



UNDERGRADUATE EVENING STUDIES 2017-18

ANNUAL REPORT



FURMAN
UNIVERSITY

Table of Contents

Director’s Letter	1
High Impact Education for Upstate Working Adults.....	2
– High Impact Practices	
– A Community within a Community	
– Improving the Community with Sustainable Business Practices	
Majors and Certificates with Maximum Career Effect.....	4
– High Demand Majors with Wide Applicability	
– Career Enhancing Certificates	
– Courses to Fill in the Gaps	
– Maximum Convenience	
High Quality Faculty Equals High Value Education	6
– Outstanding Instructor of the Year	
– Former Outstanding Faculty Award Recipients	
– New faculty	
Student Results: What It’s All About.....	8
– Student Services Drastically Influence Student Success	
– New Online Tutoring Service Facilitates Student Success	
– Influence and Mentoring – One Student at a Time	
– 2018 Student of the Year	
– Student Demographics	
– Retention	
Dynamic Alumni	10
– Career Readiness – Cornerstone of My Furman Education	
– Commencement Celebration – First Alumni Experience	
– <i>Finish Line</i> Newsletter – Staying in Touch	
– Dins Day – Funding for the Future	
– Thank You to Our 2017-18 Donors	
Impacting Upstate Businesses & Community	12
– Leveraging Solutions for Upstate Businesses and Workforce	
– Global Business Leadership	
– Preferred Education Partnership with Upstate South Carolina Alliance	
– Give Your Employees UES Tuition Discount	
A Consequential Education, at an Affordable Cost	14
– Financial Aid and Scholarships Open Doors to Furman	
– UES Osher Scholarship Inspires Re-Entry	
– Technical College and Transfer Credits	
Enrollment Trends & Financial Outlook.....	17
Congratulations 2017-18 Furman Graduates.....	18





Director's Letter

WHAT WILL IT DO FOR ME?

The value of a college degree is being challenged more than ever. The recession ten years ago left many college graduates in debt with few job opportunities. The closure of several for-profit institutions further tainted the value of a degree. Today, parents, students and employers increasingly demand evidence, outcomes, that substantiate the value of a high cost education.

The statistics continue to support generations of evidence that years of education and bachelor degree attainment positively correlate with higher salaries, greater life satisfaction, longevity, social mobility, economic stability, employment security, as well as higher academic and career attainment for the next generation. These are only a few of many benefits of higher educational attainment.

In order to experience such benefits, one must have access to higher education. Furman University has historically understood its civic obligation to reduce barriers and increase access to higher education, particularly for those who are unable to pursue their degree immediately after high school. For over three generations, the adult students who comprise Undergraduate Evening Studies (UES) have been a small but constant population at Furman.

At Furman UES, we believe the value of a rigorous college degree lasts a lifetime, made evident in the many success stories of our graduates: examples of students demonstrating more confidence, knowledge and value to their employers while they are enrolled at Furman; stories of promotions previously denied until their bachelor's degree was earned; stories of successful transitions into new career trajectories; and a shared sense of pride among UES graduates for achieving a degree from Furman University.

The 2017-18 Annual Report highlights the tremendous impact a Furman education makes in students' lives and gives you a snapshot of the important work that goes on in UES. I hope you will be moved to support our efforts in the community through your advocacy, student referrals and financial assistance.

Sincerely,

Elizabeth Crews

Elizabeth Crews, M.Ed.
Director, Undergraduate Evening Studies



High Impact Education for Upstate Working Adults

Founded in 1957, Furman Undergraduate Evening Studies (UES) provides adult learners with the opportunity to receive their education from one of the nation's leading liberal arts universities. Furman has a strong reputation for preparing adults for changing conditions in the rapidly growing Upstate South Carolina. UES undergraduate and post-baccalaureate programs are for students who want convenient, affordable evening courses, but nothing less than the best for their education. Led by Furman's outstanding faculty and the informed input of local business leaders, the curriculum is designed for working adults who want to boost their professional credentials without interrupting their careers.

With less than 4% unemployment in our region currently, technology companies and manufacturers worried about the talent gap in the current work force are seeking to attract better-qualified workers. Furman UES seeks to meet the needs of employers and their employees, as well as the underemployed in our region, by encouraging all to take advantage of the educational value our programs provide. The rapid growth of highly skilled jobs in our core industries means better jobs for those who can advance their education.

Furman UES meets the educational needs of the Upstate by offering programs and services that foster students' development of marketable skills for the region's high-demand career fields.

Our areas of strategic focus are:

Support Greater Student Success:

- Align program assets for maximum student benefit
- Retain highly qualified faculty and support staff
- Integrate UES initiatives with The Furman Advantage
- Ensure every UES student receives the benefits of a Furman education

Foster a Culture of Improvement:

- Utilize technology to expand rigorous web-based/hybrid course delivery formats
- Provide ongoing professional development opportunities for faculty
- Thoughtfully expand major, minor and certificate options
- Improve assessment tools and use data to better inform decision-making and to improve course content and delivery methods.

Increase Visibility in the Upstate:

- Engage external stakeholders across industry sectors
- Tailor marketing and recruiting to target both transfer students from technical colleges and employees of companies with affinity for Furman University.

VISION: Provide the highest quality and highest value undergraduate education available to working professionals in the Upstate, enabling students to become global citizens who value and pursue intellectual growth, civic leadership, ethical decision-making, intercultural competence and environmental stewardship.

MISSION: Provide career-focused adult learners with a distinctive undergraduate and post-baccalaureate liberal arts education through degrees and certificates offered in relevant professional disciplines that satisfy their needs, interests and aspirations.



HIGH IMPACT PRACTICES

According to the National Survey of Student Engagement (NSSE), certain educational practices positively correlate with students' learning and retention. The NSSE recommends that learning institutions design programs and curricula that allow students to experience at least two High Impact Practices (HIP) during their undergraduate studies. These practices have certain traits in common:

- Involve considerable effort over an extended time period
- Encourage learning outside the classroom
- Demonstrate meaningful interactions between faculty and students
- Promote collaboration between diverse individuals
- Gather frequent and substantive feedback

A critical component of the Furman UES learning environment is the incorporation of HIPs throughout the curricula of our programs. As most UES students work full time, they expect to receive an education that offers real-world applications. The programs' assignments and projects ensure students have the opportunity to directly, immediately apply the high-value skills cultivated during their education at Furman, such as critical thinking, data analysis, informed decision-making and effective communication.

Furman UES instructors bring their real-world experience into the classroom from years spent as leaders in their fields of expertise. This provides our students with an enriching academic experience. Instructors develop and assign projects with the purpose of transforming the academic knowledge acquired in the classroom into solutions for business challenges, into solving problems right where students work each day.

