

## WILBERFORCE UNIVERSITY

As the first private HBCU founded, owned, and operated by people of African descent, Wilberforce University occupies a rarefied position within the African American and HBCU communities as a symbol of audacious self-determination and racial agency.

This is, without a doubt, one of the most important moments in the history of Wilberforce in the last 50 years. A confluence of significant events that will shape the future of Wilberforce University has been at the center of our strategic thinking, planning and action. The global COVID-19 pandemic and its impact on every aspect of human behavior, most notably, how we teach and learn; a reckoning on racial inequality and social injustice that has brought world-wide laser focus on the treatment of African Americans and our communities and institutions; and an awakened interest in HBCUs, occasioned by the collective giving of philanthropists of millions of dollars to support HBCUs, all have caused us to rethink, in significant ways, how we must position Wilberforce University for a future beyond these current circumstances.

In the wake of the COVID-19 pandemic, Wilberforce, like all institutions of higher learning, has had to make difficult decisions that impact not only our community, but also our core mission of teaching and learning. We have had to pivot under ever changing circumstances to assure the safety and well-being of the Wilberforce University community and its future. Against a backdrop of the prevailing prognostications about the future of small, special mission institutions like Wilberforce, we have been intentional in developing a path forward for a vital and sustainable future for this beloved and venerable institution.

As we consider the challenges and opportunities that confront us and the work ahead, let us be reminded that resilience and triumph over challenge are in the DNA of Wilberforce University. We must all be resolutely committed to the work and what is required to assure that Wilberforce University faces the future as a thriving, high performing institution, confident in its mission and ability to make a difference in the lives of the students it serves.

With steely determination, we have been intentional as we focus on transforming Wilberforce University. This work has been incessant and all consuming, and it has not allowed us to reflect on our progress in significantly moving the needle. In this report, we take this moment to be still, if only briefly, to review and highlight our accomplishments and secure the historical record on the wonderful things that have occurred at Wilberforce University. The work, however, is ongoing and progress is ever evolving.

We are an institution compelled to excellence and we are reminded of the wisdom of one of our great heroes, Paul Robeson, when he writes, "We must realize that our future lies chiefly in our own hands."

We are Wilberforce University: The First and The Future.

Suo Marte,



### WILBERFORCE UNIVERSITY OUR VALUE PROPOSITION AND BRAND PROMISE

Wilberforce University is a premier liberal arts institution offering a college-to-career and entrepreneurial focus.

Through an environment of belonging and intellectual rigor, students at Wilberforce will discover their purpose, find their passion, engage faculty to foster innovation, strengthen their skills, and experience the freedom to learn, live and lead globally.

We are a university community that values and respects diversity of thought, critical thinking, intellectual rigor, spiritual development, and the passionate pursuit of disciplined habits of the mind, spirit, and body. We have been strategic in defining ourselves as a premier liberal arts institution with an entrepreneurial intention.

Our community of teachers and learners is serious about participating in the growth and development of our students as they welcome us into their lives. We strive mightily to uphold this sacred trust that compels us to excellence.



## **OUR MISSION**

To engage, support, and assist students in identifying and preparing for their respective purposes in life as social change agents, social justice activists, entrepreneurs, thought leaders and global citizens by imparting knowledge through rigorous intellectual inquiry and critical thinking.



## **OUR CORE VALUES**

Wilberforce University embodies six core values that undergird all decisions critical to accomplishing the university's mission:



Our students are the center of our existence. Respect, spiritual values, and commitment to their educational success is our priority.



We will provide a living-learning environment with excellent teaching and a rigorous and innovative curriculum and enriched student engagement.



#### RELIGION

This is a university with a history and legacy rooted in and affiliated with the African Methodist Episcopal Church that believes in the Living God. We embrace Christian principles as our foundation.



#### SOCIAL & COMMUNITY RESPONSIBILITY

We are devoted to serving our community through the personal and institutional outreach that is consistent with our core values, and our commitment to social justice.



#### CHRISTIAN PRINCIPLES

Ethics, integrity, and honesty, as exhibited in the Christ of Scripture, are essential parts of our spiritual identity and practice. Those principles permit us to develop our relationships with God and one another.



