A YEAR LIKE NO OTHER

SPRING 2019

SPRING 2020
COVID-19

EMU

PRESIDENT’S ANNUAL REPORT 2019-2020
GREETINGS TO ALL OF YOU – amidst a year like no other!

“Unprecedented.” “Cataclysmic.” “A 3D Crisis of Health, Economics and Race.” Statling national headlines to be sure, and yet they don’t quite capture our EMU pre- and post-pandemic year. While the pandemic has brought us pain, it has also brought us possibility! Put to the test, EMU has emerged as a resilient community of learners. We are well-equipped as educators to be light amidst the darkness, to find strength and refuge in a loving God, and to be a welcoming place for intellectual and spiritual formation.

Prescence Before the Pandemic. In January, at our opening convocation, we celebrated a new university vision statement approved by our board of trustees that gives wings to our mission and animates our Christian values: We will open new pathways of access and achievement for all students who aspire to be unifying leaders: equipped with intercultural competence, oriented to peace and justice, and rooted in an active faith modeled on the life and teachings of Jesus.

That new vision statement speaks profoundly to first-generation college students, racial/ethnic minorities, and those students who are economically challenged. Increasingly, these students and their families are drawn to EMU for our renowned academic reputation, a cabinet-level position that reports to the president and whose primary work engages our campus community around intercultural competency and anti-racism training.

Our Pandemic Pivot. The mystifying COVID-19 pandemic first slammed into our lives in mid-March. I am so thankful to the entire EMU community that has risen to the challenge with courage and creativity, compassion and care at every step of the way. In the spring, our faculty and staff showed resilience, resourcefulness, and empathy in getting all students safely home, including those studying abroad, and quickly ramping up for resourcefulness, and empathy in getting all students safely home, including those studying abroad, and quickly ramping up for online courses in two days and a weekend. We also found ways to congratulate our 429 graduates, even without commencement ceremonies.

Resilience and nimble pivots were also on display this fall as we made the painful but right call to delay move-in to residence halls, invest in a hy-flex teaching model that enables both in-person and online learning delivery options, and engage the virus of racism with prayer, support and action, including observing Juneteenth as a paid holiday.

Prayer and Thanksgiving. In calamitous times, as people of faith, we turn to the scriptures: “I lift mine eyes unto the hills—from whence cometh my strength? My strength comes from the Lord, the Maker of heaven and earth.” (Psalm 121) Indeed, we have lifted our eyes to the blue hills and beyond at EMU these past seven months, seeking prayer for good health, and yet they don’t quite capture our EMU pre- and post-pandemic year. While the pandemic has brought us pain, it has also brought us possibility! Put to the test, EMU has emerged as a resilient community of learners. We are well-equipped as educators to be light amidst the darkness, to find strength and refuge in a loving God, and to be a welcoming place for intellectual and spiritual formation.

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EMU and the City of Harrisonburg form a new liaison committee to explore ways that the two entities can partner for the greater good. On the right is Mayor Deanna Reed, also a member of the EMU Board of Trustees.

Edward Via College of Osteopathic Medicine signs multiple articulation agreements that create new opportunities for EMU pre-med students in recognition of their rigorous academic preparation, commitment to community service, and aptitude to succeed and serve in the medical field.

The Lead Together’ tagline and branding is introduced to the public throughout the fall semester.

‘Phantom’ on Broadway and Met opera star Janai Nelson Burnett performs at the annual Gala Concert.

The women’s lacrosse team plays two games of their inaugural season before the NCAA cancels spring sports.

In response to the COVID-19 pandemic, classes move online and campus closes. EMU’s seniors, even those in pre-professional programs needing clinical or practicum hours, graduate on time.

LovEMU Day breaks giving records, raising $214,683 for two new initiatives, the Student Tuition Relief Fund and the UFund for Resilience.

A team of 10 students builds a fuel-efficient vehicle, entirely supported by EMU crowdfunding, to enter into the Shell Eco-marathon Challenge (rescheduled to 2021).

Black History Month and MLK Jr Day celebrations welcome the former NAACP president, among other guests.

