



COUNCIL FOR CHRISTIAN
COLLEGES & UNIVERSITIES

2018-19

ANNUAL REPORT

CCCU LEADERSHIP 2018-19

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Table of Contents

2

ABOUT THE
CCCU

7

STAFF
EXCELLENCE

10

PUBLIC
ADVOCACY

14

PROFESSIONAL
DEVELOPMENT

17

ACADEMIC
EXCELLENCE

19

EXPERIENTIAL
EDUCATION

23

FINANCIAL
INFORMATION

26

OUR
INSTITUTIONS

A Letter from President Shirley V. Hoogstra, J.D.



“IT IS OUR JOY TO SERVE YOU BECAUSE WE BELIEVE SO DEEPLY IN WHAT YOU DO. ... BE ENCOURAGED; YOUR WORK MATTERS TO THE WORLD.”

Dear friends,

It is our joy to serve you because we believe so deeply in what you do. That’s why all we do centers around being an essential partner to you as you carry out your God-given assignment within your context. It’s also why we strive to be healthy as a business entity; we want to be dependable in all things. You stand at a unique intersection of faith and higher education, so we pay careful attention to everything happening in government and the educational sectors at the local, national, and international level. We are your eyes and ears here in Washington so that we can assist you where you are.

This report covers the CCCU’s work in the 2018-19 fiscal year, much of which is ongoing. Everything included highlights the unique role God has given us in this time for our domestic and international partners:

- To protect religious liberty in higher education;
- To cultivate Christian leadership in organizations and in culture through the faculty, staff, and students of our institutions;
- To expand the academic offerings of our institutions by providing faith-integrated, off-campus study programs; and
- To be the voice for Christian higher education in the halls of Congress and leading news media.

I want to express how grateful I am to the hardworking CCCU board of directors and the dedicated, go-the-extra-mile CCCU colleagues that serve you in D.C. and around the world; they make all this work on your behalf possible. As we continue this work into the coming year, we covet your prayerful support. Navigating the current challenges and opportunities for Christian higher education takes God-given wisdom, patience, and courage.

We are proud to partner with you and support you in your calling to be part of the movement of Christian higher education – an enterprise that, in the words of David Brooks, has “a way of talking about and educating the human person in a way that integrates faith, emotion, and intellect. You have a recipe to nurture human beings who have a devoted heart, a courageous mind, and a purposeful soul.”

Be encouraged; your work matters to the world. You are making a difference.

In this work together,



ADVANCING FAITH AND INTELLECT FOR THE COMMON GOOD

The Council for Christian Colleges & Universities (CCCU) is a higher education association of more than 180 Christian institutions around the world. The CCCU's mission is to advance the cause of Christ-centered higher education and to help our institutions transform lives by faithfully relating scholarship and service to biblical truth.

The institutions of the CCCU share three basic commitments:

First, we integrate biblical truth not just into “spiritual” aspects of the institution but throughout the academic enterprise. Our professors pursue academic excellence because they are committed to God as the author of truth, and that truth has implications for every academic discipline. The classroom and the laboratory are just as much arenas of Christian integration as the college chapel.

Second, we are committed to the moral and spiritual formation of students. Education that instructs the mind without deepening the soul is not true learning. Our schools seek to develop students who, in the words of the Old Testament prophet, “act justly and love mercy and walk humbly with their God” (Micah 6:8). This requires not simply professional competence but wisdom, which is a sense of things in their proper relationship and a love for the right things. Our purpose is to form students of moral commitment who live out Christian virtues such as love, courage, and humility. This task gives meaning and coherence to every part of the academy, from the classroom to the fine arts studio, from the internship placement to the residence hall and the athletic field.

Third, we are committed to graduating students who make a difference for the common good as redemptive voices in the world. Our schools offer a wide variety of academic programs because we believe that Christians are called to use their vocations as vehicles to bring the good news of Jesus Christ to a fallen world. Our graduates are “hopeful realists” who recognize the brokenness of the world but believe that God has called them to work for its healing. As such, they play a redemptive and restorative role in the world as doctors, teachers, marketers, engineers, parents, soccer coaches, and in a host of other ways. In other words, we are private religious institutions that exist for the public good and contribute to human flourishing.

THE CCCU'S PROGRAMMING IS BASED ON TWO FOUNDATIONAL COMMITMENTS THAT SUPPORT OUR THREE PILLARS OF STRATEGIC FOCUS.

PUBLIC ADVOCACY

The CCCU provides a unified voice to highlight the contributions of our institutions to the common good and advocates for the right of Christian institutions to live out their faith commitments.

PROFESSIONAL DEVELOPMENT & SCHOLARSHIP

The CCCU hosts numerous leadership and professional development events for administrators and faculty and fosters collaborative research that guides our institutions' ongoing improvement.

EXPERIENTIAL EDUCATION

The CCCU offers faith-integrated, off-campus study programs in nine locations across the U.S. and around the world that foster students' intellectual, cultural, vocational, and spiritual growth.

ACADEMIC EXCELLENCE

CHRISTIAN MISSION



CCCU INSTITUTIONS AT A GLANCE

180+

Colleges and universities

520,000+

Students enrolled globally annually

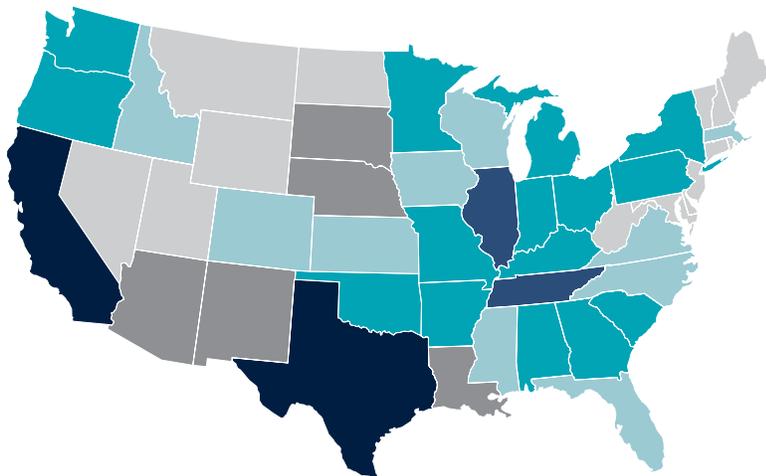
3,600,000+

Alumni around the world

90,000+

Faculty and staff employed globally

U.S. INSTITUTIONS



KEY



INTERNATIONAL INSTITUTIONS

AUSTRALIA
BOLIVIA
CANADA
DOMINICAN REPUBLIC
GHANA
HAITI
HUNGARY
INDIA
INDONESIA
ISRAEL
JAPAN
KENYA
LITHUANIA
NETHERLANDS
NEW ZEALAND
SOUTH KOREA
TAIWAN
UGANDA
UNITED KINGDOM



