

2020-2021 ANNUAL REPORT

POWERING THROUGH THE PANDEMIC



NORTH CAROLINA
INDEPENDENT
COLLEGES & UNIVERSITIES

About our 36 Institutions

Fall 2020 enrollment - 86,773

63,567 undergrads & 23,206 graduate students



Every county in NC

Every state in the US



77 foreign countries

About Our Students

51%

of undergraduates attending NCICU colleges and universities are NC residents

42%

of undergraduates are students of color

47%

of NC undergraduate students received the federal Pell Grant

*I've always wanted to attend a university that was close to my hometown but still felt like a home itself.
When I visited here, I felt so at peace, and it reminded me a lot of where I grew up.
Everyone was so kind and welcoming, so I knew this was the school I wanted to attend.*

— KENDRA JOHNSON, ELON UNIVERSITY

Front Cover photo: Davidson College by Christopher Record; Inside Front Cover photo: Wingate University

2020-2021 Annual Report

OF NORTH CAROLINA INDEPENDENT COLLEGES AND UNIVERSITIES



Nathan O. Hatch



Jeff Stoddard

of newly established and evolving policies and protocols. These sessions provided valuable insights for campus personnel as they focused on protecting the health and safety of our students, families and employees.

In the early weeks of the pandemic last spring, when colleges and universities had to pivot quickly to remote learning options, our campuses were faced with the threat of class action lawsuits seeking the return of tuition and fees. In addition, we were faced with the specter of legal action associated with the uncertainties and unknowns of the pandemic. NCICU is deeply appreciative of being able to work with state legislators, the North Carolina Chamber, business and industry leaders and our fellow education sectors and nonprofit organizations to craft legislation to address these threats of litigation.

In addition to their diligence in seeking answers and solutions to the crisis we faced, the staff of NCICU continued the regular programming which supports our campuses. These included receiving or implementing a total of six grants, signing new articulation agreements with the North Carolina Community College System and raising \$2.4 million for scholarships and programs. In addition, they coordinated with NCDHHS and business collaborative partners to arrange reduced pricing on COVID-19 related products, including tests and services, PPE supplies, and environmental and human resource protection.

This annual report highlights the extraordinary work of NCICU with our 36 independent colleges and universities as all of us worked in partnership through the incredible and constantly changing challenges of the pandemic. Understanding the latest guidance and the options available to us enabled our colleges and universities to assist students in maintaining their progress toward their degree despite the unprecedented circumstances. For this outstanding support, we are deeply grateful.

NCICU made presentations to the North Carolina General Assembly, held daily or weekly discussions with the North Carolina Department of Health and Human Services and the National Association of Independent Colleges and Universities (NAICU), and maintained continuous contact with North Carolina's other education sectors. NCICU staff shared our stories, expressed our concerns, and made the case about the urgent need for financial support provided through the COVID-19 relief programs.

NCICU arranged and facilitated virtual meetings for our campuses on both regular and as-needed bases with presidents, chief financial officers, admissions directors, financial aid directors, registrars, and other administrative groups to keep them informed

Nathan O. Hatch,
Chair, NCICU Board of Directors, President, Wake Forest University
Jeff Stoddard,
Chair, ICFNC Advisory Board, Truist

NCICU Board of Directors

THE PRESIDENTS 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 FOR WOMEN**, Greensboro, Est. 1873, Ms. Suzanne Walsh, J.D., *President*
- **BREVARD COLLEGE**, Brevard, Est. 1853, Dr. David Joyce, *President*
- **CABARRUS COLLEGE OF HEALTH SCIENCES**, Concord, Dr. Cam Cruickshank, *President*, Est. 1942
- **CAMPBELL UNIVERSITY**, Buies Creek, Est. 1887, Dr. J. Bradley Creed, *President*
- **CATAWBA COLLEGE**, Salisbury, Est. 1851, Dr. David Nelson, *President*, *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. James W. Hood, *Interim 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, Mr. 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, Dr. Evan Duff, *President*, Est. 1956,
- **PFEIFFER UNIVERSITY**, Misenheimer, Est. 1885, Dr. Scott Bullard, *President*
- **QUEENS UNIVERSITY OF CHARLOTTE**, Charlotte, Mr. Daniel Lugo, J.D., *President*, Est. 1857
- **ST. ANDREWS UNIVERSITY**, Laurinburg, Est. 1896, Dr. Ellen Bernhardt, *Interim President*
- **SAINT AUGUSTINE'S UNIVERSITY**, Raleigh, Est. 1867, Dr. Christine Johnson McPhail, *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, *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

