



# A YEAR OF UNPRECEDENTED EXPANSION AND ACCOMPLISHMENT





A year of unprecedented expansion and accomplishment.

## MISSION

Union Institute & University educates highly motivated adults who seek academic programs to engage, enlighten, and empower them to pursue professional goals and a lifetime of learning, service, and social responsibility.



*Union Institute & University Headquarters  
in Cincinnati, Ohio*

# TABLE OF CONTENTS

- 02 LETTER FROM PRESIDENT WEBB
- 03 LETTER FROM OUTGOING BOT CHAIR SHARON DUNBAR
- 04 NEW BOARD CHAIR, MR. EDGAR SMITH, JR.
- 05 THE INSTITUTE FOR SOCIAL JUSTICE
- 06 ACADEMIC AFFAIRS – AN INVESTMENT IN OUR ADULT LEARNERS
- 09 NEW COMMUNICATION AVENUES
- 11 INTERNATIONAL ALUMNI ASSOCIATION BOARD UPDATE
- 13 ACCOLADES
- 14 NATIONAL HEADQUARTERS MOVES TO NEW HOME
- 15 UPDATE FROM THE ACADEMIC CENTERS
- 18 STRATEGIC PLANNING 2020-2023
- 19 SCHOLARSHIPS
- 20 2021 UNION BENEFACTOR LIST
- 21 BOARD OF TRUSTEES
- 22 PRESIDENT’S CABINET

# LETTER FROM PRESIDENT WEBB

Dear Colleagues:

Union Institute & University transforms lives and communities through our signature learning experiences, reflecting our commitment to foundational values of academic excellence, social justice, creative and critical thinking, diversity, integrity, and theory and practice.

Accredited by the Higher Learning Commission, Union's innovative programs are accessible and affordable, with offerings delivered through online and low residency formats. Our multiple pathways Engage, Enlighten, and Empower students to achieve their goals!



Karen Schuster Webb,  
Ph.D.

Union Institute & University is a system of university centers and programs with more than 1,000 students and 20,000 alumni. With locations in Los Angeles and Sacramento, California; Hollywood, Florida; and Cincinnati, Ohio, the university also serves learners throughout the world online.

We have not wavered in our founding mission in 1964 to provide adults the opportunity to change their lives for the better with a higher education degree or with certification. This mission is not taken lightly. Our adult learners are unique and special. Many are the first in their family to earn a college degree. Over the last 58 years, we have graduated over 20,000 adult learners prepared and committed to the advancement of a culturally pluralistic, equitable, and interdependent world.

This dedication has resulted in 2021 being a year of unprecedented accomplishment – ranging from new academic offerings to new partnerships to a new national headquarters. Together with our students, faculty, staff, alumni, and Board of Trustees, we remain steadfast in our pledge to create a more perfect Union. In 2022 and beyond, we will continue in our role as leaders in adult higher education by providing high-quality undergraduate, master's, and doctoral degree programs and certificates designed for our students.

It is my pleasure to share with you Connect U – 2021: A year of unprecedented expansion and accomplishment.

Sincerely,

**Karen Schuster Webb, Ph.D.**

# LETTER FROM OUTGOING BOARD OF TRUSTEES CHAIR **SHARON DUNBAR**

As the outgoing Chairperson of the Union Board of Trustees, it has been a privilege watching the Union community at work supporting and defending what is right. As we begin a fresh start in a new year, please accept my gratitude for your role as community citizens committed to advancing equity and inclusion, higher education, social justice, and common decency.

My hope is that Union will continue to lead the way so that others may follow the many impressive successes accomplished through your steadfast leadership and community commitment.

Thank you for all you do for others,  
**Ms. Sharon Dunbar**



Ms. Sharon Dunbar  
Major General USAF (ret)  
VP, Cross-Company Business  
General Dynamics Mission Systems

Union Institute & University  
Board of Trustees Chair  
January 2020 – January 2022

# EDGAR L. SMITH, JR. IS NEW CHAIR OF THE BOARD OF TRUSTEES

Edgar L. Smith, Jr. takes over as the Chair of the Board of Trustees effective January 27, 2022 through January 2024. The prominent Cincinnati business and civic leader is the founder, Chairman and CEO of Cincinnati, Ohio-based World Pac Paper, LLC. Mr. Smith launched his company in 2004. Under his leadership, World Pac Paper, LLC has grown to become an Inc. 500 company and award-winning national distributor of high-quality printing, packaging and specialty papers, and packaging solutions. World Pac Paper, LLC is a Certified Minority Enterprise (MBE) and was named an Inc. 500 Top Black-Run Company in 2009.

