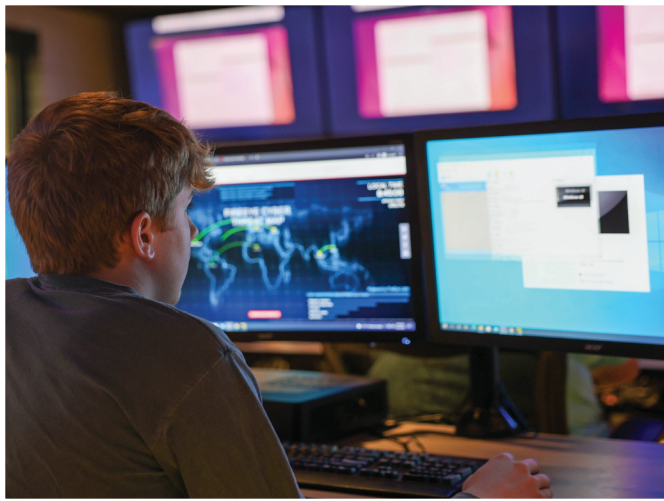




2022-2023 ANNUAL REPORT

NORTH CAROLINA
INDEPENDENT
COLLEGES & UNIVERSITIES



New fields of study such as Cybersecurity and Esports have joined traditional majors such as Teacher Education and Nursing in recent years.

PICTURED TOP TO BOTTOM:

- Cybersecurity at Montreat College
- Nursing at Barton College
- Graduation at Saint Augustine's University
- Teacher Education at Lees-McRae College
- Esports at William Peace University

FRONT COVER PHOTO: Wake Forest University



2022-2023 Annual Report

of North Carolina Independent
Colleges and Universities



Dr. Jo Allen, Chair

The Board of Directors of NCICU consists of the presidents of each of North Carolina's liberal arts, comprehensive and research colleges and universities. When the board meets, it is gratifying to see how well these leaders work together. This mutual support speaks to the dedicated focus of NCICU as the statewide office of independent higher education, working in support of our 84,000

students and 36 campuses.

The private, nonprofit college and university sector is a critical partner in the state's education continuum. We are proud to be awarding one in four bachelor's degrees and one in three graduate and professional degrees as we educate the state's next generation of leaders.

NCICU works closely with state and federal elected officials on issues affecting higher education, playing a vital role in helping policy makers understand the contributions of independent colleges and universities to the state. These contributions include playing a major role in educating the workforce — which is key to our continued ranking as the #1 state in the country to do business. In addition, the economic impact of our colleges and universities is substantial, with the combined number of our employees making our sector the largest private employer in North Carolina.

This report provides a broad overview of the work of NCICU and the independent higher education sector overall in supporting students, faculty and staff and in strengthening our home, the State of North Carolina.

*Dr. Jo Allen, Chair,
NCICU Board of Directors, President, Meredith College*

NCICU Board of Directors

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

- Dr. Douglas Searcy, *Barton College*
- Dr. William Thierfelder, *Belmont Abbey College*
- Ms. Suzanne Walsh, J.D., *Bennett College*
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- Dr. Paul Maurer, *Montreat College*
- Dr. Evan Duff, *North Carolina Wesleyan University*
- Dr. Scott Bullard, *Pfeiffer University*
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- Dr. Tarun Malik, *St. Andrews University*
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- Dr. Paulette Dillard, *Shaw University*
- Dr. Edward Croom, *University of Mount Olive*
- Dr. Susan R. Wente, *Wake Forest University*
- Dr. Damián J. Fernández, *Warren Wilson College*
- Dr. Brian C. Ralph, *William Peace University*
- Dr. Rhett Brown, *Wingate University*

* *NCICU Board Chair*

Year in Review

Moving Forward in 2022-2023

The return to in-person NCICU programs and conferences during the 2022-23 academic year was productive and exciting as we brought together colleagues and students from around the state. We also established and managed grant programs totaling nearly \$2 million, raised funds for student scholarships, and made the case for support of independent higher education to state legislators and members of Congress.

EVENTS

Campus leaders engaged in informative presentations and problem-solving discussions relevant to their campus roles in daylong meetings for 19 administrative and faculty areas. These meetings for colleagues from across the state, held at **Bennett College**, magnified the impact of collaboration and enrichment. Students broadened their research and presentation experience by participating in the State of North Carolina Undergraduate Research and Creativity Symposium. The 12th NCICU Ethics Bowl, held at the North Carolina Legislative Complex, explored the theme of Ethics in Contemporary Society. NCICU's Counselors Tour took high school counselors from around the country to visit NCICU's **13 Western** campuses.