Year in Review

Academic year 2020-21 found NCICU staff addressing multiple priorities in support of our colleges and universities’ efforts to keep students on schedule in their progress toward a degree and safe while navigating the pandemic. Our ubiquitous focus on the many issues that resulted from the pandemic are detailed in this publication’s feature article on page 5.

Despite the countless hours spent navigating the healthcare crisis, the NCICU staff continued to offer programs and development opportunities for campus personnel, coordinated collaborative partnerships among our colleges and universities as well as with other sectors of education in the state, raised funds for scholarships and programs, and monitored and provided information on legislation that came before the General Assembly that would affect our campuses.

While all events throughout the year were held virtually, they included a full complement of presenters and topics. Notably, daylong administrative group meetings were held for staff in 19 different campus functional areas; high school counselors from around the country explored our 36 campuses over two weeks in July in a reimagined Counselors Tour; in the fall, prospective students from North Carolina got admission and financial aid information from our colleges and universities in a virtual College Fair; and in the spring, NCICU’s two-day Assessment Conference for administrators from our campuses, the UNC System, NC Community Colleges, and private colleges in Virginia showcased national speakers from SACSCOC.

More than 400 students from colleges, universities and community colleges in North Carolina participated in the virtual State of North Carolina Undergraduate Research and Creativity Symposium (SNCURCS) which was held in November. NCICU awarded stipends to 13 students to assist in their research.

Fifteen NCICU campuses participated in our annual Ethics Bowl, exploring ethical issues relating to the COVID-19 pandemic. To enhance the virtual format, speakers from the Governor’s office, NC Department of Health and Human Services, and NC Emergency Management provided insights and context to the health crisis.

While COVID-19 presented challenges in fundraising, the Independent College Fund staff developed new prospects and raised more than \$2.3 million for scholarships, student enrichment programs, and in-kind support.

Culminating multi-year projects, NCICU, in coordination with the NC Community College System and two-year Louisburg College, completed articulation agreements in Teacher Education as well as in Psychology and Sociology which will ease the transfer process for students seeking to complete their degree at a four-year institution.

Our colleges are excited to have students back on campus this fall along with a return of the many campus activities that make college life so memorable. We applaud our campus stalwarts, partners across the education sectors of North Carolina, and government leaders for their support and commitment to our students’ success.

NCICU STAFF:

- **A. Hope Williams**, *president*
- **Tom West**, *vice president for government relations and general counsel*
- **Denise Adams**, *director of special projects and the Digital Learning Initiative*
- **Sandy M. Briscar**, *director of communications*
- **Steve Brooks**, *senior advisor*
- **Melanie Chrisp-Thorpe**, *associate director, Independent College Fund of North Carolina*
- **Tom Clark**, *coordinator, NCICU Library Collaborative*
- **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 and special assistant to the president*
- **Carrie Mata**, *director of research*

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 and recommended by at least one NCICU campus or referral from another private college state association.

- Acadeum
- Adobe CLP Student Licensing Agreement
- Allied 100/AED Superstore
- CampusLogic (new)
- CBIZ
- CFI (College Foundation, Inc.)
- CDW Government (CDW-G)
- CITI Training
- Coursedog (new)
- DeWeese Grove and Associates
- Diligence, LLC
- DocuSource
- Elinvar (new)
- Envirosafe
- First American Equipment Finance
- Forms & Supply (FSI)
- Arthur J. Gallagher & Company, Inc.
- IMA Property Casualty Coverage (through the Coalition – new)
- 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
- StormWind Studios (new)