With students scattered around the globe and Commencement postponed, President Susan Schultz Huxman, faculty and staff contribute to videos congratulating the Class of 2020.

Peacebuilders John E. Sharp, Tammy Krause MA ’99 and Darsheel Kaur MA ’17 are featured speakers in a special TenTalks celebrating CJP’s 25th anniversary at Homecoming and Family Weekend.

EMU’s ranking among best universities of the South by the Wall Street Journal/Times Higher Education is a 53 place improvement over the prior year.

The highlight of the fall 2019-20 semester is a special TenTalks featuring Peacebuilders John E. Sharp, Tammy Krause, MA ’99 and Darsheel Kaur, MA ’17, celebrating CJP’s 25th anniversary at Homecoming and Family Weekend.

The Peacebuilders are joined on stage by Mayor Deanna Reed of Harrisonburg, representing the city, and the EMU Board of Trustees. They share stories of peacebuilding in the United States and around the world through the lens of their personal experiences and the work of their organizations, which they founded.

Wall Street Journal/Times Higher Education (2020 College Rankings)

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ACHIEVEMENTS: A GLIMPSE

FACULTY

Professor Benjamin Berger is editor and complete for the accommodation edition of "Voice Together," the new Mennonite worship and song resource. He also chaired the project's title and accommodation subcommittees.

Professor Daniel Showalter led research published in "Why Rural Matters," a biannual report by the Rural School and Community Trust, that analyse the data behind academic performance, poverty, racial diversity, and other aspects of education in America's rural schools.

Professor Kathy Evans co-authored "The States and Stakes of Restorative Justice in Education: Where Do We Go From Here?" a policy brief by The National Education Policy Center.

Professor Paul Yoder co-authored research on Mennonite PK-12 education in the United States, which was shared at the Mennonite Education Conference, among other venues.

David Brubaker, Dean of the School of Social Sciences and Professions and associate professor of organizational studies at the Center for Justice and Peacebuilding, gives the keynote address at the Gathering in Glasgow (Scotland) on Conflict and Faith.

Professor Johanna Turner gave the keynote address at the 2019 symposium on transformative justice hosted by the University of Richmond Public Interest Law Review.

Professor David Berry, chair of the music department, and Professor James Richardson performed with Metropolitan Opera star Janinah Burnett at the 2019 Gala. The acclaimed soprano was accompanied by the orchestra and jazz band.

Professor Marri Eads founded a bibliotherapy program in fall 2019, which linked five pre-professional health sciences students with Virginia Mennonite Retirement Community residents for reading and conversation.

CJP Executive Director Jesse Ducherty, with emeritus professor Vomom Jantzi and program associate Alma Yoder, participated in the third annual "Construction of Dawn with Perspectives of Generosity" conference in Mexico City in November 2019. CJP was a co-sponsor.

Andrew Suderman, professor in the Bible, religion and theology department, and program associate Alena Yoder, co-authored "Improving the state-of-the-art manufacturing technique and by developing computational methods for performance analysis testing" (2020-23) National Science Foundation, Professor Matt Siderhurst, to support 18 students from EMU and nearby colleges to gain research experience in Australia.

Sophomore Jacob Myers, senior James Parkhaus and senior Melissa Kinkaid were selected for the National Science Foundation and its Research Experience for Undergraduates program, a highly competitive and prestigious 10-12 week summer opportunity.

Senior Abigail Shelly took 15th place at the Women's Triathlon National Championships in Tempe, Arizona.

Second-year graduate student Talibah Aquil performed reces for the EMU campus community “Ghana, remember me...” a multimedia production on the themes of identity, race, trauma and healing that originated with her spring 2019 travels in Ghana.

Eight new first-year students in the second cohort of the STEM Scholars ENGaging in Local Problems program, funded by the National Science Foundation, began their studies.

Senior Kiara Kiah was honored at the Virginia National Association of Teachers of Singing competition, placed third in her division at the 2020 Mid-Atlantic Region National Association of Teachers of Singing auditions, and advanced to national preliminaries.