A COMMUNITY WITHIN A COMMUNITY

The Furman day student population hovers around 2,700, while UES enrollment averages around 100 students per year. In addition to benefiting from the University's rigorous coursework and national reputation for academic excellence, evening students enjoy the advantages inherent to UES, very small class sizes. With an average class size of eight, students experience many opportunities for one-on-one interaction with their instructors and classmates. The smaller class size fosters a tight-knit community of classmates. Though they enter Furman UES from a variety of backgrounds, most students share the common experience of working around the clock, balancing career and family responsibilities with their education. The collective experience of persevering, making it through Furman, graduating with their degree or certification, despite the many obstacles faced along the way, forges a comradery among Furman UES students that lasts life-long.

(continued on next page)

HIGH IMPACT PRACTICES

From National Survey of Student Engagement

- **Service Learning:** courses that include a project to benefit our upstate community
- **Community:** formal program where groups of students take two or more classes together
- **Research with Faculty:** work with a faculty member on a research project
- **Internship or Field Experience:** internship, co-op, field experience, student teaching or clinical placement
- **Culminating Senior Experience:** capstone course, senior project or thesis, comprehensive exam, portfolio, etc.
- **Study Away**

37
FACULTY

8:1
STUDENT-FACULTY RATIO

“Furman UES has the unique opportunity to send students into the workplace with functional skills that can immediately impact their job performance. Over the years I have attended Furman, I have been impressed with the quality of instruction and instructors.”

– UES student survey response

(continued from previous page)

In an effort to build a greater sense of community between our students, faculty, alumni and staff, UES hosts a themed art exhibition each fall that encourages self-expression through their chosen medium. The art exhibition begins with an opening reception for the UES community, its friends and family, as well as the community at large.

IMPROVING THE COMMUNITY WITH SUSTAINABLE BUSINESS PRACTICES

By offering a minor in Environmental Studies and business courses that emphasize sustainability, Furman UES provides students with the opportunity to gain knowledge that can positively impact their communities for generations to come. In BUS-312 Sustainable Corporation, students learn how the

corporate world plays a central role in making progress towards a healthy sustainable environment. BUS-314 Implementing Sustainability builds upon the principles of sustainability strategies based on economic, environmental and social criteria learned in BUS-312. In BUS-314, students learn about the facilities, processes, research and development innovations, as well as tools for benchmarking, foot-printing, scoring and reporting methodologies.



Majors and Certificates with Maximum Career Effect

The Bachelor of Liberal Arts (BLA) curriculum at Furman Undergraduate Evening Studies exposes students to new ideas and complex issues by focusing its career-oriented majors through the lens of the traditional liberal arts. This gives our students the best opportunity to develop the strong communication, critical reasoning and problem-solving skills in demand with potential employers.

HIGH DEMAND MAJORS WITH WIDE APPLICABILITY

Furman UES offers the academic disciplines the Upstate market demands of college graduates. Working adults seeking their bachelor's degree may choose from three broad majors in the Bachelor of Liberal Arts (BLA) degree: Accounting, Business Administration and Information Technology. The instructors for each of these business disciplines come from industries across the corporate spectrum and have held or currently hold significant positions in global companies. Upon graduation, many UES alumni receive expanded opportunities or promotions.

Accounting – The field of Accounting carries a great deal of financial responsibility and our students acquire the knowledge and skills to meet that responsibility head on. Many professionals apply to Furman UES seeking course work in accounting in order to pursue their CPA license. While most of our students go into corporate accounting, others go on to graduate school and at least 1 in 11 take and pass the CPA exam to pursue careers in public accounting.

“More classes need to be formatted in the hybrid format. It is challenging, yet conducive to UES students’ needs.”

Business Administration – One of the most sought-after qualities by business leaders is the ability to think critically. The liberal arts degree earned at Furman UES prepares students for the business world through the breadth of subject matter covered across the curriculum. Many students from Greenville Technical College with associate's degrees in Management, Marketing and Supply Chain Management transfer to UES to finish their bachelor's in Business Administration.

Information Technology – Our Information Technology degree develops students' abilities to adapt, think outside the box and recognize shifts in technology. Our IT majors emerge from the program equipped with skills to make an immediate, positive impact where they work, providing their employers with valuable insight, better ensuring their companies stay ahead of the technological curve. The major is relatively new to UES and is an example of how we evolve our curriculum to meet the in-demand needs to the Upstate workforce.

CAREER ENHANCING CERTIFICATES

In addition to undergraduate degree programs, UES provides the opportunity for area adults who have already achieved their bachelor's degree pursue a Post-baccalaureate Certificate as a way to keep their credentials current or to break into new career fields. Our certificates in Accounting and Data Analytics are valuable credentials that are relevant across a variety of business settings or industries.



Accounting – Our post-baccalaureate certificate in Accounting is ideal for those who already have bachelor’s degrees in other fields but need additional accounting knowledge and credentials for professional advancement. Others studying for their accounting certificate simply desire a career change to accountancy.

Data Analytics – Our post-baccalaureate certificate in Data Analytics stems from the need for professionals to understand and utilize data to make informed decisions. Students completing a certificate in Data Analytics are required to solve real world problems as part of their course work and to use examples from their own employers.

COURSES TO FILL IN THE GAPS

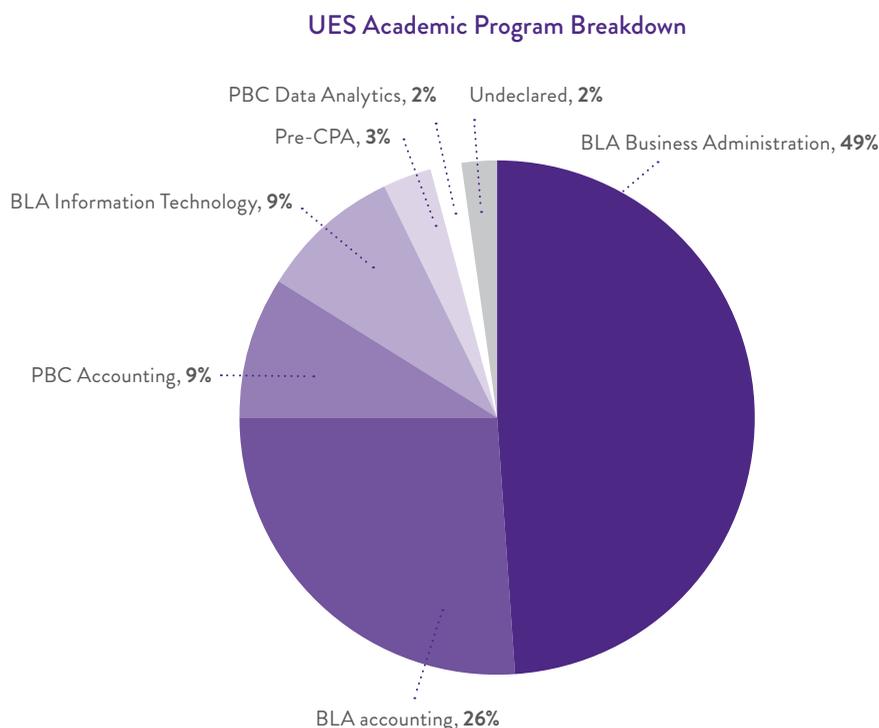
Those with bachelor’s degrees in need of prerequisite coursework for graduate school or professional certifications can earn undergraduate course credit as non-degree-seeking students following a customized pathway. UES accounting and business courses provide preparation for CPA licensure and prerequisites for MBA programs.

