

AGENCY NAME:

Lander University

AGENCY CODE:

H21

SECTION:

018



Fiscal Year 2014-15 Accountability Report

SUBMISSION FORM

Lander University Mission Statement

Grounded in the belief that education is a liberating force which makes it possible for the individual to live a life of meaningful activity, of personal satisfaction, and of service to others as a neighbor and a citizen, Lander University has chosen teaching and learning as its principal concerns and providing a challenging education for qualified students as its mission.

Through its liberal arts programs and its professional schools of business, education, and nursing, the University offers an undergraduate curriculum that combines a broad liberal education with specialized study leading either to immediate application in a career or to more advanced study.

The undergraduate programs provide opportunities for students to achieve competence in a major discipline and to explore a broad core curriculum designed to assist them in developing the ability (1) to gather and critically analyze information from a variety of fields and to use that information as a basis for reasoned judgments and for effective problem solving, (2) to synthesize diverse ideas and information, and (3) to understand and convey ideas clearly.

In addition to its undergraduate programs, Lander provides a limited number of master's programs and post-graduate courses that respond to critical needs of the immediate region and the State. Supporting the University's role as a teaching institution and recognizing that scholarship is essential to establishing and maintaining excellence of instruction, Lander faculty engage in scholarly and creative activities appropriate to their teaching fields. In addition, the faculty and staff recognize Lander's responsibility to the public and to the local economy; therefore the University serves as an intellectual and cultural center and cooperates with various agencies, schools, and businesses.

The University, situated near the center of Greenwood, a small South Carolina city, combines urban with rural and traditional with modern features. Proud of its identity as a small, student-centered public four-year university with a nurturing educational environment, Lander is committed to gradual but limited growth to a size of approximately 3300-3500 students. Because student success depends in large part

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upon readiness, the University reserves admission to those students who can demonstrate adequate preparation for higher education either through a predicted GPA or through previous success at another post-secondary institution.

While Lander serves primarily students from a seven county area (Greenwood, Laurens, Edgefield, Abbeville, McCormick, Newberry, and Saluda) and reflects the demographic diversity of this constituency, it strives to draw students from every region of South Carolina as well as from other states and foreign countries because a geographically diverse population better serves the educational interests of all students enrolled. Lander predominately attracts qualified traditional full-time students but also welcomes non-traditional and part-time students.


Lander University's commitment to extending educational opportunities to these varying constituencies reflects its belief that citizens of a free society have a right to the enriching benefits of higher education.

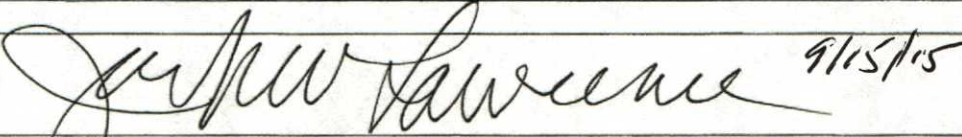
Approved by the Lander University Faculty: March 19, 1997
 Approved by the Lander University Board of Trustees: March 20, 1997

Please identify your agency's preferred contacts for this year's accountability report.

	<u>Name</u>	<u>Phone</u>	<u>Email</u>
PRIMARY CONTACT:	Tom Covar	864.388.8124	tcovar@lander.edu
SECONDARY CONTACT:	Tom Nelson	864.388.8914	tnelson@lander.edu

I have reviewed and approved the enclosed FY 2014-15 Accountability Report, which is complete and accurate to the extent of my knowledge.

AGENCY DIRECTOR (SIGN/DATE):  9/15/15
(TYPE/PRINT NAME): Richard E. Cosentino, President

BOARD/CMSN CHAIR (SIGN/DATE):  9/15/15
(TYPE/PRINT NAME): Jack W. Lawrence, Chair, Lander University Board of Trustees

AGENCY'S DISCUSSION AND ANALYSIS

Lander University has been providing educational and cultural opportunities since its founding in 1872 as Williamston Female College in Williamston, S.C. The college moved to Greenwood, S.C., in 1904 and was renamed Lander in honor of its founder, Samuel Lander. It became part of the state system of higher education in 1973. Lander is now a coeducational, state-assisted, comprehensive, regional, four-year university with traditional liberal arts and science programs, and professional programs in business, education and nursing.

