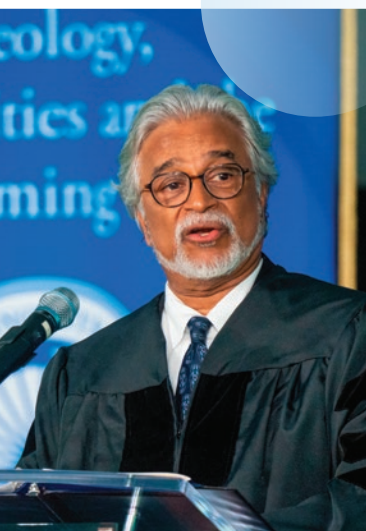




FIND
YOUR **ROAR**



PRESIDENT'S ANNUAL REPORT 2023-2024





FROM THE PRESIDENT

‘FIND YOUR ROAR’ AT EMU

SUSAN SCHULTZ HUXMAN, PHD

Mark Twain famously said: *“The two most important days of your life are the day you are born and the day you find out why.”*

Many people take a lifetime to find their true calling. As a small Anabaptist Christian college, EMU sets a high bar for how we aspire to help students find and form their special gifts. Our mission for 106 years remains audacious. We “prepare students to serve and lead in a global context” and invite every student to engage the key question raised in Micah 6:8: *“And what does the Lord require of you? But to do justice, love mercy and walk humbly with God.”*

Few schools aim this high in their educational mission. Recently, a cross-section of our EMU supporters revealed in a feasibility study testing the price tag for our new comprehensive philanthropic campaign that their No. 1 reason for giving so generously to us year after year was that EMU changes lives. They said our students become bridge-builders—agents of change in the model of Jesus—and bring healing and hope to our polarized world today.

The renowned theologian Fredrick Buechner gave us another way to think about EMU’s audacious mission. He said: *“The place God calls you to is the place where your deep gladness and the world’s deep hunger meet.”* Indeed, EMU educators are especially equipped to walk alongside our students as they



discover and develop their precious gifts on their transformational educational journeys.

Since we are the EMU Royals, it’s sometimes easier for students to engage the heady topic of special calling by translating it to “find your ROAR” at EMU. We encourage students to become their authentic selves, ready to engage the world with their unique passions, talents and convictions—and to serve a God of love and light and make the world a better place.

Hebron Mekuria is a double major in engineering and computer science and winner of Best Hack for Multi-Cultural Innovation



along with three other college women in technology from the U.S. and Canada. As a student speaker at EMU’s Commencement this past May, Hebron gave a full-throated appeal to the graduating class to “go for it” in whatever they decided to do in life.

Hebron is part of the class of 2024, dubbed nationwide as the “COVID class,” which arrived in 2020 at the outbreak of the pandemic only to face drastic lockdown measures. Hebron’s special resilience in the face of these challenging pandemic years—a hallmark of the entire EMU class of 2024—was on full display. Hebron told her classmates to never be afraid of solving seemingly intractable problems. “Very few things in this world are actually impossible. Many things can be done. They can be hard, challenging and require lots and lots of work, but they can be

done.” Hebron went on to exude unwavering confidence in how to change the world one not so intractable problem at a time.

A full-throated EMU “ROAR” to be sure.

In gratitude,



RECOGNITION HIGHLIGHTS

EMU
EXCELLENCE
IN TEACHING
AWARDS



Left to right: **Ji Eun Kim**, associate professor of political science; **Allison Wilck**, assistant professor of psychology; **David Pruett**, adjunct faculty, mathematics.

WASHINGTON COMMUNITY SCHOLARS' CENTER (WCSC) NEW CLIMATE COHORT

Four students in the WCSC 2024 summer program received inaugural climate cohort scholarships, allowing them to live in D.C. and intern with organizations engaged in climate policy and advocacy work: **Allly Welty Peachey** (biology and environmental science double major, Mennonite Central Committee); **Emarie Jacobson** (nutrition and dietetics major, Creation Justice Ministries); **Jose Verde** (biochemistry major, Maryland CASA); and **Madison Stockner** (biology and environmental science double major, Interfaith Power & Light DMV). A generous donor funded the scholarships to support the development of young leaders impassioned to tackle the climate crisis.