YEAR IN REVIEW



STAFF EXCELLENCE

The CCCU's staff not only provides key support for members, professional development for faculty and administrators on CCCU campuses, and life-changing educational experiences for students, but they also are leaders and scholars, publishing and speaking regularly to share their expertise with others. **Some of the many accomplishments of CCCU staff in fiscal year 2018-19 include:**



Awards

Honorary Doctor of Letters, Nyack College:

Shirley V. Hoogstra, CCCU president

Keepers of the American Dream Award, National Immigration Forum:

Shirley V. Hoogstra, CCCU president

Distinguished Thesis of the Year, Taylor

University: Jess Martin, residence director and internship coordinator of the American Studies

Program, for her master's thesis, "Paradigm or Paradox? Student Consumerism and Learning at a Liberal Arts Institution."

Media Appearances

The past year has seen an uptick in media coverage for the CCCU, particularly due to coverage of the 2019 Presidents Conference, which included sessions led by Speaker of the U.S. House of Representatives Nancy Pelosi and Secretary of Education Betsy DeVos, as well as a multi-faith presidents panel. Media coverage also highlighted topics such as the CCCU's new online course-sharing consortium and its participation in Second Chance Month to advocate for educational opportunities for incarcerated individuals.

Media Outlets that Covered the CCCU in 2018-19 Include:

ABC	The Washington Post	Inside Higher Ed
C-SPAN	Bloomberg	Christianity Today
Fox News	The Hill	Religion News Service
NBC	Slate	The Christian Post
The New York Times	The Chronicle of Higher Education	

Publications

Elizabeth Baigent, senior tutor and academic director at Scholarship & Christianity in Oxford (SCIO), the CCCU's U.K. subsidiary, served as editor and contributor to volume 37 of International Geographical Union's serial *Geographers*.

Islam as Education: Pedagogies of Pilgrimage, Prophecy, and Jihad (Waterstones, August 2018), written by **Aaron Ghiloni**, interim director of the Australian Studies Centre.



Jess Martin, residence director and internship coordinator for the American Studies Program, and **Alana Dean Price**, CCCU's project coordinator for the office of the president, co-authored a chapter and served as co-editors of volume 17 of *Christian Higher Education*.

Jess Martin, residence director and internship coordinator for the American Studies Program, co-authored "Teaching students to care for themselves," a chapter in *A Calling to Care: Nurturing College Students Toward Wholeness* (ACU Press, 2018).

Stanley P. Rosenberg, executive director of SCIO, served on the editorial board of the journal *Religions*.

Prominent Presentations

American Academy of Religion: "Teaching Democracy by Teaching the History of the Supernatural," presented at the 2018 annual meeting in Denver, Colorado, Nov. 17-20, by **Aaron Ghiloni**, interim director of the Australian Studies Centre.

The Center for Public Justice's Annual Kuyper Lecture: "Fairness for All: Does Supporting Religious Freedom Require Opposition to LGBT Civil Rights?" presented in Grand Rapids, Michigan, on April 25 by **Shapri D. LoMaglio**, senior vice president for government and external relations.

Other Work

Aaron Ghiloni, interim director of the Australian Studies Centre, began serving as an associate editor and editorial board member for *Religious Education*, the official journal of the Religious Education Association.

Megan Loumagne, director of studies in religion and science at SCIO, completed her doctoral studies in theology at Christ Church, University of Oxford, and was awarded a three-year postdoctoral research fellowship from the University of Edinburgh and the John Templeton Foundation.

Christine Krebsbach, co-director and faculty member at the L.A. Film Studies Center, completed *Greg's Very Bad Day*, a 15-minute comedy short film that is currently being submitted to festivals; the majority of the crew were LAFSC alumni. She also served as a judge/jurist for three film festival panels: the ACU FilmFest in Abilene, Texas, the Sundial Film Festival in Redding, California., and the Salute Your Shorts Film Festival in Los Angeles, California.

Stanley P. Rosenberg, executive director of SCIO, was made a fellow of the International Society of Science & Religion. He was also appointed part of the academic team for a new Museum of the Bible grant to create a traveling exhibit on the Bible and science.

CCCU AWARDS GRANTED

CCCU YOUNG ALUMNI AWARD RECIPIENT

Jacob Atem

Jacob Atem's (Spring Arbor University, 2008) passion for helping others and his love for South Sudan stem from his experience as one of Sudan's Lost Boys. Atem is the co-founder of the Southern Sudan Healthcare Organization, a clinic in his hometown that sees over 3,000 patients monthly for less than \$5 a person.

MARK O. HATFIELD LEADERSHIP AWARD

Barry C. Black

Barry C. Black has served as the 62nd chaplain of the U.S. Senate since 2003. Prior to his time on Capitol Hill, Black served in the U.S. Navy for over 27 years, ending his distinguished career as the chief of Navy chaplains.

CHAMPION OF HIGHER EDUCATION

Michael Galligan-Stierle

Michael Galligan-Stierle served as the president and CEO of the Association of Catholic Colleges and Universities (ACCU) from 2010 to 2019. He has written and edited a number of books that are considered the standard for Catholic higher education institutions.

David Warren

David Warren is the president of the National Association of Independent Colleges and Universities (NAICU). A crusader for America's private colleges and for increased financial aid funding for all college students, Warren is widely regarded as one of the most persuasive and influential voices for higher education in Washington, D.C.

CHAMPION OF VISION

Karen Buchwald Wright

Karen Buchwald Wright is known for her work and philanthropy in and around Mount Vernon, Ohio, home to CCCU institution Mount Vernon Nazarene University. She leads both the Ariel Corporation, one of Ohio's largest capital goods manufacturers, and the Ariel Foundation, directed toward quality of life initiatives in such areas as education, the arts, parks, and family/youth support groups.

AWARD OF RECOGNITION

Walter and Darlene Hansen

Hundreds of faculty from dozens of CCCU institutions have benefitted from the financial support and public influence of Walter and Darlene Hansen. The Hansens have helped finance the CCCU's Networking Grants Program and have funded several workshops for CCCU faculty members and global seminars for Christian artists from around the world.

