

(LEFT) Jessica Spring and (RIGHT) Mare Blocker, visiting assistant professors of Art and Design, pose behind a printing press from the Thorniley collection Cover design by Jessica Spring.

A MESSAGE FROM ALLAN



I recently shared with a group of alumni that I can't tell the PLU story without knowing PLU's history. You can't look forward without looking back. As we look back on a year of Re•forming, during which we marked the 500th anniversary of Martin Luther's revolution, it's important that we don't lose

track of how the past informs the future. Our yearlong celebration was, among many things, a time of reflection — a time of critical introspection focusing on what we do, why we do it and how we can do it better for the next 127 years.

A storied history is bound to include many, many challenges, and the past year was no different for Pacific Lutheran University. However, the way PLU approaches our shared challanges is indicative of the values of the centuries-old tradition of the Reformation. The institution's resolute commitment to thoughtful inquiry inspires our community to come together, exhibit care for one another, and sustain a whole that is greater than the sum of its parts.

The outcomes in this report underscore that commitment. The stories, projects and initiatives summarized in this annual snapshot model PLU's thoughtful approach to reformation, now and in perpetuity: to educate rigorously, engage globally and inquire purposefully. We know we aren't perfect, because in the tradition of the Lutheran Reformation perfection is an everlasting goal, and the university's mission is a road map to strive for it – together in community.

Last year as a Lute family, a collection of diverse perspectives, we gathered around the table to make exciting and difficult decisions about investments that will have lasting effects on the institution, its faculty and staff members, and – most importantly – its current and future students. By illuminating several bright spots from the past year throughout this report, I hope to uncover the unsung efforts of dedicated members of the PLU community. Each individual narrative shares a common thread that resonates with us all – a deep, unconditional love for PLU and its mission.

As you read these stories, remember the power of our greatest resource – our people – and the impact they will continue to have for generations to come. We are the heirs of an unfinished Reformation, a reform that is imperfect, ongoing and one that must welcome many voices. We at PLU are inspired by this challenge. Our future is sure to be as transformational as our past. We will continue to celebrate our successes, and confront our challenges, with a reforming spirit and unwavering resilience. Because in a world that faces growing uncertainty, and societal divides, the world needs more Lutes – now more than ever.

Allan Belton, Acting President





MENTORSHIP

FEARLESS FIRST-YEAR PIVOTS THANKS TO A PROFESSOR'S GUIDANCE

Sandra Estrada '20 didn't intend to sign up for "Global Human Rights" as her required first-year experience course. She decided to stick with it anyway.

That happy accident resulted in a vocational aboutface, accelerated academic growth and a valuable relationship with a beloved professor.

"She's helping me figure out what I want out of my education," Estrada said of Gina Hames, associate professor of history. "It makes college less intimidating."

The latter is an understatement, if Estrada's first year at Pacific Lutheran University is any indication. She joined the ranks of student researchers — many of whom were older classmates well into their college careers — presenting at PLU's inaugural Undergraduate Research Symposium in April.

"As a first-year, I think it's important to dive in and take a challenge," she said. "So you can meet more people and make connections."

Hames said the assignment was aimed at preparing first-year students for the rigorous academic journey ahead of them.

"I have them do a full-blown research project," she said of her writing 101 students. "The 10-page paper prepares them for the next several years of collegelevel work."

Estrada's work ethic immediately shined through, Hames said. She didn't just do the work, she did it with a positive attitude and a perpetual smile on her face.

Estrada researched and analyzed information about the treatment and prevention of tuberculosis and HIV in children. Co-infection is a primary contributor of child mortality in sub-Saharan Africa. She outlined best practices for, and challenges of, diagnosing children facing the life-threatening, preventable conditions. Additionally, she addressed access to care sites and the resources needed to improve the public health outlook of children 5 years old and younger.

"We can see that money specifically directed to helping the sites is tied to overall progress," Estrada wrote in her analysis. The research has helped Estrada reinvent her vocational path. The 253 PLU Bound Scholar and commuter student initially came to the university to study engineering. After quickly realizing it wasn't a good fit, she struggled to find a landing spot. She quickly learned that her next choice, chemistry, wasn't in the cards either.

