



THOMAS UNIVERSITY 

## 2020-2021: A YEAR TO REMEMBER

The 2020-2021 academic year was one of unprecedented events and new initiatives for Thomas University. Like other universities, TU continued to cope with the ongoing COVID-19 pandemic by finding new ways to provide the best service and quality education possible for students.

Thomas University implemented a three-school system in order to focus on specific student needs. The School of Arts and Sciences consists of mostly traditional age, on-campus students who attend in-person classes. The School of Professional Studies offers working adults the opportunity to earn their bachelor's degree completely online. The Graduate School is made up of students pursuing graduate degrees.

Over the past several years, TU continued phasing out academic programs with low or no enrollment and replacing them with newer degree programs.

"We listened to what our students said and what employers are requesting," said Dr. John Meis, Vice President for Academic Affairs. "We also considered the skills most in-demand right now. By combining those, we came up with several new academic programs."

The University automated and streamlined internal processes to increase efficiency. These factors enabled TU to reduce undergraduate tuition and introduce a restructured fee schedule beginning Fall 2021.

With the new undergraduate tuition rate, TU officials hope to make a bachelor's degree more accessible.

"We know that having a college degree helps people attain their career goals," said Dr. Andy Sheppard, TU President. "Now we're making high quality educational opportunities easily accessible."

Unlike many other colleges and universities that experienced declines in enrollment, TU's enrollment has remained consistent throughout the COVID pandemic. However, operating during the pandemic has also required following specific precautions.

Night Hawk sports teams resumed competition in the fall of 2020 following NAIA guidelines for monitoring student-athletes for any symptoms of COVID-19 before practices and games.

Personnel in other areas worked mostly remotely but

were available on campus as needed. Students who needed to schedule appointments with personnel could do so using the appropriate Calendly link or by calling that staff member's cell phone.

Campus buildings were regularly cleaned with enhanced sanitizing and disinfecting procedures to prevent the spread of COVID-19. Hand sanitizer and disposable face masks were available in classroom buildings on campus.

"Our top priority is the health and safety of all our students and employees," Dr. Sheppard said in announcing the plan for Fall 2021. "Our reopening plan incorporates measures that will help protect everyone who is part of Night Hawk Nation while providing the means for students to continue their studies."





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# President's Message

The great American educator and author, Booker T. Washington, once said, "The most useful and influential people in America are those who take the deepest interest in institutions that exist for the purpose of making the world a better place." In the coming pages, you will find stories and see lists of names that prove the point.

Those with a deep interest in TU have donated their time, dedicated their minds, contributed their personal wealth, and shared both their talent and energy in the great effort to ensure that the world for all of us will be better. For that we are truly grateful.

The people spotlighted in this report are servant leaders and they are influential. To be clear, our digitally connected virtual world is full of influencers who try to sway public opinion in the here-today-gone-tomorrow world of social media. Influential people, however, don't hawk products or ballyhoo ideas. They make real changes in people's lives that last, and they alter the course of things in ways that guarantee that future generations will grow. By choosing to invest in the well-being of others, they are useful because they are constantly reshaping our institution to make sure that it provides a solid foundation for students who are themselves preparing to serve the common good. It is their selfless commitment to the positive growth of others that makes them truly influential people.

I hope that you will enjoy learning a bit about what transpired in 2020-2021. What has been accomplished is inspiring. Thank you for your deep interest in TU and for helping to build an even better institution.

Sincerely,



James A. Sheppard, Ph.D.  
President  
Thomas University



## MISSION

Thomas University is the school of choice for students in undergraduate and graduate programs to prepare for successful careers and responsible leadership in a rapidly changing and complex world. The faculty and staff value students' individual strengths, capabilities, and will to succeed, providing the means by which they will achieve personal and professional transformation.

# Arts & Sciences

## STUDENT SPOTLIGHT

Meigs Lamb of Tallahassee, Florida, a 2020 graduate with a bachelor's degree in psychology, interned at the White House in the Office of Presidential Correspondence in the fall of 2020 and in the district office of Florida Congressman Neal Dunn in Tallahassee in the summer of 2021.



## New Degree Programs in the School of Arts and Sciences

Thomas University's School of Arts and Sciences created two new bachelor's degree programs that began in the fall of 2021 - Literature & Media and Exercise & Sport Science.

Students who graduate with the Literature and Media degree will be prepared for careers in creative and social media technology, English education, law and other graduate studies. Those interested in a more technical career can choose to study digital content skills and apply those skills to social media marketing and innovative storytelling.

The Exercise & Sports Science degree provides students with a wide range of hands-on coursework including required science classes to prepare students for advanced graduate degree programs or careers as health and fitness professionals.

## International Student Association Established at TU

In the spring of 2021, Hadas Praver, a student from Israel, and Laura Mican, a student from Colombia, founded the International Student Association at Thomas University.



*Participants enjoyed fun and games while also learning more about the International Student Association at the organization's first event held in March.*

"We wanted to create a family-like organization that will support internationals and other people who are willing to learn from other cultures," Mican, who served as the first ISA president, said. "We want everyone to have a safe space, to feel comfortable, and to feel welcome."

Praver, who serves as ISA vice president, said, "We feel that if we build this organization right now, we can create that foundation. We want to create that environment for internationals to come in and make American friends."

