

AGENCY NAME:	Lander University		
AGENCY CODE:	H21	SECTION:	018



Fiscal Year 2013-14 Accountability Report

SUBMISSION FORM

AGENCY MISSION

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 upon readiness, the University reserves admission to those

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	<p>students who can demonstrate adequate preparation for higher education either through a predicted GPA or through previous success at another post-secondary institution.</p> <p>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.</p> <p>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.</p> <p>Approved by the Lander University Faculty: March 19, 1997 Approved by the Lander University Board of Trustees: March 20, 1997</p>
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Please identify your agency's preferred contacts for this year's accountability report.

	<i>Name</i>	<i>Phone</i>	<i>Email</i>
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 2013-14 Accountability Report, which is complete and accurate to the extent of my knowledge.

AGENCY DIRECTOR (SIGN/DATE):	
(TYPE/PRINT NAME):	Daniel W. Ball

BOARD/CMSN CHAIR (SIGN/DATE):	
(TYPE/PRINT NAME):	Jack Lawrence

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AGENCY'S DISCUSSION AND ANALYSIS

The major achievements from 2013-2014, listed by Lander's five Strategic Goals, include:

Learning

- The Barksdale Recital Hall and the Josephine B. Abney Cultural Center Auditorium were renovated with new lighting and recording equipment to comply with facilities standards set forth by the National Association of Schools of Music (NASM).
- In Fall 2013, the Honors College enrolled over seventy students, twenty-one of which were first-year students, in its inaugural year.
- On September 9, 2013, Lander faculty revived a lapsed tradition of holding an academic convocation, a ceremonial opening of the academic year.
- In Fall 2013, Library Services changed the loan period for books for undergraduates from four weeks to a semester long-loan. Faculty and University employees now have academic year long loans. Library services added new databases to its line-up of electronic resources. Mango Languages offers online tutorials in over 30 different languages. The library has licensed usage of a streaming music library called NAXOS. This online resource offers over 86,000 complete albums and over 1 million individual recordings.
- On October 7, 2013 received approval from the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to launch, in Spring 2014, the first Master of Science in Nursing – Clinical Nurse Leader program in South Carolina.
- The three Residence Life Coordinators on staff, Zach Helms, Jalyssa O'Conner, and Demario Watts, all received their Masters in Education in 2013.

Enrollment

- Lander was successful in securing \$750,000 for our Center for Montessori Education. The Montessori Method of education is the only globally recognized early childhood curriculum and the South Carolina State Department of Education designated Montessori as one of the accepted early childhood curricula.

Linkages

- "Lander in Washington" intern program was established. One student participated in Fall 2013 and five students participated in Spring 2014.
- On September 12, 2013, the new fundraising year was kicked-off with a Donor Appreciation Social for the purpose of thanking alumni and friends and encouraging their continued support.
- On December 11, 2013, the first "Lander Lily Luncheon" was held at Cambridge Hall, with thirty-two in attendance, as a fundraiser for the scholarship program.
- On January 13, 2014, a new job board – Bearcat JobLink – was deployed. Supported by the National Association of Colleges and Employers, currently enrolled students and all alumni have access to jobs posted by the 709 registered employers who have access to the Board.
- On March 26, 2014, the Office of Alumni Affairs and the Greenwood Tower Club, with assistance from the Columbia Tower Club members, sponsored "Lander Legislative Day." 170 legislators received gift bags, which included information about Lander, and were invited to attend a breakfast followed by the Lander delegation's presence in the House and Senate gallery during the morning sessions.

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- On April 24-25, 2014, the Carolina Undergraduate Social Science Symposium (CUSSS) was held on the Lander campus and was attended by students and faculty from around South Carolina who heard student research presentations.
- At their May 15, 2014 meeting, The Lander Foundation Board approved the concept of the Lander University Trustees proposal of a five-year, \$20 million comprehensive campaign.