Then, with the help of Hames' class, she discovered the depth and breadth of global studies. Public health quickly rose to the top of her interests within the field. She plans to continue exploring that topic on a global scale through study away. She's considering enrolling in the semester Gateway program in Oaxaca, Mexico.

"This definitely catapulted my interest into doing something international," Estrada said.

Hames, who encouraged Estrada to submit her paper for consideration in the springtime academic conference, says the close collaborative work between students and faculty members elevates the value of a PLU degree.

"They aren't doing it for a grade," she said. "It's for themselves."

Estrada was pleasantly surprised when her paper was selected for the symposium. She said prepping for the presentation would have been intimidating without Hames' steadfast guidance.

"We're going to practice until it's perfect," Hames recalled saying during multiple meetings before the conference.

Hames says the mentorship she provides to Estrada, as well as other students, is the foundation of a lifelong bond. She looks forward to watching the continued growth from the passenger seat.

"She's fearless," Hames said. "She's really coming into her own."

That accelerated growth is what makes the job worth it, Hames added.





LEADERSHIP

PLU'S FIRST DOCTORAL PROGRAM TRAINS NURSE PRACTITIONERS FOR LIVES OF LEADERSHIP

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The School of Nursing kept luring Molly Martin back. By the time she earned the university's highest degree, she left with more than a shiny new title.

The nurse practitioner for Providence Medical Group already earned her bachelor's and master's degrees in nursing at Pacific Lutheran University.

"PLU makes sure you're in there and you're getting your hands dirty, by experience not just by reading it in a textbook," she said. "That's what kept me coming back over and over again."

So, it was a no-brainer for Martin to return to the university as part of the first cohort of the new Doctor of Nursing Practice Program. It connects students to health care providers all over the Puget Sound region, typically primary care providers, as they navigate their pathways to leadership in nursing.

"The doctorate is more than being a nurse," said Teri Woo, associate dean for graduate nursing programs. "It's been really fun to be a part of watching their growth. I'm really proud of them."

Nurses who enter the DNP program with a master's degree can earn a doctorate in two years; nurses with a bachelor's degree complete the program in three years. Current nurse practitioners may attend part time, earning their doctorates in two years.

The most important component of the program — the first doctorate offered by PLU — is the scholarly research project. Woo said.

"I was already working as a family nurse practitioner," said Martin, one of six students to graduate with a doctorate in May. "I knew PLU would allow me to work on my doctoral project at my place of work, so I could find a problem that I had identified and then create my project around that problem."

The practice-improvement or program-development projects offer practical and immediate application. They must aim to improve patient care. Martin, for example, streamlined enhanced Medicare wellness visits.

"This group has done amazing work on their projects," Woo said. "Their projects have had or will have positive impacts on patient outcomes."

Collectively, the cohort worked closely with three heavy-hitter medical organizations in the region: Providence, Kaiser Permanente (formerly Group Health), and Valley Medical Center.

Woo said the quality of the projects directly relates to the intimacy of the doctoral program. "A lot of other programs are large and don't have as much involvement from faculty," she said. "That's what's needed, someone has to teach it to you and support you. Just like any other field, they need mentorship. You need someone committed to them and their progress."

And my, do they show progress. The cohort has a perfect pass rate on the national boards, the process by which they become certified to practice. Additionally, all of them submitted their scholarly projects for publication or presentation at a national conference.

"That's unheard of," Woo said. That's key to the DNP program, she stressed — preparing leaders to influence the future of nursing. "Someone hiring a graduate of the DNP program is not only getting a quality nurse practitioner, but also someone to improve safety and quality outcomes for patients."

Moving forward, Woo said the goal is to graduate 12 nurse practitioners per cohort — double the size of the first group who walked across the Commencement stage this year. "We want to have a high-quality, small program," she said.

The DNP program places nurse practitioners at the center of innovation. Although the accomplishment opens doors to leadership positions in the industry, Martin said she plans to always focus on care for the whole patient — care for their health and their spirit.

"There are just those times that you can see instantly that you've made a difference in their lives," she said. "They come back to see you for a follow up and they're getting better. That's the whole reason for doing this."





CARE

LUTE EXPLORES EMOTIONAL LABOR OF FIRST RESPONDERS

Amid the unthinkable on Feb. 5, 2012, the firefighter did his job.