- ThankView
- Transact Campus, Inc.
- UnitedHealthcare Student Resources
- Vector Solutions (formerly SafeColleges Training) (new)
- VMware

BUSINESS AFFILIATES:

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

- Adirondack Solutions
- Affinity LTC
- Apogee
- Aramark
- BDO
- Brown Edwards
- Campus
- CAPTRUST
- Cherry Bekaert
- Corporate Risk Management
- CORT
- Coursedog
- CPL
- Delta Dental
- EDC
- Elinvar
- First American
- Harvest Table Culinary Group
- Honeywell
- HRP Associates, Inc.
- IMA Financial Group
- Jenzabar
- Kognito
- Logically
- McMillan Pazdan Smith Architecture

- Millennium Advisory Services, Inc.
- NetEffect Technologies
- Pharos Resources
- Regions Financial Corporation
- Rodgers Builders
- Security Marketing Group
- SunTrust, now Truist
- Transact
- 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 (CCCS)
- Educational and Institutional Cooperative (E&I)
- State of North Carolina e-Procurement and State of North Carolina Department of Information Technology (DIT)

Powering Through the Pandemic



As the 2020-21 academic year began, North Carolina was four months into the Coronavirus pandemic and already the projected end date was continuing to be pushed further out as the number of positive cases increased. The 1,750 new cases in North Carolina on July 1 would be dwarfed by the 10,614 new cases on January 7, 2021, and the hope for a return to normalcy became contingent on newly developed vaccines.

Throughout the year, NCICU followed pandemic developments closely through regular conversations with the NC Department of Health and Human Services (DHHS) and NC Emergency Management staff members. NCICU facilitated the connection between these other state government departments and campus leaders. We kept DHHS informed of the number of COVID cases on our campuses, promoted the COVID-19 app which DHHS developed to help citizens share information about COVID exposure, and we distributed toolkits and communication messages.

NCICU shared information weekly with campus leaders and administrative groups through Zoom meetings, conference calls and updated guidance. Participants in these virtual sessions found that the sharing of plans, ideas, and strategies around both anticipated and unanticipated challenges bolstered their ability and determination to use best practices to provide the most supportive environment possible for their employees and students.

As the year progressed, testing for COVID became a critical component of the safety of students, faculty, and staff. NCICU staff vetted qualified vendors and coordinated outreach. Staff spent considerable time researching vendors for testing kits and for labs that would provide test results. One result was the negotiation of a 50 percent discount on the cost of PCR tests which were made available to all our campuses as well as coordinating entry/exit/surveillance test kit options with DHHS and other vendors.

Once vaccines became available, NCICU assisted DHHS in the coordination of vaccine clinics on campuses and with other partners. Many campuses also scheduled drive-up vaccination days with their local health departments.

NCICU spent much of the year advocating for COVID-19 relief funds for our institutions, providing information to North Carolina executive and legislative leaders on the impact of the pandemic on campuses. These efforts and strong support from the Governor and General Assembly resulted in generous financial support which helped campuses address the exponential cost for COVID-related expenses.

Continued

Photo above: Mars Hill University; Photo background: Louisburg College

Powering Through, CONTINUED

As the 2020-21 academic year ended, NCICU staff and most campus personnel were exhausted, both personally and professionally, from all the challenges created by the pandemic. The desire to a return to some type of normalcy for the 2021-22 academic year is instead becoming a realization of the need to focus on the Delta variant of COVID-19. Fortunately, independent colleges and universities along with our state and national partners have the benefit now of lessons learned about how to keep students, faculty, and staff safe and protected. As we begin the 2021-22 academic year, we know that we will be putting all these lessons to great use and helping our students remain on track for their educational progress.

UNEXPECTED AND ADDITIONAL COSTS TO COLLEGES AND UNIVERSITIES

North Carolina’s 36 independent colleges and universities spent the summer of 2020 making hard decisions related to reopening in the fall, including how to run a campus effectively when many staff members were working virtually. Thirty-two campuses had students return in-person, offering a variety of delivery options including in-person classes and virtual classes. Four campuses held all classes virtually in the fall and three remained in remote learning in the spring semester.