Mr. Smith has built the company into one of the largest minority-owned firms in the Cincinnati tri-state area. World Pac Paper, LLC was named 2010 Small Business of the Year by the Cincinnati USA Regional Chamber. Also in 2010, Mr. Smith was named the Small Business Person of the Year for the State of Ohio and Region V of the United States by the U.S. Small Business Administration (SBA). In 2015, he was honored again as the Lifetime Achievement Award winner for Ernst & Young Entrepreneur of the Year in the Ohio Valley region. He and his company are the recipient of numerous business awards and community honors.

A dedicated and avid community volunteer, Mr. Smith serves in leadership capacities on the Board of Directors of many prominent Cincinnati civic and community non-profit organizations, including ArtsWave, Cincinnati Arts Association, American Red Cross, Cincinnati USA Regional Chamber, Boy Scouts of America, and Cincinnati Symphony Orchestra. Additionally, he also serves on several national boards.



Mr. Edgar L. Smith, Jr.  
Chair and CEO  
World Pac Paper, LLC  
Cincinnati, OH

Union Institute & University  
Board of Trustees Chair  
January 2022 – January 2024

# NEW SOCIAL JUSTICE INITIATIVE



**The Institute for Social Justice (TISJ)** was launched in 2021 to provide innovative and practical solutions for challenges to social justice. The mission is to apply theory to practice through scholar-practitioners, philanthropists, policymakers, and other leaders who are committed to promoting social justice and equity in the United States and globally through research, education, and policy. The Institute is a signature initiative under the leadership of President Webb. Union alumna Ms. Betsy Martin serves as the Executive Director. Since its inception, TISJ has completed the following:

- Formation of TISJ programs
- Launch of the website
- Trademark of OneJustWorld, OneJustWorkplace, OneJustAction, OneJustResponse
- Creation of our OneJustWorld Certification Program
- Creation of our distinguished Advisory Board
- Creation of our Editorial Board
- Launch of a robust monthly content schedule which was picked up by national broadcast media
- Activation of our community action partners which focus on handwashing stations in high traffic homeless areas (Love Sinks In) and Domestic Violence (Jenesse Center)
- Completion of Beta Testing with 10 Organizational Leaders. The initial participant group included entrepreneurs, consultants, COOs, CEOs and program directors from industries ranging from health and wellness and technology development to organizational development and coaching, and marketing and communications. The OneJustWorld Social Justice Certificate program schedule consisted of weekly synchronous meetings combined with online content modules. Beta participants, said that the process was a positive and valuable experience and provided valuable feedback that will be used to refine the program. This was the first of two beta certificates and participants were looking at moving into the next phase that extends the certification from the individual to the organization as the OneJustWorkplace Organization Certificate.



Ms. Betsy Martin

“Going through the program opened my eyes to things I had not thought about. Now that I’ve completed the individual certification, I look forward to leading our team and even our clients through the certification process for our workplace so we can work together to put a program into action.”

- **Denise Hayman-Loa, CEO & Co-Founder, Carii, Inc. & Connective**

These efforts resulted in more than one billion potential impressions shining a bright light on both Union and TISJ. To learn more, visit [tisj.myunion.edu](https://tisj.myunion.edu).

# ACADEMIC AFFAIRS – AN INVESTMENT IN OUR STUDENTS

## DOCTORATE OF EDUCATION (Ed.D.)

The new Ed.D. degree is an innovative degree designed for the practitioner – someone who wants to lead, solve problems, and influence outcomes in their organizations or communities. This program offers majors in Educational Leadership (pre-K – 12) and Higher Education as well as several embedded certificates. Throughout the program, students will develop a deeper understanding of the skills required to transform their organizations through policies, practices, and solutions to complex issues.

[View more on the new Ed.D. degree program.](#)

## THE 24-25-26 ADVANTAGE

In addition to receiving the world-class doctoral education Union offers, you could finish faster and save on tuition when you transfer 25 previously earned master's-level credits into our Ed.D. program. Here's how it works:

**24 MONTHS**

Time to complete your Ed.D.\*

**25 CREDITS**

Transfer up to 25 credits\*

**26K**

Pay just \$26,568 in tuition\*

*\*The 24-month completion is only possible if 25 credit hours of previous graduate coursework are transferred.*



## ALL BUT DISSERTATION (ABD)

The new ABD program provides an opportunity for students who have completed all requirements for a Ph.D. at another institution, except their doctoral dissertation, to earn their Ph.D. degree. There are only a few programs in the country designed to streamline completion of the Ph.D. for those who have made it to the dissertation stage, and now Union Institute & University is honored to be one of them.