Hours earlier, a man tangled up in a missing-person investigation and a child-custody battle blew up his home with his children inside. The homicide-suicide committed by Josh Powell remains one of the area's most horrific crimes, forcing sleepy Graham, Washington, into the national spotlight.

Despite the emotional turmoil surrounding the devastation, that firefighter — himself a father of two sons — rose to the call of duty. He was tasked with removing the bodies of the two young boys, similar in age to his own, from the charred remains of the home.

"As we have all grown up in today's society, we have all learned and been socialized to think that first responders are the ones who are supposed to rescue us when circumstances arise," Landon Packard '17 wrote in his research paper about the emotional labor experienced by first responders. "Yet, we haven't been socialized to understand the guilt and heartbreak that comes with the job."

That firefighter and 13 other interview subjects opened up to Packard about experiences that are often difficult for them to discuss, even with their loved ones. The collection of testimonials comprised the sociology capstone project that Packard says is personal.

"I have grown up around police officers and firefighters my whole life," he said. "I wanted to relay stories, but mainly I wanted to relay them so people could grasp what these people go through every day because they don't know how to show it."

Packard examined each individual's emotional labor — the process of managing emotions to satisfy the requirements of a job — by conducting interviews with each participant. Three themes were consistent across all interviews, Packard found. All of the subjects used gallows humor as a way of coping, all of them experienced deep sympathy when tragedy struck

children and their families, and all of them experienced a culture of "learning as you go" to cope with emotional strain.

"First responders have other lives outside of work," Packard said. "I think people sometimes forget that."

The recent graduate said it was tough managing his own emotions through the process. Still, he said it helped him learn how to be a better interviewer, especially in the context of sociology research. "When a person is in a vulnerable state, you learn how to just let them talk," he said.

Joanna Gregson, professor of sociology who mentored Packard, said her student's research elevated his aptitude for conducting interviews.

"As much as he hated the process of transcribing," Gregson said of Packard, "he had a knack for drawing out his participants, making them feel comfortable, and eliciting heartfelt and sometimes painful stories."

As for Packard's research itself, Gregson said it's meaningful work that addresses a scarcely studied angle of emotional management for first responders.

"While psychological research has examined how employees process and experience that stress, we knew little about how the culture of a workplace can shape those experiences," she said. "While Landon's research looked specifically at first responders, his findings have implications for other work environments where people confront emotionally challenging situations."

It exemplifies what universities hope to see in student research, she added: "that it be personally meaningful, scientifically rigorous and with applications to the real world."

Packard is looking into careers in law enforcement. He said his calling has expanded as a result of his research — to not only help the people he'll save in the future, but to help fellow first responders.

"It is now time for us to rescue the rescuers," he said.





ACCESS

PLU INVESTS IN CAMPUS ACCESSIBILITY IMPROVEMENTS

Noelle Green '18 says equal access to education means equal access to facilities across campus. Leaders at Pacific Lutheran University agree.

The institution recently invested more than \$630,000 to improve accessibility for students such as Green, who was diagnosed with spinal muscular atrophy when she was 3 years old. Growing up, doctors told her she may never move out of her parents' house. Now, she's a senior living in South Hall at PLU and considering law school.

"I didn't let that define me," she said of the prognosis.

Still, her journey hasn't always been easy. Green, who relies on a wheelchair to get around, almost didn't return to PLU after her first semester. She worried about her ability to access some spaces on campus and the potential that it would interfere with her academic success.

But a support system in the Department of Sociology, through which she eventually declared her major, and elsewhere on campus kept her coming back. Those advocates propped up Green as she developed her own identity as a vocal advocate for campus accessibility.

"Some staff and faculty have been a driving force behind change," she said.

Ray Orr is one of them.

Orr, associate vice president for facilities management, says accessibility upgrades are a priority at PLU, even when funds are limited. Institutions across the country struggle to comply with requirements of the Americans with Disabilities Act, amid aging buildings and a lack of funds to address all the needs at once. PLU is no different, Orr said.

"Everyone's trying to catch up and do what they can," he said. "Limited funds go to the biggest impact and priorities."

PLU is working hard to tackle the upgrades as quickly and efficiently as possible, Orr stressed, prioritizing the projects that make the biggest impact as funding becomes available. The ultimate goal: campus-wide ADA compliance.