MAXIMUM CONVENIENCE

Currently, UES’s evening classes meet one night a week, Monday-Thursday, 6-8:45 p.m., and occasionally on Saturday morning. During 2017-18, UES ran three blocks of classes during the fall and spring semesters: Block A courses are offered in the first eight weeks of a semester, Block B courses are in the second eight weeks, and Block C courses last the full 16 weeks of a semester. During the summer of 2018, UES ran a single 8-week term with courses that met one night a week.

Block A and B courses are delivered in a hybrid format. This format consists of classroom instruction one evening a week for two hours 45 minutes. During these 8-week terms, supplemental course work and exams are completed online. The 8-week sessions allow students to take more classes each semester while keeping their course load manageable. Approximately half of UES’s courses are offered in hybrid format. Since UES’s implementation of the hybrid format, the average annual course load per student has increased by 33%.

“UES as a whole is very supportive of individuals like myself that have full time jobs and families. The faculty that runs the program are very good and have always been able to help me out with any questions I have.”



AVERAGE GPA BY MAJOR/ DISCIPLINE

- BLA Accounting | **3.09**
- BLA Business Administration | **3.12**
- BLA Information Technology | **3.12**
- PBC Accounting | **3.58**
- PBC Data Analytics | **3.17**

NEW HYBRID COURSES IN 2018

- ART 130** Western Art
- ANT 105** World Prehistory
- CSC 342** Web Application Design
- EES 200** Spatial Analysis and Visualization
- IDS 210** Painted Word
- BUS 383** Quantitative Decision Models for Management



HIGH QUALITY FACULTY ENSURES HIGH VALUE EDUCATION

The qualities that make Furman University one of the nation's premier undergraduate liberal arts colleges are the same qualities that help UES graduates succeed and thrive in a competitive workplace and in life. In order to successfully grapple with complex issues and navigate a rapidly changing career and economic landscape, it takes more than knowledge in a given field.

We believe our outstanding dedicated faculty – who focus on teaching, mentoring and advising each student – are the key to our success. They are committed to teaching students how to think critically and creatively, to evaluate source of information, to create and to see things from multiple perspectives. The vast majority of our courses require students to work in both group settings and

individually, and to demonstrate both written and oral presentation skills. Critical communication skills developed by liberal arts education are what drive an entrepreneurial spirit and can best assist our growing region economically and educationally. UES students graduate prepared for leadership and eager to take on the challenges of a complex world.



Outstanding Instructor of the Year - Rusty Copsey

The UES Outstanding Instructor of the Year award recognizes a UES professor that students have praised as an exceptional teacher who has demonstrated dedication and service to his or her students. The 2017-18 award went to **Rusty Copsey**, who has taught as an adjunct instructor for Furman University's Continuing Education division since 1998. Aside from also being a faculty member for the South Carolina Bankers School, Professor Copsey has worked in the banking industry for over 27 years.

To be an outstanding teacher requires knowledge, creativity and innovation in the classroom. Professor Copsey impresses students with his expansive knowledge and his ability to make class fun and exciting by using real world experience mixed with his untiring enthusiasm and humor. Students look forward to Professor Copsey's classes because he takes time to relate the subject matter to the real world, which encourages them to participate. For maximum impact, his balanced teaching approach encompasses a variety of learning styles.

2011: John J. Meindl
2012: M. Lance Vischer
2013: M. Scott Murr
2014: J. Aaron Simmons

2015: Gregory W. Haselden
2016: Margaret A. "Peggy" Batchelor
2017: Melissa L. Ranhofer



NEW FACULTY

In addition to our roster of long-serving, talented professors, UES recruits instructors who are renowned for their knowledge, high-level experience and outstanding teaching ability. During the 2017-18 school year, UES welcomed five new, talented instructors to its roster.

Patricia Carbajales-Dale earned a Bachelor of Engineering in Forestry from the Universidad Politecnica de Madrid, Spain, and a Master of Science from Redlands University in California. Dr. Carbajales-Dale's areas of expertise are GIS and data visualization. She is the Executive Director for Clemson University's Center for Geospatial Technologies. Previously, she was the Geospatial Manager and GIS Lecturer at Stanford University. For UES, Dr. Carbajales-Dale taught EES 200 Spatial Analysis and Visualization.

“Dr. Carbajales-Dale’s main strengths are her understanding of visualization data and her proficiency at taking big data and making it accessible and understandable.”

“Spatial Analysis and Visualization is an excellent course. Any career requiring a business degree will require an employee to use the skills this class teaches to put together a report or presentation.”
– UES student survey response

Brooke Culclasure earned master's degrees from the University of Virginia and the University of South Carolina, and her Ph.D. from the University of Virginia. She is the Research Director at The Riley Institute's Center for Education Policy and Leadership. There she oversees the Program and Evaluation Capacity Building Initiative and serves as the Principal Investigator of studies related to Montessori education, New Tech schools and project-based learning. For the United Way of Greenville County's OnTrack Greenville initiative, she serves as a co-Investigator. For UES, Dr. Culclasure taught POL 150 Political Analysis.

“Dr. Culclasure is consistently willing to assist students inside and outside the classroom and is understanding when life gets in the way.”
– UES student survey response

Jeanne Provost earned her Bachelor of Arts in English from Carleton College, and her Ph.D. at the University of California, Santa Barbara. Dr. Provost's specialty includes teaching and writing on late medieval literature, with an emphasis on ecocriticism and animal theory. Currently, she is a professor in Furman University's English Department and an affiliate faculty member with the Shi Center for Sustainability. Her current book project explores diverse representations of human sovereignty over the land in medieval literature and law. For UES, Dr. Provost taught ENG 242 Literature and the Environment, a course option in the Environmental Studies minor.