EMU AT LANCASTER MOVE

After nearly 28 years at the Greenfield Corporate Center, EMU at Lancaster relocated its campus this past summer to a 15,000-square-foot-space in the Listrak (eCommerce tech company) building in Lititz, Pennsylvania. The new location provides state-of-the-art facilities for learning with classrooms, a Certified Nursing Assistant (CNA) training laboratory, designated student advisory areas, a cafeteria and coffee bar, ample parking, and outdoor space. It also offers convenient access to Lancaster Airport; flight training partner Aero-Tech Services, Inc.; and a growing network of partnerships with long-term care facilities in the region.



30+

FACULTY SCHOLARSHIP BONANZA

Faculty published, edited or co-edited more than 30 books, essays in peer-reviewed journals along with numerous other creative works.

DIVERSITY, EQUITY, AND INCLUSION

'VIEWPOINT WITH DENNIS QUAID'

About 200 students, faculty, staff and community members attended the world premiere of EMU's "Viewpoint with Dennis Quaid" video at the Campus Center in March. Featuring footage shot by the "Viewpoint" crew in October, the short-form documentary focused on EMU and its approach to advancing DEI as a peace and justice university; the episode aired on public television stations nationwide, reaching 60-million households. A 30-second promo reached 85-million households via news networks. View the documentary and promo at: emu.edu/dei/viewpoint



INCLUSIVE EXCELLENCE GRANTS

EMU's Office of DEI awarded 15 Inclusive Excellence Grants totaling nearly \$19,000 to students, faculty and staff for fall 2023 and spring 2024. "Inclusive excellence" is a research-based approach that encourages proactive, collaborative steps toward creating a community where all belong. The grants are possible thanks to the generosity of **Jose Koshy '76** and **Jean Koshy-Hertzler '79**.

FALL 2023

BIPOC-FOCUSED MENTAL HEALTH THREE-DAY RESIDENCY WITH VINCENT JONES - \$1,200 awarded to EMU Athletics/ student-athletes, Advancement, Student Affairs, and the social work program.

THE INTERSECTIONALITY OF SEXUAL VIOLENCE AND DIVERSITY - \$1,200 awarded to Student Affairs, the nursing program, and student advocates.

INFUSING INCLUSION THROUGH VISUAL REPRESENTATION AT THE EMU HOUSE IN D.C. - \$1,200 awarded to the Washington Community Scholars' Center (WCSC) in D.C.

'QUEER TOGETHER' MURAL - \$1,200 awarded to student advocates.

MULTILINGUAL AFFILIATE OF THE WEATHER VANE: GLOBAL VOICES - \$1,200 awarded to *The Weather Vane*, EMU's longstanding campus newspaper.

EXTENDED FAMILY - \$1,200 awarded to Visual and Communication Arts faculty.

CELEBRATING THE HARLEM RENAISSANCE - \$1,200 awarded to Multicultural Student Services.

INCREASING ACCESSIBILITY OF MENSTRUAL HYGIENE PRODUCTS ON EMU CAMPUS - \$1,200 awarded to student advocates.

SPRING 2024

GIRLS AND WOMEN IN SPORTS CLINIC - \$1,070 awarded to EMU Athletics.

CULTURAL OASIS: CREATING A HAVEN FOR BELONGING AND INCLUSION - \$1,950 awarded to EMU's Graduate Counseling program.

THE EMU GOSPEL CHOIR - \$1,200 awarded to the recently-reactivated EMU Gospel Choir.

MLK JR. PLAY - \$1,200 awarded to Multicultural Student Services, Black Student Alliance, and EMU Theatre.

THE GREEN BANDANA PROJECT - \$1,200 awarded to EMU student-athletes, EMU Athletics, and Residence Life.