PUBLIC ADVOCACY

Our advocacy work promotes and protects our constituency's unique contribution as Christ-centered, not-for-profit institutions of higher education. CCCU institutions find themselves in the crosshairs of issues affecting higher education or nonprofit organizations generally, as well as challenges because of their religious character and convictions. These challenges come through Congress, the courts, and the executive branch and its regulatory machinery. Our government and external relations staff work to advance the interests of CCCU institutions and to make the case for Christian higher education in the public square.

PROTECTING RELIGIOUS MISSION & CONVICTION



Responding to the Equality Act

In March 2019, the Equality Act was introduced into the U.S. Congress with bicameral, bipartisan support; it passed in the House of Representatives in May with 236 votes, including eight Republican votes. In its current draft, it is a one-sided attempt to insert LGBT rights into the Civil Rights Act in a way that would roll back many religious freedom protections currently in place and would have devastating effects for CCCU institutions and for religious social service and civic institutions and individuals.

The CCCU wrote to key House committees, alongside Brigham Young University, to point out the specific harms to faith-based higher education. It also joined the National Association of Evangelicals, the Ethics & Religious Liberty Commission of the Southern Baptist Convention, and the United States Conference of Catholic Bishops to point out all of the religious freedom harms created by the Equality Act as currently drafted. Both of these letters were sent to all 535 congressional offices.

Here are some of our concerns about the Equality Act that we addressed in the letters mentioned above:

- **Federal Financial Aid and Other Grants:** Those institutions that accept federal student aid and/or other federal grants will have no exemption from the extension of sexual orientation and gender identity protections into almost every aspect of its operations, including admissions and housing. This could be challenged in litigation, though there is no right to federal dollars and the requirement does not uniquely apply to or disqualify religious organizations.
- **Employment:** Religious employers with 15 or more employees could continue to hire based on religion but could not factor beliefs or actions about sexual behavior or gender identity into hiring decisions. Whether an employer's ability to consider religion could include differential treatment based on SOGI activity is something that would have to be litigated.
- **The Campus:** The Equality Act expands the types of public accommodations receiving federal protection to cover nearly every entity that provides goods, services, or programs. This would mean that aspects of your campus that meet this definition could be considered public accommodations with no limitations or exemptions. Conflicts stemming from this would have to be litigated.

- **RFRA:** The Religious Freedom Restoration Act provides the ability for every American to challenge a violation of their religious freedom in court. The Equality Act would effectively cancel RFRA for any claim involving sex, sexual orientation, or gender identity, stripping religious Americans of one of the primary legal defenses available to defend their religious freedoms. The Equality Act would likewise have similarly negative effects for other faith-based nonprofits and persons.

Faith-Based Higher Education Represented in Accreditation and Innovation Rulemaking Process

In April 2019, the Department of Education concluded a lengthy process of negotiated rulemaking, surprising many observers by reaching consensus on a number of topics including: accreditor respect for institutional mission; barriers for faith-based entities; competency-based education; state authorization; distance education; and TEACH grants. *Inside Higher Ed* noted that the agreement “marked the first time in nearly a decade” that a negotiated rulemaking orchestrated by the department ended in a formal consensus on rules. The rulemaking process was initiated last year, in part because department leaders felt that burdens placed on accreditors were at the expense of flexibility and innovation.

As part of last year’s departmental efforts to assemble a panel of 15 negotiators (plus alternates) representing various constituencies (e.g., college groups, accreditors, financial aid administrators, and student representatives), the CCCU coordinated efforts across a broad swath of faith-based higher education institutions to nominate Steve Sandberg from Brigham Young University to the full rulemaking committee. The CCCU also successfully nominated a number of leaders from CCCU institutions to both the full committee and each of the three subcommittees: Susan Hurst, Gregory Bruner, Stephen Eck, Debbi Braswell, Mary Otto, M. Kimberly Rupert, Kim Colby, and William Hathaway. All served faithfully, and we are grateful for each of these leaders’ willingness to serve and to speak truth. We are especially grateful for their commitment to clarifying and defending the importance and uniqueness of institutions with a religious mission. We also want to express our gratitude for Secretary DeVos’ commitment to the negotiated rulemaking process.

Higher Learning Commission Update

In March 2018, the Higher Learning Commission (HLC) released a concerning “alpha version” of proposed revision to their criteria for accreditation. Specifically, in a section relating to diversity, it proposed to remove the qualifier “as appropriate within its mission and for the constituencies it serves.”

We were concerned that this could open the door for negative actions against faith-based institutions. In May, we worked with our HLC Accreditation Steering Council to submit a comment on these proposed revisions, and we also provided a draft institutional comment that seven HLC-accredited CCCU institutions submitted over the summer. In early September, we organized a meeting where a member of each CCCU accreditation council and CCCU staff met with Department of Education leaders Diane Auer Jones and Bob Eitel to discuss this and other accreditation issues. Then, in late September, we joined Don Sweeting and other CCCU presidents, as well as the American Council for Trustees and Alumni, for a meeting



with Secretary DeVos on this. We then coordinated a sign-on letter for 56 HLC-accredited institutions (including CCCU and non-CCCU, faith-based and secular) expressing concern to the HLC ahead of their November board meeting.

In late November, the HLC released an updated “beta version” that addressed our concern. One positive indicator regarding the effectiveness of our effort was that the criteria we expressed concern about was the one the HLC’s survey found to be least clear and most concerning. The HLC will have a final vote at their meeting on February 28-March 1, 2019.

PROTECTING THE FINANCIAL HEALTH OF OUR INSTITUTIONS

Proposed Overtime Rule

In March 2019, the Department of Labor (DOL) announced a new proposed rule to update overtime eligibility under the Fair Labor Standards Act (FLSA), which would make about one million more workers eligible for overtime. The proposed rule would raise the salary threshold from its current level of \$455 per week (\$23,660 annually) to \$679 per week (\$35,308 annually). The proposal does not include automatic updates but asks for comments on whether it should codify into law language that would require DOL to update the salary threshold via notice-and-comment rulemaking every four years.

CUPA-HR (the College and University Professional Association for Human Resources) supports this proposed update to the salary threshold but suggests pro-rating the salary threshold for part-time employees as well as allowing the cost of employer-provided room and board to count toward the salary threshold. CUPA-HR also suggests that DOL consider extending the intervals between updates via rulemaking to five to seven years. The CCCU submitted a letter reaffirming CUPA-HR’s suggestions but also added two additional points that are of particular importance to Christian higher education. First, the CCCU suggested that salaries should be updated based on cost of living for different geographical regions. We also suggested that the DOL should continue to consider the implications of overtime pay rules for colleges and universities. These two concerns were in direct response to feedback from our schools.