The women's soccer team won its fourth consecutive award, and the field hockey team its 14th consecutive academic award from their respective coaching associations. The soccer team also earned the Platinum Team Ethics and Sportsmanship Award from the National Soccer Coaches Association of America.

Students Ariell Barbara and Raini Monahan, with Campus Pastor Brian Martin Burkholder and Associate Director of the Center for Interfaith Engagement Teresa Turner Manheim, attended the Interfaith Leadership Institute in Chicago, the largest convening of higher education students and professionals who are committed to religious pluralism.

Six students in Professor Stefano Colaiacusa's Engineering Design III class launched a weather balloon, which travelled approximately 165 miles to Vienna, Maryland, dropping into an Eastern Shore cornfield where it was recovered by the local police department. The balloon carried a styrofoam box packed with equipment to take atmospheric measurements, including an ozone meter and thermometers, as well as a camera and multiple repeaters.

STUDENTS

The codebreaker team of Cameron Byer, Hannah Leaman and Ben Stutzman emerged victorious in the KRYPTON 2020 challenge, taking first place over 49 teams from the U.S., France, Hong Kong, and the Netherlands.

From left: Students KC Arqueta-Rivas, Morgan Bradley and Dulce Shenk Zauger traveled to Washington D.C., to participate in the nonprofit Community of Hope in America’s MLK Day Peace Parade. The visit to DC was hosted by the Washington Mennonite Scholars’ Center faculty and students in residence there for the semester.

Senior Abigail Shelly took 15th place at the Women’s Triathlon National Championships in Tempe, Arizona.

Including: U.S. Department of Justice, National Science Foundation, Lilly Endowment.

NEW GRANTS

$100,000 (2020-21) National Science Foundation, Professor Matt Siderhurst, to support 18 students from EMU and nearby colleges to gain research and cross-cultural experience in Australia.

$300,000 (2020-21) National Science Foundation, Professor Matt Siderhurst, to support 18 students from EMU and nearby colleges to gain research

CONTINUING GRANTS

$2,400,000 including: U.S. Department of Justice, National Science Foundation, Lilly Endowment.
Twelve-month 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 more traditional fall enrollment statistics.

**Headcount (12mo)**
- Graduate: 2,409
- Lancaster: 2,228
- Professional Studies: 2,201
- Seminary: 1,600
- Undergraduate: 1,200
- Total: 7,640

**Outcomes**
98% of job-seeking undergraduate alumni are employed within a year of graduation.

**Incoming Class Strength**
- Average GPA is the highest in recent history: 3.67
- 33% students of color

**Graduating Class**
- Total graduates: 429
- Bachelor’s degrees: 300
- Graduate degrees and certificates: 125
- Doctoral degrees: 4

**Student Athletes 2018-2020**
- 3.67 average GPA is the highest in recent history
- 33% students of color

**Our COVID-19 Response**
- Has not been without its challenges or hardships to our faculty, staff and students. But EMU has been resilient in the face of these challenges.

- 75 COVID-related communications (emails and videos to various audiences, March-June 2020)
- 4,000 cloth face coverings purchased
- 95+ COVID planning and safety meetings (March-June 2020)
- 29 new virtual resources developed (webinars and video lectures)
- 44x increase in Zoom meetings per day

**Top Areas of Study**
- Education: 462
- Nursing: 406
- Justice & Peacebuilding: 299
- Business & Leadership: 291
- STEM: 254
**FINANCIALS**

**REVENUE SOURCES**

- **NET TUITION AND FEES** 57.5%
- **INVESTMENT EARNINGS** 4.0%
- **GRANTS AND CONTRACTS** 8.2%
- **CONTRIBUTIONS** 12.5%
- **AUXILIARY ENTERPRISES** 12.2%
- **OTHER INCOME** 0.6%

**TOTAL REVENUE** $34,865,000

**OPERATING EXPENSES**

- **INSTRUCTION** 42.3%
- **ACADEMIC SUPPORT** 9.2%
- **RESEARCH** 2.4%
- **PUBLIC SERVICE** 0.7%
- **STUDENT SERVICES** 18.0%
- **INSTITUTIONAL SUPPORT** 16.4%
- **AUXILIARY ENTERPRISES** 10.9%

