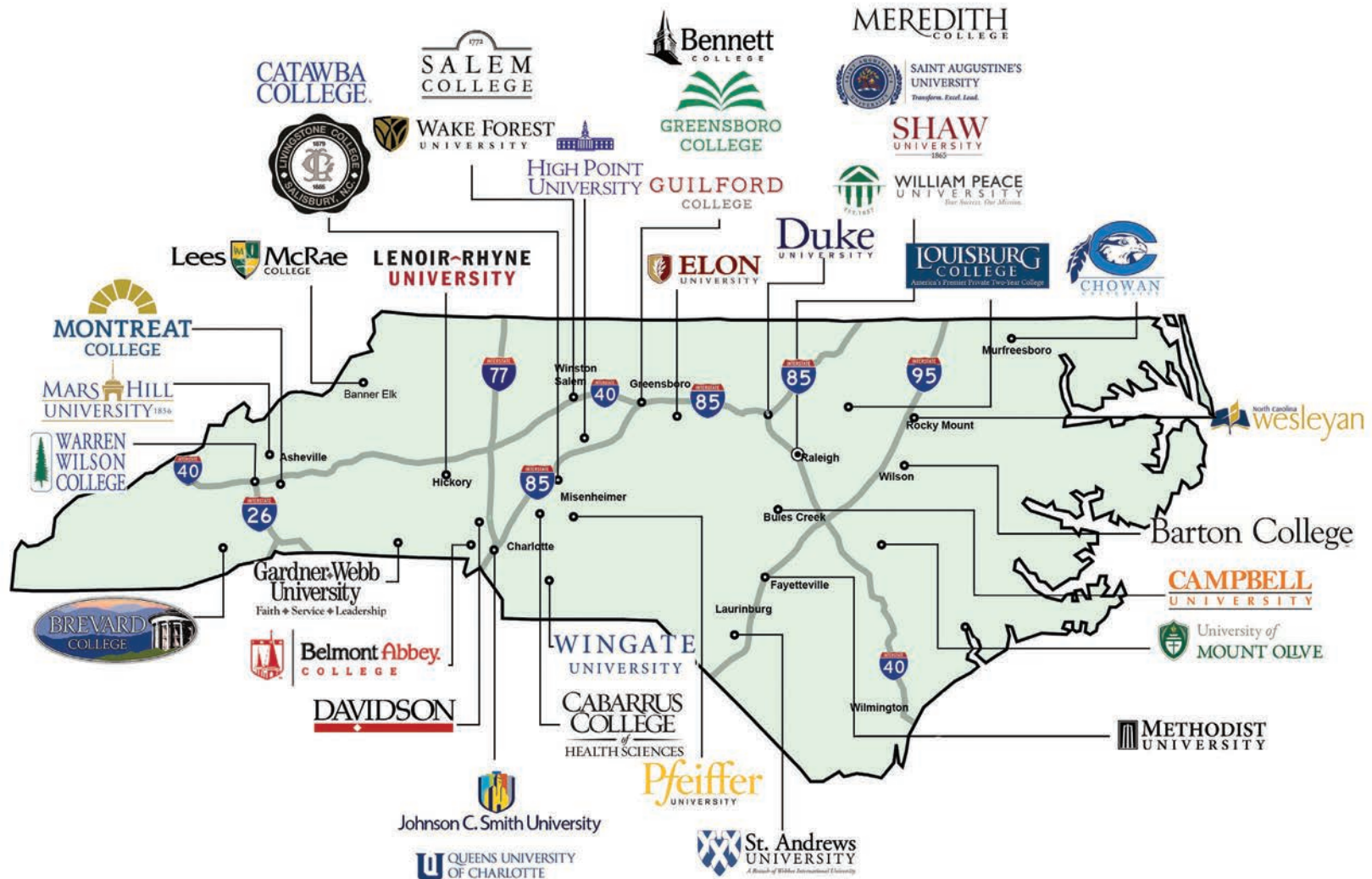
information showing the impact of COVID-19 on independent higher education institutions and our students. We are deeply appreciative for their appropriation of \$20 million in NC COVID-19 Relief Funds for financial aid for students and families affected by COVID-19 and to assist with the costs of moving to remote learning. We also want to express our thanks to Governor Cooper for \$4 million in state financial assistance for North Carolina students from his discretionary CARES Act funding.

While our state and country are facing a time of upheaval and uncertainty, I am confident that NCICU and our independent colleges and universities will continue to address these challenges with strength, resilience, and innovation. We remain committed to the best interests of our current and future students, and to our faculty, staff and alumni. Together we have important work to do in helping shape the future for a post-COVID world.

A. Hope Williams,
*President, North Carolina Independent
Colleges and Universities*

NC Independent Colleges & Universities

The Southern Association of Colleges and Schools Commission on Colleges provides regional accreditation for all 36 NCICU campuses. Continuing accreditation requires institutions to maintain high quality education, management practices, and standards. Regional accreditation assures the quality the state recognizes for quality assurance.



NORTH CAROLINA INDEPENDENT COLLEGES AND UNIVERSITIES

Independent higher education in North Carolina includes coeducational colleges and universities, colleges for women, historically black colleges and universities, and one two-year college. These include liberal arts, comprehensive and research institutions.

- Barton College
- Belmont Abbey College
- Bennett College
- Brevard College
- Cabarrus College of Health Sciences
- Campbell University
- Catawba College
- Chowan University
- Davidson College
- Duke University
- Elon University
- Gardner-Webb University
- Greensboro College
- Guilford College
- High Point University
- Johnson C. Smith University
- Lees-McRae College
- Lenoir-Rhyne University
- Livingstone College
- Louisburg College
- Mars Hill University
- Meredith College
- Methodist University
- Montreat College
- University of Mount Olive
- N.C. Wesleyan College
- Pfeiffer University
- Queens University of Charlotte
- St. Andrews University
- Saint Augustine's University
- Salem College
- Shaw University
- Wake Forest University
- Warren Wilson College
- William Peace University
- Wingate University

INDEPENDENT COLLEGE FUND OF NORTH CAROLINA

530 N. Blount Street • Raleigh, North Carolina 27604 • PHONE: 919.832.5817 • WEB: www.ncicu.org • TWITTER: @NCICUhighered

Photo: Elon University