Protesting the “Parking Lot Tax”

“Parking Tax” – Section 512(a)(7)

The Tax Cuts and Jobs Act passed in late 2017 included a 21% tax on parking and transit benefits provided by nonprofits. This was intended to increase parity between for-profit businesses and nonprofit organizations; we view it as a problematic precedent that will not only be financially and administratively burdensome but also have negative religious freedom implications. We have urged the full repeal of this tax in a number of Hill meetings, as well as through sign-on letters alongside faith-based, higher education, and nonprofit partners. We also included an article on the topic in the Fall 2018 Advance and coordinated interviews and op-eds in national media. Finally, we have helped our members connect with their congressional representatives to urge them to support legislation that would repeal this tax.

PROTECTING OUR STUDENTS



Supporting Education for Incarcerated Persons

The FIRST STEP Act is bipartisan criminal justice reform legislation that, among other things, increases access to programming for incarcerated persons in federal prisons. This includes access to educational and faith-based programming that reduces recidivism. After months of vigorous advocacy, including sending letters to congressional leadership and participating in a number of Hill meetings alongside Prison Fellowship,

the US Conference of Catholic Bishops, the Ethics & Religious Liberty Commission, and others, we were delighted that this legislation passed Congress and was signed by the President in December 2018.

Given the benefits of higher education for those who are or have been incarcerated, we continue to implore lawmakers to end the ban on federal Pell Grants for students behind bars, known as Second Chance Pell. We are hopeful that Second Chance Pell, which has bipartisan support, will be included in any Higher Education Act reauthorization package. In the meantime, the bipartisan REAL Act, a freestanding bill that lifts the ban on Pell for students behind bars, was introduced April 9. We have been actively working since then with Sen. Brian Schatz (D-HI), one of the sponsors of the act, to garner more bipartisan support.

Immigration

In the fall, the CCCU submitted a letter to the Department of Homeland Security raising concerns that its proposed public charge rules would hurt students and families by deterring them from accessing public benefits. We also joined ACE in a sign-on letter opposing a proposed increase in program fees for the Student and Exchange Visitor Program (SEVP). In November, we participated in an Evangelical Immigration Table (EIT) convening of 100 evangelical leaders, including presidents, chaplains, and other leaders from CCCU institutions. We also participated in the National Immigration Forum's Leading the Way convening in November, where President Shirley Hoogstra was on a panel and received the Forum's Keepers of the American Dream Award. Our director of communications and public affairs joined other evangelical leaders in a border trip through EIT to visit shelters and meet with migrants in El Paso, Texas and Juarez, Mexico.

Legislatively, we have been working with EIT to advocate for a restitution-based immigration reform, and many of our presidents have joined us in this advocacy effort. Additionally, when the DREAM Act of 2019 was introduced in March, the CCCU sent letters to all of the bill's original sponsors in the House and Senate thanking them for their support. The CCCU has supported the DREAM Act since it was originally introduced in 2001, and we have continued to work alongside the EIT to call on Congress to pass a permanent, legislative solution for Dreamers. We have engaged in dialogue with evangelical leaders to emphasize the importance of this issue.



PROFESSIONAL DEVELOPMENT

Professional development for faculty and staff on CCCU campuses is critical to our mission of helping our institutions transform lives. In order to equip campus leaders to better integrate faith and learning and to foster collegiality among peers from multiple campuses, we offer high-quality programs to challenge, inform, and inspire in a variety of areas across disciplines and peer groups. Special leadership development programs and faculty opportunities are provided as catalysts for effective professional development in senior positions. Some highlights of 2018-19 included:

Peer Conferences

The CCCU hosted nearly a dozen conferences over the course of the year, bringing together hundreds of leaders in Christian higher education for a time of learning, professional development, and fellowship. Though each conference is uniquely crafted to the group of leaders attending the event, all CCCU conferences share three goals:

1. **Engage:** Each CCCU conference connects leaders with vendors and with others in their field serving at Christian colleges and universities around the world whom they can call on for support, encouragement, and/or help when issues arise.
2. **Equip:** Attendees at each conference leave with information presented by both their peers and national thought leaders that can be put into practice on their home campus and in their own career in Christian higher education.
3. **Encourage:** As part of its conference planning, the CCCU team intentionally builds in time of fellowship, worship, and/or reflection so that people can feel closer to God and one another and so that they can be spiritually and emotionally encouraged in their work.

CONFERENCE ATTENDEES BY THE NUMBERS



1,004

ATTENDEES



135

CCCU INSTITUTIONS
REPRESENTED



144

SPONSORING
PARTNERS

Leadership Development Institutes



The Advanced Leadership Institute (ALI) and the Multi-Ethnic Leadership Development Institute (M-E LDI) were each filled to capacity. The ALI provided a time of reflection, planning, support, and professional development to 24 senior leaders, while M-E LDI provided the same to 22 emerging leaders who are people of color.

New Faculty Institute

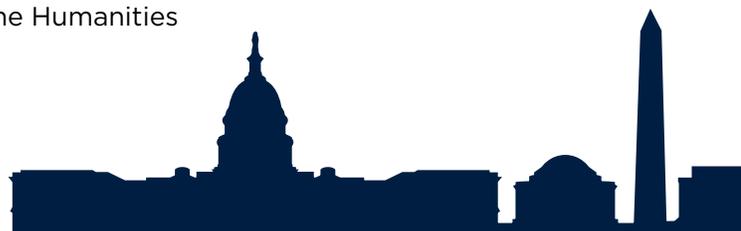


The New Faculty Institute equips CCCU professors who are in their first three years of teaching at a Christian college to think deeply about Christian integration in their teaching and become more productive scholars. It also inducts them into the broader community of Christian educators. This year's speakers included Christina H. Edmondson (dean for intercultural student development at Calvin University), Susan Felch (director of the Calvin Center for Christian

Scholarship), Richard Hughes (scholar in residence at Lipscomb University), Michelle Loyd-Paige (executive associate to the president for diversity and inclusion at Calvin University), Don Perini (director of the Creativity and Innovation Honors Institute at Cornerstone University), and David Smith (founding director of the Kuyers Institute for Christian Teaching).