#### HISTORY AND TRADITION

We embrace and cherish our culture and history and we take responsibility for distinguishing ourselves through the 21<sup>st</sup> century and beyond.

### **OUR STRATEGIC PLAN**

## THE 7 PILLARS OF WILBERFORCE UNIVERSITY 2022-2025

OPERATIONAL EFFECTIVNESS + RETENTION CULTURE OF EXCELLENCE STUDENT ENGAGEMENT FISCAL RESPONSIBILITY BRAND ADVOCACY "Strategy is better INSTITUTIONAL RESEARCH

than strength"

African Proverb



# Academic Excellence STUDENT ENRICHMENT EXPERIENCES

#### JAMES BALDWIN WRITERS' COLONY

#### Study Abroad James Baldwin Writers' Colony: a collaboration with Emerson College

Wilberforce students have the unique opportunity to experience the James Baldwin Writers' Colony at Kasteel Well in the Netherlands. In collaboration with host Emerson College, this 4 week, 8 credit program invites students to write, workshop and revise short works of creative fiction and nonfiction inspired by the literature of African Americans who lived and worked in Europe. Students will also explore Amsterdam and Paris through the unique and powerful lens of Black history.

#### BLACK WALL STREET PROGRAM

The Wilberforce University student led Black Wall Street Program was created in 2016 by the student fashion troupe Nubiance. This on-campus replication of the historic Black Wall Street in the Greenwood district of Tulsa, Oklahoma embodies the vision of promoting [Black] entrepreneurship by inviting 20-30 vendors to campus in a robust marketplace setting. As a part of the program, business owners have also been invited to speak to Wilberforce students about the many aspects of entrepreneurship and community wealth. "The reincarnation of Black Wall Street created opportunities for small businesses to promote and expand their businesses to Wilberforce University students." – Jalen Dickerson, class of 2020, Salutatorian

#### OHIO STATE UNIVERSITY JAMES CENTER FOR CANCER HEALTH EQUITY

#### **Summer Research Program**

The Center for Cancer Health Equity Summer Research Program at The Ohio State University Comprehensive Cancer Center (OSUCCC) – James Center for Cancer Health Equity (CCHE) collaborated with two historically Black universities Wilberforce University and Central State University. This combined venture provided summer research opportunities to third and fourth year undergraduate students. Students in this program participated in cancer health equities research under the guidance of an experienced team of mentors. They also received professional development and career counseling through faculty and resources of the OS-UCCC and the university's College of Public Health (OSUCPH).

The 10-week summer internship, headed by nationally recognized cancer research expert Electra Paskett, PhD, provided experience and mentorship for up to six undergraduate students interested in research on the disease. Interns participated in a cancer health equities project (e.g., The Rural Intervention for Screening Effectiveness (RISE) study), a journal club, and weekly seminars. They received professional development and career counseling through faculty and resources at the OSUCCC and the OSUCPH. Students also received a stipend and housing through the generosity of Pelotonia, a year round massive cancer research fundraiser.



#### COLLEGE OF GENERAL AND FOUNDATIONAL STUDIES

#### **Center for Academic Support and Student Success**

The Center for Academic Support and Student Success (CASSS) works collaboratively with each division, as well as Student Life, to ensure a student's growth, support, and success. The Center functions at the intersection of Academic Affairs, Student Engagement, Enrollment Management, and Success.

As a result, students can engage in traditional methods of academic support such as tutoring and mentoring, while experiencing cocurricular activities beyond the traditional scope of academic support.

#### **The CASS Program Provides**

quality academic advising, tutoring, mentoring, and a host of other services. Our goal is to assist our students with choices of major, career paths, and academic advancement.

#### COLLEGE OF ARTS AND SCIENCES

#### **Music Department**

We are bringing the sounds back to Wilberforce University. A fresh take on the program design, development of the music curriculum, and hiring of music faculty means that Wilberforce University is offering the degrees of Bachelor of Arts in music performance for instrumental vocal music, and Bachelor of Science in music business (with a technology component), reflecting the highest level of excellence and innovation.