While the ISA plans to hold a big event each month, there will also be bi-weekly meetings to offer support for participants. One area of focus will be strengthening

English skills for those members for whom English is a second language. The students will be paired up with conversational partners to practice their speaking skills.

Another focus will be sharing cultural differences. While Mican and Praver both encountered some stereotypes, they have also encountered many Americans who were very welcoming.

"It's amazing how many people wanted to learn from me and my culture, but at the same time they wanted to teach me about theirs," Mican said. "I feel that is so important because it is welcoming. It shows interest and empathy from others."



## PRESIDENT'S AWARD

Austin Roberts of Ponce De Leon, Florida, was named the 2021 recipient of the President's Award, the highest honor presented to a TU student, during the undergraduate Commencement ceremony held on the morning of May 8. Roberts graduated Summa Cum Laude with a Bachelor of Science Degree in Biology. He was a member of the Night Hawks Baseball Team, was a member of the Mu Kappa Delta Chapter of Beta Beta Beta Biological Honor Society, interned at Tall Timbers Research Station & Land Conservancy, and presented his research project at the Association of Southeastern Biologists Annual meeting in March 2021.

## TU Undergrads Present at Regional Biology Conference

Megan Phillips of Climax, Georgia, (pictured below) was one of five TU undergraduate students who presented their research projects at the Association of Southeastern Biologists Annual Meeting held virtually March 24-26, 2021.

"Undergraduate research is very important on many different levels," said Dr. LeAnna Willison, Assistant Professor of Biology, and one of the advisors for the undergraduate researchers. "One of the biggest reasons that it's important is it engages students in scientific practice. So many times in science classes students learn facts... Undergraduate research really gives students the opportunity to do science, to get their hands on a topic they're really passionate about, and they're really interested in."

Phillips went on to win third place in the District I John C. Johnson Award for Excellence Poster Presentation with her project "Evaluation of the headwaters of the Chattahoochee River watershed for human consumption and habitat suitability for *Percina crypta* and *Bothrioplana semperi*." Other students who presented included Rebecca Boesen of Bradenton, Florida; Sheala Brown of Wray, Georgia; Morgan Smith of Ochlocknee, Georgia; and Austin Roberts of Ponce De Leon, Florida.



## DONOR SPOTLIGHT

*"I'm rewarded by seeing the doors that open for a student because they were able to receive an education from Thomas University. It means a lot to me."*  
– Bryant Beadles



## Grimsley Builds Chairs for TU's Magnolia Pavilion as Part of Eagle Scout Project

When Thomas University's Magnolia Pavilion and Courtyard opened for students in the fall of 2019, the area provided a great location for students to gather and enjoy outdoor time together. In the spring of 2021 Walton Grimsley, a member of Boy Scout Troop

306, made the pavilion even more welcoming with the addition of six Adirondack chairs that he built with the help of a few fellow scouts and a couple of mentors as part of his Eagle Scout project.

A 16-year-old rising junior at

Brookwood School in Thomasville, Grimsley is the son of Kelly Grimsley and Mike Grimsley.

"My family has always been very involved with Thomas University," Grimsley said. "For the Eagle project, you have to do something for your community that will benefit others."

After five Saturdays in the workshop, the TU-green Adirondack chairs were ready for their new home on the Magnolia Pavilion. Now Grimsley enjoys driving by the pavilion and looks to see if the chairs have been moved - a sure sign TU students are enjoying his work.

*Walton Grimsley (left, back) worked with other scouts in Troop 306 to build six Adirondack chairs for Thomas University's Magnolia Pavilion as his Eagle Scout Project. Joining in the delivery are Jay Flowers (right, back), project mentor coach; Mike Grimsley (front, left), Walton Grimsley's father; and Dr. Robert Bohman, TU's Vice President for Student Life.*



## VULCAN AWARD

During Thomas University's Undergraduate Commencement ceremony held Saturday morning, May 8, 2021, Dr. Steve DePaola, who teaches psychology, was named the 2021 recipient of the Thomas University Vulcan Teaching Excellence Award.





## TU Partners With Southern Regional Technical College and Wiregrass Georgia Technical College

In June of 2020 Thomas University officials signed agreements with both Southern Regional Technical College (SRTC) and Wiregrass Georgia Technical College (WGTC) that will provide a smooth curriculum transition minimizing the loss of credits and duplication of coursework.

At SRTC, students who earn the Associate of Applied Science Degree in Land, Forest, and Wildlife Management can move into TU's bachelor's degree program in Natural Resource and Conservation Management. Most of these transfer students can complete this bachelor's degree in just a couple of years because of the credits they earned while at SRTC.

"When students come into our program from SRTC, they already have a genuine interest in natural resource conservation along with a strong foundation of hands-on conservation management practices," said Elizabeth Harrell, Assistant Professor of Biology at Thomas University. "At TU, these students will build on that foundation by broadening their conservation perspective and learning to apply geospatial science and remote sensing tools to conservation management practices. All this can be applied at not just a local level but also at a global level. Plus, having a bachelor's degree in addition to their associate degree will further open doors for career opportunities."

This new agreement is in addition to similar agreements TU already has in place with SRTC in Accounting, Business Management, Medical Laboratory Science, Criminal Justice, Elementary Education, Nursing and Social Work.