2018-2019 CONFERENCES

- Snezek Library Leadership Institute
- Presidents Conference
- Conference for Advancement, Alumni, Communications, Enrollment, & Financial Aid Professionals
- Conference for Campus Ministry, Provosts, & Student Development Professionals
- Advancing Women in Leadership Conference
- New Faculty Institute
- Commission on Technology Conference
- Gathering for Chief Financial Officers, Human Resource Directors, and Facilities Managers
- Advanced Leadership Institute
- Multi-Ethnic Leadership Development Institute
- Best Practices in Study Away Workshop
- New Presidents Institute
- Bridging the Two Cultures of Science and the Humanities



**A FEW OF THE THOUGHT LEADERS THAT PRESENTED AT
CCCU CONFERENCES IN 2018-19:**

Sho Baraka

Artist and Co-Founder,
The AND Campaign

Laurie Barnett

Director of Communications &
Outreach, Southwest Airlines

Rabbi Ari Berman

President, Yeshiva University

Barry C. Black

Chaplain of the U.S. Senate

Esther Brimmer

Executive Director/CEO, NAFSA:
Association of International Educators

Arthur C. Brooks

President Emeritus, American
Enterprise Institute (AEI)

John J. DeGioia

President, Georgetown University

Betsy DeVos

U.S. Secretary of Education

Elaine Ecklund

Professor of Sociology and Director of
the Religion and Public Life Program,
Rice University

John P. Fitzgibbons

President, Regis University

Justin Giboney

Co-Founder, The AND Campaign,
Attorney, and Political Strategist

Elizabeth Johnson

Chief Executive Officer,
SimpsonScarborough

Diane Auer Jones

Principal Deputy Under Secretary,
U.S. Department of Education

Alister McGrath

Andreas Idreos Professor of Science and
Religion and Director of the Ian Ramsey
Centre for Science and Religion, Univer-
sity of Oxford

Brenda Salter McNeil

Associate Professor of Reconciliation
Studies, Seattle Pacific University

Miles McPherson

Author & Pastor, Rock Church

Russell Moore

President, Ethics & Religious Liberty
Commission of the Southern Baptist
Convention

Nancy Pelosi

Speaker, U.S. House of Representatives

Justin Skeesuck & Patrick Gray

Authors, *I'll Push You*

Jean Twenge

Professor of Psychology, San Diego
State University, and Author

Peter Wehner

Senior Fellow, Ethics and Public Policy
Center

Kevin J Worthen

President, Brigham Young University

Hamza Yusuf

President, Zaytuna College

ACADEMIC EXCELLENCE

CCCU institutions are committed to high-quality, faith-integrating academics. The foundation of this work is professors whose professional excellence in teaching and research is actively influenced by a vibrant Christian faith. We support this work by developing CCCU professors as Christian teachers and scholars, as well as conducting research relevant for institutional planning and benchmarking.

CCCU Online Course Sharing Consortium

The CCCU launched a new Online Course Sharing Consortium through a partnership with the College Consortium. This innovative consortium enables CCCU institutions to share online courses across a common platform with other institutions that share a Christ-centered mission. Participating institutions expand their curriculum and academic offerings with minimal expense, while also improving student retention and degree completion rates. Currently, more than 20 institutions participate in the consortium.

Collaborative Assessment Project

The Collaborative Assessment Project (CAP) provides CCCU institutions a chance to join a shared set of campus surveys that are valuable for improving student success, preparing for accreditation, and informing strategic planning. In 2018-19, 46 CCCU institutions participated in surveys focused on student thriving and engagement. The 2019-20 year will include surveys on student satisfaction and alumni engagement.

Scholar's Retreat

CCCU scholars continue to have an opportunity to spend a sabbatical period at a peaceful, fully furnished cottage in Holland, Mich., thanks to an ongoing partnership with the Issachar Fund. In fall 2019, Karen A. Longman, professor and program director in the Ph.D. higher education department at Azusa Pacific University, will examine how developmental relationships shape the leadership journeys of women leaders in Christian higher education. In spring 2020, Andrew Ryder, professor and chair of the theatre department at Seattle Pacific University, will create, revise, and workshop a play script called *Justice in Oregon*.

Networking and Initiative Grants for Christian Scholars

\$42,000 in grants awarded to 14 scholars

These grants, available through a partnership with the Hansen family, encourage collaborative scholarship among professors serving at CCCU institutions with a goal of creating and disseminating high-quality scholarship that brings Christian voices into academic conversations. This year, 41 scholars submitted six Planning Grants and four Initiative Grants; two submissions in each category received a grant, totaling \$42,000 across the four projects.

Bridging the Two Cultures of Science and the Humanities II (2017-2019)

Participation valued at \$82,000 per scholar and institution

Thanks to support from the Templeton Religion Trust and the Blankemeyer Foundation, Scholarship and Christianity in Oxford (SCIO), the CCCU's U.K. subsidiary, provided 24 participants from a range of universities the opportunity to develop interdisciplinary skills in science and religion. The program also provided funding for student research assistants and science and religion clubs on CCCU campuses and hosted two gatherings that brought together participants and their institutional leadership to dialogue on the intersection of science and religion.



Photo courtesy of the Middle East Studies Program

EXPERIENTIAL EDUCATION

The CCCU offers faith-integrated, off-campus study programs in nine locations across the U.S. and around the world that foster students' intellectual, cultural, vocational, and spiritual growth. These programs extend the educational mission of CCCU institutions by providing culturally immersive learning experiences that equip students to apply their Christian faith to the world. These programs are:

- American Studies Program** (Washington, D.C.)
- Australia Studies Centre** (Brisbane, Australia)
- Contemporary Music Center** (Nashville, Tennessee)
- Latin American Studies Program** (San José, Costa Rica)
- Los Angeles Film Studies Center** (Los Angeles, California)
- Middle East Studies Program** (Amman, Jordan)
- Northern Ireland Semester** (Belfast, Northern Ireland)
- Scholars' Semester in Oxford** (Oxford, United Kingdom)
- Oxford Summer Programme** (Oxford, United Kingdom)
- Uganda Studies Program** (Mukono, Uganda)

Internships

Every year, **BestSemester programs immerse CCCU students in a wide variety of life-changing experiential learning opportunities and internships:**

- U.S. Senate and U.S. House of Representatives offices, U.S. Department of Justice, various law offices and the Federal Judicial Center, the American Enterprise Institute (AEI), the Heritage Foundation, Center for Public Justice, Mennonite Central Committee, National Immigration Forum, Africa Faith and Justice Network, Nonviolence International, Ethics and Religious Liberty Center (Washington, D.C.)
- Australian Red Cross, Citipointe Christian College, Citipointe Kids, Clive Burdeu Aged Care Services, Hillsong Youth, TAG 5 (serving disabled individuals and their families), SKATTLE (offering kids counseling support), Surf Life Saving Queensland (Australia's largest volunteer-based community service organization), and the Police Citizen Youth Clubs (Australia)
- Planning a real-world road tour from start to finish, including: organizing the tour route and securing venues; orchestrating promotional social media campaigns and designing merchandise; designing the stage effects (including lights, sound, video wall, and multi-camera shooting); and writing original songs and arranging the set list. Each 55-minute tour performance thus showcases all the work done during the semester (Nashville, Tennessee)
- Organic farming, social work, ecology, and small businesses (Costa Rica)
- Alcon Entertainment, Rideback, Light Sail VR, Madison Wells Entertainment, and Morman Boling Casting (Los Angeles, California)