#### Students will have exciting opportunities to:

- Experience co-curricular experiences through vocal and instrumental ensembles (choir and band)
- Work closely with the Ray Charles Foundation to continue the study of music in higher education to make our students job ready and prepared for further study in graduate school
- Study with qualified and talented faculty in the field of music to provide students with quality performing arts education
- Participate in the university choir and performance opportunities that include additional
- Ensembles such as a marching band, jazz band, and various combos for exposure in the community to assist with student engagement and institutional advancement.

The fall (2022) re-launch of the WU band also promises to bring the legacy of the historically Black colleges/universities marching band soundscape to Wilberforce University.



#### COLLEGE OF PROFESSIONAL STUDIES

The College of Professional Studies houses majors related to business, science, technology, engineering and mathematics. The degrees offer students the flexibility to go directly into the workplace as competent and competitive managers, business owners, engineers, or government officials.

The university's liberal arts focus with an entrepreneurial intent allows students to translate their personal branding to create strategic methods of career preparedness.

#### COLLEGE OF GRADUATE, ADULT AND CONTINUING EDUCATION

Credentials for Leadership in Management and Business Program (CLIMB)

The CLIMB Program is a unique accelerated alternative to the traditional method of earning an undergraduate degree. CLIMB students are adult learners who develop structured approaches and solutions to real world problems. Because these students are typically employed full time, CLIMB offers online courses that are relevant and flexible to meet their needs. We value prior knowledge, work experience, and technical training. Experiential credit can be earned for technical and professional non-collegiate training, employment, and life learning experiences.

#### CLIMB offers a Bachelor of Science degrees in the following programs that can be completed in as few as 18-months

- Criminal Justice Administration
- Health and Human Services
- Information Systems Management
- Organizational Management



#### GRADUATE PROGRAM IN REHABILITATION COUNSELING

The Clinical Rehabilitation Counseling Program (CRCP) was developed in August of 2004 to meet the growing demand for qualified, professionally trained, culturally competent clinical rehabilitation counselors who want to work in public and private rehabilitation agencies and institutions. The program will improve the rehabilitation delivery system by increasing the number of master's degree level African American professionals qualified to advance professionally.

#### Program Mission: Graduates are prepared to meet the psychosocial and vocational needs of persons with:

- developmental disabilities
- psychiatric disabilities
- traumatic brain injury
- spinal cord injury
- · alcohol and substance abuse behaviors
- acquired disabling conditions

#### Graduates are professionally trained for careers in vocational clinical rehabilitation in:

- government agencies
- not-for-profit and for-profit community clinical rehabilitation programs
- educational institutions
- private for-profit and not-for-profit community rehabilitation programs
- residential programs
- case management
- Bureau of Workers' Compensation
- mental health services

Graduates use knowledge and competency to understand the physical, social, psychological, economic, and political implications of disabilities and to promote self-sufficiency and independence. They also learn to understand how gender, sexual orientation, race, ethnicity, and culture can impact a disability experience. Graduates are trained to engage in ethical practices, implement research initiatives, and practice ongoing professional development. The program recruits candidates from typically underrepresented populations, and students with disabilities from the Region V area (Ohio, Illinois, Indiana, Michigan, Minnesota and Wisconsin). Wilberforce's Master of Science Degree in Clinical Rehabilitation Counseling is the only historically Black college/university (HBCU program in the Midwest. The program builds our local capacity to provide culturally competent mental health services for African American and clients of color and improve their chances of successful rehabilitation.



#### THE OFFICE OF COOPERATIVE EDUCATION

#### **Co-Operative Education Experiential Learning Program**

The Cooperative Education and Career Services Program manages our Cooperative Education Program and Career Readiness Activities. The Cooperative Education and Career Services Program combines classroom education with practical work experience as a part of our commitment to provide robust college to career and entrepreneurial pathways for our students. Our program provides academic credit for career readiness experiences. All students must complete at least two (2) Co-Ops before graduation. This office also helps students with scholarship preparation, essay writing, and personal development. This office also helps students with scholarship preparation, essay writing, and personal development training.

#### REMBERT E. STOKES LEARNING RESOURCES CENTER AND INFORMATION COMMONS (LIBRARY)

The Rembert E. Stokes Library and Information Commons is located on the second and third floors of the Stokes Building. It houses a book collection of more than 70,000 volumes and has periodical indexes with 500 journal and magazine subscriptions, CD-ROM resources, pamphlets, and other undergraduate library resources. Electronic resources including e-books, journals and periodicals are available both on and off campus via the internet.