Also in June of 2020, TU signed articulation agreements with WGTC. These agreements provide a pathway for WGTC students who earn associate degrees in Business Management, Nursing, Early Childhood Care and Education to pursue bachelor's degrees in those fields at Thomas University.

"We're happy to have these articulation agreements in place because they make it easier for Wiregrass students to continue their education," TU President Dr. Andy Sheppard, said. "Plus, we know that Wiregrass graduates come to TU well-prepared and ready to accomplish their goals."



Participating in the signing ceremony at Lost Creek Forest on June 9, 2020, for the articulation agreement between Southern Regional Technical College and Thomas University are (from left) Dr. Ron O'Meara, Vice President for Academic Affairs at SRTC; Dr. Jeremy Green, Land, Forest, Wildlife Management Program Chair at SRTC; Jim Glass, SRTC President; Mitchell Brumbley, SRTC LFW student; Russell Rarick, SRTC LFW student; Aubree Plymale, SRTC LFW graduate and future TU student; Dr. Andy Sheppard, Thomas University President, Elizabeth Harrell, Assistant Professor of Biology at TU; and Dr. John Meis, Vice President for Academic Affairs at TU.



Thomas University and Wiregrass Georgia Technical College held a signing ceremony for the four articulation agreements on Tuesday, June 23, 2020, in front of Smith-Bonvillian Hall on TU's Forbes Campus in Thomasville. Participating in the event are (from left) Holly Greene, WGTC's Dean for Academic Affairs; Dr. Shawn Utley, WGTC's Executive Vice President for Academic Affairs; Niki Y. Ogletree, WGTC's Executive Director for Academic Affairs; Dr. Tina K. Anderson, WGTC's President; Dr. Andy Sheppard, TU's President; Dr. Susan Lynn, TU's Chair of the Division of Education; and Dr. John Meis, TU's Vice President for Academic Affairs.

# Athletics

## TU Launches Women's Flag Football

In January of 2021, Thomas University announced that Women's Flag Football would become the Night Hawks' newest varsity sport.

TU was the sixth school in The Sun Conference to add Flag Football, joining Florida Memorial, Keiser, St. Thomas, Warner, and Webber International. It was only the second school in Georgia to publicly declare its intention.

Around the country, the NAIA officially launched the flag football era in February of 2021, kicking off its first-ever season that included 12 NAIA institutions set to begin their inaugural seasons. TU's team will begin competition in the Spring of 2022.

Along with announcing the new sport, TU Athletic Director Rick Pearce also introduced TU's first-ever Flag Football Head Coach,

Chelsea Parmer of Tallahassee. With a flag football record dating back to 2008 that includes a pair of state championships as both a four-year starting quarterback at Leon High School and for Amateur Athletic Association's Tallahassee Terror, Parmer turned Godby High School into a flag football state-powerhouse in recent years. In her nine years as a flag football

head coach, Parmer compiled a 90-31 coaching record that included two Florida state semifinal appearances. Now Parmer looks to replicate similar success at the collegiate level in a conference loaded with talent.

By Angelo Pontello,  
Sports Information Director

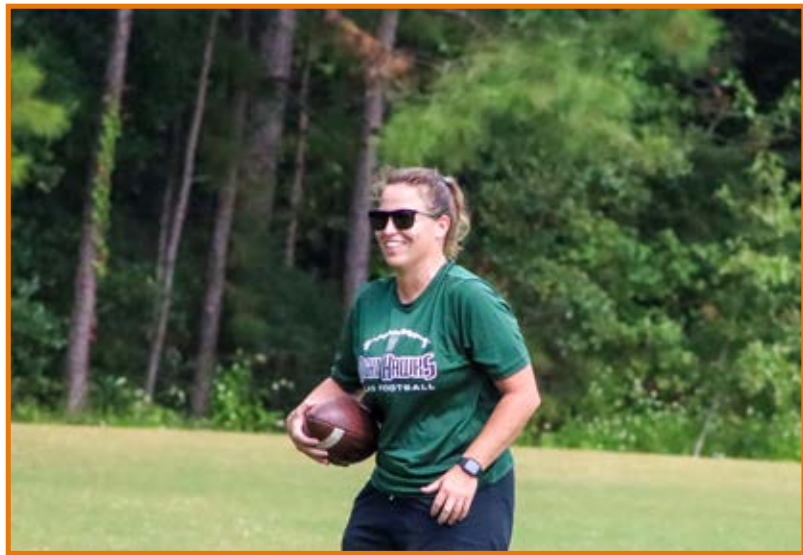


Photo credit: Jennifer Coleman, Sports Information Assistant

## 2020-2021 Athletics Highlights

### WOMEN'S SOCCER

**Ayla Aiduck:** Association of Independent Institutions (A.I.I.) Player of the Week of Feb. 21, 2021; A.I.I. Women's Soccer Player of the Year; National Association of Intercollegiate Athletics (NAIA) Women's Soccer All-American Honorable Mention

**Taylor Hults:** A.I.I. All-Conference Team, Bill Raney Female Athlete of the Year (TU), NAIA Women's Soccer All-South Region, Sun Conference Academic All-Conference