WCSC INCLUSION TRAINING - \$1,200 awarded to WCSC.

DIVERSIFYING EMU ED. DEPT. BOOKSHELVES - \$1,200 awarded to EMU's Education Department.



U.S. NEWS & WORLD REPORT

#48 BEST REGIONAL UNIVERSITIES IN THE SOUTH (OUT OF 136)

Also ranked in Top Performers on Social Mobility*

MONEY MAGAZINE

ONE OF AMERICA'S BEST COLLEGES

Money 2024's Best Colleges list

*Social mobility considers graduation rates and salaries in the years after graduation as well as the proportion of students who receive Pell Grants.

123

students named ODAC All-Academic Team in 2023-24 – A RECORD!

86%

of bachelor's degree graduates can claim at least one experiential learning opportunity (internship, clinical experience, practicum, extended cross-cultural learning, research)



EMU Theatre's "The Little Mermaid" was recognized by the KCACTF Region 2 with Certificates of Merit for Outstanding Ensemble and Outstanding Direction



The EMU Women's Triathlon team finished third at the 2023 Women's DIII NCAA National Triathlon Championships in November 2023.



The EMU Chamber Singers and orchestra strings performed with the Virginia Union University (VUU) Gospel Choir and Grammy Award-winning gospel singer **Hezekiah Walker** at a joint concert in Richmond in October. The two choirs reunited in a Convocation concert during EMU's MLK Jr. Celebration in January.



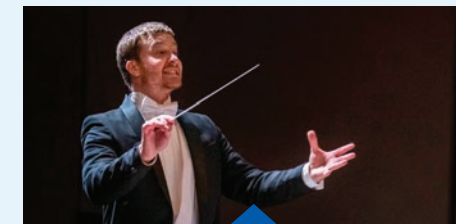
Stats professor **Dr. Daniel Showalter** received the 2024 Robert V. Hogg Award for Excellence in Teaching Introductory Statistics from the Special Interest Group of the Mathematical Association of America on Statistics Education.



Brianna (Bri) Allen, a social work May graduate, was presented with the 2024 Outstanding Bachelor Social Worker Student of the Year Award by the National Association of Social Workers Virginia chapter at its annual conference in Norfolk in March.



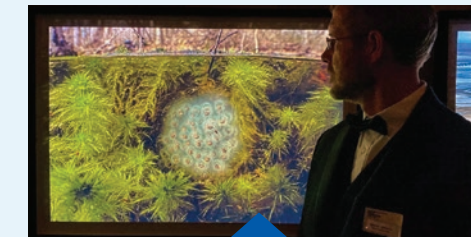
Dr. Guarav J. Pathania, assistant professor of sociology and peacebuilding at EMU, made his acting debut as Indian scholar and social reformer Dr. B.R. Ambedkar in Ava DuVernay's movie "Origin," which released in theaters in January.



Dr. Benjamin Bergey, assistant professor of music and director of orchestra and choirs at EMU, has been named a 2024 "40 under 40" honoree by Yamaha Music USA. He also placed second in The American Prize in Conducting college/university orchestra division for 2023.



Maggie Garber McClary made history in May as the first student at EMU—and anywhere—to receive an undergraduate degree in music and peacebuilding.



"Pool of Wonder," a photo of a cluster of salamander eggs in a vernal pool taken by EMU professor **Steven Johnson**, was one of 100 winning images out of roughly 50,000 entries from 95 countries chosen for inclusion in the National History Museum's Wildlife Photographer of the Year 2023 exhibition in London in October.



Seventeen students on EMU's spring 2024 intercultural to Guatemala and Cuba—led by **Elaine Zook Barge '75, MA '03** (conflict transformation) and her husband, **Nathan Barge '84**—lived with host families, attended Spanish classes, and learned about the role and history of religion in the two countries.