#### **HEALTH SERVICES ADMINISTRATION**

The health services administration program is to provide a solid foundation in the fundamental areas of health services management and the administrative skills necessary for careers in modern healthcare and health-related facilities, including the background for admission to graduate and professional schools. The program was recognized as one of the top 40 healthcare administration degree programs in the nation.



#### COLLEGE/DEPARTMENT HIGHLIGHTS & RECOGNITION

#### BAYARD RUSTIN LECTURE SERIES AND SOCIAL JUSTICE INITIATIVE

Named for alumnus and civil rights activist Bayard Rustin, this lecture series intends to connect student academic and intellectual ideals with student engagement and social relevancy. Students will have an opportunity to interact and explore conversations with speakers who are brought to campus expressly to engage students in intellectual and in-depth questions related to self and community.

#### COMPREHENSIVE PATHWAYS INITIATIVE

Higher education has become increasingly accessible in the 21st century. Historically, higher education was designed for the elite (white landholding men), but through the years college going demographics and rates have changed significantly. Wilberforce University, founded in 1856, was the nation's first university for Black people, solidifying access to college degrees for African Americans. Through the years, as views changed on race, college affordability, and the purpose of higher learning, students from a variety of experiences attend universities to obtain better jobs and elevate themselves and their families in society. Higher education has become increasingly necessary to access employment and careers, therefore increasing rates of college attendance.

In 2015, Wilberforce began building the foundation for this transformation and was awarded the United Negro College Fund Career Pathways Initiative. As a result of the UNCF award, we designed a path forward to solidify our value proposition. The initial submission, years one and two, focused on curriculum and co-curricular transformation by intentionally surveying the institutional landscape. We spent time in the discovery phase and in year three reviewed our initial efforts, later deciding that we needed a reset to move forward successfully. The UNCF Career Pathways Initiative is a significant component of the successful planning and culture change at Wilberforce University and is supported by the university's strategic plan, The Wilberforce Renaissance: Reclaiming Institutional Prominence. Transformative practice that impacts outcomes are the goals of the initiative at Wilberforce. The effort provides a transformative pathway forward for the UNCF Career Pathways Initiative.

#### PATHWAY INITIATIVE:

- Wilberforce University Entrepreneurial Mindset
- Re-Imagination of the Wilberforce University First Year Experience
- Re-Design of the Foundation Course and Experience



#### COLLEGE/DEPARTMENT HIGHLIGHTS & RECOGNITION

#### MARK AND SHELLY WILSON CENTER FOR ENTREPRENEURSHIP AND INNOVATION

The Mark and Shelly Wilson Center for Entrepreneurship and Innovation has a foundational strategy that consists of engagement, experiential learning, and research. Through corporate and business partnerships the Center has established the Innovator In Residence Engagements and the Emerging Entrepreneurs Learning Series to provide students with "master class" opportunities to engage and gain experience from business leaders and innovators.

- Increase entrepreneurship in the communities our students represent
- Facilitate change through experiential learning opportunities
- Serve as a research hub that produces accessible resources for our communities
- Develop innovative strategies to generate new ideas and a new standard of best practices

#### ENTREPRENEUR-IN-RESIDENCE

The Wilberforce University Entrepreneurial Residency is characterized by eight skills that each student will practice and lead as part of their university experience. The acquisition of these skills is designed to facilitate our students' viability in the careers of their choice, graduate/professional schools, and/or entrepreneurship. To reach this goal, we must be intentional in the delivery of these skills to students and recognize that there must be a cultural shift across the campus.

#### EMERGING LEADER CO-OP WITH CHIME SOLUTIONS

The Co-Operative Emerging Leaders Program provides an experiential learning engagement for entrepreneurial focused students by placing them in remote and on campus workplace environments. These diverse settings will allow students to gain the requisite skills and experience to position them for fluid pathways into corporate and entrepreneurial settings upon graduation. Chime Solutions signed a contract to invest \$10 million dollars to fund the first cohort of 100 students in the program. The core of the Co-Op experience is the opportunity to merge what has been learned in the classroom with practical experience. The consolidation provides a guided experience through experiential learning. The Chime Solutions Emerging Leader Co-Op offers students six credit hours in the Emerging Leader Course and Lab.