## THE INSTITUTE FOR EDUCATIONAL STUDIES PARTNERSHIP (TIES)

Union has formed an exciting, new university partnership with The Institute for Educational Studies. TIES is grounded on foundational synergies in social and ecological justice. TIES and Union will offer two Master of Education (M.Ed.) programs as part of this affiliation. For TIES adult learners, there will be opportunities to seamlessly transition into one of Union's doctoral programs (Ed.D. or Ph.D.) as well. [Learn more about this innovative partnership.](#)

## UNA INSTITUCIÓN DE SERVICIO HISPANO

Union Institute & University is honored to serve the Hispanic population. Union's commitment to academic excellence and promoting diversity among our academic community, and in the world at large, has earned Union Institute & University the distinction of being the first and only university in Ohio designated by the US Department of Education, as a Hispanic-Serving Institution. [Learn more about our HSI designation.](#)

## MAKING OUR STUDENTS' MENTAL HEALTH A PRIORITY

Union offers numerous free and helpful services to our students. Recently, Union introduced our confidential Student Mental Health Counseling Services, so students can get help any time they need it. This free service gives students unlimited access to teletherapy with licensed mental health counselors 24/7/365. [Read more about the services available.](#)

## FINANCIAL ASSISTANCE DURING THE PANDEMIC

To assist students with COVID-related costs and challenges, the Higher Education Emergency Relief Fund (HEERF) was created by the federal government. Thanks to this fund, Union has been able to assist numerous students with completing their degrees by offsetting approximately \$1 million in educational expenses.

## NEW NAME, NEW CONCENTRATIONS, SAME WORLD-CLASS PROGRAM

The Bachelor of Science with a major in Child and Adolescent Development (CHAD) has changed its name to Early Childhood Education & Adolescent Development to better reflect the mission of the program. This degree prepares graduates for licensure and encompasses all aspects of human growth and development from birth to adolescence with emphasis on the standards for professional preparation of the National Association for the Education of Young Children (NAEYC). New concentrations include Early Childhood Studies, Early Childhood Special Education, and Teacher as Practitioner. [Read more about this exciting major.](#)

## STUDENTS PUTTING SOCIAL JUSTICE THEORY INTO PRACTICE

Union Institute & University recognizes that with knowledge comes the responsibility to serve in advancing a culturally pluralistic, equitable, and interdependent world. That is why social justice principles are woven into the curriculum. Below are examples of students using their Union studies to transform lives and communities.



**Ph.D. candidate Kei Graves** is working toward justice, equity, diversity and inclusion. [Read more about Graves work.](#)

**Ph.D. student Diane McDaniel** has been named a 2021 Top 100 Diversity Officer by the National Diversity Council. [Learn more about her work.](#)



**Ph.D. student Terence Lester** is fighting poverty and homelessness through his nonprofit Love Beyond Walls. [Listen to this webinar](#)

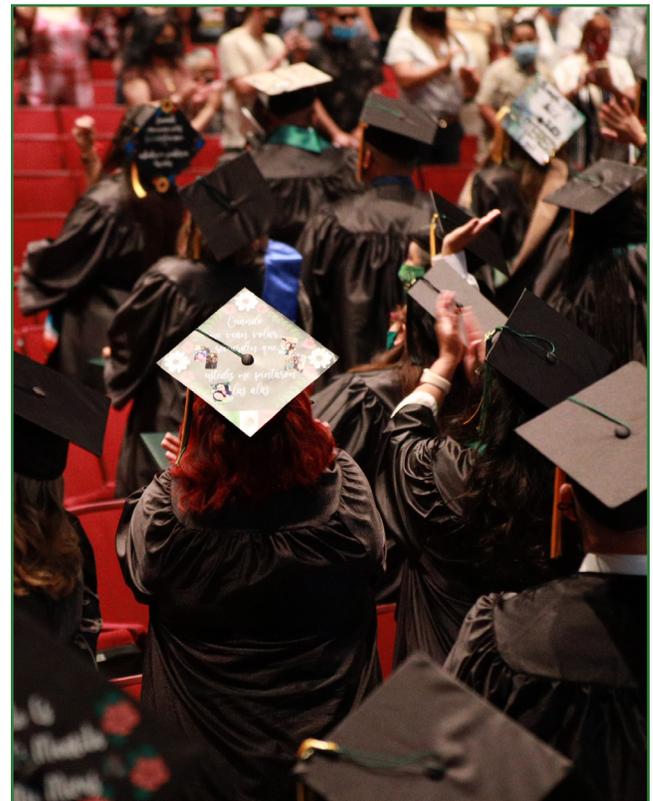
to learn how Terence is using his studies to make a difference.