**Payton Walton:** A.I.I. All-Conference Team

**Jade Slaybaugh:** A.I.I. All-Conference Team

### MEN'S SOCCER

**Salvador Marin:** A.I.I. All-Conference Team; Sun Academic All-Conference

**Jason Piurowski:** A.I.I. All-Conference Team

### SWIMMING

**Ethan Bainbridge:** Bill Raney Male Athlete of the Year (TU)

### SOFTBALL

**Averie Sheppard:** Sun Conference Player of the Week of April 19, 2021; Sun All-Conference Second Team

**Rebecca Boesen:** Sun Conference Pitcher of the Week of Feb. 22, 2021; Sun Conference All-Tournament Team Sun Academic All-Conference

**Larran Carter:** Sun Conference Pitcher of the Week of March 29, 2021; Sun Academic All-Conference

**Corryne Diaz:** Sun All-Conference Second Team

**Addyson Mauldin:** Sun All-Tournament Team

### MEN'S TRACK & FIELD

**Garrett Rhoads:** Sun Conference Field Athlete of the Week of March 22, 2021

### WOMEN'S TRACK & FIELD

**Jennifer Coleman:** Sun Conference Field Athlete of the Week of April 26, 2021; Sun Academic All-Conference

# Graduate Studies



## TU Begins Offering Two MAT Degrees

In the fall of 2020, Thomas University began offering the Master of Arts in Elementary Education Degree and the Master of Arts in Teaching Degree with a concentration in pedagogy.

The MAT in Elementary Education leads to an advanced degree and initial certification in elementary grades, providing both content and instructional strategies for PK-5 educators. The MAT in pedagogy is intended for those who already have demonstrated content expertise in one of the teaching areas for middle grades (4-8), secondary (6-12) and all P-12 fields (except special education) and would now like to become certified to teach that subject.

Both MAT programs are designed to fit the schedules of working professionals by meeting every other week on Saturdays online synchronously using Zoom in the fall and spring semesters. In the off weeks, students have independent online coursework. During the summer semester, courses meet each Saturday online synchronously using Zoom for eight weeks.

## STUDENT SPOTLIGHT

Marlon Tyrone Dilworth is a student in TU's Master of Science in Clinical Mental Health Counseling and Clinical Rehabilitation Counseling program. A veteran of the U.S. Marine Corps, Dilworth now works as a manager of tiny home villages in Tacoma, Washington, as part of an organization that helps people who are homeless.

"I chose this program because after I received my BA in social work, instead of going for my MSW I felt that this particular program fit the career path that I wanted to go," Dilworth said.

Dilworth plans to graduate in May 2022. After that he hopes to work with the Veterans Administration to help veterans experiencing homelessness, substance use issues and mental health issues.

## Thomas University's Counseling Program Receives \$1.9 Million Grant from HRSA

In June of 2021, Thomas University's Master of Science Degree in Clinical Mental Health and Clinical Rehabilitation Counseling (CMHCRC) received a Health Resources & Services Administration (HRSA) Behavioral Health Workforce Education and Training Program for Professionals grant for \$1,914,608 over the course of four years beginning July 1, 2021.

These grant funds will be used to focus on enhancing the fieldwork component of the current CMHCRC program by recruiting

additional fieldwork sites across the United States for student placements and future alumni worksites. These sites will provide community mental health and substance abuse services to clients in high need, high demand areas.

"With this coordinated approach to increasing the number of fieldwork sites around the country, TU is well-positioned to have a national impact on improving service provision to those living in high risk, high need areas," said Dr. Cristina Jones, CMHCRC Program Director and Assistant

Professor, who will be the Principal Investigator on the grant. "This is an amazing opportunity for our program to grow our network of providers to ensure that those in rural communities have the same access to care."

The grant will provide stipends to 30 of TU's CMHCRC students per year to help them with personal finances while they are in their fieldwork sites. The grant will also provide funds to hire a full-time Fieldwork Site Recruiter and a full-time Fieldwork Coordinator.

### DONOR SPOTLIGHT

*"We support Thomas University because we recognize the value of a good education. Our parents sacrificed in magnificent ways in order for us to be able to acquire the education that we have. We know that there are families now that cannot afford education, so we support the university such that they can help students. Those students might in turn help their families, and they collectively will benefit the society that we live in."*

*– Nathaniel Abrams*

*"As a retired educator, I realize the value of a quality education, and we live in a beautiful community, Thomasville. We feel that it's very important to support the quality education that students receive here at Thomas University."*

*– Debra Abrams*





## Hagood named 2021 TU Professor of the Year

Dr. Susan Hagood was named Thomas University's 2021 Professor of the Year during the Undergraduate Commencement ceremony held Saturday morning, May 8, 2021. As Professor/Coordinator of Assessment & Accreditation and Initial Teaching Program Director in the Division of Education, she collaborates with TU's partner school districts to develop an assessment system that effectively collects, analyzes and monitors program data, enabling the education preparation programs to make the data-driven decisions required for improving all aspects of teacher training. Hagood has also served in roles in the Georgia Assessment Directors Organization, the Georgia Association of Independent Colleges of Teacher Education, and the Georgia Professional Standards Commission.

## TU Establishes SHRM Chapter

In 2020-2021, Thomas University students and faculty established a chapter of the Society for Human Resource Management (SHRM), which is considered the foremost expert, convener and thought leader on issues impacting today's evolving workplaces. With more than 300,000 HR and business executive members in 165 countries, SHRM impacts the lives of more than 115 million workers and families globally.