To mitigate the continuing Coronavirus threat and to protect students, faculty and staff administrators made extensive adjustments in every area of the campus. Campus spaces were reconfigured to allow for social distancing, plexiglass barriers were added in many places, food service moved from dine-in to take-out, and personal protective equipment (PPE) was purchased including sanitizers and masks which were made available throughout campuses. Testing for students was provided throughout the year and housing for quarantined students was designated, sometimes in local hotels. These expenses were incurred on top of the costs colleges had faced in the spring when they had to transition quickly to virtual learning. In many cases these costs included purchasing laptops for faculty and students, as well as providing hot spots for those without reliable internet service.

Federal and State aid was made available to campuses to absorb some of the expenses and to provide students whose families had been negatively impacted by the pandemic with additional aid.

As part of the federal Coronavirus Aid, Relief, and Economic Security (CARES) Act campuses and students received financial assistance in three disbursements from the Higher Education Emergency Relief Fund (HEERF). Funds were divided between students and institutions.

In addition, the North Carolina General Assembly approved \$30 million in funding for financial aid for students, for the costs of moving to remote learning and for PPE for campuses through the CARES Act which provided funds to state government.

Governor Cooper also provided \$4 million each in GEERI and GEERII from the Governor’s discretionary CARES Act fund to provide emergency assistance to NC students whose ability to complete their degrees was endangered by the pandemic.

While institutions were extremely grateful to receive the federal and state funds, costs were so expensive that, combined with losses in enrollment, some campuses still had to furlough employees and eliminate positions. The COVID Relief Aid helped with the cost of running the campus during a pandemic, however, there was considerable lost revenue from other programs that came to a halt for more than a year. Revenue from sporting and arts events, facility rentals and catering, for example, that is so critical to keeping a balanced budget, was lost.

Although the Delta variant is complicating the fall 2021 semester, the lessons learned through the last academic year are helping shape policies and plans. The most critical factor is that beginning with the winter of 2021 COVID-19 vaccines became available. Vaccine clinics and in some cases vaccine requirements will be combined with the continued use of PPE to assure North Carolina’s independent colleges and universities can maintain the education progress of students in a safe environment.

HIGHER ED WORKGROUP

The North Carolina Department of Health and Human Services (NCDHHS) invited the leaders of each higher education sector — NCICU, the UNC System, and the NC Community College System — to appoint a work group of representative college presidents and chancellors to be the liaison between the department and higher education on COVID-19 issues. The Higher Education Work Group and NCDHHS leadership met virtually each week to address a wide range of topics that included latest updates on the pandemic including how to instruct students to comply with protocols, the uses of relief funding, and the utilization of COVID-19 test kits provided by NCDHHS. The Work Group provided an opportunity for higher education leaders across sectors to receive guidance, collaborate, compare and share best practices among all higher education institutions in responding to the challenges of the pandemic.

One of our first outreach initiatives in the fight against COVID was to convene a COVID-19 Higher Education Work Group so education leaders across the State could meet together to discuss how to keep students and campus employees safe while maintaining the education missions of the institutions. NCICU hosted those weekly meetings on Zoom and was an integral contributor in identifying the many issues that needed to be addressed.

— WALKER WILSON,
ASSISTANT SECRETARY FOR POLICY,
NC DEPARTMENT OF HEALTH
AND HUMAN SERVICES

Doing Business Virtually

901

Zoom meetings between July 1, 2020, and June 30, 2021.

955

virtual meetings during the year.

Photo: Elon University

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, 47 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.

This Year:

- **47%** of NC undergraduate students are Pell Grant eligible
- **\$764+ Million** contributed in institutional aid
- **\$88.9 Million** appropriated by NC General Assembly for NC students at private colleges and universities

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.

By awarding me NC Need Based and COVID-19 Relief Funding scholarship you have lightened my financial burden which allows me to focus more on the most important aspect of school — learning. Your generosity has inspired me to help other people and give back.

— RAGHDA ELIBRAHIM, SALEM COLLEGE

I'm a retired and disabled veteran in Fayetteville, NC putting both my kids through College. Because of the emphasis placed on providing financial aid and support by our elected officials, it has made it easier for me to do so especially since the Covid-19 pandemic began.