## A LEGACY OF LIFELONG LEARNING

Union's continuing education program has always been dedicated to those who value lifelong learning. With the launch of the new Education Transformation and Strategic Planning (ETSA) platform, it is now faster and easier to see what is offered and to register. The offerings have recently been expanded with new learning opportunities ranging from on-demand webinars to live events, many at low or no cost to participants. Choose from a variety of subjects and speakers. [View all continuing education courses.](#)

## GRANTS

Over the past year, Union Institute & University has been the recipient of \$975,000 in grants from government agencies, corporations, and private foundations. These grants have allowed Union to fund numerous scholarships and programs throughout the university and further support the University's mission.



# NEW COMMUNICATION AVENUES



## NEW WEBSITE AT MYUNION.EDU

In March of 2021, Union Institute & University launched a dynamic new website. The completely redesigned site is easy to navigate and is fully compliant with the W3C Web Content Accessibility Guidelines 2.1. Content and page templates were updated or added to assist with improved search engine optimization efforts and create a better user experience for all visitors.

[Visit myunion.edu to see all the changes.](https://myunion.edu)

## WHAT'S HAPPENING

You don't want to miss out on all of the exciting things happening at Union Institute & University – and now you won't! The 'What's Happening' web page has launched and allows visitors to quickly find the latest Nexus news feature, new continuing education opportunities and on-demand webinars, upcoming live events, and the recently published Channel U podcast. [See what's happening and stay in the know.](#)



## CHANNEL U PODCASTS

The **Channel U podcast** launched in 2021. It is hosted by President Karen Schuster Webb, university faculty members, and Union students. The podcast channel offers listeners interesting and lively discussions on current events, mental health, social justice, and more as well as engaging interviews with a variety of guests, including alumni authors and public figures. [Listen to a Channel U podcast today.](#)

## NEW YEAR. NEW GEAR. NEW U.

The **official Union Institute & University online store** opened earlier this year. We now offer the best and largest selection of Union apparel, drinkware, gear, supplies, tech and more! We are proud to serve our students, alumni, faculty, and staff with a variety of Union products. [Shop the Union Store.](#)



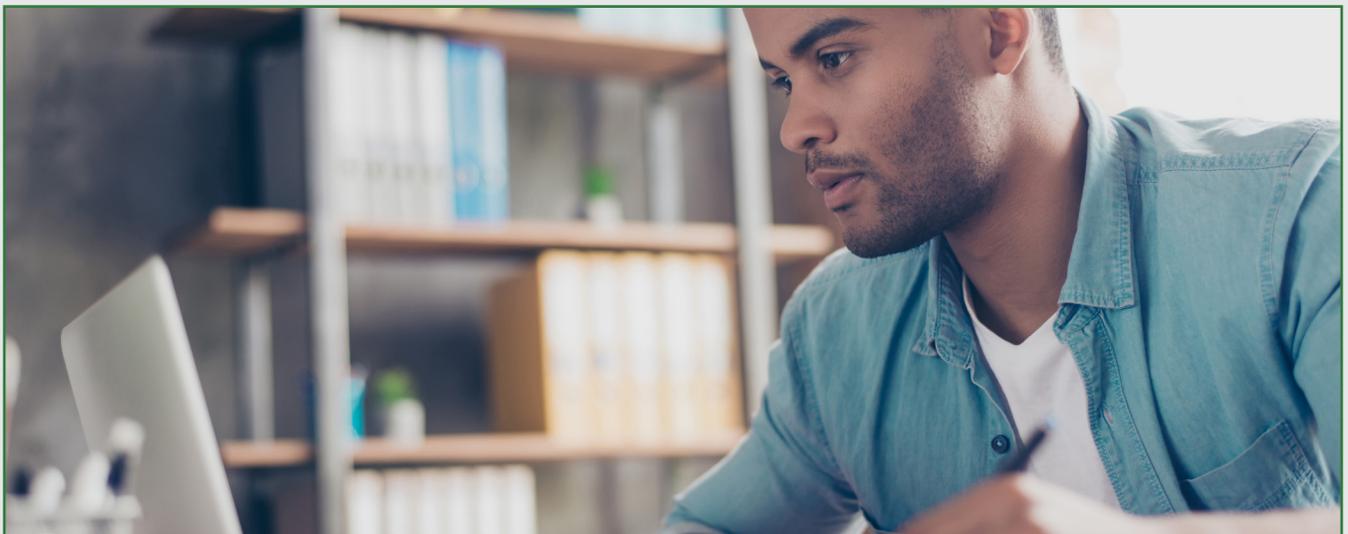


## EDUCATION TRANSFORMATION & STRATEGIC ALLIANCE DIVISION

In January 2021, the Education Transformation & Strategic Alliance Division (ETSA) birthed with operations derived from the LA Center. ETSA provides a wide range of webinars, certificates and other educational offerings to adults who are looking to increase their potential through a lifetime of learning. ETSA offers a visual platform in which educators, employers, and subject matter experts can share their specific knowledge with the world.