Students involved in SHRM have the opportunity to further expand their HR knowledge, get involved and make networking connections that will enable them to transition quickly from the classroom to the

workplace.

TU began offering a Master of Science in Human Resource Management in the fall of 2020. In November of 2020, the Society for Human Resource Management formally approved TU's degree program as aligning with SHRM HR curriculum guidelines. This enables TU students to apply to take the SHRM Certified Professional exam after meeting the eligibility requirements.

"Our students will have a unique advantage to earn the 500 work hours needed to sit for the SHRM certification exam," said Dr. Melinda Piller, Chair of the Division

of Business. "Students can build hours through chapter work, internships, community activities and other TU campus events. What this means is TU's students do not have to hold full-time jobs to earn all their required hours. This is a unique advantage for going to TU."

The SHRM-CP is regarded as the new global standard in certification for the HR profession for early- and mid-career professionals. SHRM curriculum is from AACSB (Association to Advance Collegiate Schools of Business International) accreditation courses/standards, which is the gold standard in Business Accreditation.

# Professional Studies



## STUDENT SPOTLIGHT

Maria Garcia graduated in May 2021 with a bachelor's degree in Rehabilitation Studies through TU's School of Professional Studies while having a family and serving active duty in the military, which requires a great deal of travel.

"Initially, I just started taking one class at a time," Garcia said. "Once I felt comfortable with that one class, I'm like, 'I think I can take another one.'"

This fall Maria took the next step in her studies at TU by beginning a master's degree in Clinical Mental Health Counseling and Clinical Rehabilitation Counseling with a specialization in School Counseling.

## Dr. Ekpen Owie

Dr. Ekpen Owie joined TU as an Assistant Professor of Business teaching classes in Management and Marketing at both the graduate and undergraduate levels. His teaching research interests include leadership, sustainability strategy, sustainable supply chain management and global value chains. Dr. Owie has published in peer-reviewed journals and presented papers at various conferences on management and leadership topics. He holds an Associate of Science Degree in Business Administration and a Bachelor of Science Degree in Business Administration, both from the University of Benin in Nigeria; a Master of Science Degree in Management Information Systems from De Montfort University in the United Kingdom; a Master of Business Administration Degree from Clayton State University; a Master of Philosophy in Management and a Ph.D. in Management, both from Walden University in Minnesota. Dr. Owie's hometown is Atlanta, but he now lives in Alpharetta. He said he chose TU because of its history and student focus. Dr. Owie said what he likes best about TU are the dynamic learning environment and the student population.



# TU Begins Offering 3 New Online Degrees; Social Work Degree Now Offered Online

In Thomas University's School of Professional Studies, three new completely online bachelor's degree programs began in the Fall of 2021 - Computer Systems Management, Homeland Security and Supply Chain Management.

Students who earn a degree in Computer Systems Management will be ready to work in the areas of Computer Science, Management Information Systems or Project Management. In the degree program students learn how to analyze user and client needs to design, implement and evaluate computing-based solutions to complex business problems, and how to communicate effectively with stakeholders about functional areas of computer systems management, such as hardware, software, networking, security and cloud applications.

TU's Homeland Security degree

concentrates on developing skills in national security, critical infrastructure protection, intelligence analysis and risk management. Classes focus on identifying critical assets in a community, determining how to protect those assets and deciding what to do if they are attacked or damaged by natural hazards. The program participates in the Naval Post Graduate School's Center for Homeland Defense Security University & Agency Partnership Program, which provides numerous resources for students studying Homeland Security including its digital library. TU is also associated with the Federal Emergency Management Agency's Emergency Management Institute and is a partner of the National Fraternal Order of Police University Consortium.

The new Supply Chain Management degree

deals with the flow of goods and services between businesses and locations. This includes the movement and storage of raw materials, of work-in-process inventory, and of finished goods as well as end-to-end order fulfillment from point of origin to point of consumption. TU's degree provides students with the knowledge and skills to design and manage global supply chains during the entire life cycle of a product from design to distribution.

In addition to the three new programs, TU also began offering its Bachelor of Social Work completely online in addition to the in-person format. The additional online format is intended to provide an opportunity for students who would like to pursue a Social Work degree but are unable to attend classes on campus.

## DONOR SPOTLIGHT

*“Thomas University is a treasure for South Georgia and North Florida. It’s a small university with a hometown feel and a global reach. Students from around the world come to TU and to Thomasville to further their education, or they take advantage of TU’s online programs no matter where they are. I like helping a university make higher education possible for neighbors in my hometown as well as people across the globe.”*

*– Ron Dixon*



# Military & Corporate Partnerships

## Ferguson Named VP for Military and Corporate Relations

In the fall of 2020, Stephen Ferguson was named Vice President for Military and Corporate Relations. He previously served as Associate Vice President of Enrollment Management and Business Development, Military Operations, since he joined TU in 2016. In his new role, Ferguson oversees all of TU's programming relative to the defense industry and corporate training.



Over the past four years, TU has seen significant growth in its military and veteran students. Additionally, TU secured partnerships with the Defense Acquisition University (DAU), which endorses TU as an equivalent provider. TU's efforts have proven valuable and the university has expanded its customer base. Recently, TU created a new structure to include and oversee all military, government and corporate relationships. Ferguson will continue to work closely with student veterans and facilitate many of TU's partnerships with the military and federal government.