— HAROLD HOLLANDER

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 scholarship and other programs to support students.

GIVING OPPORTUNITIES INCLUDE:

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

ICFNC has raised close to \$96 million since its founding in 1953 in support of independent colleges and universities. During the 2020-2021 annual campaign, the ICFNC raised \$2.3 million in scholarship aid, student enrichment program funds and gifts to support special events.

- **\$611,284** was raised for scholarships
- **\$319,470** was raised for programs, sponsorships, and other grants
- **\$1.4M** was raised in In-kind support

Scholarship funds will be used for the 2021-2022 academic year.

North Carolina is home to top-notch private colleges and universities that are producing the next generations of state leaders. Dominion Energy is proud to support scholarships for deserving individuals that need some extra support to make their educational goals a reality.

— RUSTY HARRIS, VICE PRESIDENT AND GENERAL MANAGER

NORTH CAROLINA AND SOUTH CAROLINA GAS DISTRIBUTION, DOMINION ENERGY

In today's highly competitive and challenging business climate, the lines between right and wrong can occasionally blur, with unfavorable impacts for companies, employees and communities. Initiatives like the Ethics Bowl help prepare the next generation of young business leaders by giving students exposure to ethical business practices and decision making. We are proud to support the Ethics Bowl in this effort.

— BILL BRYAN, MT. OLIVE PICKLE COMPANY, INC.

Grant Programs

- NCICU received a grant through the Council of Independent Colleges (CIC) **from the Teagle Foundation** for a project to develop private college transfer pathways in North Carolina which can be used as a model in other states. NCICU has received \$120,126.83 of the \$400,000 grant. Staff from 14 NCICU institutions were paired with those from 14 two-year colleges to develop pathways in Psychology and Sociology which led to an articulation agreement being signed in April.
- **Library Collaborative Grant** — This project is one component of a long-term effort by the NCICU libraries to build an effective framework to support collaboration among our libraries: the NCICU Library Collaborative (NLC).
- **SAS** — Thirty NCICU campuses benefited from donations of SAS software in 2021 valued at more than \$1.3M.
- **The John M. Belk Endowment** donated \$50,000 to NCICU to provide additional staff support to help our campuses address challenges caused by the COVID-19 crisis.
- **Male Minority Mentoring Grant** — This grant from the Council of Independent Colleges provides funding to implement a strategy to increase persistence, retention and/or graduation rates of minority male students on campus. The program will provide student mentors and forums for students to explore various career opportunities. The \$27,500 from CIC was matched, in large part, by the VF Foundation, for a total of \$55,000.
- **Faculty-Student STEM Mentoring Grant** — CIC approved a matching grant to NCICU in the amount \$39,250. Funding will be used to launch a new pilot program aimed at developing stronger relationships between faculty and minority students who are STEM majors with the primary goal of improving student retention and graduation rates. NCICU is currently seeking matching funds for this grant.
- **Office 365 SharePoint Configuration and Migration** — Fidelity Investments partnered with Common Impact, a nonprofit strategic consulting firm to provide this service. Fidelity Investments' employees volunteered their time to provide NCICU with an Office 365 SharePoint configuration and migration. Services provided were valued at \$101,400.

We decided to support a first-generation college student with a sponsorship to assist in helping someone aspiring and seeking to better themselves to be encouraged and see what is possible in life by knowing that others believe in them. In working with kids in their youth and hearing their dreams of their future in addition to being a hiring manager, our prayer is that this helps motivate and encourage the next generation of leaders in the community where we live and work to reach their goals and aspirations in making the world a better place through educational accomplishment.