**TOTAL EXPENSES** $32,750,000

**OVERALL CONTRIBUTIONS**

- **REstricted and Capital Gifts and Grants** $2,415,078
- **Unrestricted Gifts** $1,782,344
- **Bequests, Matured Life Income Gifts** $668,166

**TOTAL GIVING** $4,865,588

**NET ASSETS**

- **INVESTMENT EARNINGS DISTRIBUTED** $1,390,000
- **GRANTS AND CONTRACTS** $2,860,000
- **CONTRIBUTIONS** $4,355,000
- **AUXILIARY ENTERPRISES** $1,970,000
- **OTHER INCOME** $20,040,000

**CHANGE IN NET ASSETS FROM OPERATIONS**

- **WITH DONOR RESTRICTIONS** $2.4M
- **WITHOUT DONOR RESTRICTIONS** $1.2M

**FEDERAL FINANCIAL RESPONSIBILITY COMPOSITE SCORE**

- FY2018 3.0
- FY2019 2.9
- FY2020 2.9

**COVID-19 FINANCIALS**

- **Summer revenue lost FY2020:** $375,000
- **Paycheck Protection Program (PPP) ** $3.7M
- **Room & Board Refunds** $465,000

**ADVANCEMENT**

**FEDERAL FINANCIAL RESPONSIBILITY COMPOSITE SCORE**

- FY2018 3.0
- FY2019 2.9
- FY2020 2.9

**TOTAL GIVING BY YEAR**

- FY2018 $9,155,282
- FY2019 $5,211,890
- FY2020 $4,920,956
Creation of the Executive Director of Diversity, Equity and Inclusion position, a cabinet-level role that reports to the president and will lead transformative change and strategic vision to advance initiatives in and out of the classroom;

Development of new fundraising initiatives to support programs/trainings on diversity for the campus community;

Year Two of the NSF-funded STEM Scholars program with specific orientation towards first-gen and minority students;

Development of enhanced tuition support for ethnic/racial minority and first-generation college students in support of EMU’s new vision statement;

Hosting of anti-racism and microaggression trainings for faculty and staff (4 during the year) and for students (2); and support of first anti-racism training during student orientation (developed for and by students with support of Student Life division staff);

Black History Month events include guest speaker former NAACP director William Cornell Brooks, a special convocation, poetry slam, and annual Town Hall on Race, focusing on racial justice within the EMU community;

The third annual MLK Day Celebration, a day-on of learning and service (highlights include a worship service co-hosted by Northeast Neighborhood Association, EMU and Bethel African Methodist Episcopal church, with state senator Jennifer McClellan; an all-day visit with WCSC staff and students to visit, worship and serve in Anacostia’s MLK Day Peace Parade; and various lectures and seminars on activism, history and anti-racism);

Observation of Juneteenth as an additional paid holiday for faculty/staff.
SECOND TERM EXTENDED TO PRESIDENT

CITING EVIDENCE OF EXEMPLARY LEADERSHIP in guiding the university into its second century, EMU’s Board of Trustees unanimously appointed President Susan Schultz Huxman to a second five-year term, effective Oct. 1, 2020, at its June meeting.

The board’s resolution of affirmation notes “Dr. Huxman’s strategic and unwavering leadership, advocacy of EMU’s mission and core values, commitment to Mennonite higher education, and steely resolve in facing the challenges of higher education.”

Additionally, board chair Kay Nussbaum highlighted Huxman’s support of greater institutional commitments around diversity, equity and inclusion and ability to build relationships with external and internal constituencies as “tremendous gifts for EMU and the broader community in these challenging times.”

“We are profoundly grateful that President Huxman has accepted the call of a second term as EMU’s ninth president,” said Nussbaum. “We offer to her our unequivocal support and prayers, as we work together to fulfill EMU’s mission and bold vision.”

Huxman, who began her first term Jan. 1, 2017, said she is “honored and humbled” by the reappointment and its affirmation of her service to the university. “I am truly blessed to work side-by-side with such a forward-thinking, fully engaged board of trustees and to be surrounded by a strong executive leadership team and cabinet that position EMU to listen, learn and ‘Lead Together’ around the vital academic, social, spiritual and moral issues of our day.”