GRANT PROJECTS

NCICU completed a four-year **Transfer Pathways** grant provided by Teagle Foundation in partnership with the Council of Independent Colleges. The focus of the grant this year was on the development of advising videos for faculty and administrative advisors and of promotional materials to build awareness of articulation agreements.



Queens University of Charlotte was named champion of the 12th Annual Ethics Bowl after facing Wingate University in the final round. Campbell University and Montreat College were also semifinalists.



Gardner-Webb University is one of 12 campuses participating in the Faculty-Student STEM mentoring program designed to increase support for students in STEM majors.

A Faculty-Student STEM Mentoring program moved forward with a three-year grant from the North Carolina GlaxoSmithKline Foundation. The grant allows NCICU to work with faculty coordinators to support students as they



The Wingate University team confers during the final round of the 2023 NCICU Ethics Bowl.

A grant from the Office of State Budget and Management (OSBM) is funding development of a portal to connect to the **State Longitudinal Data System (SLDS)**. An RFP for the project has been completed, and work is expected to begin in late fall 2023. The goal of the system is to have better longitudinal education and workforce data available to enable education leaders and policymakers to make data-driven decisions about the achievement and needs for funding education.

The Independent College Fund of North Carolina (ICFNC), the fundraising

pursue their dreams to become a part of the STEM workforce. Twelve NCICU campuses have implemented mentoring activities focused on science “gateway” courses. These efforts strengthen a foundation for success and progression toward graduation with a STEM degree.

arm of NCICU, received \$2 million in cash and in-kind donations this year. These gifts support programs such as the NCICU Ethics Bowl, grants to enhance student access and success, and significant financial support in the form of student scholarships.

The **iBELONG Mentoring Program** completed its second year of outreach to at-risk students, providing one-on-one mentoring and coaching, with group forums and career exploration activities. More than 90 students from 12 participating campuses attended a Student Conference in April hosted by Livingstone College.

The North Carolina General Assembly convened in January and NCICU worked closely with legislative leaders and presidents on policy and budget related issues. At the time of printing, the North Carolina General Assembly had not adjourned the 2023 session.

With a grant from the Goodnight Educational Foundation, NCICU continued work on a groundbreaking initiative to revamp reading instruction in the NCICU 31 Educator Preparation Programs (EPPs) based on the **Science of Reading**.

This is just a glimpse of the activities and achievements that NCICU has undertaken throughout the year. Staff members represent NCICU on dozens of cross-sector committees, impacting statewide higher education policy and collaborative initiatives. The work we do as advocates for private, nonprofit higher education in North Carolina to the benefit of the 36 colleges and universities that we represent is the focus to which we dedicate our energies each day.

NCICU deeply appreciates the COVID Relief Fund NCICU campuses received from Congress, the North Carolina General Assembly, and the Governor over the past three years to mitigate the major challenges created by the pandemic.





PHOTO: High Point University science class

2022-2023 Annual Report

of North Carolina Independent Colleges
and Universities



Margaret Wren de St. Aubin

As advocates for independent higher education, we believe that every student should have access to attend the college or university of their choice and that financial barriers should not keep them from achieving their goals. The advisory board of the Independent College Fund of North Carolina (ICFNC) is dedicated to working with the staff to find partners who will help keep tuition affordable for the students at North Carolina's 36 independent colleges and universities. We work closely with the corporate and foundation communities to invest in scholarships and other programs to support students. More than \$93 million has been raised since 1953 and during the 2022-23 annual campaign, the ICFNC raised \$2 million. We are particularly proud of the academic and student enrichment programs these funds support, including the iBELONG program, the Faculty-Student STEM Mentoring program, and the Ethics Bowl. We deeply appreciate the funding for these collaborative initiatives and for you being a partner in education. For more details about grant-funded programs, you can visit our website at <https://ncicu.org/grant-funded/>.