— **THOMAS A. VARNADORE, COCA-COLA CONSOLIDATED**

Photo: Meredith College

2020-2021 Honor Roll

OF DONORS & SPONSORS

CORNERSTONE (\$100,000 and above)

- The Council of Independent Colleges
- CIC/UPS Educational Endowment Fund
- Fidelity Investments*
- SAS Institute*
- Truist

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

- Blue Cross & Blue Shield of NC
- John M. Belk Endowment

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

- Dominion Energy, 58 years
- Philip L. Van Every Foundation
- Ms. Sarah West and Mr. Tom Dominick
- Womble Bond Dickinson**

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

- Alwinell Foundation
- The Bolick Foundation, 66 years
- Broyhill Family Foundation, Inc., 52 years
- Burlington Industries Foundation, 58 years
- James E. and Mary Z. Bryan Foundation
- The Duke Energy Foundation, 62 years
- George Foundation, 57 years
- The Universal Leaf Foundation, 60 years

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

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- The James B. Hunt Jr., Institute for Educational Leadership and Policy Foundation, Inc.
- McMillan Pazdan Smith, LLC
- Mount Olive Pickle Company
- R.A. Bryan Foundation, Inc., 60 years
- W. Trent Ragland, Jr. Foundation, 62 years
- SunTrust Banks, now Truist
- TIAA
- Dr. A. Hope Williams
- The Wren Foundation

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

- Bridgestone Americas Trust Fund, 60 years
- Cherry Bekaert, LLP
- Coca-Cola Consolidated
- Elevate Textiles
- First American Education Finance
- Grady-White Boats, Inc.
- M & J Foundation
- The Piedmont Natural Gas Foundation, 53 years
- Sherrod and Margaret Salisbury Foundation
- Southern Bank Foundation

FRIEND (up to \$2,999)

- AC Corporation
- Adirondack Solutions, Inc.
- Ads Infinitum
- AFFINITYLTC, LLC
- Apogee
- Aramark Corporation
- Ms. Emily Baranello
- BDO, USA, LLP
- Bernhardt Furniture Company, 62 years
- Best Commercial Development
- Biltmore Farms, LLC, 55 years
- Ms. Erica Blomgren
- The Blumenthal Foundation, 54 years
- The Borden Fund, Inc., 51 years
- Mr. Donald Brady
- BrightDot, LLC
- Ms. Sandy Briscar
- Mr. James E. Brown, Jr.
- Brown, Edwards, & Company, LLP
- Mr. William H. Bryan
- Mr. Sam Boyce
- Ms. Karen Calhoun
- Campus
- Capital Development Services
- CAPTRUST
- Carolina Foods, Inc.
- Ms. Melanie Chrisp-Thorp
- Clancy & Theys Construction Co.
- Corporate Risk Management, Inc.
- CORT
- Coursedog
- CPL Architects, Engineers, Landscape Architect and Surveyor, D.P.C.
- Delta Dental of North Carolina
- Ms. Margaret Wren de St. Aubin
- EDC
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- Ms. Frances G. Fontaine
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- Ms. Patti Gillenwater
- Ms. Leslie Hayes
- Ms. Julie Hampton
- Harvest Table Culinary Group
- Ms. Gwenn H. Hobbs
- HRP Associates, Inc.
- IMA Financial Group, Inc.
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- Jenzabar, Inc.
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- Glenn E. and Addie G. Ketner Family Foundation, 54 years

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- Logically
- Ms. Rebecca Leggett
- Mr. Donald McNeill
- Millennium Advisory Services, Inc.
- Neteffect Technologies
- North Carolina Electric Membership Corporation
- Pentegra Services, Inc
- Mr. Mitchell W. Perry
- Pharos Resources, LLC
- Ms. Reagan Pruitt
- Mr. Brooks T. Raiford
- Regions Bank
- Ms. Elizabeth L. Riley
- Sageview
- Security Marketing Group
- Mr. Harvard Smith
- Mr. Matthew Socha
- Southco Distributing Company
- Mr. and Mrs. Jeff and Jan Stoddard
- Ms. Mary Thornton
- Ms. Tammy Thurman
- Transact
- Mr. and Mrs. Thomas & Ashley Varnadore
- Mr. and Mrs. Dana and Tom West
- Ms. Winnie Wiseman
- Wyatt-Quarles Seed Company
- Ms. Patricia Yancey

* 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.