Continuing education is available online through Union Institute & University's ETSA Division. Numerous free and paid on-demand events and training are offered on a variety of topics, such as the one from David Hartsough below. [Learn more and view](#) all of our on-demand events and webinars.

David Hartsough knows how to get in the way. He has used his body to block Navy ships and trains loaded with munitions; he has marched with mothers confronting violent regimes and stood with refugees threatened by death squads. Waging Peace is a testament to the difference one person can make. Hartsough's stories inspire, educate and encourage readers to find ways to work for a more just and peaceful world. Inspired by the examples of Mahatma Gandhi and Martin Luther King Jr., Hartsough has spent his life experimenting with the power of active nonviolence. [Listen to a recording](#) of Waging Peace: Global Adventures of a Lifelong Activist, written by David Hartsough, read by Stewart Burns.



# INTERNATIONAL ALUMNI ASSOCIATION BOARD UPDATE

A message from Randy Danielsen, Ph.D., (2003). Currently, Epechal Smalls, Ed.D., (2015), is serving as Interim President of the International Alumni Association Board (IAAB) and Dr. Danielsen is serving as Interim Vice President.

Dear Alumni,

Those who experience their work as a calling are most likely to feel a deep alignment between their vocation and who they are as a person. They feel a personal and emotional connection to their work. Most of us spend 60% or more of our lives working. The right job can allow you to use your unique gifts and abilities to make a positive difference in the world.



Since graduating from Union over 19 years ago, my work has been a calling. Something for the greater good. This was instilled in me by my Union professors and the curricula taken. This is clear when one reviews the mission of UI&U to educate highly motivated adults who seek academic programs to engage, enlighten and empower them to pursue professional goals and a lifetime of learning, service, and social responsibility. I have served on the student council and the alumni board and donated to the university's success because I believe in this mission and this calling. The future of our institution is secure in 2022 and beyond because of the mission!

- Randy Danielsen, Ph.D.

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## ALUMNI OFFICE UPDATE

Dr. Rea N. Waldon, (1988 and 2003), a two-time Union graduate, has joined Team Union to support alumni activities. Working with the alumni association and the President's office, the initial focus will be to ReNew - ReFresh – ReConnect the alumni community.



**ReNew** will focus inward to update systems and procedures that support providing access for alumni to stay connected and ensure there are multiple ways for alumni to share and receive information.

**ReFresh** will focus on alumni and provide opportunities to update information as well as share what is happening with alums and the University. **ReConnect** will provide opportunities for us to gather and engage in meaningful dialog around a broad range of topics and activities.

If you would like to be part of building a robust alumni community reach out to Dr. Rea Waldon at [rea.waldon@myunion.edu](mailto:rea.waldon@myunion.edu). We need our alums to help build a dynamic and active alumni network.

## NOTABLE ALUMNI

So many of Union's alumni have gone on to achieve success and recognition in their careers and lives. A new Notable Alumni page was introduced in 2021 to celebrate their accomplishments. Below is just a sampling of the many Union alumni who are transforming lives and communities and living Union's mission. [View the new Notable Alumni webpage.](#)



**Don Mee Choi, Ph.D.**

2021 MacArthur Fellow  
2021 Guggenheim Fellow  
2020 National Book Award for Poetry

[Listen to a reading by Dr. Choi](#)



**Eddie Garcia, BS/CJM**

Chief of Police, Dallas Police Department  
Over 39 chiefs of police are Union CJM graduates



**G. Koryoe Anim-Wright, Ph.D.**

First female registrar of the University of Professional Studies, (UPSA)  
in Accra, Ghana, West Africa



**Mark A. Roberts, Ph.D.**

President, Reinhardt University  
29 alumni serve or have served as president of more than 35 colleges  
and universities



**Geri Lynn Maples, Ph.D.**

Elizabeth Dole Caregiver Fellow  
Chapter Director of the Dayton, Ohio Blue Star Families

# ACCOLADES

Union Institute & University is proud that so many of our degree programs and majors have received numerous awards and been ranked as top programs in the country. Here are a few of these honors. [Check out the complete list of awards and rankings.](#)



2021 Best Online Program  
National Universities  
Ranking



Best Online Colleges  
in Ohio 2022



#1 Adult-Focused and  
Diverse Non-Profit  
University in Ohio



Best for Transfer Students  
2020 Transfer Honor Roll



Top 10 School Gold  
Designation for Best  
Military-Friendly Schools  
2021-22



Voted Best Online  
University



Military Friendly Spouse  
School 2021-22



Top 20% Best Colleges in  
America - 2021



Top-Rated Graduate  
Program



Top 6% in U.S.  
Student-Faculty Ratio



Ranked in the top 10 Best  
4-Year Colleges for Adult  
Learners – 2019



Top 20% in U.S.  
Gender Diversity

# NATIONAL HEADQUARTERS MOVES TO NEW HOME

In April 2021, Union Institute & University President Karen Schuster Webb and the Board of Trustees publicly announced the move of its national headquarters to Baldwin 500, 2090 Florence Avenue in the Walnut Hills neighborhood of Cincinnati, Ohio. “On behalf of the Union Institute & University, I am pleased to announce this important and exciting milestone for UI&U,” said President Webb.