Ferguson holds a Master of Business Administration from the University of Maryland. He is a member of the National Association of Institutions for Military Education (NAIMES) and is a past president of the Kansas Advisory Council of Military Education (ACME).

Ferguson lives in Tallahassee with his wife, Susan, and their children.

## Armed Services Institute

One of the primary focuses of the Center for Military Life (CMIL) is to assist and support the entire lifecycle of military service members, including training and assistance for veterans who are currently or considering doing business with the United States Government.

TU's Armed Services Institute is a non-partisan research and advocacy arm of the Center for Military Life. Its mission is to promote positive change in the lives of Department of Defense and related employees. The ASI

analytical team consists of leading experts in matters related to the best policies, practices, and products that are critical to both the safety and security of our nation. Through research, analysis, and programs, the ASI provides both fresh insights and training for the defense community, decision makers and the general public.

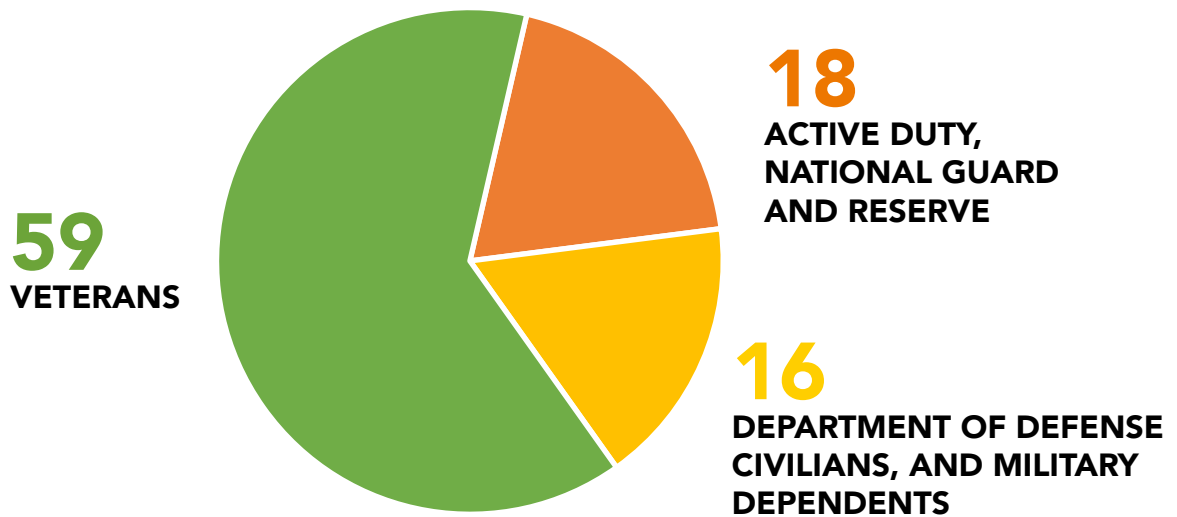
ASI's team of experts recently grew with the addition of Michael Poussard as the Associate Director for Federal Business Strategy, Research and Entrepreneurship. In addition to assisting veteran-

owned small businesses, Michael Poussard and ASI Senior Fellow Ron Poussard work directly with all small businesses that have an interest in selling their products/services to the United States Government.

Recently the ASI secured agreements with a local aircraft manufacturer to assist with identifying contract opportunities with U.S. Special Forces Command and an international firm that was recently awarded a contract with the Federal Bureau of Investigation.



## THOMAS UNIVERSITY'S MILITARY AFFILITATED STUDENT POPULATION FALL 2020



### TU Partners with Appddiction Studio

Thomas University officials announced in May 2020 a new partnership with Appddiction Studio to offer agile and certification training in Georgia and online.

Appddiction Studio performs over \$100 million in Agile software development contracts for the United States Department of Defense. It is a Gold Partner to Scaled Agile, a leading lean and agile organization whose framework has been implemented across many of the world's largest organizations, such as Phillips, Hewlett-Packard and Cisco. Thomas University joins other

Appddiction training partners, such as the University of Texas at San Antonio and St. Mary's University in Calgary, Canada.

Software development companies need to use agile to stay competitive in the market, and therefore want software developers who are familiar with agile methodologies. Agile enables software to be delivered faster, at a higher quality and at a lower cost. Developers with agile certifications are typically hired at a higher starting salary than those without a foundation in agile.