David Bernardy earned a Bachelor of Arts in English from Kennesaw State University and his Master's in Fine Art and Ph.D. in English and Creative Writing from the University of Houston. He teaches literature and creative writing courses for Furman's English Department, as well as studio art classes at the Greenville Center for Creative Arts. His writing and illustrations have appeared in TOWN Magazine, CITE Magazine, Brevity and Terrain.org and his fine art has appeared in galleries at the Greenville Center for Creative Arts, the Greenville Artist' Guild and the Metropolitan Arts Council. For UES, Dr. Bernardy taught IDS 210 Painted Word, a Visual/Performing Arts general education course option.

“He challenges us to think differently about expressing ourselves through art. Using unconventional means, he encourages us to pull from personal experiences to create visual and literary pieces.”
– UES student survey response

Jason Jones earned his Ph.D. from the University of North Carolina at Chapel Hill, and joined the Furman economics faculty in 2008. His current research includes an array of topics such as the growth effects of trade agreements, International Monetary Fund crisis response, fiscal policy effectiveness, international economic integration and U.S. debt issues. His has taught numerous economics courses including macroeconomics, international macroeconomics, monetary policy, forecasting, statistics and introductory economics. For UES, Dr. Jones taught ECN 111B Microeconomics.

Rolf Hemmerling earned his Bachelor of Arts in Economics from Northwestern University and a Master of Arts in Business Economics from Roosevelt University in Chicago. As President and Managing Director of Umbro Asia and Managing Director of Max Factor Europe, Hemmerling garnered extensive international business experience. Hemmerling is founder of Pacific Rim Partners, Ltd., a consortium of Asian and U.S. business leaders seeking to expand and develop partnerships between Asian, European and U.S. companies. Hemmerling has conducted seminars for the U.S. Department of Commerce. For UES, he taught BUS 420 Market Research.

“Hemmerling explains content in a way that is applicable to real world situations ... You can tell that he really cares about his students and is very committed to teaching.”
– UES student survey response

Student Results: What It's All About

STUDENT SERVICES DRASTICALLY INFLUENCE STUDENT SUCCESS

We understand that the needs of nontraditional students are different from their younger traditional counterparts. Over 90% of UES students work full-time, and 50% have families. Juggling these responsibilities while taking college courses in the evening is challenging and requires flexibility. With this in mind, Furman UES offers student services that are meaningful to adult learners. The service students cite most meaningful is our one-on-one student advising. Each semester our student counselor, **Jennifer Grissop**, contacts students to review their progress, encourage them, recommend courses and any needed resources.



INFLUENCE AND MENTORING – ONE STUDENT AT A TIME UES Student Counselor Jennifer Grissop

Student comments include:

“I would also like to acknowledge the guidance provided by Jennifer Grissop over the years. She was always ready to answer questions and help plan the courses.”

“Jennifer Grissop has always been patient and ever so helpful in her guidance. She is a very hard worker and has great dedication to Furman and its students.”

“Jennifer Grissop was instrumental to my success at Furman UES!!! Without her assistance, I probably would not have completed the program.”

NEW ONLINE TUTORING SERVICE FACILITATES STUDENT SUCCESS

In the spring 2018 term, UES provided its students access to one of the nation's top-ranked online tutoring services, Smarthinking. Furman University's Center for Academic Success provides free in-person tutoring services; however, availability is often limited to daytime work hours, which is inconvenient for working adult students. With online tutoring, students connect with a tutor via webcam, voice only or IM chat. Tutors accept questions and writing submissions via email for review and feedback. An online clearinghouse of legitimate resources allow students to easily search a library of topics. Classmates may also set up study groups in a virtual classroom, complete with whiteboard interface and IM chat.

STUDENT SERVICES AVAILABLE TO ALL UES STUDENTS

- Full-time, Dedicated Student Advising
- Online Test Proctoring
- Online Tutoring
- Center for Academic Success Services
- James B. Duke Furman Library
- Physical Activities Center
- Malone Career Center Services
- Accessibility Resources for Students with Disabilities
- Information Technology Help Desk
- Chaplain Services
- Recreational Sports Participation
- Meal Plan Availability
- University Center of Greenville Facilities and Services

ACHIEVING EXCELLENCE

Students on Dean's List

Fall 2017 | 16
Spring 2018 | 25
Summer 2018 | 13

Graduates with Honors

Summa Cum Laude | 6%
Magna Cum Laude | 6%



2018 Student of the Year

EXEMPLARY STRENGTH OF INTELLECT, CHARACTER AND LEADERSHIP

Recognizing excellence is a Furman tradition. UES's top honor, the Frances Selby "Gig" Meredith Outstanding Student award went to **Dale Byers**.

"For Dale, inquiry is a way of life. Without exception, he shatters every standard put before him. Dale is the most well-prepared student I've ever had."

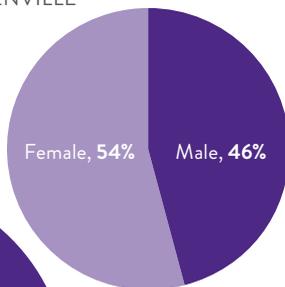
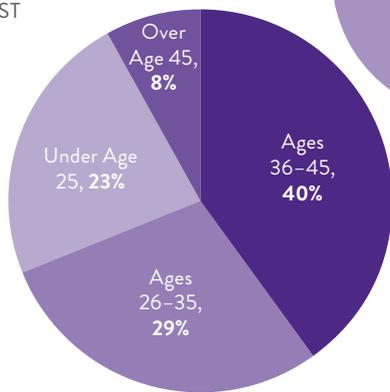
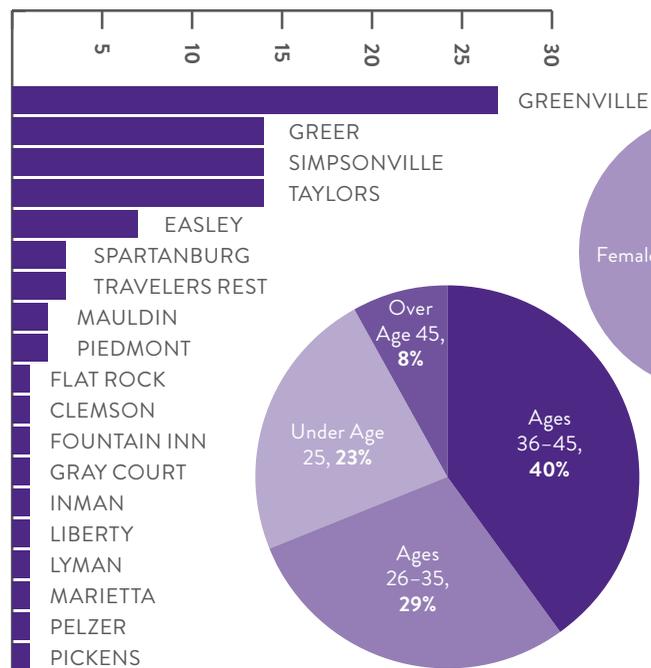
"Dale constantly makes me smarter."