After being our home for 32 years, the historic building at 440 E. McMillan Street was sold to the University of Cincinnati to be included in its burgeoning innovation district. UI&U is pleased that the new owner is a Cincinnati university.

“As a pioneer in distance learning, over the years UI&U has found that our online and low residency instructional models no longer require the same amount of square footage for instructional space,” said Dr. Webb. The impact of the COVID-19 pandemic was also a factor in the UI&U decision to move. A significant number of UI&U’s staff and faculty, system wide, are effectively working remotely and will continue to do so.

“The selection of Baldwin 500 reflects UI&U’s commitment to keep our flagship center in Cincinnati, and specifically in Walnut Hills,” said Ms. Sandra Mills, Vice President of Finance and Chief Financial Officer. UI&U’s new location in the Baldwin 500 building near Eden Park Drive provides 38,000 square feet in a state-of-the-art building with enhanced technological services. Its location off I-71 will provide more visibility for Union and easy access for visitors. Dr. Webb says that, “Although we will miss our East McMillan Center, the new location will continue the level of excellence expected by our students, faculty, staff, alumni, Board of Trustees, and the communities we serve.”

# UPDATE FROM THE ACADEMIC CENTERS

## HOLLYWOOD, FLORIDA

COVID-19 has taught us many things. These lessons need to drive our footprint as UI&U evolves into the post-pandemic world.

First and foremost, it has validated our position as an almost 100% online institution. COVID-19 forced the few classes that we once held face-to-face to an online format. As the pandemic lessened in some areas, options were given to students to return to a face-to-face/hybrid setting. Most felt comfortable remaining online.

Second, and most crucial to the Southeastern Regional Center, the pandemic forced our faculty and staff to work from home. This transition proved to be transformational. Employees learned the benefits of working from a distance. The university learned to trust employees in this new environment. UI&U learned that employees could flourish from their homes. As a result, the Southeastern Regional Center decided to reduce its physical footprint. 10,000 square feet became 3,800 square feet, resulting in a savings of about \$200,000 per year. Offices were eliminated; meeting rooms and common work areas were established. Faculty and staff now work from home, but have the option to come into the center when classroom/conference space is needed. They have the option to drop into common work areas with access to printing/scanning.

In a traditional business model, this change might be termed as downsizing. In our case, we call it modernizing. Co-location principles have been in the business literature for years. Co-location implementation has, until the pandemic, been slow to catch on. Yet, with this model in the Hollywood, Florida center, Union Institute & University is once again at the forefront of educational change.

## LOS ANGELES, CALIFORNIA

The Los Angeles Center is a branch of Union Institute & University committed to the educational advancement of its students, established partnerships, and surrounding communities. Believing in Dr. Martin L. King's statement that the purpose of education is built upon utility and culture, the LA Center, like all UI&U Centers, serves degree-seeking students within higher education. In addition to serving current students, the LA Center is also building upon the expansion of lifelong learning and the development process of continued education.

The LA Center's Early Childhood Education & Adolescent Development program continues to attract and provide life-changing opportunities within the field of education on a national and international level. Under the direction of its Chairperson, Dr. Birgit Monks, CHAD is proud to have served many first generation degree-seeking students. CHAD explores ways in providing knowledge and opportunities within these communities. Over the last two

years, the CHAD program hosted virtual conferences promoting UI&U and its programs. CHAD held its Second Annual Conference on October 16, 2021, with various speakers from within the professions of education and psychology.

In January 2021, the Education Transformation & Strategic Alliance Division (ETSA) birthed with operations derived from the LA Center. ETSA provides a wide range of webinars, certificates and other educational offerings to adults who are looking to increase their potential through a lifetime of learning. ETSA offers a visual platform in which educators, employers, and subject matter experts can share their specific knowledge with the world. On behalf of Union, ETSA has developed community partnerships advocating violence intervention and prevention. ETSA recently completed the first Youth Leadership Training where LA inner-city youth leaders received their first 1-hour college credit from Union.