The reappointment was the result of a comprehensive assessment of presidential and board leadership, completed in the spring of 2020.

Huxman’s stewardship has led to increased fiscal health, literacy and transparency, including the preservation of positive margin for several years. Huxman has also worked with passion and energy, in concert with advancement division staff, to build investment in EMU’s endowment and to support other significant fundraising initiatives, including the completion of Suter Science West renovations.

EMU has benefited from Huxman’s leadership in strengthening relationships and increasing visibility within Mennonite Church USA and other denominations, as well as with the City of Harrisonburg, Rockingham County, alumni, business leaders and peer professional organizations, Nussbaum said.

“Serving an Anabaptist university is kingdom work,” Huxman said. “I’m thankful for my family’s support, especially that of my husband, to this call and I pray that God guides me and all of us ‘while we run this race.’”

NEW BOARD CHAIR APPOINTED

MANUEL A. NUÑEZ ’94 has been named the next chair of the board of trustees. His term began July 1, 2020, when he took over from outgoing chair Kay B. Nussbaum ’78.

Nuñez is the associate dean of graduate programs at the Villanova School of Business, where he oversees the MBA, as well as enrollment and career strategy services. He is a professor of practice in the management and operations department, and faculty director of diversity, equity, and inclusion. He holds an MBA from Villanova.

“Manny brings expertise and leadership experience in entrepreneur- ship, business and academics, and in education around issues of di- versity and inclusion, as well as connections to the Mennonite church and relational and public advocacy skills,” Huxman said. “Within the seismic changes facing the higher education market, his knowledge of program development, marketing and recruitment outreach will also serve us well. He is the ideal successor to continue and build upon Kay’s work, especially now as paradigmatic shifts are needed.”

Nussbaum leaves EMU after 14 years as a trustee, including the past five as board chair.

Huxman expressed appreciation for Nussbaum’s strong contributions “in acumen and strategy to the board, creating high expectations for organizational development, strategy and metrics.”

“Kay has been one of the very best champions of EMU – its people, programs and distinctive place in higher education – during her many years of service,” said Huxman. “In addition to her strong professional skills, she is engaging, warm, supportive, and curious, all qualities that have been tremendous assets in her partnership with me, fellow board members and the university.”

Nuñez was introduced to the campus community at a President’s Town Hall in June.

“EMU, as an institution, has never been more important,” he said.

“In a world of sometimes profound injustice, pain, and uncertainty, the light of the EMU community of servant leaders on campus and around the globe makes a difference. I am excited to continue the work, together, of realizing new opportunities for growth as we enter our second century.”

KAY B. NUSSBAUM ’78

MANUEL A. NUÑEZ ’94
THANK YOU TO OUR SUPERB TRUSTEES!

BOARD OF TRUSTEES
Manuel (Manny) A. Nuñez ’94, Devon, Pa., Chair
Diann Bailey, Granby, Conn.
Herman Bontrager ’72, Lititz, Pa.
Randall Bowman ’78, Harrisonburg, Va.
Victor Gomez, Dayton, Va.
Hans Harman ’02, McGaheysville, Va.
Charlotte Hunsberger ’91, Telford, Pa.
Clyde Kratz ’86, MDiv ’89, Broadway, Va.
Chad Lacher ’98, Souderton, Pa.
Kevin Longenecker ’91, Harrisonburg, Va.
JB Miller ’70, Sarasota, Fla.
Cedric Moore ’97, Midlothian, Va.
Glenna Ramer ’77, Ooltewah, Tenn.
Deanna Reed, Harrisonburg, Va.
Eloy Rodrigues ’03, New Providence, Pa.
James Rosenberger ’68, State College, Pa.
Pam Tieszen, Lancaster, Pa.
Vaughn Troyer ’93, Millersburg, Ohio
Anne Kaufman Weaver ’88, MDiv ’16, Brownstown, Pa.
Thomas Stuckey, Mennonite Education Agency representative
Thank you for your generous support!

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