"When he speaks, we should all pay attention. He makes those around him think deeper and more critically."



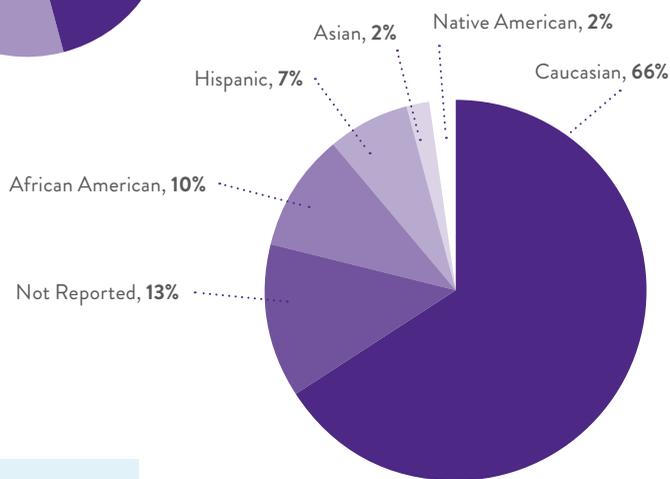
Student Demographics

UES Geographic Reach



35
AVERAGE AGE

2.14
AVERAGE COURSES
PER STUDENT



52.17% GRADUATION RATE* **65.22%** RETENTION RATE**

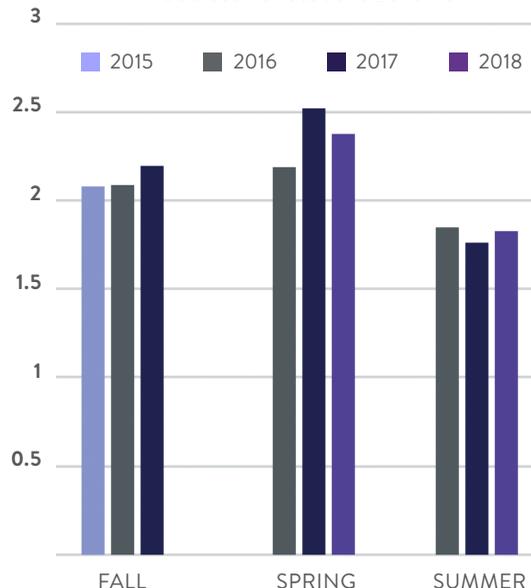
UES students graduate at an average of four years from their first semester.

*New students enrolling in the 2013-14 academic year divided by the number of 2017-18 graduates (four years later).

**Students remaining in the program divided by the number of new students in 2013-14.

Retaining adult students is always a challenge, especially since they have multiple areas of responsibility competing for their time and energy. An analysis of data from the past six years indicates that students who do not graduate from UES tend to drop out between their first and second year. Recognizing this trend, UES carefully monitors first and second year students for more focused one-on-one advising, and frequent encouragement to keep them going. Surprisingly, the data indicates our students who successfully graduate from UES tend to take their heaviest course load, between eight to ten courses per year, during their first and second years at UES.

Courses Per Student 2015-18



DYNAMIC ALUMNI

At every institution, graduates go forth to make their mark in the world long after they cross the stage to receive their diploma. UES alumni are a living testament to the high-quality education received at Furman University. With their knowledge, our alumni contribute to their companies' successes and earn the respect of coworkers. The tenacity they demonstrate in overcoming the many challenges of working fulltime, raising families and persevering to complete their degree is a true inspiration to their family, friends and colleagues.



was Student Advisor Jennifer Grissop. “She would never tell you ‘That’s not my department, you need to go talk to this person.’ She stepped in and said ‘let me help you,’ and she did it with a smile!”

Working while taking classes was difficult at times. As Rachell puts it, “Even though you are in school, people get married, people in your life pass away and people have babies ... Life happens.”

According to Rachell, the uniqueness of Furman UES is its understanding that adult student have many competing responsibilities and challenges. Although Furman’s courses are academically rigorous and the standards are high, Furman UES instructors know that the difficulties of life have the potential to interfere with students completing their degree. Rachell gives a lot of credit for finishing with a degree to her professors. “The instructors there were great! Their knowledge is amazing, but they were also willing to take the time to talk with you and work with you, with whatever is going on.”



“Feeling ready,” pretty much sums up how former UES student, **Rachell Hayes '16**, felt when Fluor hired her as an accountant. As part of her responsibilities in Fluor’s payroll department, she teaches employees timekeeping policies and practices. Rachell was so excited about her first opportunity to teach the classes that she shared it on Facebook. Rachell credits her Furman education for the comfort she feels presenting to groups of people.

“Throughout all my classes, we were asked to do presentations,” Rachell explains. “I think Furman allowed me to feel confident standing in front of a group of people. It prepared me for how to present and speak with confidence.”

Like the majority of UES students, Rachell worked while attending Furman. Rachell’s story though is unlike most in that she had

to overcome major personal struggles – including the birth of a child the week after graduation and a battle with cancer – before starting back into the workforce and utilizing her degree.

During her time at Furman, Rachell utilized scholarships available to adult students. “I had financial aid, such as the Perkins loan and Pell grants, that allowed me to financially afford it,” Rachel said. “Although I was working full time, the financial aid was extremely helpful.”

At Furman UES, one-on-one student advising is a key component to helping students achieve their goals. Rachell began at Furman as an in accounting major with some prior experience, but eventually changed to business administration. One person in particular who made a great impact on Rachell



Alumni Connections

COMMENCEMENT CELEBRATION – FIRST ALUMNI EXPERIENCE

The first alumni event UES graduates participate in is the UES Commencement Celebration held in May on the eve of graduation. Their hard work and sacrifice is rewarded as they relax in a fun social environment with their fellow students. Friends and family, as well UES instructors and staff, hear how their encouragement impacted each graduate on their journey. It is a time of celebrating, toasting and looking to the future.



FINISH LINE NEWSLETTER – STAYING IN TOUCH

The *Finish Line* newsletter is an important way we stay in touch with our alumni by providing updates on UES programs and activities. In a recent survey of Furman UES graduates, alumni frequently mentioned how much they enjoy reading the newsletter, especially its features on fellow graduates. The fall 2017 issue spotlighted two UES Alumni, **Nestor Acosta '89** and **John Curry '11**. The spring 2018 issue highlighted **Phil Volino '16**, **Paul Sinanian '14** and **Ellen Cohen '16**, how their Furman education significantly impacted their career opportunities at BMW.



DINS DAY!