"Appddiction Studio is proud to

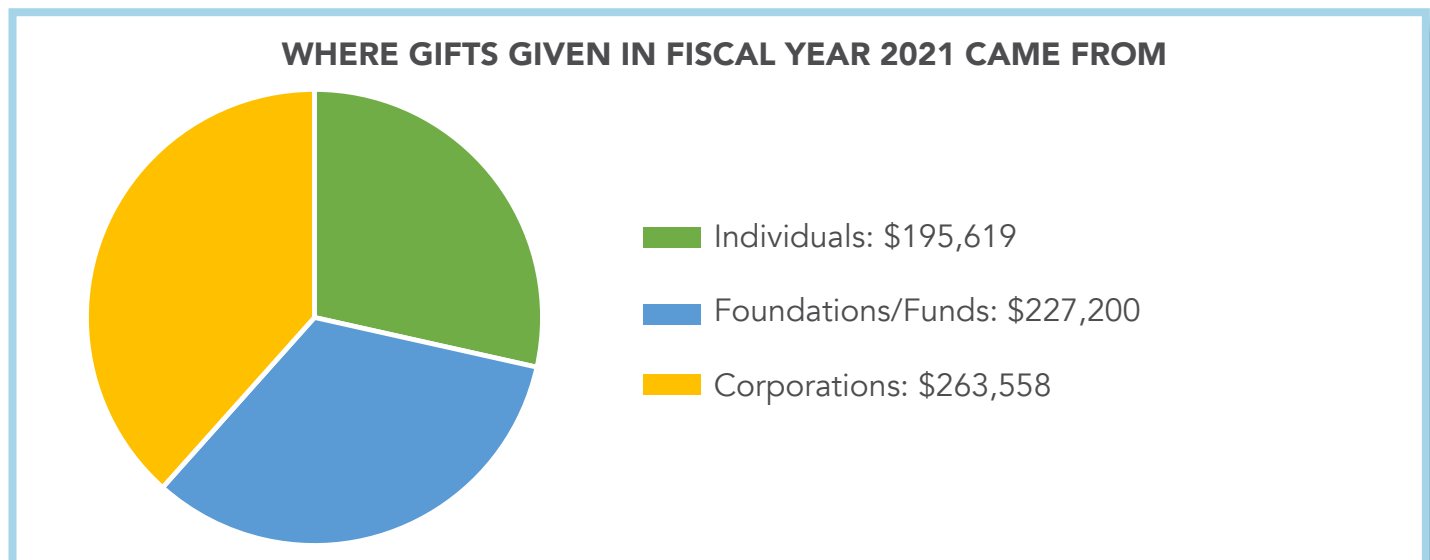
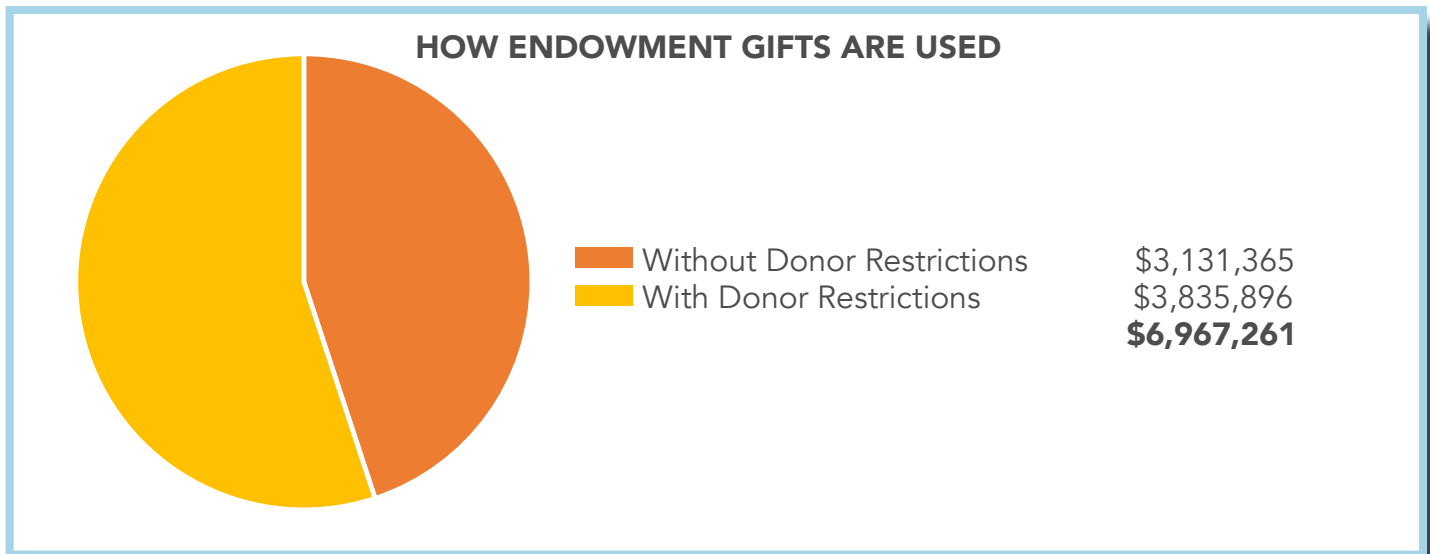
partner with Thomas University," said Timothy Porter, Chief Executive Officer and Founder of Appddiction Studio. "This partnership will provide adult learners with high-quality, high-impact agile skills to empower them to make a career change or take their career to the next level."

The Appddiction training in agile software development and other agile-certified roles enriches the certification training already available at TU and helps meet the changing landscape and growing need for a tech-savvy workforce.

# 2020 Financial Summary

The composition of Thomas University's Endowment Fund net assets as of May 31, 2020 and May 31, 2021 were as follows:

ENDOWMENTS	YEAR ENDING MAY 31, 2021	YEAR ENDING MAY 31, 2020
Operations	\$432,949	\$353,645
Scholarship	\$3,745,155	\$2,877,441
Academic Programs	\$2,755,653	\$2,193,033
Academic Support	\$16,917	\$13,184
Student Services	\$16,587	\$13,374
	<b>\$6,967,261</b>	<b>\$5,450,677</b>



# Chairman's Message

You can tell when the students return to campus for fall semester at Thomas University. The parking lots fill with cars. You can hear the shouts coming from the soccer field during a game. You can hear the shoes squeaking and balls dribbling on the hardwood floor of the gymnasium during a basketball game. You can see the students walking across campus with arms loaded with books or backpacks across their shoulders as they make their way to their next class.