ENROLLMENT



CLASS OF 2024 BY THE NUMBERS

378
TOTAL GRADS

22%
FIRST-GENERATION

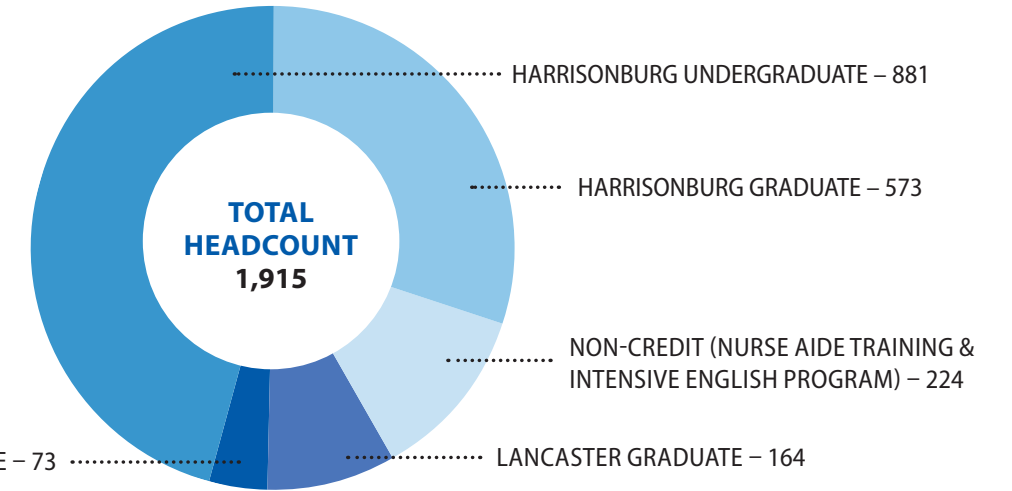
41%
VIRGINIA RESIDENT

EMU ADMISSIONS TEAM



12-MONTH ENROLLMENT

12-month unduplicated enrollment captures the total number of students who take classes at EMU during a 12-month period. It is a more comprehensive picture of the university's activities than the traditional fall enrollment statistics.