Margaret Wren de St. Aubin
ICFNC Advisory Board Chair, President, Wren Foundation

ICFNC Advisory Board

Business and community leaders join
25 presidents on the Advisory Board
of Independent College Fund of
North Carolina

- Emily Baranello, Global Education Practice
- Allan Burrows, CAPDEV
- Margaret Wren de St. Aubin, Wren Foundation
- Erica Forrester, CAPTRUST
- Jan Hartenstine, McMillan Pazdan Smith Architecture
- Beth Jones – Womble, Bond, Dickinson
- Molly McCormack, TIAA
- Don McNeill, FORVIS
- Brooks Raiford, NC Tech
- Delores Sides, Elevate Textiles
- Harvard B. Smith, Universal Corporation
- Matthew Socha, Cherry Bekaert
- Jeff Stoddard, Truist
- Mary Thornton, Harvest Table Culinary Group
- Tammy Thurman, Duke Energy/Piedmont Natural Gas
- Thomas Varnadore, Coca-Cola Consolidated
- Winnie Wade, 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.

2022-2023 Honor Roll

Of Donors & Sponsors

CORNERSTONE (\$100,000 and above)

- *CIC/UPS Educational Endowment Fund*
- SAS Institute*

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

- The Council of Independent Colleges
- *Wells Fargo*

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

- Broyhill Family Foundation
- Dominion Energy Charitable Foundation
- Ms. Sarah West and Mr. Tom Dominick
- North Carolina Department of Public Instruction
- North Carolina Sheriffs' Association
- Philip L. Van Every Foundation

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

- The Bolick Foundation
- James E. and Mary Z. Bryan Foundation
- The Duke Energy Foundation
- The George Foundation
- Google*
- TIAA
- *W. Trent Ragland, Jr. Foundation*
- The Universal Leaf Foundation

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

- *Aramark*
- *BDO USA, P.A.*
- BHDP
- Centrica Business Solutions
- *Cherry Bekaert*
- *Coca-Cola Consolidated*

- The Dickson Foundation, Inc.
- E.T. Rollins, Jr. and Frances P. Rollins Foundation
- Mt. Olive Pickle Company
- *North Carolina Electric Membership Cooperative*
- Pfizer
- The R.A. Bryan Foundation, Inc.
- Truist
- Dr. A. Hope Williams
- Womble Bond Dickinson
- *The Wren Foundation*

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

- Bridgestone Americas Trust Fund
- *Brown Edwards & Company*
- CAPTRUST
- The Catawba Alumni Association
- *Clancy & Theys*
- *Fidelity Investments*
- FORVIS
- Grady-White Boards, Inc.
- *HRP Associates, Inc.*
- McMillan Pazdan Smith Architecture
- The Piedmont Natural Gas Foundation
- SageView Advisory Group
- Sherrod and Margaret Salsbury Foundation
- Southern Bank Foundation
- *Mr. and Mrs. Jeff and Jan Stoddard*

FRIEND (up to \$2,999)

- The A.B. Carter Fund
- Ads Infinitum
- AffinityLTC, LLC
- Albermarle Foundation
- *Amazon Smile*
- Apogee
- Ms. Emily Baranello

- Bernhardt Furniture Company
- Biltmore Farms, LLC
- *Blue Cross & Blue Shield of North Carolina*
- The Blumenthal Foundation
- The Borden Fund, Inc.
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- Mr. and Mrs. Sam and Dixie Boyce
- *CapinCrouse*
- *Capital Development Services*
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- Cintas Corporation
- Corporate Risk Management, Inc.
- CORT
- Coursedog
- CPL | ARCHITECTURE. ENGINEERING. PLANNING
- Credo
- *The Jeff and Juli Dave Family Donor Advised Fund*
- Delta Dental of North Carolina
- DLR Group
- Ms. Margaret Wren de St. Aubin
- EDC
- First American Education Finance
- *Ms. Frances G. Fontaine*
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- Fortinet
- *Mr. Jack Frost*
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- Ms. Rebecca Leggett
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- Mr. and Mrs. Jesse and Kay McCartney
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- Millennium Advisory Services, Inc.
- Mindstream
- *National Management Resources*
- neteffect technologies
- Paycor
- Mr. Mitchell W. Perry
- Pharos Resources
- Dr. Patsy Pierce
- Mr. Brooks T. Raiford
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- Mr. Matthew Socha
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- Stonecutter Foundation, Inc.
- Reverend Larry Thomas
- Ms. Mary Thornton
- Transact Campus, Inc.
- *United Bank*
- USI Insurance Services
- *Mr. and Mrs. Thomas & Ashley Varnadore*
- *Virtual Care Group*
- Mr. and Mrs. Tom and Dana West
- *Wyatt-Quarles Seed Company*

* In-Kind Gift
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.