- Schools, children's homes, craft cooperatives, English programs, and refugee assistance through local churches (Amman, Jordan)
- Engaging peacemaking and reconciliation experiences through meetings with members of the Northern Ireland Assembly; participation in the 4 Corners Festival in Belfast; visits with leaders of key churches working in the peace and reconciliation process; and meeting with people from both sides of the conflict, including both victims and perpetrators of violence (Belfast, Northern Ireland)
- OmniMed Uganda, Reach One Touch One Ministries, the Refugee Law Project, the Ugandan National Agricultural Research Organization, Noah's Ark Ministries, Butabika National Mental Referral Hospital, Mukono Church of Uganda Hospital, St. Francis Hospital Naggalama, and Compassion International Child Development Centers (Uganda)
- Intensive, primary source-based research directed by a faculty scholar at Wycliffe Hall, Oxford University

2018-19 BY THE NUMBERS

444 STUDENTS

99 CCCU INSTITUTIONS

STUDENT TESTIMONIALS

"[Studying at the Scholars' Semester in Oxford] was a colorful and exciting experience that developed a rich community. I feel privileged to experience the academics and community that come with this opportunity, and I've experienced how rich and interesting academic research can be – there's so much to see and explore."

- **Veronica Andreades**, *Gordon College, SSO Spring 2019*

"[My time at the L.A. Film Studies Center] was impactful, humbling, and fun. The professors care about you; they help you, they push you to do things on your own, and they are very genuine and supportive."

- **Jozette Cortez**, *Seattle Pacific University, LAFSC Fall 2018*

"At [the Contemporary Music Center], I understood how to do a job well done. They gave me experience on industry-standard equipment. CMC is more than just learning – it's experiencing."

- **Stephen Brittin**, *Houghton College, CMC Spring 2019*

Best Semester Highlights for 2018-19



The **Australia Studies Centre** is utilizing its location in a country increasingly being recognized as a strategic location for international business engagement to embark on a new strategic direction with an exclusive focus on international business and nonprofit management in January 2020. This new focus will also include an added travel component to the Pacific Rim to give students firsthand experience in the evolution of emerging markets and the interconnectedness of a global economy.



The **Uganda Studies Program (USP)** welcomed 23 faculty from 18 institutions for a week-long site visit, which gave participants both a time of professional development and a chance to engage the USP program firsthand. Additionally, USP updated the name of its general studies track to the Interdisciplinary Emphasis to better communicate that it allows students from any discipline to tailor their semester and classes to meet their interests and academic requirements. Thus, USP's three program tracks are now the Global Health Emphasis, the Social Work Emphasis, and the Interdisciplinary Emphasis.



The **Latin American Studies Program** sent students in the fall and spring semesters to Cuba as part of the program's travel component to help students engage other parts of Latin America outside of the home base in Costa Rica. Students were able to visit several historical sites, a number of community centers that promote such causes as art, environmental education, and dance and other traditional customs. They also engaged the staff at Centro Martin Luther King, a Cuban nonprofit founded by a Baptist church that provides support services for the community and a variety of educational opportunities.



The **Northern Ireland Semester (NIS)** and the **Middle East Studies Program (MESP)** both recorded their highest enrollment under their current directors – a mark of students' interest and engagement in all the opportunities each program offers. Students at NIS traveled throughout Ireland each week as part of their "place-as-text" site visits, which encompassed sites like Belfast's Peace Wall, Giant's Causeway on the North Coast, the National Art Gallery in Dublin, and some of the places from the childhood of C.S. Lewis. MESP

students journeyed more than 6,500 miles across multiple countries visiting sites such as the Great Pyramids of Egypt, the Dead Sea, Petra, and Jerusalem.



CAREER CENTER



More than just a job-finding service, the CCCU Career Center connects passionate people with meaningful careers in the following categories:



Christian Higher Education
(Faculty + Administrative)



Church Ministry



Faith-Based Nonprofits

Our Career Center offers an affordable and effective solution for filling open positions on your campuses, and **CCCU institutions receive a nearly 25% discount on all job postings.**



JOBS POSTED

22,500+



JOB SEEKERS

40,000+

DEVELOPMENT

FUNDS RAISED
IN 2018-19

\$697,920

170 TOTAL GIFTS

112 DONORS

WHAT DID THESE GIFTS SUPPORT?

\$331,360

CCCU'S MISSION
(UNRESTRICTED
DONATIONS)

\$25,000

DIVERSITY
PROGRAMS

\$250,000

LOGOS
CONFERENCE

\$19,228

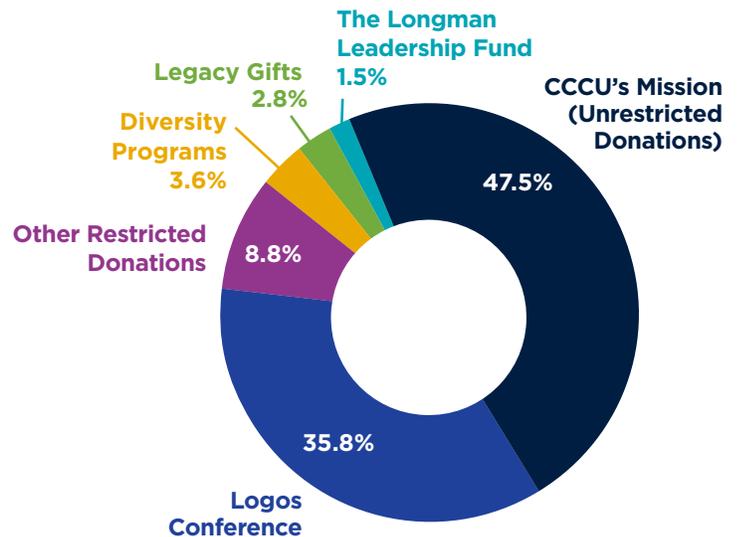
LEGACY GIFTS

\$61,476

OTHER RESTRICTED
DONATIONS

\$10,856

THE LONGMAN
LEADERSHIP FUND



Donor Spotlight: *America's Christian Credit Union*

The CCCU is grateful for its ongoing partnership with America's Christian Credit Union (ACCU). ACCU provided funding for the 2017 report highlighting the national economic impact of Christian higher education (<https://www.cccu.org/economic-impact/>). This year, ACCU enabled the CCCU to distribute five \$5,000 grants for campuses to conduct their own economic impact studies with Econsult Solutions, Inc.