PLU's recent investment funded several projects — many of which were completed over the summer. About \$525,000 paid for modernization of elevators, which will be completed by January, in Green's former residence hall, Tingelstad. One of the reasons she relocated to South Hall was the unreliability of the elevators.

Additionally, a wider restroom door and new ramp provide better access to the Kreidler Hall lounge where commuter and military-affiliated students gather. Paving between Mary Baker Russell Music Center and Hong Hall, as well as miscellaneous spots around campus, offer smoother access to sidewalks. And restrooms in Rieke Science Center and the library's new Center for Student Success are now gender-neutral and ADA-compliant.

The projects are the first to be completed from a list of many priorities identified as part of a campus-wide audit last year. The \$120,000 effort pinpointed all of the facilities out of compliance with ADA.

"This audit allowed us to see fully and more clearly the physical barriers to learning and success that students with short- and long-term mobility or physical limitations experience as they navigate PLU," Acting President Allan Belton said during his address at the annual Fall Faculty Conference.

The findings of the audit are outlined in a document that serves as a shared resource for many departments on campus. The Accessibility Committee reviewed the findings and will work to prioritize future projects that meet PLU's highest needs, said dean of students Eva Frey.

"Renovations and repairs that are ADA-compliant serve everyone," Frey said. "It means that all students have access to space and, ultimately, to the diversity of voices that speak in the classroom."

Although accessibility at PLU still isn't perfect, Green said she appreciates the efforts made and sees meaningful progress happening.

"Little things every single year would be inspirational," Green said. "It shows we're making progress and not putting it on the back-burner."



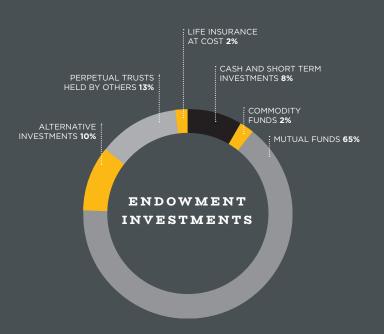
GROWTH OF ENDOWMENT

Thanks to philanthropic investors like you, more than 500 donor-funded endowments distributed \$3.6 million to key campus priorities in fiscal year 2017; an increase in support over the prior year. Pacific Lutheran University's endowment has grown through the generosity of thousands of donors over many decades.

Thank you.

PLU's total endowment reached its highest value in the institution's history at \$95.2 million as of May 31, 2017, which signifies a promising future in the years to come. Our new, simplified investment approach has performed well since it was implemented a year ago. As with any long-term investment, some fluctuation in value is to be expected. We continue our policy of assuming prudent risk that we believe will yield the returns required to continue educating Lutes long after our time as stewards of the University has passed.

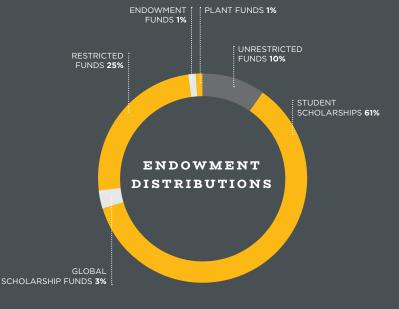
The Board of Regents also adjusted, effective June 1, 2017, the endowment's spending rate from 5% to 4.75% per annum. While our peer institutions lowered their distribution rates throughout the years, PLU had not. We can assure you that we will continue to work diligently with our investment advisors to safeguard and preserve the long-term impact of PLU's endowment.