Enrollment is slightly over 2700 with a student body representing 29 states and 17 foreign countries. Minorities make up 33 percent of the student body; 70 percent of the student body is female and 30 percent is male. Campus residence halls accommodate approximately 1,100 students. Lander has a student/faculty ratio of 17:1 with 138 full time faculty members, the majority of whom hold terminal degrees in their areas. Average class size is 22.

More than 60 areas of undergraduate study are offered, as well as a Master of Education (M.Ed.) in Montessori Education; a Master of Education (M.Ed.) in Teaching and Learning; a Master of Science in Emergency Management; and a Master of Science in Nursing, Clinical Nurse Leader. Students benefit from the flexibility of online courses and distance learning. Five programs are offered completely online: the R.N. to B.S.N. completion option; the criminal justice management bachelor's degree; the health care management certificate; the Master of Science in Emergency Management; and the Master of Science in Nursing, Clinical Nurse Leader.

The College of Science and Mathematics enrolls the largest number of undergraduate majors, followed by the College of Education. Lander has an exceptionally strong science program, and more than 90 percent of those recommended to medical school in recent years have been accepted. Students in Lander's engineering dual degree program have a 100 percent acceptance rate at Clemson University. A leader in Montessori education in South Carolina, Lander is the only public university in the state offering a program leading to Montessori certification and one of two publicly funded universities in the nation to do so.

Lander University's Strategic Plan is built around five Goals. Our efforts in the last year have resulted in many accomplishments:

Goal 1 focuses on Learning:

- Curriculum continues to be revised and improved to enhance individual student development and produce nationally competitive graduates. (1.1.1, 1.1.2, 1.1.3, 1.1.4, 1.1.5, 1.1.6, 1.1.7)
- Lander University continues to recruit faculty with excellent teaching skills and scholarly potential (1.2.1)

Goal 2 focuses on Enrollment:

- Lander University staff have been developing more effective recruitment and retention processes to attract students who have the potential to succeed. (2.2.1, 2.2.2, 2.2.3)
- Programs were developed and maintained to ensure reasonable academic success for all admitted students. (2.3.1)
- Programs are in place to ensured maximum benefit of scholarships and work-study opportunities. (2.4.1, 2.4.2, 2.4.3, 2.4.5)

Goal 3 focuses on Linkages

- All Lander University employees are encouraged to be involved in promoting the university. (3.1.1, 3.1.2, 3.1.3, 3.1.4)

- Lander University experienced an increased involvement of parents, alumni, community members and organizations. (3.2.1, 3.2.2, 3.2.3)
- Lander University ensures high quality service to internal and external constituents. (3.3.1)
- Student to community linkages continue to be strengthened. (3.4.1)

Goal 4 focuses on Environment:

- Environmental initiatives and practices continue to be developed and maintained to promote educational and operational sustainability. (4.1.1, 4.1.2, 4.1.3, 4.1.4, 4.1.5, 4.1.6, 4.1.7)
- The physical environment of the campus has been improved to increase safety, comfort and satisfaction. (4.3.1, 4.3.2, 4.3.3)
- The "first impression" of the university has been enhanced. (4.4.1)
- Lander University expanded co-curricular experiences and opportunities outside the classroom to broaden students' awareness of themselves, others, and current issues. (4.5.1)
- Lander University continues to upgrade and meet Information technology needs. (4.6.1, 4.6.2, 4.6.3, 4.6.4, 4.6.5)

Goal 5 focuses on Accountability

- Lander University continues to maintain strategic planning assessment and decision-making processes.
- All colleges continue to maintain accreditation with appropriate organizations. (5.3.1, 5.3.2, 5.3.3)

Lander University presented our 2015-2016 Budget Requests to Governor Haley's staff on October 23, 2014. A summary of our requests are below:

Recurring Request

Center for Montessori Education

\$500,000 - Lander University requests recurring funds to operate our Center for Montessori Education at a location adjacent to the main campus. The purpose of the Center for Montessori Education is to improve early childhood education in South Carolina and the nation by providing a site for research and dissemination of materials on Montessori-based education. The program will address the early childhood education crisis facing the State of South Carolina, owing to its historical limited access to high quality early childhood education, which has contributed to an achievement gap between South Carolina and many other states. The Montessori method of education is the only globally recognized early childhood curriculum. The South Carolina State Department of Education designated Montessori as one of the accepted early childhood curricula.