Environment

- In Summer 2013, the Jackson Library facility received a facelift with the installation of new carpet and furnishings, fifty-seven more seats, an eight seat MAC lab, and Americans with Disabilities Act (ADA)-compliant water fountains.
- Bearcat Village received new surveillance cameras throughout the complex, providing support to the safety and security of this area.
- Chipley Hall has received a fresh and inviting atmosphere with new roofing, carpeting, bathroom floor covering, painting, light fixtures in the rooms and hallways, hardwood floor refinishing, Americans with Disabilities Act-compliant entrance tying into a new front porch floor surface, exterior seating and lighting.
- The “Student-First Laundry Program” was established with in which the cost of the student’s laundry service is included in their housing fees. New washers and dryers were installed across campus between July 29 and August 1.
- Student Affairs education programs implemented a new holistic approach to health and wellness on campus – WellU (pronounced well u) – which considers the mind, body, and spirit as they relate to total wellness.
- Campus Recreation maintained regular hours in the PEES Building by opening the Indoor Track, Three Court Gym, Indoor Pool, Weight Room and Racquetball Courts at the same time each day so students, faculty and staff could exercise consistently to maintain a healthy life style.
- On March 4, 2014, ground was broken for a new, 71,000 square feet, three-story student residence hall that will include 210 student beds (in a suite floor plan design allowing for 2 roommates to share an adjoining restroom), Resident Manager Apartment, ten Americans with Disabilities Act (ADA) rooms, a sixty-person classroom, Laundry Facilities. The anticipated completion date is July 2015.
- The Arboretum Committee was recognized as a 2013 Tree Campus USA by the National Arbor Day Foundation. This is the second year that Lander has received this recognition.
- In Summer 2014, Information Technology Services (ITS) began migration of employees to Outlook365 email services and Microsoft Office 2013. In addition, ITS migrated to a new Blackboard (course management software) environment. Both migrations provide employees with additional features and functionality.
- The baseball team, with their best-ever record of 51-7, won the Peach Belt Conference regular-season, the Peach Belt Conference Tournament, the NCAA Division II Southeast Regional Tournament and earned a berth in the College World Series.
- On June 18, 2014, Lander University President, Dr. Daniel W. Ball, announced that the Board of Trustees had approved an additional 1% pay increase for all full-time employees employed prior to July 1, 2014, to be added to the 2% increase approved by the South Carolina State Legislature, to be effective July 1, 2014.

Accountability

- On July 10, 2013, Lander received official notification from the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) that the EYE Program, Lander’s

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Quality Enhancement Plan (QEP), had met all of the requirements expected in the Fifth-Year QEP Impact Report submitted in March 2013.

- On July 10, 2013, Lander received official notification from the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) that the University's Fifth-Year Interim Report, submitted on March 15, 2013 and covering the University's response to the twenty-four individual Standards, was favorably received.
- The School of Management maintained its accreditation by the Association to Advance Collegiate Schools of Business, International (AACSB) following an October 27-29, 2013 site visit and detailed evaluation by three deans from AACSB – which is acknowledged as the premier accrediting body for institutions offering undergraduate, master's, and doctorate degrees in business and accounting.

Lander President Daniel W. Ball presented overall priorities for fiscal year 2014-2015 to the South Carolina House and Senate Finance Higher Education Subcommittees in Spring 2014. The following two priorities were presented by President Ball:

- Recurring Request: \$300,000 to enhance the therapeutic services at the Equestrian Center. These services are provided to people with physical, cognitive and social-emotional disabilities, by utilizing individualized, best-practice methods and techniques designed to promote personal independence. Lander has partnered with The Burton Center to provide this unique program. \$300,000 in non-recurring dollars were funded.
- Non-Recurring Request: \$825,000 to replace an antiquated energy system with a programmable system to allow for maximum energy conversation and management. During the time that the campus was built, in the 1970's and 80's, energy conversation was only an emerging idea. As a result, energy consumption is not as efficient as it could be. Utilizing this new technology would allow campus buildings to be run in a more efficient manner resulting in an annual cost savings of approximately \$75,000 - \$100,000. \$272,745 was funded.