- Vanguard University of Southern California
- Greenville University
- Anderson University (SC)
- Simpson University
- Lee University

Support Spotlight: *Engaging Science and Religion*

Scholarship and Christianity in Oxford (SCIO), the CCCU's U.K. subsidiary, supports CCCU students and faculty members around the world. Generous donor support makes this work possible, including:

- Hosting a three-day colloquium in February in St. Petersburg, Florida, for CCCU faculty and administrators to discuss opportunities to collaborate on and engage with science and religion dialogue on their campuses. This was funded by Templeton Religion Trust and the Blankemeyer Foundation.
- Gathering 28 scholars from 25 CCCU institutions for the 2019 Logos Conference on biblical texts, vocation, and the Christian mind. Participants enjoyed a series of lectures, workshops, excursions, and cultural experiences to enhance their study of the Bible. A donation from Steve and Jackie Green funded this conference.

FY18-19 REVENUE SUMMARY

The Council for Christian Colleges & Universities is committed to the highest standards of financial stewardship. We take seriously our responsibility to prudently allocate and wisely invest the funds entrusted to us, and we are committed to balance our spending with our income each year. Each year under President Hoogstra’s leadership, the CCCU has ended the fiscal year with positive net revenue.

TOTAL SUPPORT & REVENUE **\$12,345,263** **+2.4%**
FROM 2017-18

REVENUE BREAKDOWN

\$7,224,031

STUDENT PROGRAMS

\$1,873,241

DUES

\$1,466,457

PROFESSIONAL DEVELOPMENT, GRANTS, & OTHER PROGRAMS

\$822,630

CONFERENCE FEES & SPONSORSHIPS

\$331,360

UNRESTRICTED DONATIONS

\$254,821

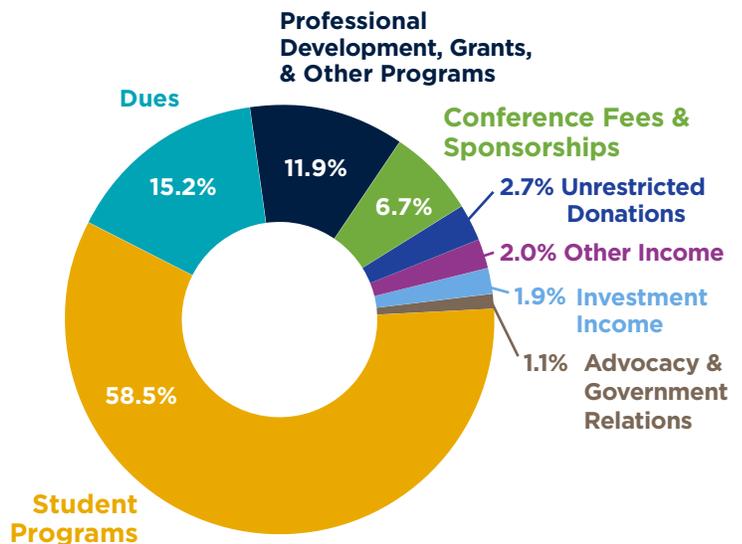
OTHER INCOME

\$233,223

INVESTMENT INCOME

\$139,500

ADVOCACY & GOVERNMENT RELATIONS

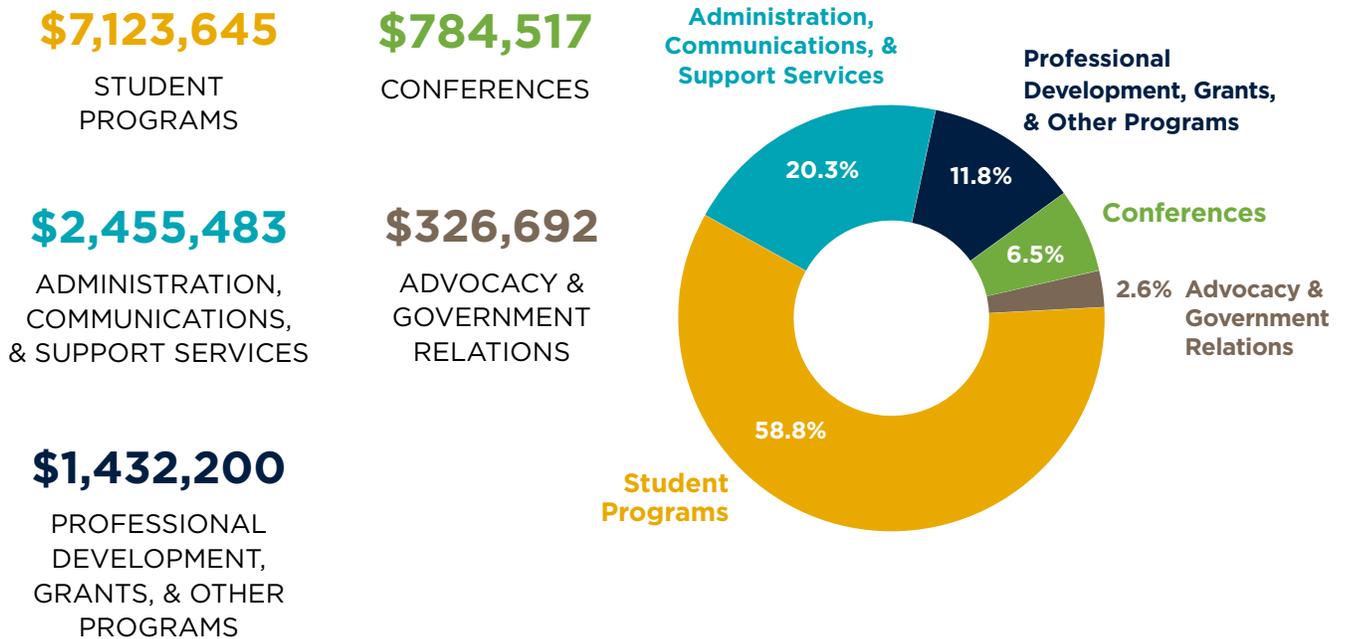


FY18-19 EXPENSE SUMMARY

As part of our commitment to financial integrity, we retain a certified membership with the Evangelical Council for Financial Accountability (ECFA) and have an external audit completed annually. At the time of printing, the audit was still being completed for FY18-19 and so these figures reflect our pre-audit numbers. To obtain a copy of our full audit once it's complete, contact Mandi Bolton, vice president for finance and administration, at mbolton@cccu.org.