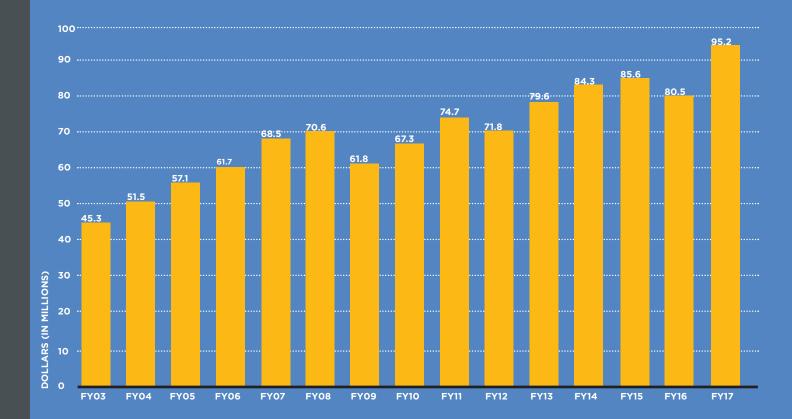
ENDOWMENT INVESTMENTS

CASH AND SHORT TERM INVESTMENTS	8%	\$8,120,663
COMMODITY FUNDS	2%	2,180,568
MUTUAL FUNDS	65%	61,725,555
ALTERNATIVE INVESTMENTS	10%	9,623,976
PERPETUAL TRUST HELD BY OTHERS	13%	11,932,190
LIFE INSURANCE AT COST	2%	1,652,467
TOTAL		\$95,235,419

ENDOWMENT DISTRIBUTION STUDENT SCHOLARSHIPS \$2,235,967 **GLOBAL SCHOLARSHIPS** 99,854 RESTRICTED FUNDS 25% 907, 303 **ENDOWMENT FUNDS** 30,970 PLANT FUNDS 23,863 10% UNRESTRICTED FUNDS 373,370 TOTAL \$3,671,327



ENDOWMENT GROWTH





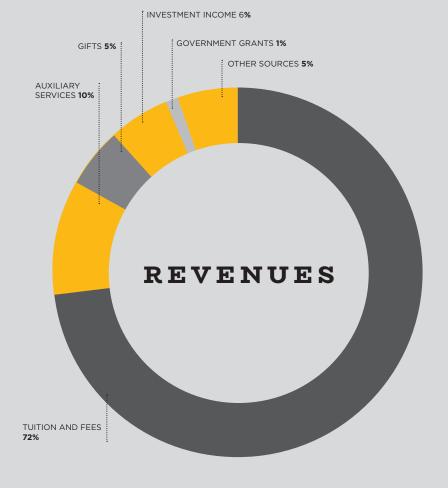


FINANCIAL INFORMATION

FINANCIAL INFORMATION

REVENUES 2016-17

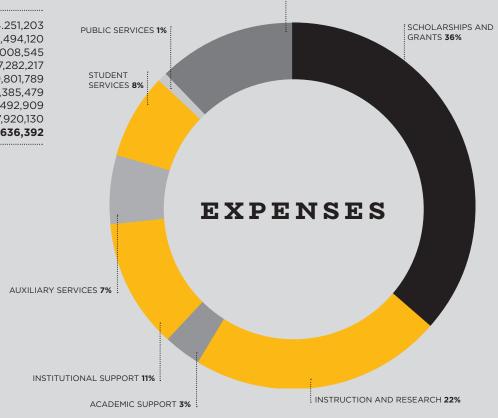
Tuition and fees	72%	\$114,643,600
Auxiliary services	10%	15,945,495
Gifts	5%	8,311,612
Investment income	6%	10,175,081
Government grants	1%	1,852,890
Other sources	5%	7,983,743
TOTAL		\$158,912,421



ALLOCATED EXPENSES 12%

EXPENSES 2016-17

		:		
Scholarships and grants	36%	\$54.251,203		
Instruction and research	22%	33,494,120		
Academic support	3%	5,008,545		
Institutional Support	11.%	17,282,217		
Auxiliary services	7%	9,801,789		
Student services	8%	11,385,479		
Public services	1%	1,492,909		
Allocated expenses	12%	17,920,130		
TOTAL		\$150,636,392		



LOOKING FORWARD

acific Lutheran University's priority is to continue to focus on our students - their learning and their success. This priority drives all of our decisions and is at the heart of everything we do. We realize this priority when we increase scholarship opportunities, when we invest in academic programs that match 21st century needs, or when we develop new resources that support students to persist at and graduate from PLU.

This year, several projects and initiatives undertaken stand out as especially noteworthy for the positive impact they've had and will continue to have on this institution and its students.

Thanks to the leadership of the late Provost Dr. Rae Linda Brown, we are hard at work on a new student success center (located in the Mortvedt Library) that will provide our students with individualized academic and personal support and resources through a collaborative, student-centered approach. Services offered include academic advising, tutoring, supplemental course instruction, registration transactions, coaching and other specific support services for all students, with particular attention to first-generation, low-income, first-year, veteran and transfer students.