Lander University is uniquely placed to host this Center, since it is the only institution of higher education in South Carolina to offer an accredited program in Montessori Education. The director of the Montessori program at Lander is an executive board member of the South Carolina Montessori Alliance. There are no other university-based Montessori Centers in South Carolina. Although there are other Montessori-related academic programs in the Southeast (Barry University in Miami, Florida, Kennesaw State, and University of Georgia), none of these has a designated Montessori "Center" attached to it.

Non-Recurring Requests

Repair/Replace Equipment in College of Science & Math

\$1,200,000 - Lander University is requesting \$1,200,000 to repair and replace equipment in the College of Science and Mathematics. With increased student interest in STEM based curricula, it is critical that we upgrade our facilities with technologically advanced equipment in our classrooms and labs. These funds would enhance chemistry and environmental science classes to support current interests and research as they relate to water quality, heavy metal sediments, contamination related to hydrogeology effects, and algae problems. In addition, biology classes would be enhanced by using advanced equipment to research gene expression, tissue

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research, and microbiological studies. Lander faculty and undergraduate students would benefit from collaborative research with Clemson University and The Greenwood Genetic Center relating to genetic defects. Lander's nursing department students would benefit from equipment purchased as part of a human cadaver lab. Taking advantage of new technology, nursing classes would benefit from sophisticated mannequins and the taping of simulation experiments so learning experiences for many students can be produced and reviewed at different times.

Energy Management

\$552,255 - Lander University is requesting \$552,255 in non-recurring funds to replace its antiquated energy management system with a programmable system to allow for maximum energy conservation. This amount represents the difference between the previously requested \$825,000 and \$272,745, which was appropriated in the 2014-2015 budget. During the time that our campus was built, in the 1970's and 1980's, energy conservation was only an emerging idea. As a result, our energy consumption is not as efficient as it could be. Utilizing this new technology would allow our buildings to be run in a more efficient manner resulting in an annual cost savings of approximately \$75,000-\$100,000.

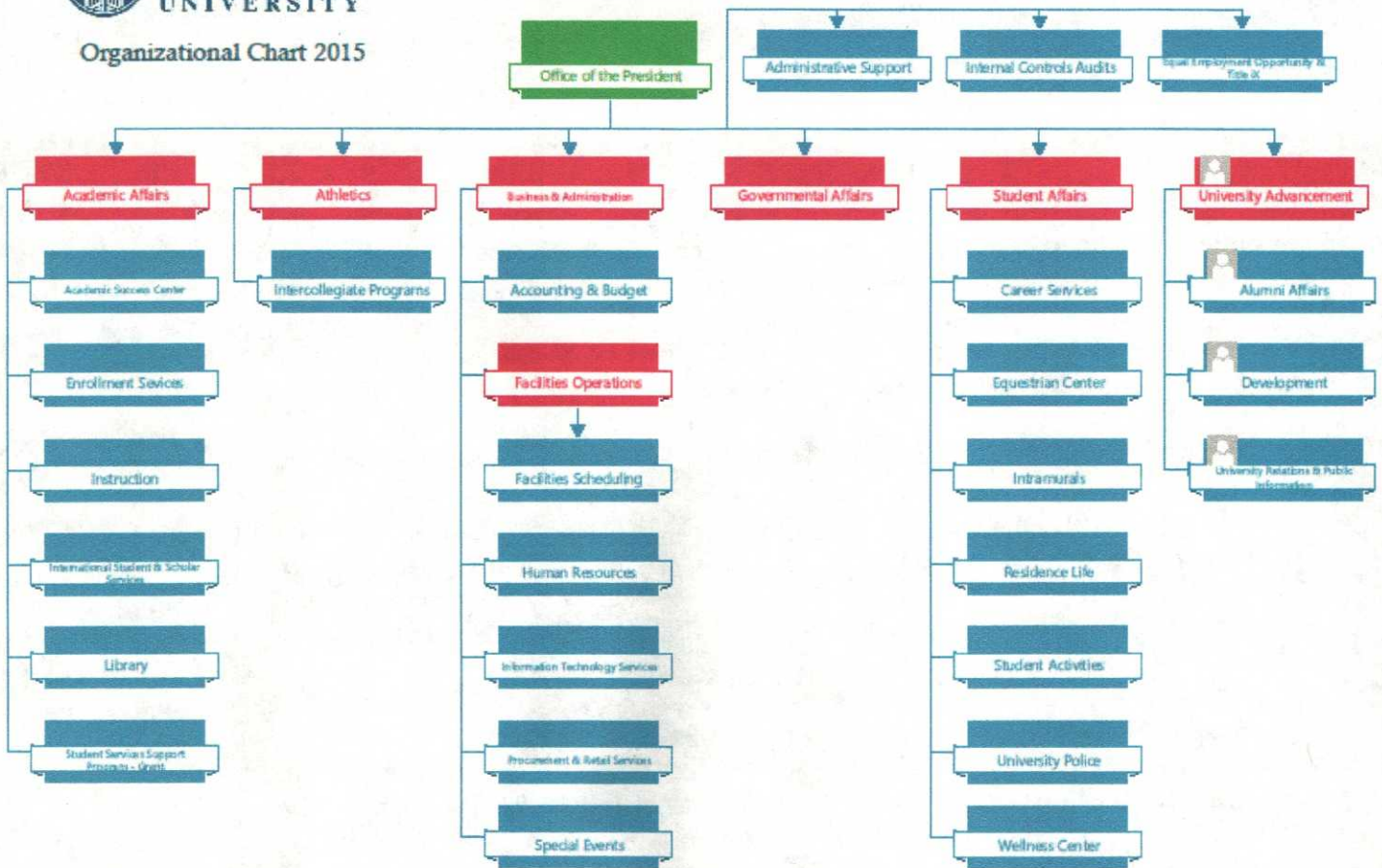
In addition to these priorities, Lander made the following Capital Requests, totaling \$58,928,700, if a bond bill is secured:

- **Athenaeum (University Center) - \$36,075,000** - In 1974 the current Grier Student Center was constructed for a student population of 800. Today's enrollment represents a 375% increase over the effective design capacity of this building, thus necessitating the need for a new facility. The existing Student Center offers virtually no student organization meeting space nor does it facilitate any student social functions.
The Athenaeum would house Student Affairs, Career Services, Health Services, Student Activities, Student Counseling, Student Government, Campus Bookstore, Campus Post Office, Campus Police Department, and provide the Greenwood community space for convention type programming.
- **Library Renovation - \$13,852,975** - The Jackson Library is in need of a major renovation. The facility was constructed in 1976 and has serviced the campus without major renovations for 37 years. The building requires a complete renovation to include the re-design of existing floor space, updating life safety systems, ADA accessibility, HVAC mechanical systems, electrical infrastructure, lighting retrofits and interior finishes.
- **Life Safety, Accessibility, Storm Water Erosion and Roof Replacement and Repair - \$9,000,725** - Critical maintenance items must be addressed to prevent further deterioration of existing facilities or creation of unsafe conditions. The backlog of facilities maintenance cannot be funded at one time, so we have prioritized the most pressing items for this project. Likewise, the storm water infrastructure must be upgraded to prevent future problems caused by erosion and water intrusion. This project will address critical needs involving Roof Replacement, Life Safety Improvements, Facility Maintenance, Infrastructure, and Campus-wide ADA Accessibility.

Lander University continues to make great strides forward as an institution. Nevertheless, the challenges faced by this university are significant as we try to meet the needs of an increasingly challenging student population while faced with decreased state appropriations and rapid technological advancement. Yet we are proud of our recent accomplishments and look forward to overcoming each hurdle as we continue to improve our ability to serve the citizens of the state of South Carolina as an efficient and noteworthy institution of higher learning.