FUNDING FOR THE FUTURE

Since 2015, Furman University's annual fundraising campaign takes place on the last day of classes in April. Each year on Dins Day, UES staff leave the office to visit current and former students and professors at their places of employment. This year, staff stopped first at ScanSource to meet up with John Harvey, Vice President of Global Human Resources and UES business law professor. A tour of Bostik – hosted by **Jamie Rhyne '11**, **Dale Byers '18** and student **Frank Loperena** – rounded out Dins Day.



UES welcomes gifts at all levels.

To help grow UES's scholarship funds, UES encourages alumni to participate in Dins Day and give to UES, earmarking their donations specifically for UES.

To give, visit furman.edu/give

Choose "Other" to designate "Undergraduate Evening Studies"

By choosing "Other," you may restrict your gift to a particular fund (i.e. "UES: Meredith fund" or "UES: Educational Excellence")

Top, left to right: Matt Bowersox, Beth Crews, John Harvey

Bottom: Student Frank Loperena, Jamie Rhyne '11, Dale Byers '18

Thank You to Our 2017-18 Donors

UES ACADEMIC EXCELLENCE FUND

Ms. Dorothy Brown-Wright '09
Mr. Ciro P. Esposito '00
Dr. Anna C. Fraker '57
Ms. Patricia A. Goodwin '15
Ms. Jennifer N Grissop '16
Ms. Laura E. Hill '16
Mr. Jason A. Le Roy '12
Mr. James D. Rich '15
Mrs. Michelle Styles

UES SCHOLARSHIP DONATIONS

Ms. N. Elizabeth Crews
Mrs. Barbara B. Eglajs '92
Mrs. Irene M. Hucul
Mr. and Mrs. Leonard Lee
Ms. Frances O. Moore '91
Ms. Pamela E. Rastatter

Impacting Upstate Businesses

While assisting with educational aspirations and career advancement of working adults is Furman UES's primary mission, impacting Upstate South Carolina's business community is also a key component of the UES mission. To ensure employers in the region receive value from their Furman UES graduates, UES continually reaches out to the area's business community. We do this by meeting with local business stakeholders in a variety of settings. This year, Furman UES cultivated stronger relationships with the following Upstate advocacy groups in order to stay current on the local industry sectors' competitiveness issues:

- Greenville Area Development Corporation Board
- Greenville Chamber of Commerce
- Greer Chamber of Commerce
- Upstate South Carolina Alliance Board of Directors
- Upstate South Carolina Alliance Global Competitiveness Council

During the 2017-18 academic year, the UES Director raised visibility for UES and participated in business development and community building initiatives, including:

- Participated in over 125 business and community activities and events around the Upstate.
- Met individually with civic and business leaders
- Attended two plant tours (Bostik, Milliken)
- Presented at several company job fairs (ABB/Baldor, TD Bank)
- Convened two Furman UES Advisory Council meetings
- Participated in Upstate South Carolina Alliance's Global Leadership Working Group
- Attended several Greer Chamber First Friday Luncheons, presenting at one

- Hosted and attended Upstate South Carolina Alliance Investor Roundtable meetings
- Convened a Global Leadership Certificate exploratory meeting
- Served on the boards of several local non-profit agencies
- Collaborated with other higher education leaders on the Regional Education Center Advisory Board's Higher Education Working Group

"As part of UES's commitment to the region and our area businesses, we have sought out mutually-beneficial collaborations with corporate, educational and non-profit organizations. These relationships lead to innovative solutions and initiatives."
– Beth Crews, UES Director

LEVERAGING SOLUTIONS FOR UPSTATE BUSINESSES AND WORKFORCE

By participating in events like these and sponsoring select events such as the Greenville Society for Human Resource Management's annual conference, UES leadership learns about the industries in our community, the challenges they face and the solutions UES can provide.

According to the Greenville Area Development Corporation's website:

- Over 100 different international firms from 22 countries have a major presence in Greenville County.
- The larger 10-county Upstate region encompasses over 450 international firms from 30 different countries.



GLOBAL BUSINESS LEADERSHIP

Through open dialogue, UES has identified critical workforce competitiveness gaps. Due to the immense growth of international investment in the Upstate, a need for management with international business knowledge and skills has emerged. The business relationships formed through UES's involvement in professional groups was instrumental in assembling a Global Leadership Certificate Stakeholders Workgroup. In February 2018, UES convened a stakeholder-working group of both industry leaders and Furman faculty. The goal was to connect two groups who too rarely interact: academics and corporate professionals. Faculty learned from international business leaders about the specific global business skills and knowledge base they require.

PREFERRED EDUCATION PARTNERSHIP WITH UPSTATE SOUTH CAROLINA ALLIANCE

New this year to Furman Undergraduate Evening Studies, is the Preferred Educational Provider (PEP) program that offers a ten percent discount on tuition to employees of companies that have signed PEP agreements with Furman UES. During 2017, through the guidance of the UES Advisory Council, the concept of a Preferred Educational Provider (PEP) program was recommended.



In March 2018, UES rolled out the PEP program to area companies in partnership with the Upstate South Carolina Alliance as one of the Alliance's "investor benefits." The Alliance is an economic development group dedicated to advancing the Upstate. Through the group, over 150 Upstate organizations' employees qualify for the UES tuition discount.

"We are encouraging these employers to funnel their existing tuition reimbursement benefit toward their brightest and best employees, and to encourage those employees to advance in their companies through the top-shelf liberal arts education Furman provides," explains UES Director Beth Crews.

GIVE YOUR EMPLOYEES UES TUITION DISCOUNT

UES hopes to expand its PEP program to other Upstate companies. Those that value a Furman education and want to ensure the best return on their tuition reimbursement dollars are encouraged to contact the UES office for more information.

FURMAN COMMUNITY OUTREACH

- Business Networking | 33
- Community Events | 3
- Diversity Meetings & Events | 11
- Government Officials | 1
- Higher Education Partners | 20
- Non-Profit Organizations | 26
- Plant Tours | 2
- Professional Development | 9
- UES Recruiting | 17
- Women's Organizations | 11



- According to the U.S. Census data for 2012-2016
 - Approximately 47,000 people in the greater Greenville, S.C. area have some college credit, but no degree.
 - Only 32.9% of Greenville County adults, age 25 or older have a bachelor's degree or higher.

A Consequential Education at an Affordable Cost

To facilitate greater accessibility to a Furman education, UES offers a competitive rate, few fees and many financial aid options for degree-seeking students. Students pay per credit hour, with the majority of UES courses carrying three credits.