Another way we've invested in student success is by creating a one-stop financial shop by **restructuring Financial Aid and Student Services.** This newly created office provides students with counseling and processing for financial aid, billing and payments, VA benefits, financial literacy and student loan repayment. Work on the financial literacy program is ongoing and cross-training continues, but given the scope of change, this effort has been an example of how PLU can innovate on behalf of our students.

Service is a fundamental part of our university's mission, and as Lutes we've always tried to answer the needs of our communities. The PLU School of Nursing recently received a \$1.4 million ANEW grant from the federal Health Resources and Services Administration (HRSA). The grant is targeted at expanding curriculum, doubling nurse practitioner student numbers and sending those students into medically underserved areas around the state.

With support from the Andrew W. Mellon Foundation, faculty continue to explore important curricular revisions that create strong learning communities, build intentional connections across the curriculum,

and foster our Integrative Learning Objectives. **Two Mellon Foundation grants** — an initial grant for \$100,000, and a second grant awarded this summer for \$500,000 — provide funding for building faculty capacity across a range of curricular initiatives.

Supporting social justice is another core tenet integral to what this university stands for, and we've continued to reinforce that stance this year. **The Undocumented Student Taskforce** was formed in fall of 2016 with the goal of purposefully reviewing and addressing the unique barriers to success that undocumented students experience at PLU. One of the barriers identified by undocumented students was their ability to navigate unexpected challenges due to having limited access to financial resources.

The Task Force initiated a crowdfunding campaign and raised over \$30,000 — nearly four times the group's original goal of \$8,000. The funds have already assisted individual undocumented students to persist at PLU and also have assisted the group to set up a textbook lending library.

Beginning in January 2018, Dr. Jen Smith will serve as **PLU's first Dean for Inclusive Excellence.** In this role, Dr. Smith will provide necessary attention to diversity justice and sustainability issues directly affecting student success, while simultaneously investing in professional development and support for faculty in areas ranging from recruitment and hiring to curriculum development.

With the goal of enriching the student experience and improving our curb appeal for prospective students, families and visitors, the campus is undergoing numerous classroom, technology and landscaping enhancements in multiple areas. We are aiming to improve the overall environment on campus so our students have an exceptional and distinctive experience which prepares them for life beyond their studies and a positive lifelong relationship with the university.

These are just some examples of the ways in which we've stayed true to our mission this year, but ultimately it is through the power of our greatest resource — our people — that we will be truly successful in this investment in student success. Our Lute family, made up of students, alumni, friends, faculty and staff, is dedicated, talented and committed and we are grateful to every member of our community that helps us along the way. Because the world needs more Lutes.

BECAUSE THE WORLD NEEDS MORE LUTES.

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YOUR VOICE MATTERS

While much has changed at Pacific Lutheran University since its founding in 1890, the core mission and tenets of Lutheran higher education remain central to PLU's mission. Alumni have experienced firsthand PLU's transformative experience and the same life-changing experiences continue for students at PLU today.

In an effort to learn more about our alumni community, PLU launched a donor-funded listening initiative this past fall. Through professional surveys and constituent interviews, PLU sought alumni and donor opinions about the university's priorities and how connected alumni feel to their alma mater, ranging from their experiences as a student to their perceptions of PLU today.

Over 8,000 alumni and friends from across the globe, a randomized sample, were contacted to participate in a broad-based online survey. This survey was supplemented with additional input from mail and telephone interviews. The response was robust and hundreds of pages of written comments illustrate the deep care and concern PLU alumni feel about their alma mater.

The second phase of the research included moderated focus groups in seven communities across the country. PLU learned much about the thoughts and perceptions from those interactions and will be using this input to improve and evolve our alumni and student engagement programs.

This is just a sampling of the important feedback you gave us, highlighting positives and areas for improvement. If you participated in any way, thank you!



of alumni state that PLU had a big or medium impact on their career, describing their experience at PLU as transformative.

of alumni state that PLU had a big or medium impact

of alumni rated the quality of their PLU education either "excellent" or "good."

of alumni have a "strong" or "moderate" connection to PLU today.