Organizational Chart 2015



Published Date: July 2015

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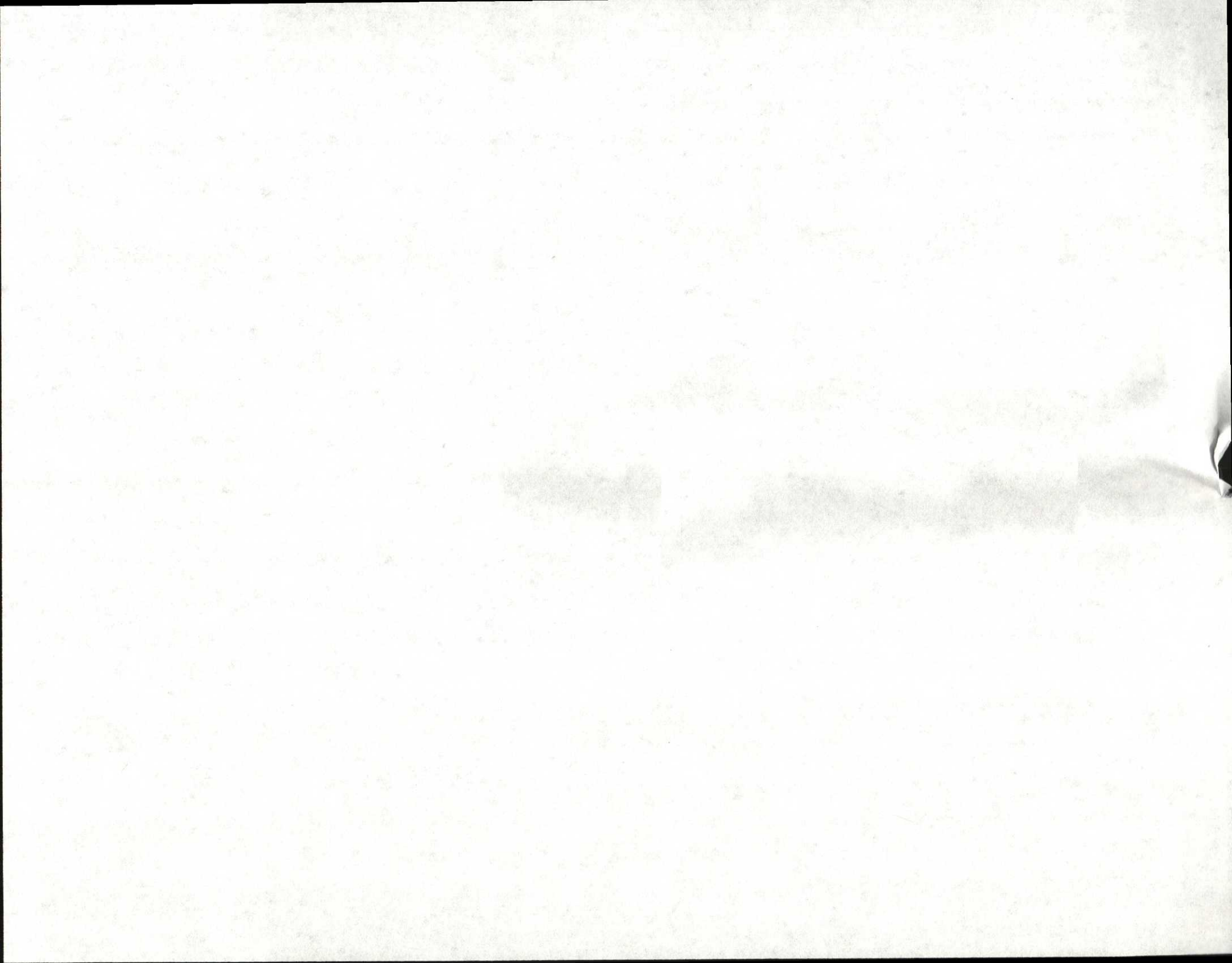
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Program Template

Program/Title	Purpose	FY 2013-14 Expenditures				FY 2014-15 Expenditures				Associated Objective(s)
		General	Other	Federal	TOTAL	General	Other	Federal	TOTAL	
I. Education & General	Supports the financial stability of the university by funding all instruction, academic support, student services, athletics, institutional support and operation and maintenance of plant.	\$ 4,697,419	\$ 32,948,103	\$ 6,618,127	\$ 44,263,649	\$ 4,878,931	\$ 33,011,704	\$ 6,341,794	\$ 44,232,429	1.1.1, 1.1.2, 1.1.3, 1.1.4, 1.1.5, 1.1.6, 1.1.7, 1.2.1, 2.1, 2.2.1, 2.2.2, 2.2.3, 2.3.1, 2.4.1, 2.4.2, 2.4.3, 2.4.4, 3.1.1, 3.1.2, 3.1.3, 3.1.4, 3.2.1, 3.2.2, 3.2.3, 3.3.1, 3.4.1, 4.1.1, 4.1.2, 4.2, 4.3.3, 4.5.1, 4.6.1, 4.6.2, 4.6.3, 4.6.5, 4.7, 5.1., 5.2, 5.3.1, 5.3.2, 5.3.3
II. Auxiliary Enterprises	These function charge for their services and are 100% self supporting. They include Housing, Bookstore and Dining Services	\$ -	\$ 11,706,619	\$ -	\$ 11,706,619	\$ -	\$ 11,748,397	\$ -	\$ 11,748,397	4.1.5, 4.3.2, 4.6.4
III. Employee Benefits	Employee benefits are the employer's share of related FICA, retirement unemployment insurance, workers compensation, health and dental insurance for all employees	\$ 1,535,213	\$ 5,363,383	\$ 44,873	\$ 6,943,469	\$ 1,658,836	\$ 5,508,389	\$ 47,021	\$ 7,214,246	1.1.1, 1.1.4, 1.1.5, 1.1.6, 1.1.7, 2.1, 2.2.3, 2.4.1, 3.1.1, 3.1.2, 3.1.4, 3.3.1
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Strategic Planning