Students enrolled in this course are introduced to the fundamentals of business. They are provided experiential learning through lab experience with Chime Solutions. This Emerging Leader Co-Op provides students with additional credit hours, a generous stipend and tuition grant, a four month work experience and opportunity for employment beyond the program.



#### COLLEGE/DEPARTMENT HIGHLIGHTS & RECOGNITION

#### DAYTON JOB CORPS

An agreement signed by President Pinkard and the executive director of the Dayton Job Corps, officially welcomed Job Corps students to the WU family. Beginning spring semester 2022, students and staff at the residential/academic/vocational training center will receive educational opportunities through the university's undergraduate program and CLIMB, Wilberforce University's adult degree program. The Wilberforce University Center for Academic and Student Success Services (CASSS) will develop a semester-by-semester plan of action to support students through graduation.

#### OPPORTUNITIES FOR OHIOANS WITH DISABILITIES

Wilberforce University and the Ohio College2Careers Program invest in providing new service patterns for individuals with disabilities working toward a credential or degree. It implements an innovative strategy to increase career services and support for individuals, directly on campus. This new underpinning will be available to eligible individuals with disabilities who are seeking jobs that require postsecondary education programs to meet the skill demands of the labor market. These objectives have been established because of common performance measures under the Workforce Innovation and Opportunity Act (WIOA) that include credential attainment, measurable skill gains, employment rate and median earnings for individuals who are served and become employed, through the vocational rehabilitation program. The services will be established to help eligible individuals attain an associate or baccalaureate degree, licensure recognized by the state or Federal government, a certificate of completion of an apprenticeship, or an industry recognized certificate.

#### IBM ACADEMIC INITIATIVE/SKILLS ACADEMY

An IBM partnership with Wilberforce University is providing \$2 million in AI and Open Hybrid Cloud Technology Resources to help students build modern skills.

This collaboration with IBM on a comprehensive program is designed to develop diverse and high demand skill sets that align with industry needs and trends so both students and faculty can develop the skills they need today for the jobs of tomorrow. IBM and Wilberforce are dedicated to providing future focused curriculum and educational tools to help train the diverse workforce of tomorrow in fast growing technologies such as AI, blockchain, data science, cybersecurity, cloud, and quantum computing. The university will provide students faculty, and staff with innovative training that will enhance academic programs and enrollment as well as create a competitive academic atmosphere that allows students to compete in the global marketplace.



#### COLLEGE/DEPARTMENT HIGHLIGHTS & RECOGNITION

#### OHIO ASSOCIATION OF COMMUNITY ACTION AGENCIES

In response to the COVID-19 pandemic, the Ohio Association of Community Action Agencies partnered with Wilberforce University to provide much needed technology to support students' remote learning. The pilot project allowed 100 eligible students who were impacted by the pandemic to receive a personal laptop during and beyond the school's remote learning protocol, enabling them to continue their studies through distance learning.

#### PREMIER HEALTH

This partnership connects Wilberforce University with the areas leading healthcare network. Premier Health brings its medical expertise to the Wilberforce University student clinic, expanding the health center's hours and services, including 24/7 virtual care.

#### PELOTON X BEYONCE

Peloton, the world's leading interactive fitness platform, and GRAMMY® Award-winning global entertainer and entrepreneur, Beyoncé, announced a broad, multi-year partnership rooted in the celebration of music. This principal component of the Peloton class experience and pro-social initiatives created a partnership with WU students that includes a two-year Peloton Digital membership gift to all students. The agreement provides access to a full library of fitness classes through the Peloton App that can be used with or without equipment. Peloton will pursue long-term recruiting partnerships at both the internship and undergraduate levels.

#### HOMELAND SECURITY PARTNERSHIP

The Wilberforce University and Department of Homeland Security partnership provides access to federal internships and careers in government for students and recent graduates. The Pathways Programs consist of the Internship Program for current students. The Recent Graduates Program is reserved for people who have recently graduated from qualifying educational institutions or programs (2 years from the date the graduate completed an academic course of study), and the Presidential Management Fellows (PMF) Program is for people who obtained an advanced degree (e.g., graduate or professional degree) within the preceding two years.



