Inspire Scholars

Changing Life Trajectories
2021: A Year Like No Other

- #3 Public HBCU in America
- Apple Distinguished School
- Historic enrollment, retention & graduation rates
- Continued COVID-19 safety
- Acquisition of Wesley College
- $8.5 MM in student debt relief
- 60% increase in endowment
- Historic fundraising & research awards
A National Leader in Growth

- Overall Students (5,649) 12%
- Undergrads 10%
- Graduate Students 32%
- Online 38%
- Freshman Retention 75%
Our Students and Alumni Rock the State … and the Nation

Delaware’s #1 provider of nurses, teachers, social workers and accountants of color
Jahsha Tabron (2000) — Delaware 2022 Teacher of the Year

Unprecedented statewide recognition for a graduate who will seek her doctorate at Delaware State University.
Building on a Solid Foundation …

US News & World Report College Rankings
Delaware State University ranked #3 public

#10 overall

Graduation. Retention. Social Mobility. Peer Review.

"While representing only 3% of colleges and universities in the country, our HBCUs have consistently and courageously overperformed across the decades by doing more with less. Today, however, “less” is no longer acceptable."

- Tony Allen, Ph.D., President
THE PATH TO SUCCESS

- Increase Enrollment to 7,500
- Increase Freshman Retention Rate to 85%
- Increase Graduation Rate to 55%
- Improve Employee Satisfaction Rate to 85%
- Improve Student Satisfaction Rate to 85%
- Increase Funded Research Portfolio to $30MM

DELAWARE STATE UNIVERSITY

REACH 2026 STRATEGIC PLAN

OUR STRATEGIC PILLARS

Our strategic pillars are the high-level areas of focus to achieve the University’s vision. Under each pillar, the team has identified strategic priorities, key objectives, resources of success, and action strategies, these are discussed in more detail over the next five pages.

REACH 2026 is a living document that recognizes that Delaware State University must be positioned to respond rapidly and effectively to emerging issues that will face now and in the future. Our growth strategy builds on current strengths while expanding into new strategic areas.

CADERICEXCELLENCE

Achieved when the University recruits, develops, and supports a diverse faculty of leading experts with superior teaching skills that are critical to meeting the institutional priorities and outcomes, and who engage in meaningful interactions with student, the general public, and a global audience.

FOCUSING ON THE WHOLE STUDENT

Is supported by the creation of an exceptional learning environment that extends beyond the classroom to a commitment by the entire community. Campus supports including world-class teaching faculty, student-centered advising and mentoring, academic programs, student services, and a supportive physical environment are essential.

INFRASTRUCTURE ENHANCEMENT

Requirements that we not only maintain operational excellence, but also are committed to meeting and exceeding the expectations and needs of our stakeholders. This includes the development of physical and digital infrastructure that enhances the student experience and supports the strategic priorities.

OPERATIONAL EFFECTIVENESS

Is critical to ensuring the University is equipped to serve its mission and vision. This includes the development of an efficient and effective organizational structure, strong leadership, and a culture that is focused on continuous improvement and excellence.

FINANCIAL HEALTH

Is the indispensable foundation for all our long-term goals as we increase university revenue, reduce unnecessary expenses, and ensure financial stability. We will manage our budget prudently and be transparent in our decision-making to meet a focused set of needs.
… A Consistent Talent Pipeline for Leadership, Teaching, and Research …

Meet the 40 Most Empowering Women in Business in Delaware

14. LaKresha Moultrie
Vice President of Legal Affairs, General Counsel & Chief Enterprise Risk Officer, Delaware State University

LaKresha Moultrie's lawyer brain has been trained to identify an issue, identify the rules, apply the rules to the fact and come up with the conclusion. But then came COVID-19. “There were no rules,” says Moultrie, Delaware State University’s vice president of legal affairs. “Everything was so murky. And for the first time in my career, I lacked certainty on what to do next.” The uncertainty didn’t last for long for the former DOJ deputy attorney general who was tapped to lead the university through the pandemic—her biggest challenge since coming on board in 2018. “The most critical part was developing a plan for reopening,” says Moultrie. “We have many students that are first-gen who come from very diverse backgrounds in terms of access, and we saw that over spring semester as we were forced online and there were problems with internet access.
... And a Firm Reliance on our Partners ...
... Based on a Foundation that Begins in Delaware …

- Delaware Partnerships
  - INSPIRE Scholarship expanded to full tuition
  - Increased support for infrastructure enhancement
  - Wesley College acquisition
  - Human Genomics and COVID Testing Laboratory
  - Early Childhood Innovation Center
  - Center for Disability Resources (ADA)
  - US Department of Agriculture matching grants
THE INVESTMENTS THAT WILL EMPOWER US TO KEEP GROWING
Acquisition-Related Costs

- Requested: $2.56 MM
- Funding covers proportionate state share for 62 new faculty & staff gained during the Wesley College acquisition
Wesley College Acquisition Preserves $85 MM in Economic Capacity
DSU Downtown: Wesley College of Health and Behavioral Sciences

- Twice as many students
  - Fall 2020: 783 students
  - Fall 2021: 1,532 students
  - Fall 2022: Early College High School begins transition to Downtown campus

- Faculty/staff
  - 62 Wesley jobs preserved

- Athletic complex being used by 300 students

- Signature health care programs expanded
Expanding and Reaccrediting DSU’s Nursing Program

- Requested: $1.47MM
  - Expand capacity to 100+ graduates annually by 2023
  - 14 new faculty/administrative positions
Delaware’s only Master of Occupational Therapy

- Requested: $475K
- Funding adds 4 new faculty and 1 clinical educator to expand program to 125+ students and reduce reliance on adjuncts
Implementing the Master's in Clinical Psychology for Diverse Populations

- Requested: $621K
- Implement & accredit MA in Clinical Psychology
- 5 additional clinical staff positions
- Course development
A World Class Aviation Program

- Requested: $448K
  - Build multiple-cohort model to graduate more pilots and achieve AVIA accreditation
  - 5 additional staff positions
Expanding Workforce Development Programs Across Delaware

- Requested: $750K
  - Triple workforce development capacity
  - 4 new staff for Office of Adult & Continuing Education
  - 6 new staff for Office of Distance Education & Learning Technologies
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Delaware’s State University