Type	Goal	Item # Strat	Object	Description
G	1			Learning: We will enhance student learning by promoting academic excellence and public leadership skills.
S		1.1		Revise and improve the curriculum to enhance individual student development and produce nationally competitive graduates
O			1.1.1	Elementary Chinese was offered for the first time in January 2014 to encourage more students to engage in Asian studies
O			1.1.2	Call Me MISTER program was launched
O			1.1.3	Teaching Fellows program gains respect throughout the state resulting in recruitment of the full cohort of 25 freshmen
O			1.1.4	The Masters in Athletic Training received full state approval
O			1.1.5	Curricula revision is occurring across all four colleges relative to the Read to Succeed Act in South Carolina.
O			1.1.6	Introductory Biology was restructured as a non-majors course to present material with a relevance approach to societal issues.
O			1.1.7	Lander University is the first school in South Carolina to offer an approved MSN-Clinical Nurse Leader program and with the first
S		1.2		Continue to recruit faculty with excellent teaching skills and scholarly potential.
O			1.2.1	Advertise for positions in national publications
G	2			Enrollment: We will increase the size of the student body by 3% by fall 2010
S		2.1		Develop, implement and maintain marketing strategies which position Lander for future growth at regional and national levels.
S		2.2		Develop effective recruitment and retention process to attract students who have the potential to succeed
O			2.2.1	In the spring 2015 there were 99 students receiving VA benefits enrolled at Lander University.
O			2.2.2	A new recruitment system has been designed to allow recruitment flow to become more efficient and effective
O			2.2.3	Coaches participated in expos, open houses and seminars during the summer of 2014. Admitted 97 new student-athletes with a total of 236 student-athletes for fall 2014.
S		2.3		Develop and maintain programs to ensure reasonable academic success for all admitted students

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Type	Goal	Item # Strat	Object	Description
O			2.3.1	Library Services added a new suite of research databases and access to more e-books through the PASCAL online library catalog.
S		2.4		Ensure the maximum benefit of scholarships and work-study opportunities
O			2.4.1	The EYE Program, Lander University's experiential education program, continues to grow, awarding "Golden EYE Awards" to 292 students in 2013 and 385 students in 2014.
O			2.4.2	Lander University allotted an additional \$175,000 to use to recruit quality Freshmen with financial need and \$75,000 specifically to be used for transfer scholarships.
O			2.4.3	As of November 2014 the total financial aid volume was \$17,633,323.
O			2.4.4	The Student Support Services (SSS) Program awarded \$15,000 in grant aid to program participants in 2014.
G	3			Linkages: We will strengthen connections with local, regional and statewide communities in order to promote experiential learning opportunities, innovative career resources, and lifelong learning interests of students
S		3.1		Increase involvement of all Lander employees in promoting our university
O			3.1.1	The Montessori Education program will host the First Annual Summit on Montessori Education in South Carolina in 2015.
O			3.1.2	Dr. Leslie Myers became Chair of the Board of Directors for Community Initiatives, Inc., and received volunteer of the year for 2013.
O			3.1.3	The Carolina Undergraduate Social Science Symposium (CUSSS) brought students from around South Carolina to share their research.
O			3.1.4	The Admissions Office staffs an Admissions Satellite Office at the Greenwood VA Center to reach local veterans.
S		3.2		Increase involvement of parents, alumni, community members and organizations with Lander