FEES AND TUITION

- Admission Application Fee | **\$35**
- Refundable Enrollment Deposit | **\$150 ***
- Tuition per Credit Hour | **\$450**
- Vehicle Registration Fee | **\$10 per year**
- Late Registration Fee | **\$100 ****

** One time for new students; refunded after award of a degree or certificate; forfeited if inactive for more than three semesters*
*** Registrations after the posted deadline*

FINANCIAL AID AND SCHOLARSHIPS OPEN DOORS TO FURMAN

During the 2017-18 Academic Year, 74% of UES students received over \$798,000 in financial aid from a variety of sources. Even though most students work full-time and attend college part-time, the majority of UES undergraduate students qualify for some type of financial aid. Others supplement their costs by applying for scholarships. Many students take advantage of private loans and/or employee tuition reimbursement benefits to pay for their education.

AFFORDABLE EXCELLENCE

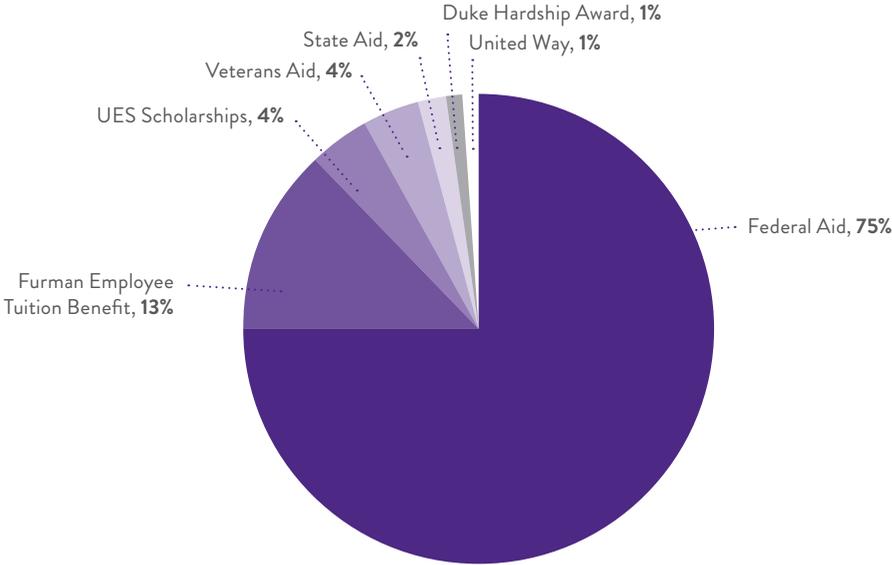
- Outstanding faculty
- Rigorous academics
- Regional accreditation
- Nationally ranked
- Small class size
- Low student-to-faculty ratio
- Individual attention
- One-on-one advising
- Tutoring support
- Competitive tuitions
- Easy credit transfers
- Convenient course formats

COST COMPARISON - UES VS. TRADITIONAL STUDENTS

Traditional Students – For comparative purposes, the annual cost of tuition and fees at Furman for a full-time residential student in the BA, BS, BM degree programs (not including books, housing, living expenses, etc.) is \$48,348. Students in the traditional residential “day” program average 32 credits per year.

UES Students – An average annual course load of 19.5 credits means average annual tuition per student is \$8,775. (Student course-load varies widely however from nine credits per year, up to 30 credits.)

UES Student Financial Aid
(Does not include private loans or employer tuition reimbursement)



74%

**UES STUDENTS WHO
RECEIVED FINANCIAL AID**
during the 2017-18 academic year,
totaling over \$798,000

Federal and State – Furman participates in all federal and state financial aid programs. Those pursuing an undergraduate degree may be eligible for scholarships, grants and loans depending on the course load they carry throughout the year. Students in post-baccalaureate programs and non-degree-seeking students are ineligible for state and federal financial aid.

Tuition Reimbursement – Many Furman UES students take advantage of their companies' employee tuition reimbursement benefits. UES's new Preferred Educational Provider (PEP) program offers discounted tuition to employees of companies who have signed PEP agreements with Furman, further expanding access to Furman's highly rated liberal arts education.

Scholarships for Existing Students – Four UES scholarships, dedicated solely to Furman's returning evening studies students, are available each semester. To qualify students must apply by the deadline and demonstrate strong academic ability and financial need (based on FAFSA).



UES Osher Scholarship Inspires Re-Entry

In 2018, the Osher Foundation selected Furman University as an Osher Scholar institution. The Foundation awarded a \$50,000 grant to the University for the creation of the Osher Re-entry Scholarship. The Osher Foundation, founded in 1977 by businessman and community leader Bernard Osher, seeks to improve quality of life through support for higher education and the arts. Designed specifically for adult students who have not attained a bachelor's degree, the Osher Re-entry Scholarship is for those who are 25-50 years of age and have a cumulative gap in education of 60 months between secondary and/or post-secondary institutions.

This generous grant allows UES to offer scholarships for re-entry students who meet the requirements upon their acceptance to Furman. The Osher Re-Entry Scholarship will provide an incentive for prospective students to complete their bachelor's degree. Six new Furman students who began in the fall 2018 semester were named to the first class of Osher Scholars.

FIRST CLASS OF OSHER SCHOLARS

Mason Davis	Frances Moore
Lanette Ervin	Destiny Page
Kwon Jang	Joel Satterthwaite

UES SCHOLARSHIPS

Dr. Grace Hill Scholarship – an annual award to one undergraduate UES student with demonstrated financial need and a GPA of 3.0 or higher.

Hazel Long Smith '41 Scholarship – awarded to undergraduate UES students with demonstrated financial need on a per-semester basis.

Jack Dickey Scholarship – awarded to UES juniors and seniors with demonstrated financial need and high academic achievement on a per-semester basis.

Osher Re-entry Scholarship – awarded on an annual basis to new Furman students, between the ages of 25 to 50 years old, pursuing first undergraduate degree who have a cumulative gap in education of five years or more, and show academic promise.

Sharon and Leonard Lee Scholarship – awarded to enrolled UES students who are U.S. citizens with financial need on a per-semester basis.

TECHNICAL COLLEGE AND TRANSFER CREDITS

With a significant portion of UES students transferring credits to Furman (84%), UES regularly reaches out to students attending local two-year colleges in the surrounding area. As the vast majority of UES transfer students attended Greenville Technical College (GTC), UES staff visits several Greenville Tech business classes each semester to educate students about the affordability and value of a bachelor's degree from Furman University. To increase GTC student awareness and streamline our outreach efforts, UES filmed a recruiting video in 2018 that many Greenville Tech students view as part of their online course content.

The Furman UES Bachelors of Liberal Arts majors dovetail well with Greenville Tech's associate's degrees in accounting, marketing, management and supply chain management. According to the U.S. Census Bureau, in 2017, 24% of all students enrolled in a bachelor's degree program in South Carolina majored in business or some subset of a business major.