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 Advisory Business Development Manager
- Ellen Bernhardt, St. Andrews University
- Erica Blomgren, CAPTRUST
- Gary Brown, Louisburg College
- Rhett Brown, Wingate University
- Scott Bullard, Pfeiffer University
- Karen Calhoun, McMillan Pazdan Smith
- Brad Creed, Campbell University
- Edward Croom, University of Mount Olive
- Larry Czarda, Greensboro College
- Margaret Wren de St. Aubin, Wren Foundation ICFNC Vice Chair
- William Downs, Gardner-Webb University
- Evan Duff, N.C. Wesleyan College
- Tony Floyd, Mars Hill University
- Patti Gillenwater, Elinvar
- Jim Hood, Guilford College
- Beth Jones, Womble, Bond, Dickinson
- David Joyce, Brevard College
- Lee King, Lees-McRae College
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- Summer McGee, Salem College
- Don McNeill, Dixon Hughes Goodman
- Lynn M. Morton, Warren Wilson College
- David Nelson, Catawba College
- Kirk Peterson, Chowan University
- Reagan Greene Pruitt, Blue Cross Blue Shield of North Carolina
- Brooks Raiford, NC Tech
- Brian Ralph, William Peace University
- Doug Searcy, Barton College
- Delores Sides, Elevate Textiles
- Harvard B. Smith, Universal Corporation
- Matthew Socha, Cherry Bekaert
- Jeff Stoddard, SunTrust Bank, now Truist ICFNC Board Chair
- Bill Thierfelder, Belmont Abbey College
- Mary Thornton, Harvest Table Culinary Group
- Tammy Thurman, Duke Energy/Piedmont Natural Gas
- Thomas Varnadore, Coca-Cola Consolidated
- Stanley 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.

Photo: High Point University

President’s Message



The 2020-21 NCICU Annual Report provides an account of the extraordinary challenges independent colleges and universities have faced over the past year and how NCICU provided support at the state and national level.

As advocates for independent higher education, NCICU was the voice representing our 36 colleges and universities with the state agencies that were developing safety protocols, and with the state and federal leaders who were determining the allocation of COVID-19 relief funds. We also worked closely with our sister education sectors in the state and with national advocacy and public policy organizations on COVID-19 issues effecting independent higher education. In expressing why government aid was essential to independent colleges and universities, NCICU provided information about the impact of the pandemic on campuses and students and the resulting significant expenses. We are deeply appreciative of the support from the federal government, the North Carolina General Assembly, and the Governor’s office in allocating funds to assist with many of the costs generated by COVID-19.

Despite the many stresses and the uncertainties of the pandemic, there were many positive interactions and outcomes. These included collaboration among our presidents and other campus leaders to find the most appropriate solutions to problems; the accessibility of the departments of North Carolina Department of the Health and Human Services, the Division

Emergency Management, the North Carolina State Education Assistance Authority and the North Carolina Pandemic Recovery Office to meet with NCICU administrative groups; and the cross-sector cooperation of the Higher Education Work Group are just a few examples where colleagues addressed COVID-19 issues and provided support for the benefit of all.