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 discount pricing to campuses.

- Acadeum
- Adobe Programs
- Allied 100/AED Superstore
- Arthur J. Gallagher & Company, Inc
- Bartlett James LLC
- Brander Group
- Brightly
- CampusLogic
- College Foundation, Inc.
- CDW Government
- CITI Training
- Coursedog
- DataVAlet
- Envirosafe
- First American Education Finance
- Forms & Supply
- Inside Higher Ed Careers
- Microsoft EES Agreement
- Microsoft Student, Faculty and Staff Select Agreement
- Mindstream
- National Utility Review
- NCICU Tuition Exchange
- OptimalResumeTM
- Scholar Buys
- Staples Advantage
- StormWind Studios
- ThankView

- Transact Campus, Inc.
- United Healthcare Student Resources
- Vector Solutions
- VMWare

BUSINESS AFFILIATES:

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

- AffinityLTC, LLC
- Apogee
- Aramark
- BDO USA, P.A.
- BHDP
- Brown Edwards & Company
- CapinCrouse
- CAPTRUST
- Centrica Business Solutions
- Cherry Bekaert
- Coca-Cola Consolidated
- Corporate Risk Management, Inc.
- CORT
- Coursedog
- CPL | ARCHITECTURE. ENGINEERING. PLANNING
- DLR Group
- EDC
- First American Education Finance
- Fortinet
- FORVIS
- Harvest Table Culinary Group

- HRP Associates, Inc.
- IMA Financial Group
- Jenzabar
- McMillan Pazdan Smith Architecture
- Millennium Advisory Services, Inc.
- Mindstream
- National Management Resources
- neteffect technologies
- Paycor
- Pharos Resources
- SageView Advisory Group
- Security Marketing Group
- Southern Bank
- TIAA
- Truist
- Transact Campus, Inc.
- United Bank
- USI Insurance Services
- Virtual Care Group
- 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
- State of North Carolina E-Procurement

Presidents's Message



A. Hope Williams

Serving as the statewide office of North Carolina's 36 private, nonprofit, colleges and universities, NCICU works to support our outstanding administrators, faculty and staff on behalf of our students from North Carolina and around the world. This support includes the opportunity to partner with the North Carolina

General Assembly and Congress to help educate our state's future workforce and to work in concert with leaders across our state to develop innovative college and university programs.

Raising funds for programs and scholarships is always a priority. One of the new programs, NCICU's iBELONG mentoring

program, is in its second year, and is increasing persistence and retention of at-risk students through one-on-one coaching, student conferences, and career exploration. A three-year Faculty-Student STEM Mentoring program is increasing support of first-generation students, including women and students of color, in their pursuit of a STEM career. We have almost completed initiatives in the Science of Reading in our 31 NCICU Educator Preparation Programs, and in a Transfer Pathways project which was developed as a model for states throughout the country. All of these programs are made possible by grants from generous, supportive funders and are described in this report.

NCICU also provides a robust array of collaborative programs as a part of cost saving efforts. These are negotiated partnerships with businesses which help our campuses control costs and improve the quality of services offered to students, faculty, and staff. All of these efforts are designed to help make an independent higher education more accessible and affordable - helping students achieve the dream of a college education and improving the quality of life for our graduates and their families.

A. Hope Williams

President, North Carolina Independent Colleges and Universities

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*
- **Marcel Anderson**, *project director, iBELONG Mentoring Program*
- **Sandy M. Briscar**, *director of communications*
- **Steve Brooks**, *senior advisor*
- **Lexie Daniels**, *assistant director, Independent College Fund of North Carolina*
- **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*
- **Patsy Pierce**, *project co-manager, Science of Reading*
- **Marilyn Sutton-Haywood**, *project director, Faculty-Student STEM Mentoring Program*