A major goal of ETSA is making thoughts become reality. ETSA seeks authors, educators, artists, and others to formulate and promote their ideas. Led by Dr. Rhonda Brinkley-Kennedy, Union's ETSA Division team is comprised of experienced professionals in the field of education. From a Social Justice perspective, Union's LA Center looks forward to increasing platforms of diversity promoting authenticity and equity on behalf of the voices and narratives of all people.

Through our ongoing efforts to establish active partnerships, the LA Center serves as a home base for our California faculty and community thought and

action leaders. These individuals unite to collectively focus on local and global concerns, conduct research, establish authentic dialogue, create action plans, and produce viable and working solutions. We are also pleased to announce that ETSA, the Institute for Social Justice (TISJ) and the Jenesse Center, an LA Center partner, are in collaboration to offer certificates for adults and our 1st credit-bearing program.

### SACRAMENTO, CALIFORNIA

The Sacramento Academic center continues its long history of recruiting students in the Criminal Justice Management major. Law enforcement professionals choose the CJM program due to its flexible and online options that is designed to move up the ranks into supervisory, management, and executive positions within the criminal justice system. It is led and taught by experts who know the field, not only because they've studied it, but because they've experienced it firsthand – as line employees, support personnel, supervisors, managers, and executives.

Sandra Lee, Recruiter/Western Region Welcome Center, CJM & ESM attended the California Narcotics Officers Association conference in Reno, Nevada in November and was greeted by seven very happy CJM/ESM alumni from the past several years. Aside from successful recruiting opportunities with several newly interested prospects, Sandra gets so much excitement from finally meeting the students she worked with in admissions over past years.

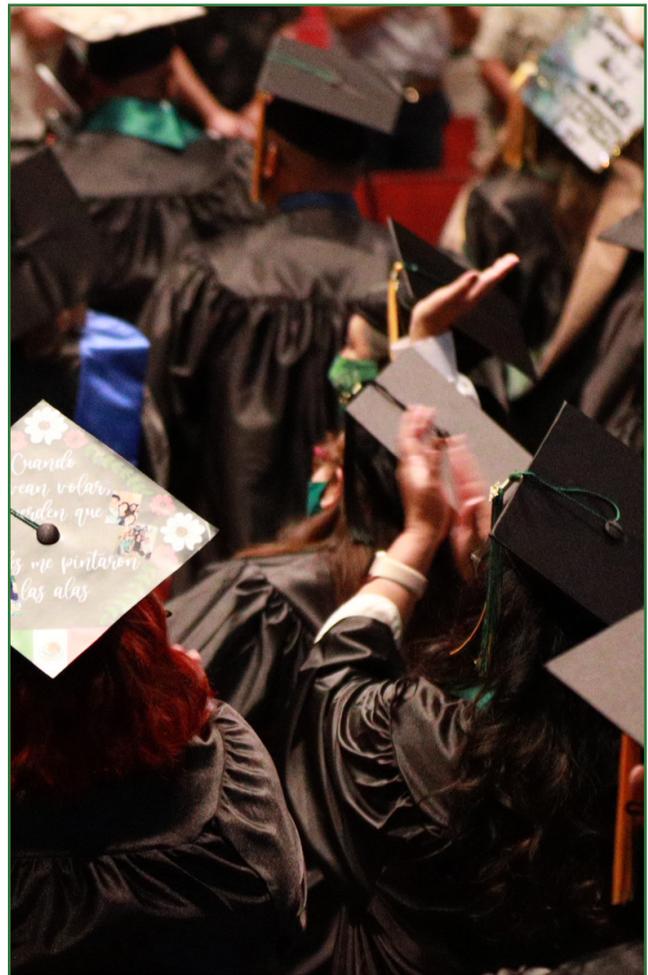
The unique Master of Business Administration (MBA) program continues

as a popular choice for the executive who wishes to expand expanded management and leadership skills. Specializations include Criminal Justice Management, Organizational Leadership, Health Care Leadership, and a concentration in Cyber Security.

New this year is the Professional Growth Learning Community (PGLC). The PGLC instructs preschool teachers and teacher assistants or those that want to be preschool teachers who serve the migrant families children in and around the Sacramento area. This satisfies the Child Development Associates Credential for the California Permit renewal preparation/ Professional Development program.

Wildfires have unfortunately devastated the State throughout the year. The Sacramento Academic Center student population is heavily populated with First Responders. We would like to thank everyone who sacrificed time to keep our communities safe while balancing their academic studies. We are grateful for all the first responders and their families.

We want to take this opportunity to honor and remember student and Galt Police Officer Harminder Grewal whose life was tragically cut short when he was killed in the line of duty. He was just short of receiving his bachelor's degree in criminal justice management. Dr. Nelson Soto, Union Provost and Executive Vice President of Academic Affairs, presented his family a posthumous degree in December.