According to the U.S. Department of Labor's Bureau of Labor Statistics, in 2017 individuals with bachelor's degrees earned 39% more than those with only a high school diploma, and 28% more than those with associate's degrees.



UES students have transferred credits from 50 colleges and universities around the country

UES 2017-18 Student Population Includes:
Transfer Students | **84%**
From Greenville Technical College | **70%**
From Other Institutions | **30%**

Of the 12 bachelor's degrees awarded in UES for 2017-2018, 100% of the graduates were transfer students, with 83% transferring to Furman from Greenville Tech. The average cumulative GPA of undergrad graduates with Greenville Tech credits was 3.02. Of these 12 graduates, two received honors – one summa cum laude and one magna cum laude.



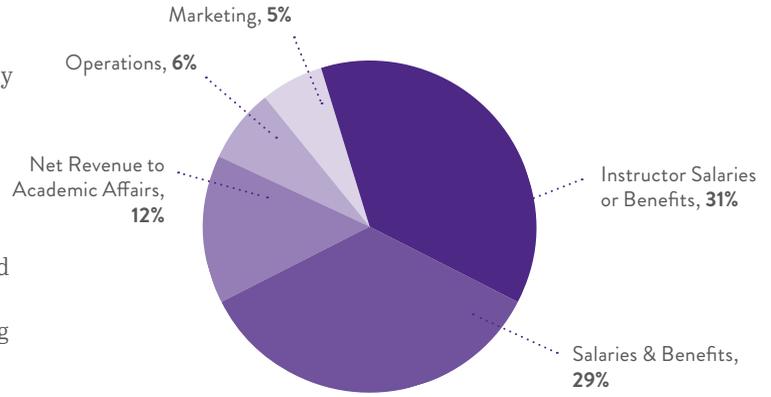
Meet the UES Team

Left to right: Department Assistant Irene Hucul, Administrative Assistant Pamela Rastatter, Director Beth Crews, Student Services Counselor Jennifer Grissop, and Marketing & Recruiting Specialist Matt Bowersox



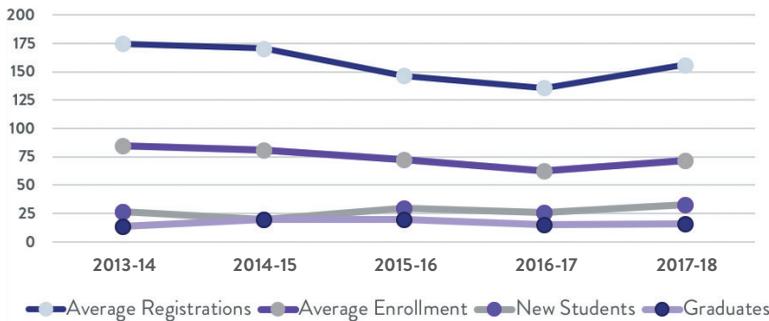
Enrollment Trends & Financial Outlook

During the Great Recession, UES enrollment spiked dramatically as a result of the elevated national and local unemployment rate. As the unemployment rate leveled off, student enrollment numbers are back in line with pre-2009 enrollment. In 2017-18, UES augmented its growth strategy by hiring a full-time marketing and recruiting specialist, as well as a full-time administrative assistant. Analysis indicates that a more targeted marketing strategy, in addition to a dedicated recruiter, are needed to achieve enrollment and revenue goals. With the hiring of these additional staff, UES lead generation and follow-up efforts have increased, resulting in an up-tick in enrollment for the 2017-18 fiscal year's fall semester compared to last year.



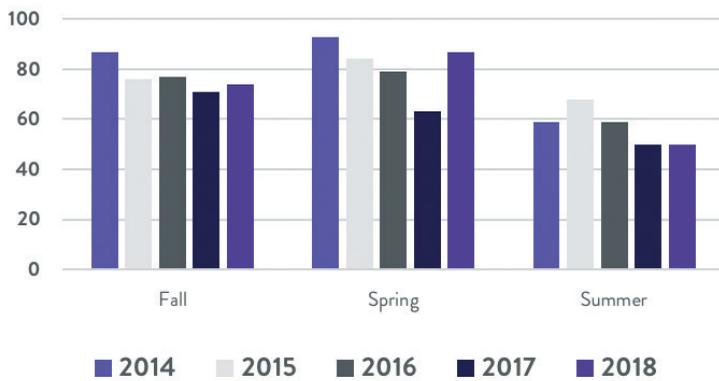
UES Expenses for 2017-18

Registration, Enrollment, New Students, Graduates by Academic Year

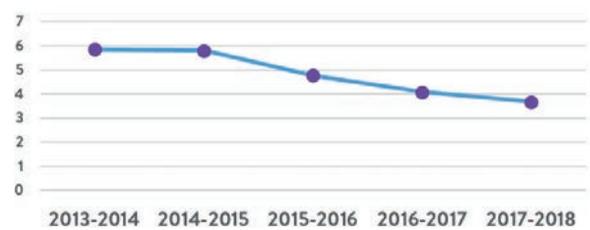


According to USA Today, citing data from the Economic Policy Institute, since the end of the Great Recession in 2009, college-educated workers have captured the majority of the new jobs and enjoyed pay gains. Non-college graduates, by contrast, have faced dwindling job opportunities and an overall three percent decline in income.

UES Enrollment by Term



Greenville County Unemployment Rate by Year



Nationally, adult for-credit program enrollments typically mirror the unemployment rate.



Undergraduate Evening Studies
3300 Poinsett Highway
Greenville, SC 29613
864.294.3160

Congratulations to Our 2017-18 Furman University Graduates

MAY 2018

Alyssa K. Alsobrook, BLA
Business Administration

Dale E. Byers, BLA
Business Administration &
Information Technology
Summa Cum Laude

Lauren S. Canady, BLA
Accounting & Business
Administration

Amelia D. Collins, BLA
Accounting & Business
Administration

Jennifer B. Cote, BLA
Accounting & Business
Administration

Lina M. Galan-Leon, BLA
Business Administration

Margarett H. Howard
Post-Baccalaureate Certificate
in Accounting

Robert W. Pappas, BLA
Business Administration

Adam L. Perry
Post-Baccalaureate Certificate
in Accounting

Tameka M. Simmons, BLA
Business Administration

Ryan H. Whitaker
Post-Baccalaureate Certificate
in Accounting

AUGUST 2018

Jonathan A. Gould, BLA
Business Administration

Mary E. Hudak
Post-Baccalaureate Certificate
in Accounting

Haley E. Hughes, BLA
Accounting & Business
Administration

Christopher A. Reynolds, BLA
Accounting & Business
Administration
Magna Cum Laude

David N. Williams, BLA
Information Technology

furman.edu/ues



UNDERGRADUATE EVENING STUDIES