TOP PROGRAMS OF STUDY – UNDERGRAD

#1 BUSINESS AND LEADERSHIP

#2 NURSING

#3 TEACHER EDUCATION

#4 BIOLOGY, CHEMISTRY, AND ENVIRONMENTAL SCIENCE

#5 PSYCHOLOGY



TOP PROGRAMS OF STUDY – GRADUATE

#1 TEACHER EDUCATION

#2 JUSTICE AND PEACEBUILDING

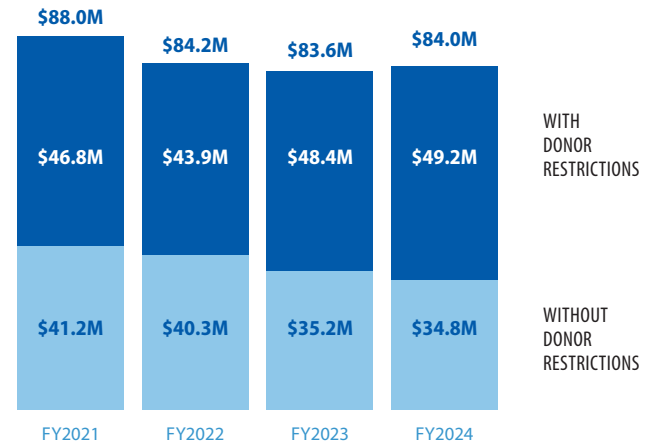
#3 SEMINARY

#4 NURSING

#5 COUNSELING

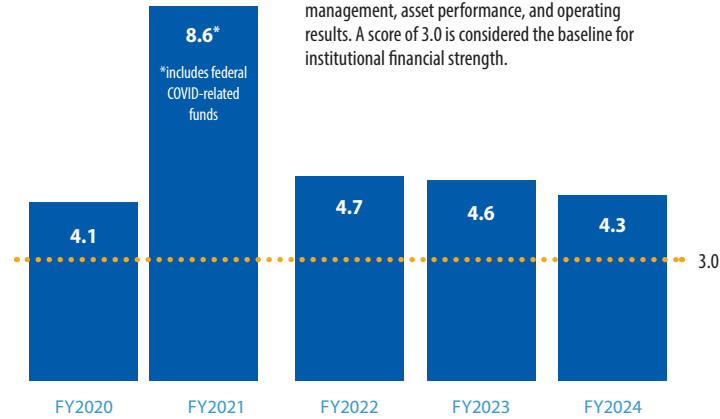
FINANCIALS

NET ASSETS

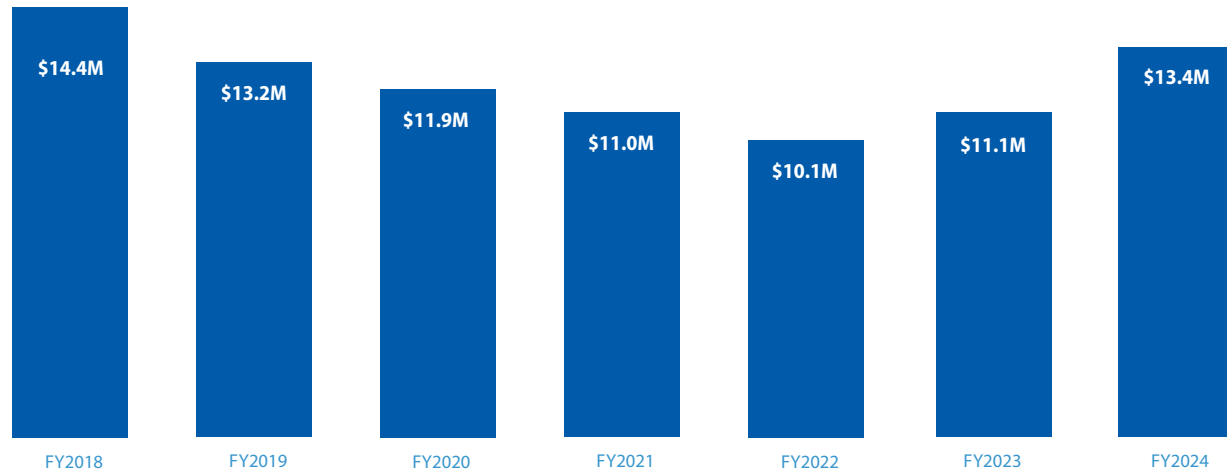


OVERALL FINANCIAL STRENGTH SCORE

The Council of Independent Colleges overall financial strength score measures resource sufficiency, debt management, asset performance, and operating results. A score of 3.0 is considered the baseline for institutional financial strength.