You can also tell when students return just by looking across town. You'll see their cars with tags from out of town or even out of state pull into gas stations to fill up. You'll see groups of TU students sitting in restaurants enjoying meals with friends. You'll see them shopping in local stores for clothes or grocery stores for food.

Not every community is lucky enough to have its very own university. For us, having Thomas University means having students and employees who have a positive economic impact on our community - and our region. Our businesses benefit from every dollar spent by a TU student or employee. Plus, they give back to our community through volunteer service.

You'll find them volunteering to help children or the elderly, to work with animals, to help pick up litter, or even painting equipment in parks. Most of the time TU students do this volunteer work right alongside TU faculty and staff.

Your support makes it possible for Thomas University to continue opening its doors to students on campus and online. Your support makes TU continue to be a place where students want to come to earn a degree and make lasting friendships. Thank you for your continued support!



Charles Dixon,  
Chairman  
Thomas University Board of Trustees



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The information below is intended to provide general guidance. Please discuss as needed with your tax advisor the best way(s) for you to contribute to Thomas University.

## CASH DONATIONS

Outright gifts of cash (which include donations made via check, credit card and payroll deduction) are often the simplest for you to make. The key is to make sure you keep record of the gift as required by the IRS. Thomas University will provide a gift receipt via mail, when a mailing address is provided.

## STOCK DONATIONS

Publicly traded stock and other securities which you have held for more than one year may potentially have accumulated long-term capital gains and could make one of the best charitable gifts. Why? Because you may be able to deduct the current fair market value and avoid the capital gains tax that you may be required to pay if you were to sell the property outright.

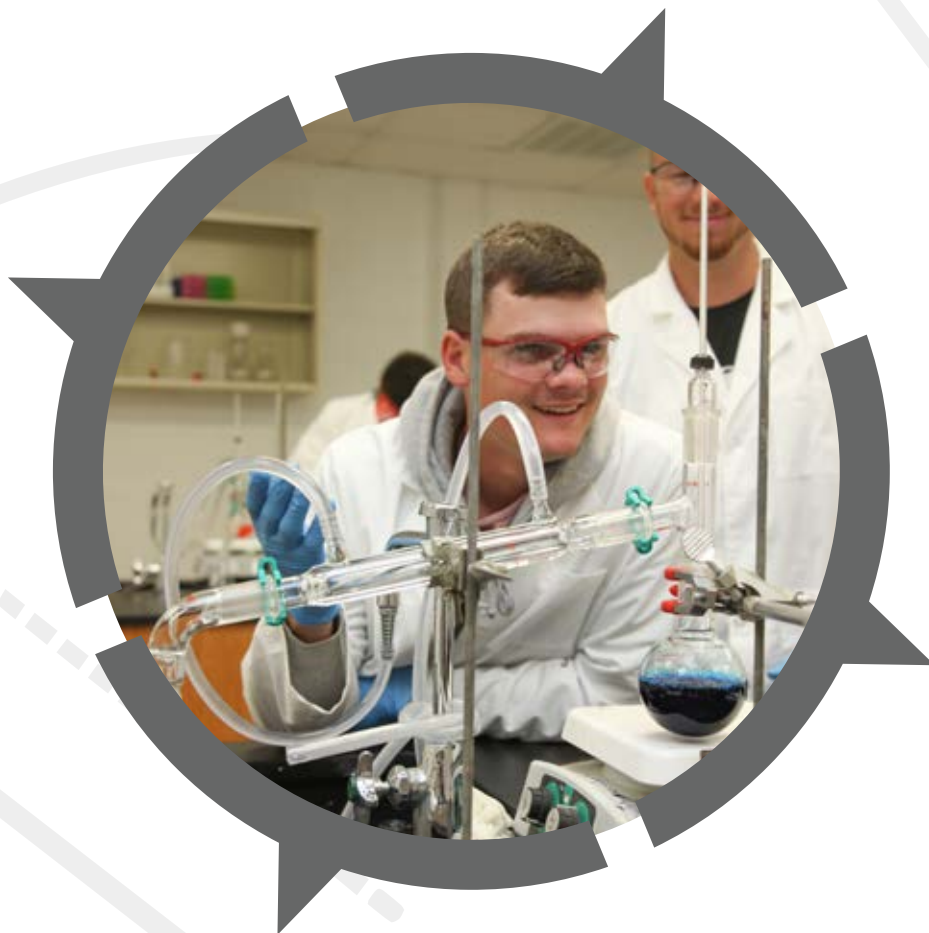
However, you may not want to donate stock that is worth less than your basis. Instead, you could sell the stock outright so that you might be able to deduct the loss and then donate the cash proceeds to Thomas University.

## GIFTS IN KIND

As demonstrated above, gifts of cash or stocks are relatively simple and may provide tax savings benefits, but many taxpayers make other types of donations, such as vehicles, collectibles, or services as in-kind contributions.

## PLANNED GIFTS

Many other contribution vehicles are available, such as Wills, Charitable Remainder Trusts, Charitable Lead Trusts, Charitable Gift Annuities, etc.





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