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Type	Goal	Item # Strat	Object	Description
O			3.2.1	An exhibit of Charleston-area artist Logan Woodle was hosted and displayed in the Jackson Library's main reading room.
O			3.2.2	Lander University Alumnus, Justin Bradley, Entertainment Manager for Dollywood, conducted a Master Class for Music Majors, gave a lecture about careers in the entertainment
O			3.2.3	Lander University Alumnus, Patrick Skinner, visited Lander and discussed with students how being an English major helped him become an operative in the CIA.
S		3.3		Ensure high quality service to internal and external constituents
O			3.3.1	Dr. Mandy Cleveland, Assistant Professor of Psychological Science, began offering psychological testing services to clients from the university and the Greenwood area
S		3.4		Improve student-community linkages
O			3.4.1	Eleven Lander University athletic teams and the Spirit Team celebrated Halloween with over 500 children for the Greenwood area during the Third Annual Monster Bash and Halloween Walk.
G	4			Environment: We will improve the appearance and utility of the campus to serve a larger student body and increased programs of community outreach
S		4.1		Develop and maintain environmental initiatives and practices which promote educational and operational sustainability
O			4.1.1	The Jackson Library established a special collections and rare books reading room to house the university's assortment of rare
O			4.1.2	The Jackson Library now has 10 group meeting/study rooms .
O			4.1.3	Old inefficient lighting in Lander University's Horne Arena was replaced by energy efficient LED lights resulting more light with
O			4.1.4	Airconditioning units in residence halls were replaced by more efficient units
O			4.1.5	Dining Hall kitchen water heater was replaced by a more energy efficient, smaller, heated on demand, system.
O			4.1.6	Old T12 Florescent bulbs in the ceilings of offices and classrooms throughout campus are being replaced by more efficient and

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Type	Goal	Item # Strat	Object	Description
O			4.1.7	The construction of the new 210-bed residence hall continues. The building design meets requirements for a "Silver" rating in the U.S. Green Building Council's Leadership in Energy and Environmental Design program.
S		4.2		Develop a comprehensive plan to address diversity issues in the campus community
S		4.3		Improve the physical environment of the campus to increase safety, comfort and satisfaction
O			4.3.1	The Monsanto Art Gallery was renovated so the space could serve multiple purposes, such as art exhibits, university receptions,
O			4.3.2	The unlimited free laundry program implemented 2014 became a tremendous asset for resident students
O			4.3.3	The Student Affairs Behavioral Intervention Team (BEIT) continues to increase on-campus safety.
S		4.4		Enhance the "first impression" image of the university
O			4.4.1	Construction began on the final phase of Lander's main entrance.
S		4.5		Expand co-curricular experiences and opportunities outside the classroom to broaden students' awareness of themselves, others and current issues.
O			4.5.1	University 101 was implemented the fall 2014 for first-year students to help them acquire basic academic survival skills.
S		4.6		Meet information technology needs
O			4.6.1	Replaced 48 SMART Classroom podium computers with new touchscreen models
O			4.6.2	Replaced 70 Student Computer Lab computers with new models
O			4.6.3	Replaced the aging wireless access points and added several new ones to boost campus-wide wireless coverage
O			4.6.4	Brought the new residence hall onto the campus network
O			4.6.5	Upgraded 16 SMART Classrooms to digital replacing all equipment and wiring to carry a digital AV signal from end to end.
S		4.7		Increase retention of junior faculty and staff members
G	5			Accountability: We will achieve long-term stability through comprehensive assessment, planning, financial oversight and sound management practices.

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Type	Goal	Item # Strat	Object	Description
S		5.1		Maintain continuing strategic planning assessment and decision-making processes
S		5.2		Ensure maximum efficiency and effectiveness in the management of our university
S		5.3		Maintain accreditation with appropriate organizations
O			5.3.1	The National Association of Schools of Art and Design stated in their June, 2014 Commission Action Report that Lander University's Art Department programs are currently in good standing.
O			5.3.2	The School of Management received a recommendation from the Peer Review Team of the Association to Advance Collegiate Schools of Business (AACSB) to extend its accreditation through 2018-2019.
O			5.3.3	The School of Management was recognized for a third year in a row as a Premier Chapter of Beta Gamma Sigma, the AACSB Honor Society.