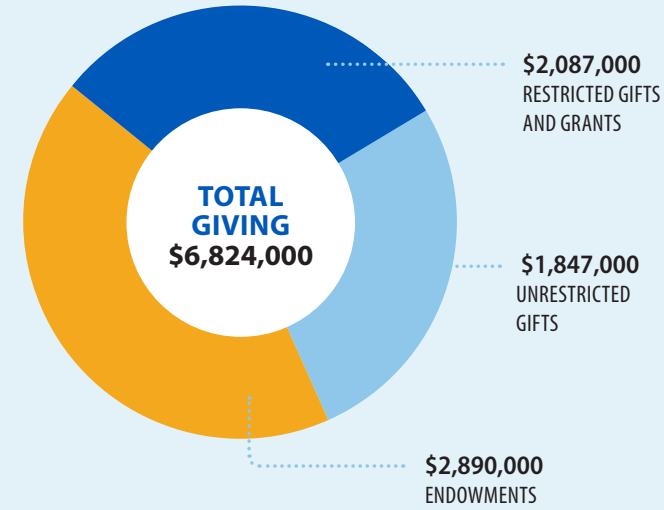


LONG-TERM DEBT

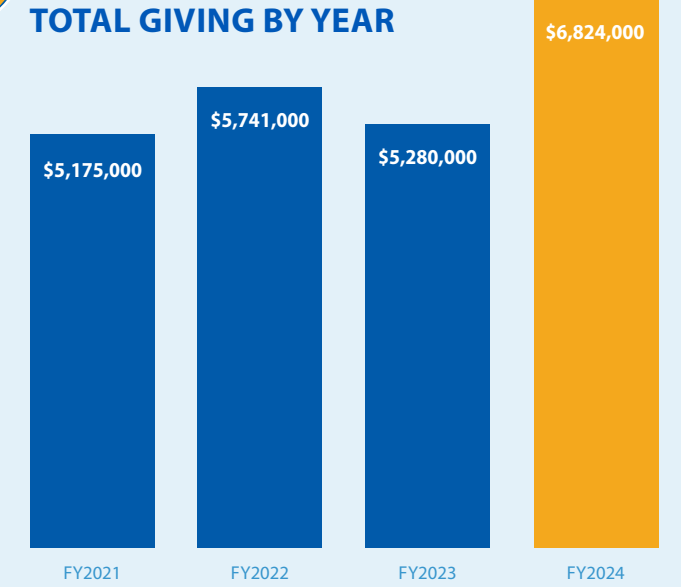


ADVANCEMENT

OVERALL CONTRIBUTIONS



TOTAL GIVING BY YEAR



COMPLETED!
OUTPOURING
OF GENEROSITY
EXCEEDS GOAL!

FORWARD TOGETHER

YEAR ONE: CAMPAIGN QUIET PHASE

Preparing Tomorrow's Unifying Leaders

GENEROUS ALUMNI AND FRIENDS SET STRONG PACE

Fiscal year 2024 was one of EMU's most successful fundraising years ever! From July 1, 2023 to June 30, 2024, more than 2,000 donors provided 6,354 gifts totaling \$6,824,000. In addition, more than \$6.4 million of pledges were made in support of the campaign, including for the new state-of-the-art track & field complex.

OTHER HIGHLIGHTS

\$1.8M

More than \$1.8 million of unrestricted support for The University Fund

\$2.4M

\$2.4 million of new gifts and pledges for student scholarships

\$2.1M

More than \$2.1 million of gifts and pledges for the Center for Justice and Peacebuilding, including a \$1.54-million bequest from the estate of **Samuel and Helen Weaver**

\$30M

More than \$30 million to EMU via future estate planned giving has been committed by Jubilee Friends Society members, now 600+ strong

NEW TRACK & FIELD COMPLEX

COMPLETED!

The much-anticipated track & field complex was completed just in time for the fall 2024 semester. A strategic initiative of the university's *Forward Together* Campaign, the complex supports EMU student-athletes and coaches, EMU's enrollment goals, and the campus and local communities at large. The new track includes an upgrade from six to eight lanes, the regrading and installation of a 10-millimeter full-pour polyurethane surface, and on-location throwing areas and steeplechase.

Generous leadership support from alumni and friends provided **\$4 million of the \$6 million cost of the project** with the balance funded with private financing.

ROYAL WOMEN FOR EMU

Royal Women for EMU, a philanthropy and networking initiative, launched in September 2023 with a party attended by 100 women leaders at White Oak Lavender Farm in Harrisonburg. The vision of **Deanna Reed**, mayor of Harrisonburg and EMU director of alumni engagement & community connections, Royal Women inspires visible leadership, bold investments and empowering networks to impact EMU's future; Reed is pictured with EMU student **Noussaiba Garti** who designed the logo. In its first year, Royal Women raised \$20,000 for an immediate impact grant, enabling it to award one student \$5,000 per year for the next four years.



RECORD-SHATTERING EVENT

With an '80s-inspired "Stronger Together" theme, LovEMU Giving Day 2024 raised \$340,512 from 873 gifts and 565 donors, a nearly \$40,000 (13 percent) increase from 2023.

Dollars raised support scholarships, faculty and staff resources, facilities, and more! LovEMU merged with Admitted Student Day and SGA Day to bring prospective and current students together with faculty and staff for events including a barbecue cookout and inaugural pep rally where Herm pied President Huxman after a challenge was met, unlocking \$10,000.