ALUMNI IDENTIFY MOST STRONGLY WITH

THEIR DEGREE **PROGRAM**

A PARTICULAR FACULTY MEMBER **A RESIDENCE HALL**

THEIR CLASS YEAR

AN ATHLETIC TEAM

STUDENT CLUB **OR PROGRAM**

THE YEAR IN REVIEW

Your generosity manifests itself every day in the lives of our students as they learn on campus and abroad, plan for their future, and make their mark on the world. In the last fiscal year, your gifts, both large and small, helped turn student dreams into realities. Thank you!

YOUR GIFT MADE A DIFFERENCE

plu.edu/advancement



Advanced Education Nursing **Traineeship Program Grant:** June 2016

This grant decreases the debt burden that DNP students incur during the program **Grant activities** include placing DNP students in rural and underserved communities and forming academic-practice partnerships with local agencies.

Carol Quigg

Award Winner

Linked Course

PLU's 10 themed

deepen students'

by turning their

expanding their

the classroom.

and increasing

education beyond

learning experience

neighbors into like-

minded classmates,

Initiative

Residential

Communities

Learning



Robert and Jean Reid Family **Foundation** September 2016

The income from the Robert and Jean Reid Family Foundation Scholarship **Endowment** is awarded to up to three nursing students who exhibit qualities indicative of excellence in the field of nursing and who, upon graduation, desire to practice in the State of Washington.





Bjug Harstad Day of Giving October 2016

The third annual Bjug day was an exciting success! In one day, 673 Lutes collectively gave a grand total of \$409,306 to support PLU students.



PLU Student Delegates: October 2016

Maddie Smith '17 and Alice Henderson '16 represented PLU as student delegates at the American Chemical Society at the annual United **Nations Climate** Change Conference.





JRF Foundation Scholarship: November 2016

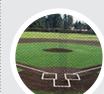
Students who received this scholarship from the generosity of the JRF Foundation retained at 90% - an incredible 36% increase in comparison to students who, in previous years, met

the same criteria.

PLU Women's

November 2016

Rowing:



PLU Baseball

PLU's batting cages received a muchneeded upgrade thanks to a group of generous donors.



Alumni Survev: Winter 2016

For the first time. PLU embarked upon a donorfunded listening initiative, seeking alumni opinions and sense of connection to their alma mater. Stav tuned as to how we evolve alumni and student engagement programs based on alumni feedback!



Lecture: March 2017 Supported by a

Rachel Carson

1st Annual

Science

Politics

Global Climate Change

generous endowment from George L. and Helen B. Long, the Rachel Carson Science, Technology & Society Annual Lecture brought Dr. Jim Anderson, Philip S. Weld Professor of Atmospheric Chemistry at Harvard University speaking on "The Science and Politics of Global Climate Change."



Thorniley Collection: March 2017

PLU became the new home of the **Thorniley Collection** of Antique Type. This collection, generously donated by WCP Solutions, creates an opportunity for PLU students to learn about printmaking with a world-class, hands-on workshop

located on campus.



December: 2016





1st Annual **Dick and Helen** Weathermon **Joyful Noise Endowment for Jazz Studies:** April 19, 2017

This year's artist in residence was Jeff Coffin. a globally recognized saxophonist. composer, educator and member of the Dave Matthews Band.



PLU4US Supporting Undocumented **Students** Campaign May 2017

Over \$30,000 was raised to ensure every student benefits from the same freedom to pursue knowledge today, despite systemic discrimination or the threat of losing family to deportation tomorrow.



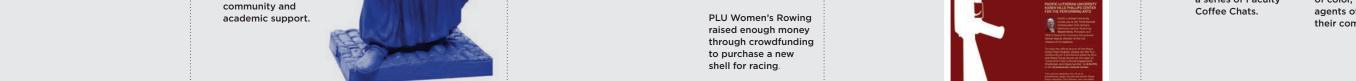
Creating Pathways to **Hope Program Grant: April** 2017

Funding from the Marguerite **Casey Foundation** was awarded to build institutional capacity to address unintentional and unconscious bias by examining microaggressions and bias oncampus, initiate and support intentional relationships between students and faculty through a series of Faculty



Cultivating the Next **Generation of** Leaders: April 2017

The Center for **Gender Equity** raised funds to support leadership programs that help women, and especially women of color, to become agents of change in their communities.



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