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 of approximately 3,000 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.

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- 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.

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Program Template

Program/Title	Purpose	FY 2012-13 Expenditures				FY 2013-14 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.	\$ 4,728,621	\$ 23,050,941	\$ 332,012	\$ 28,111,574	\$ 4,697,419	\$ 32,948,103	\$ 6,618,127	\$ 44,263,649	1.1.1, 1.1.2, 1.2.1, 1.2.2, 2.2.1, 2.2.2, 3.1.1, 3.2.1, 4.1.1, 5.1.1, 5.2.1
II. Auxiliary Enterprises	These function charge for their services and are 100% self supporting. They include Housing, Bookstore and Dining Services	\$ -	\$ 11,047,527	\$ -	\$ 11,047,527	\$ -	\$ 11,706,619		\$ 11,706,619	4.2.1, 5.2.1
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	\$ 1,424,924	\$ 5,384,712	\$ -	\$ 6,809,636	\$ 1,535,213	\$ 5,363,383	\$ 44,873	\$ 6,943,469	1.1.1, 1.1.2, 1.2.2, 2.2.1, 2.2.2, 5.1.1
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Note: In 2013-14 the university moved to an enterprise budgeting format which recognizes all funds received by the university that its Board of Trustees have fiduciary responsibility for but cannot dictate how those funds are expended such as Pell Awards and other funded Grants. This accounts for the large jump in expenditures from FY 2012-13 to 2013-14					\$ -				\$ -	
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Strategic Planning Template

Type	Goal	Item # Strat	Object	Description
G	1			Learning: We will enhance student learning by promoting academic excellence and public leadership skills.
		1.1		Strengthen the undergraduate core
			1.1.1	Create an Honors College and provide adequate funding so as to afford each participant a most rewarding and challenging collegiate experience
			1.1.2	Enhance the international program by increasing the number of internal students from Korea and China to promote diversity and expose American students to the history and traditions from other countries.
		1.2		National Center for Montessori Education
			1.2.1	Received funding through the 2012-2013 CRF to begin construction of a facility to house a National Center for Montessori Education
			1.2.2	Increase enrollment in this globally recognized method of early childhood curriculum.
G	2			Enrollment: We will increase the size of the student body by 3% by Fall 2010.
		2.1		Re-evaluate service area to determine the appropriate range of student enrollment
			2.2.1	Under Review and Refinement
				Focus on increasing transfer student population from technical college and up-state region of South Carolina
		2.2		
			2.2.2	Under Review and Refinement
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 for students.
		3.1		Lander Foundation to embark on a five-year comprehensive campaign in response to a University Board of Trustee's concept and proposal
			3.1.1	Under Review and Refinement
		3.2		Lander in Washington internship program established
			3.2.1	Under Review and Refinement
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.
		4.1		Provide up-to-date academic facilities and infrastructure to support and enhance academic programs and co-curricular opportunities for students
			4.1.1	Convert and old PEES weight room into a state of the art smart classroom that can be sub-divided into 2 learning environments or 1 large classroom
		4.2		Construct new residence hall to provide a modern living and educational environment to enhance the residents learning by immersing them into a community setting promoting social skills and strengthening study habits
			4.2.1	Secured a \$15 million dollar bond for construction of the new residence hall with an estimated completion date of June 2015
G	5			Accountability: We will achieve long-term stability through comprehensive assessment, planning, financial oversight and sound management practices.
		5.1		Enhance employee accountability through Human Resource training
			5.1.1	Develop training of our first level managers on budgetary control and accountability focusing on supervisory roles and the importance of being a good manager
		5.2		Adopt and implement enterprise budgeting methodology
			5.2.1	Incorporate all sources of funds into the budget process to include those funds that our Board of Trustees have fiduciary responsibility for but not authority to direct how those funds are to be spent