TOTAL EXPENSE **\$12,122,537** **+2.6%**
FROM 2017-18

EXPENSE BREAKDOWN



CCCU INSTITUTIONS (Updated as of October 2019. For a current listing of CCCU institutions, visit cccu.org/institutions/)

MEMBER TYPE KEY

No symbol = Governing Member

● = Associate Member

● = Collaborative Partner

● = International Affiliate

● = New member in 2018-19

NORTH AMERICAN INSTITUTIONS

UNITED STATES OF AMERICA

ALABAMA

Faulkner University
Judson College - AL
Samford University ●

ARIZONA

Arizona Christian University ●

ARKANSAS

Harding University
John Brown University
Ouachita Baptist University ●
Williams Baptist University

CALIFORNIA

Azusa Pacific University
Biola University
California Baptist University
Concordia University Irvine
Fresno Pacific University
Fuller Theological Seminary ●
Hope International University
Life Pacific University ●
Pepperdine University ●
Point Loma Nazarene University
Providence Christian College ●
San Diego Christian College
Simpson University
Vanguard University of Southern California
Westmont College
William Jessup University

COLORADO

Colorado Christian University
Denver Seminary ●●

FLORIDA

Palm Beach Atlantic University
Southeastern University
Warner University

GEORGIA

Covenant College
Emmanuel College

Point University
Toccoa Falls College

IDAHO

New Saint Andrews College ●
Northwest Nazarene University

ILLINOIS

Greenville University
Judson University
Lincoln Christian University ●
Moody Bible Institute ●
North Park University
Olivet Nazarene University
Trinity Christian College
Trinity International University
Wheaton College

INDIANA

Anderson University - IN
Bethel University - IN
Grace College & Seminary
Huntington University
Indiana Wesleyan University
Taylor University

IOWA

Dordt University
Northwestern College

KANSAS

Central Christian College of Kansas
Friends University ●
MidAmerica Nazarene University
Sterling College
Tabor College

KENTUCKY

Asbury Theological Seminary ●
Asbury University
Campbellsville University
Kentucky Christian University

MASSACHUSETTS

Eastern Nazarene College
Gordon College
Gordon-Conwell Theological Seminary ●

MICHIGAN

Calvin University
Concordia University - Ann Arbor ●
Cornerstone University
Kuyper College ●
Spring Arbor University

MINNESOTA

Bethany Lutheran College
Bethel University
Crown College
North Central University
University of Northwestern - St. Paul

MISSISSIPPI

Belhaven University
Mississippi College

MISSOURI

College of the Ozarks
Evangel University
Hannibal-LaGrange University
Missouri Baptist University
Ozark Christian College ●●
Southwest Baptist University

NEBRASKA

Concordia University - NE ●
York College

NEW MEXICO

University of the Southwest

NEW YORK

Houghton College
Nyack College
Roberts Wesleyan College
The King's College ●

NORTH CAROLINA

Campbell University ●
Mid-Atlantic Christian University ●
Montreat College

OHIO

Malone University
Mount Vernon Nazarene University
Ohio Christian University ●

OKLAHOMA

Oklahoma Baptist University
Oklahoma Christian University
Oral Roberts University
Southern Nazarene University
Southwestern Christian University ●

OREGON

Corban University
George Fox University

Kilns College ●
 Multnomah University ●
 Northwest Christian University
 Warner Pacific University ●

PENNSYLVANIA

Cairn University ●
 Eastern University
 Geneva College
 Messiah College
 University of Valley Forge ●

SOUTH CAROLINA

Anderson University - SC
 Charleston Southern University
 Erskine College
 Southern Wesleyan University

TENNESSEE

Johnson University ●
 King University
 Lee University
 Lipscomb University
 Milligan College
 Trevecca Nazarene University

TEXAS

Abilene Christian University
 Baylor University ●
 Dallas Baptist University
 Dallas Theological Seminary ●
 East Texas Baptist University
 Hardin-Simmons University
 Houston Baptist University
 Howard Payne University
 LeTourneau University
 Lubbock Christian University ●
 University of Mary Hardin-Baylor

VIRGINIA

Bluefield College
 Regent University

WASHINGTON

Northwest University
 Seattle Pacific University ●
 Walla Walla University
 Whitworth University ●

WISCONSIN

Concordia University - WI ●
 Wisconsin Lutheran College

CANADA

ALBERTA

Ambrose University ●
 Prairie College ●
 The King's University ●

BRITISH COLUMBIA

Trinity Western University

MANITOBA

Booth University College ●
 Providence University College ●

NEW BRUNSWICK

Crandall University ●

ONTARIO

McMaster Divinity College ●
 Redeemer University College
 Tyndale University College & Seminary ●

SASKATCHEWAN

Briercrest College and Seminary ●

INTERNATIONAL INSTITUTIONS

AUSTRALIA

Alphacrucis College ●
 Avondale College of Higher Education ●
 Christian Heritage College ●
 Eastern College of Australia ●●
 Excelsia College ●

BOLIVIA

Universidad Evangélica Boliviana ●

DOMINICAN REPUBLIC

Universidad Nacional Evangelica ●

GHANA

Central University College ●

HAITI

Emmaus University of Haiti ●●
 North Haiti Christian University ●
 Queensland University ●

HUNGARY

John Wesley Theological College ●
 Karoli Gaspar University of the Reformed
 Church In Hungary ●

INDIA

CSI Bishop Appasamy College of Arts &
 Sciences ●

INDONESIA

Universitas Pelita Harapan ●

ISRAEL

Jerusalem University College ●
 University of the Holy Land ●

JAPAN

Tokyo Christian University ●

KENYA

Africa International University ●
 Africa Nazarene University ●

LITHUANIA

LCC International University ●

NETHERLANDS

Christelijke Hogeschool Ede ●

NEW ZEALAND

Laidlaw College ●

SOUTH KOREA

Baekseok University – South Korea ●●
 Handong Global University ●
 KC University ●
 Presbyterian University and Theological
 Seminary ●●
 Seoul Theological University ●

TAIWAN

Christ's College Taipei ●
 Sheng-te Christian College ●

UGANDA

Uganda Christian University ●

UNITED KINGDOM

Wycliffe Hall ●



COUNCIL FOR CHRISTIAN COLLEGES & UNIVERSITIES

321 8th Street NE
Washington, D.C. 20002

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