# STRATEGIC PLANNING 2020-2023

More than 10,000 individuals were invited to participate in discussions, interviews, and surveys leading to four broad themes that have emerged as strategic pillars for the University:



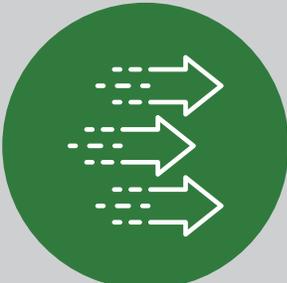
### VISIBILITY

Impactful and clear communication of Union’s brand, mission, and values at all touchpoints.



### GROWTH

Expand Union’s community of diverse stakeholders and attract more students looking for a flexible, relevant, and affordable digital learning experience.



### DELIVERY

Purposefully adjust and invest in our service model to provide a seamless and exceptional learning environment.



### VALUE

Provide an affordable digital learning environment that is fueled by innovation and committed to diversity and social justice.

# 2021 SCHOLARSHIPS



“We want to change the face of American higher education.”

– Dr. Sam Baskin

When our founding president said those words in 1964, Union Institute & University was just setting out on its journey to make higher education more accessible to all. Since then, we have learned that higher education has many faces – the Union experience has changed the lives of more than 20,000 graduates over the past 58 years. Graduates have gone on to become educators, elected leaders, advocates for social justice and more. Giving to Union does more than help the next generation of students fulfill their educational dreams. It also helps them become a force for positive change in their communities and the world at large.

In 2021, Union received \$363,648.23 in gifts that funded the following scholarships:

## UNION INSTITUTE & UNIVERSITY SCHOLARSHIPS

- Alumni Association Scholarship Funds: Students at all levels

## UNDERGRADUATE SCHOLARSHIP FUNDS

- Bachelor of Science Scholarship Fund
- Bachelor of Arts Scholarship Fund
- M.K. and Kamala Mitra Scholarship Fund (*Bachelor of Science and Bachelor of Arts students*)
- Victor Gray Memorial Fund (*Cincinnati Bachelor of Science and Bachelor of Arts students*)
- Dr. P. David Finks Memorial Scholarship Fund (*Bachelor of Arts Psychology students*)

## WOMEN IN UNION

- Women in Union Scholarship (*Mothers enrolled in undergraduate programs*)
- Virginia Ruehlmann Women in Union Scholarship (*Female, employed master's or doctoral students pursuing public and social service*)

## GRADUATE SCHOLARSHIP FUNDS

- Doctoral Scholarship Fund
- Bates Fund for Social Activists (*Graduate students committed to social change*)
- Fontaine Maury Belford Scholarship Fund (*Graduate students exhibiting innovative or groundbreaking work in their field*)
- Robert T. Conley Scholarship Fund (*Doctoral students pursuing educational leadership*)

- Christine R. Day Scholarship Fund (*Doctoral students pursuing Ethical and Creative Leadership*)
- Dr. P. David Finks Memorial Scholarship Fund (*M.A. students pursuing Clinical Mental Health Counseling*)
- Andre Francois Scholarship Fund (*M.A. students pursuing Clinical Mental Health Counseling*)
- John M. Haynes Scholarship Fund (*Doctoral students studying conflict resolution*)
- Drs. L. Theresa and James E. Henderson Educational Leadership Doctoral Scholarship Fund (*Doctoral students fostering educational leadership and social justice*)
- Anne Marie Marra Scholarship Fund (*M.A. students pursuing creativity studies*)
- M.K. and Kamala Mitra Scholarship Fund (*Graduate students demonstrating academic excellence and a measurable impact on society*)
- Daniel J. Ransohoff Scholarship Fund (*Graduate students studying the social sciences*)
- Agnes Rettig Scholarship Fund (*Doctoral students exhibiting a creative drive and personal initiative*)
- Eugene P. Ruehlmann Public Service Fellowship (*Doctoral students pursuing majors in Ethical & Creative Leadership or Public Policy & Social Change*)
- Aaron and Roslyn Wallace Scholarship Fund (*Graduate students pursuing studies in health and wellness*)

- Dr. Deri Joy Ronis Scholarship for Peace Studies and Conflict Resolution
- Roger H. Sublett Leadership Fellowship (*Graduate students studying and demonstrating leadership*)
- Eugene P. Ruehlmann Institute for Social Justice Fellowship (*Doctoral students studying social justice issues in the Cincinnati area*)

## VETERANS IN UNION

Veterans enrolled in bachelor's, master's, or doctoral programs

- Ril M. Beatty III Scholarship Fund (*Veteran students studying at the doctoral level*)

## FEATURED DONOR

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