PATHWAYS OF PROMISE STRATEGIC PLAN 2023-2028

YEAR ONE PROGRESS REPORT

1. ACCESS PATHWAY

Expanding our reach, increasing enrollment



ACCESS Initiatives Achieved

- Completed *Forward Together* five-year comprehensive campaign feasibility study.
- Completed year one fundraising for comprehensive campaign: generated more than \$13 million in gifts and commitments, including \$2.5 million for new student scholarships that increase ACCESS to EMU.
- Evaluated and updated financial aid philosophy and strategy.
- Conducted athletics program review.
- Launched professional education unit.

2. ACHIEVEMENT PATHWAY

Aspiring to inclusive community, promoting student success



ACHIEVEMENT Initiatives Achieved

- Held inaugural, collaborative Student Success Summit to understand how to support students from an inclusive lens.
- Hosted events emphasizing student-centered pedagogy through Center for Teaching and Learning (CTL).
- Received recognition as member of FirstGen Forward Network for 2024-2025 for commitment to improving experiences and advancing success for first-generation college students.
- Developed new ways to track and coordinate student retention.

3. ACTION PATHWAY

Graduating Anabaptist-inspired agents of change



ACTION Initiatives Achieved

- Revised values statement to align with unique value proposition, mission and vision.
- Incorporated EMU values and vision into revised core curriculum and graduate curricula.
- Established four university themes based on university values that will rotate on a yearly basis and be integrated into curriculum and various university events: Faith & Meaning, Environmental Sustainability, Power & Equity, Intercultural Understanding.
- Rolled out "Belonging and Becoming Together" faculty mentoring and orientation program for all new faculty.
- Continued with Belong Together mini-grants, Inclusive Excellence grants, and Hertzler-Koshy Faculty Fellowship grants.

4. ALIGNMENT PATHWAY

Investing in people, facilities and financial sustainability



ALIGNMENT Initiatives Achieved

- Enhanced tuition-reimbursement benefits for EMU employees.
- Granted flexible work hours to employees during summer 2024.
- Provided free parking for employees and students.
- Made significant progress on fundraising for new track & field complex.
- Replaced turf field with top-quality pad and carpet system.
- Facilitated move by EMU at Lancaster to larger, more visible location with convenient access to Lancaster Airport and flight training partner Aero-Tech Services, Inc.
- Received gifts to finance and develop new recording studio for music students.

See the complete strategic plan at: emu.edu/strategic-plan

EASTERN MENNONITE UNIVERSITY

BOARD OF TRUSTEES 2023-2024

Manuel Nuñez '94, chair
Collegetown, Pa.

Diann Bailey
Granby, Conn.

Randall Bowman '78
Harrisonburg, Va.

Gloria Diener '76
Harrisonburg, Va.

Hans Harman '02
McGaheysville, Va.

Elizabeth Heavener '07
Doylestown, Pa.

Louise Otto Hostetter '79
Harrisonburg, Va.

Beny Krisbianto, MDiv '15
Philadelphia, Pa.

Stephen Kriss '94
Philadelphia, Pa.

Janet Lind
Strasburg, Pa.

Margie Mejia-Carballo '84
Rock Island, Ill.

Gordon Meriwether MA '14, MDiv '15
Harrisonburg, Va.

JB Miller '70
Sarasota, Fla.

Cedric Moore '97
Henrico, Va.

Ral Obioha '08
Houston, Texas

Jane Hooper Peifer '74, MDiv '97
Harrisonburg, Va.

Glenna Ramer '77
Graysville, Tenn.

Eloy Rodriguez '03
New Providence, Pa.

James Rosenberger '68
State College, Pa.

Rajarshi Roy
Takoma Park, Md.

Susan Taylor
Louisville, Ky.

“At its core, find your ROAR means you can belong to a caring and compassionate community of learners and become your authentic self, ready to find your passion and make a difference in the world.”



*FIND
YOUR* **ROAR**