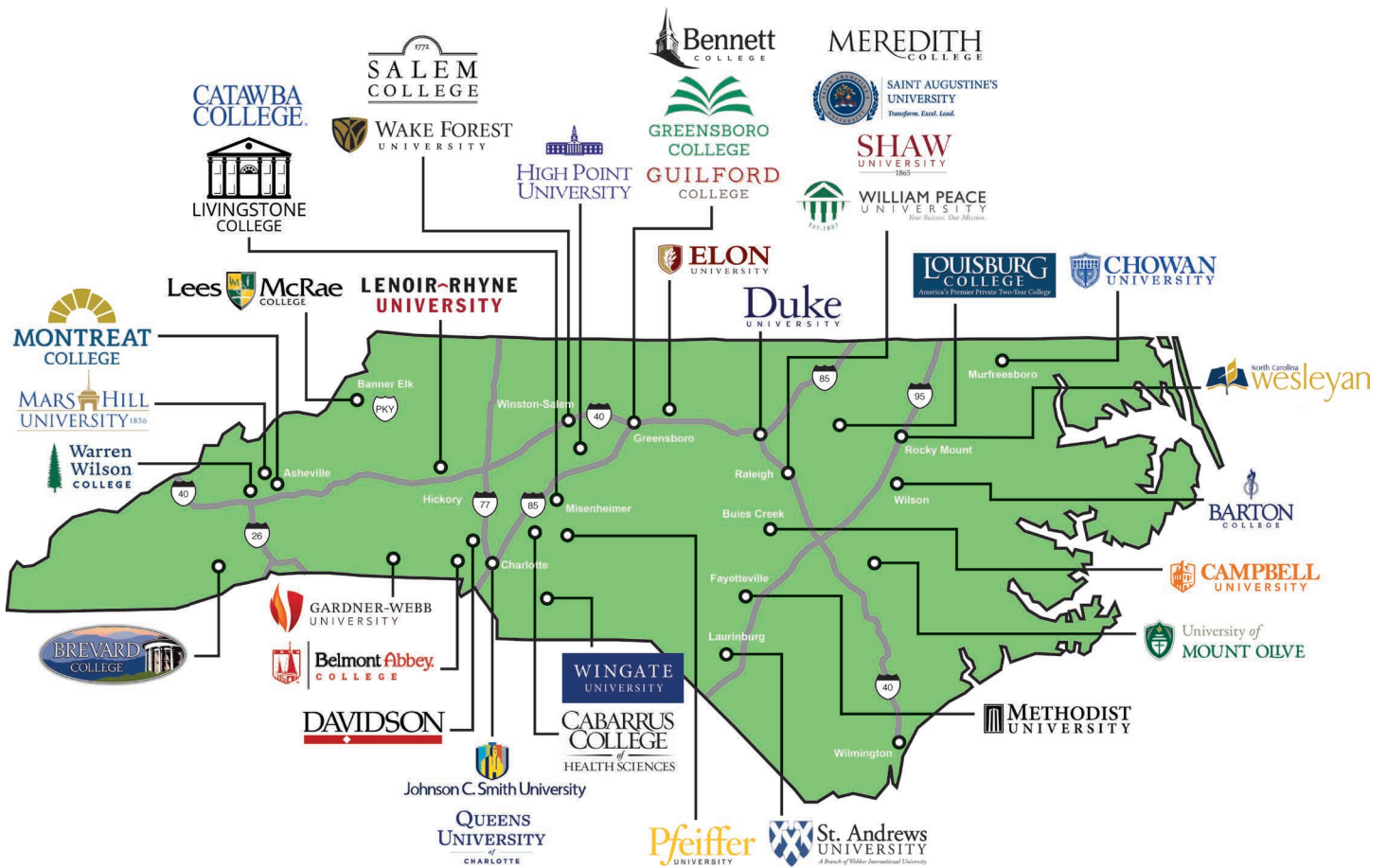
We heard many stories from our campuses about students and employees who went the extra mile to help where they were needed. While many faculty and staff members adjusted to teaching and managing offices remotely, other employees remaining on campuses took on additional duties, including delivering food to quarantined and isolated students, distributing personal protective equipment, and monitoring safety protocols. Students distributed testing kits and health sciences assisted with vaccines.

NCICU staff also responded in a remarkable way, working additional hours, staying connected with a number of faculty and staff groups among our campuses, and identifying resources in response to requests for assistance. I am so pleased with the level of assistance NCICU staff were able to provide throughout the year. We hope that these efforts were valuable to campus personnel by identifying and helping secure a variety of resources and providing information to assist in meeting the myriad challenges created by COVID-19.

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

Throughout the pandemic, NCICU collaborated with higher education leaders across the state to slow the spread of COVID-19 on campuses and partnered with DHHS to put public health guidance into action.
— SECRETARY MANDY COHEN, NC DEPARTMENT OF HEALTH AND HUMAN SERVICES

NC 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.

NORTH CAROLINA INDEPENDENT COLLEGES AND UNIVERSITIES INDEPENDENT COLLEGE FUND OF NORTH CAROLINA

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