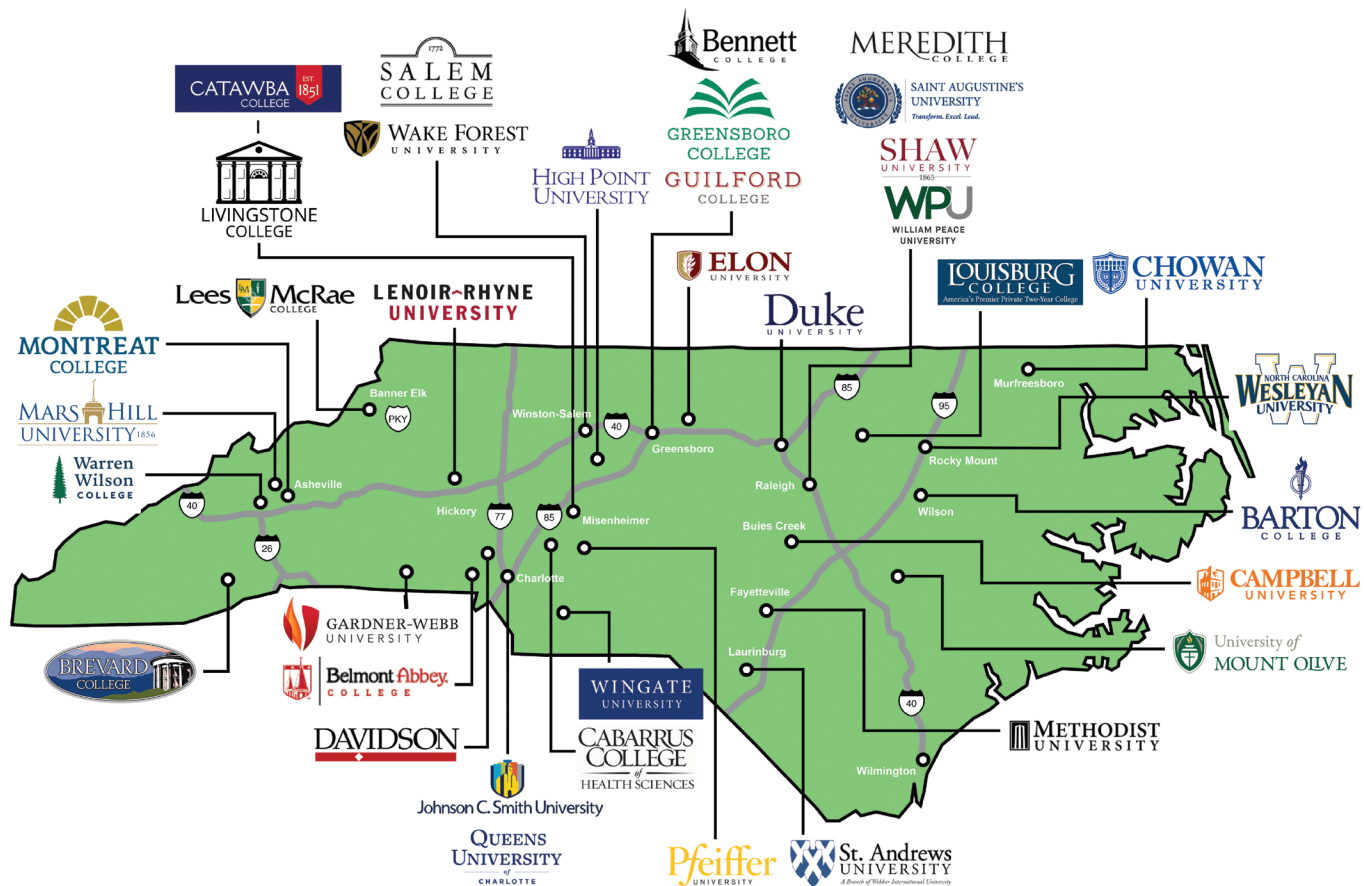
Students at our Independent Colleges and Universities enjoy the beautiful weather in North Carolina as they take part in campus festivals, preparing for final exams, and celebrating graduation.

PICTURED TOP TO BOTTOM:

- Spring in the mountains at Brevard College
- Exam Preparation at Chowan University
- Festival of Lights and Luminaries at Elon University
- Graduation at Belmont Abbey College



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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Phone: 919.832.5817 • Web: www.ncicu.org • Twitter: @NCICUhighered • LinkedIn: <https://www.linkedin.com/company/ncicu>

North Carolina Independent Colleges & Universities (NCICU) supports, represents, and advocates for North Carolina independent higher education in the areas of state and federal public policy and on education issues with the other sectors of education in the state. It also raises funds through the Independent College Fund of North Carolina for student scholarships and enrichment experiences, provides research and information to and about private colleges and universities, conducts staff development opportunities, and coordinates collaborative programs. The presidents of the 36 colleges and universities that we represent make up our Board of Directors.