#### COLLEGE/DEPARTMENT HIGHLIGHTS & RECOGNITION

#### PENN NATIONAL GAMING INC.

Wilberforce will soon benefit from a new science, technology, engineering, and math (STEM) program sponsored by Penn National Gaming, Inc. The university will receive \$100,000 each year to support students in STEM programs and to enhance STEM academic programs on campus. The company is also offering an internship for a Wilberforce student through its Leadership Excellence At Penn (LEAP) program. "We are incredibly proud of our partnerships with HBCUs across the country," said Justin Carter, Senior Vice President of Regional Operations for Penn National and Chairman of the Company's Diversity Committee. "The STEM Scholarship Program is another key step in narrowing the representation gap in STEM fields among certain underrepresented communities." The Leadership Excellence At Penn National Gaming ("LEAP") Program provides hands-on training, mentoring, and real world experience to new or recent college graduates who are interested in building a long term career in the gaming industry.

#### COMPTECH COMPUTER TECHNOLOGIES

Computer Technologies, a world class provider of IT and data management services will now collaborate to increase the presence of underserved youth participation in STEM. In a recently signed document, the university and the company agreed that CompTech will provide a total of \$50,000 in educational programs and professionally crafted internships to Wilberforce University STEM instructors and students enrolled in STEM curriculum through the company's charitable arm, Sci-Tech.

This joint venture is designed to move both parties to improve the minority presence in the field of information technology and provide financial support for the university. The program was developed based upon the demand of STEM and STEM related companies for employee skillsets and micro credentials. Earning a related degree from Wilberforce will now include the extra expertise that will prepare our students to compete at the top of their class. Initially, the partnership focused on internships, mentorships, and federal bid support. With time, the team will also collaborate on career services and curriculum design.



### Athletic Achievements

#### ATHLETIC PROGRAMS & PARTNERSHIPS

The Wilberforce University Athletics Department, that includes golf, basketball, cross country and esports, is having a banner year. The list of sports will grow in the fall when track resumes and baseball, with backing from the Cincinnati Reds, will return to Wilberforce after an eight decade absence. The university's scholar athletes represented a solid lead of the names on the Dean's and President's academic lists.

With the most prominent win for WU women's cross country, the Lady Bulldogs won second place at the Rio Grande University (Ohio) Invitational and the men's and women's basketball teams won the HBCU Classic held at the University of the Virgin Islands.

The golf team is getting a boost from PGA Tour. Initially, the organization gifted the university \$100,000 for new equipment, scholarships, and uniforms. Now supplementing that, United Airlines has been added to the list of WU golf team benefactors, joining PGA Tour's HBCU grant program. This recent partnership provides Wilberforce \$10,000 for the women's and \$10,000 for the men's programs. It is a critical philanthropy to meet the coaches' recruitment and travel needs.



## Wilberforce By The Numbers

We would like to extend a heartfelt thank you to our loyal alumni and donors. Their continued support during the challenges of the global pandemic have enabled Wilberforce University to reach record numbers in fundraising. We are so thankful for the dedication to our mission and our students of promise. Each donor and stakeholder has made an impact for generations to come.

FY 21'	FY 20'	FY 19'	FY 19'
\$26,505,472 TOTAL	<b>\$1,057,761</b> Raised	<b>\$1,521,238</b> Raised	<b>\$975,932</b> Raised
\$8,744,237 GRANTS	907 Donors	836 Donors	825 Donors
\$17,761,235 Federal support	1,741 Gifts	1,494 Gifts	1,455 Gifts
\$3.2M Raised			
(individuals, corporations, alumni, groups, etc.)	KARY NE		



#### THE FIRST • THE FUTURE • THE FORCE

Ethics, integrity, and honesty, as exhibited in the Christ of Scripture, are essential parts of our spiritual identity and practice. Those principles permit us to develop our relationships with God and one another.

At Wilberforce, we are committed to showing up every day and giving our best so that our students can become their best.

