



# 2016

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## ANNUAL REPORT



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# WELCOME LETTER

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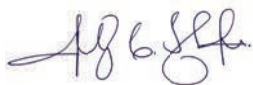
Dear Friends,

Thank you for taking the time to review the 2016 Annual Report of the Thurgood Marshall College Fund (TMCf). The data included will provide you with a high-level review of TMCf's accomplishments in 2016—fulfilling our vision of Changing the World... One Leader at a Time.

TMCf's growth and presence over the years make me proud of the work we do daily to support our member-schools and assist them with preparing our students to be the next generation of leaders. However, even though we had an incredible year, there is so much more to be done. There are so many more students who need an opportunity offered, encouragement given, or an obstacle removed in order to achieve their full potential.

Even though we do the work, we are keenly aware that nonprofits need partners to help develop creative solutions to get and stay on the path to sustainability. And, we're deeply proud of the community of donors, partners, and supporters who work with us to make this happen. As we prepare for our 30th anniversary next year, we will remain dedicated to ensure that the success of member-schools and students will continue to grow. Our ultimate goal is for TMCf to be the fundamental place WHERE EDUCATION PAYS OFF®.

Sincerely,



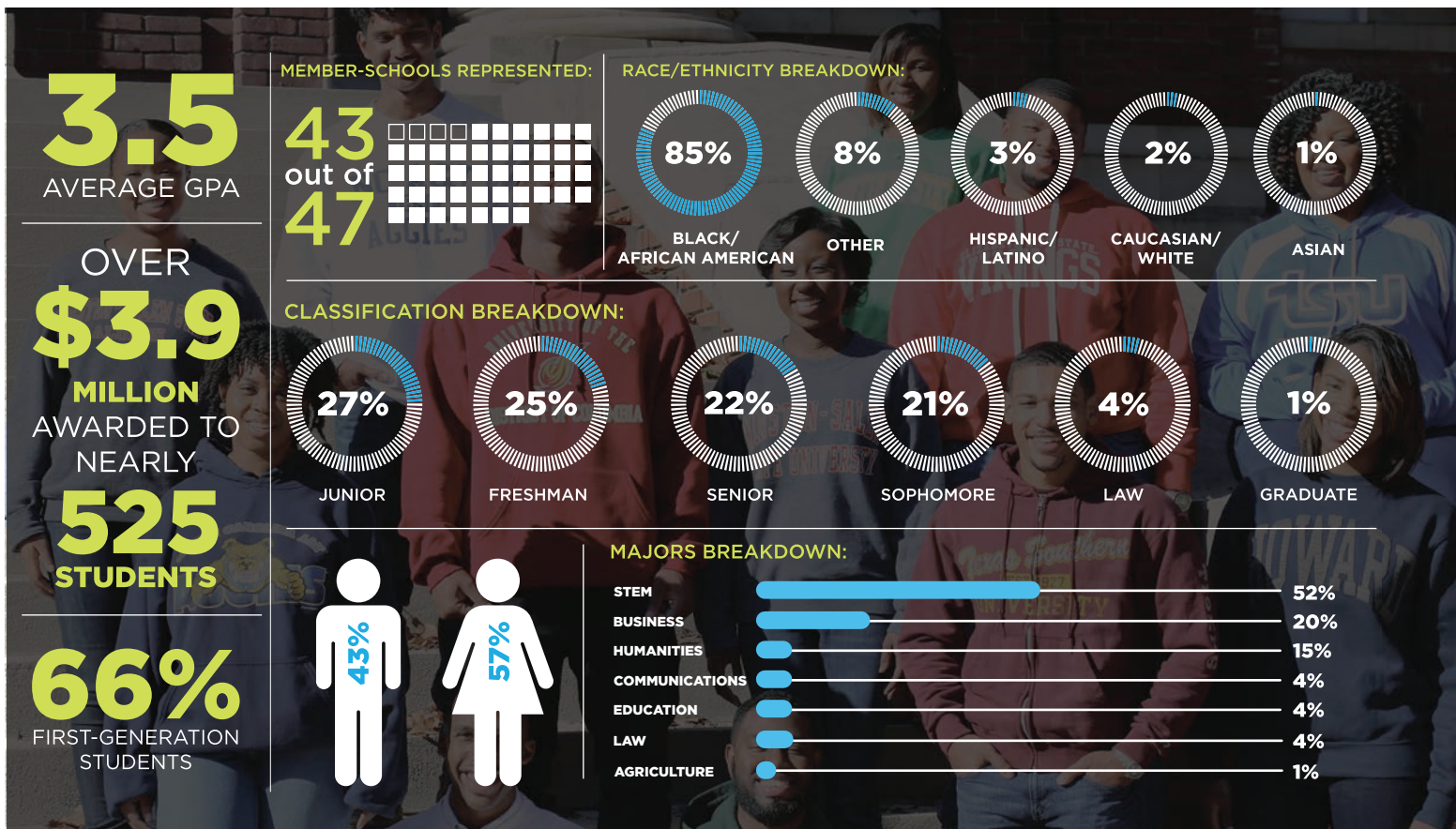
Johnny C. Taylor, Jr.  
President & CEO  
Thurgood Marshall College Fund



# SCHOLARSHIPS



Thurgood Marshall College Fund (TMCf) merit and need-based scholarships are designed to address the financial needs of outstanding and qualified students at Historically Black Colleges and Universities (HBCUs) and other institutions of higher learning. With the help of generous funding from our partners for the 2016-2017 academic year, TMCf has been able to support nearly 525 students through various scholarship programs enabling scholars to attain their educational goals.



## HIGHLIGHTS:

- For the second year, the U.S. Department of Defense partnered with TCMF to provide competitive, need-based scholarships that will increase the number of minority students in STEM related-disciplines. The Scholarship program awarded 20 qualified students up to \$15,000 for a total of 4 years.
- The Coca-Cola Foundation awarded Alcorn State University (TCMF member-school), Miles College and Talledega College with \$50,000 and Stillman College with \$36,000 to support first generation students with 4-year scholarships.
- The Department of Energy established the Department of Energy| TCMF Minority Education Institution Student Partnership Program (MEISPP) to provide scholarships and leadership development to seven students majoring in STEM disciplines at TCMF member-schools.
- Through a new partnership with the Annenberg Foundation, TCMF awarded \$15,000 scholarships to incoming freshmen students from the Los Angeles area planning to attend an HBCU. Five students were selected and are attending Howard University, North Carolina A&T State University, Virginia State University, Morehouse College and Spelman College).
- In a special moment at TCMF's Annual Awards Gala, singer V. Bozeman, of Fox's Empire, personally awarded two \$5,000 book scholarships in the name of her grandmother, Ms. Annie Lee Anderson.

## PARTNERS:



# PROGRAMS

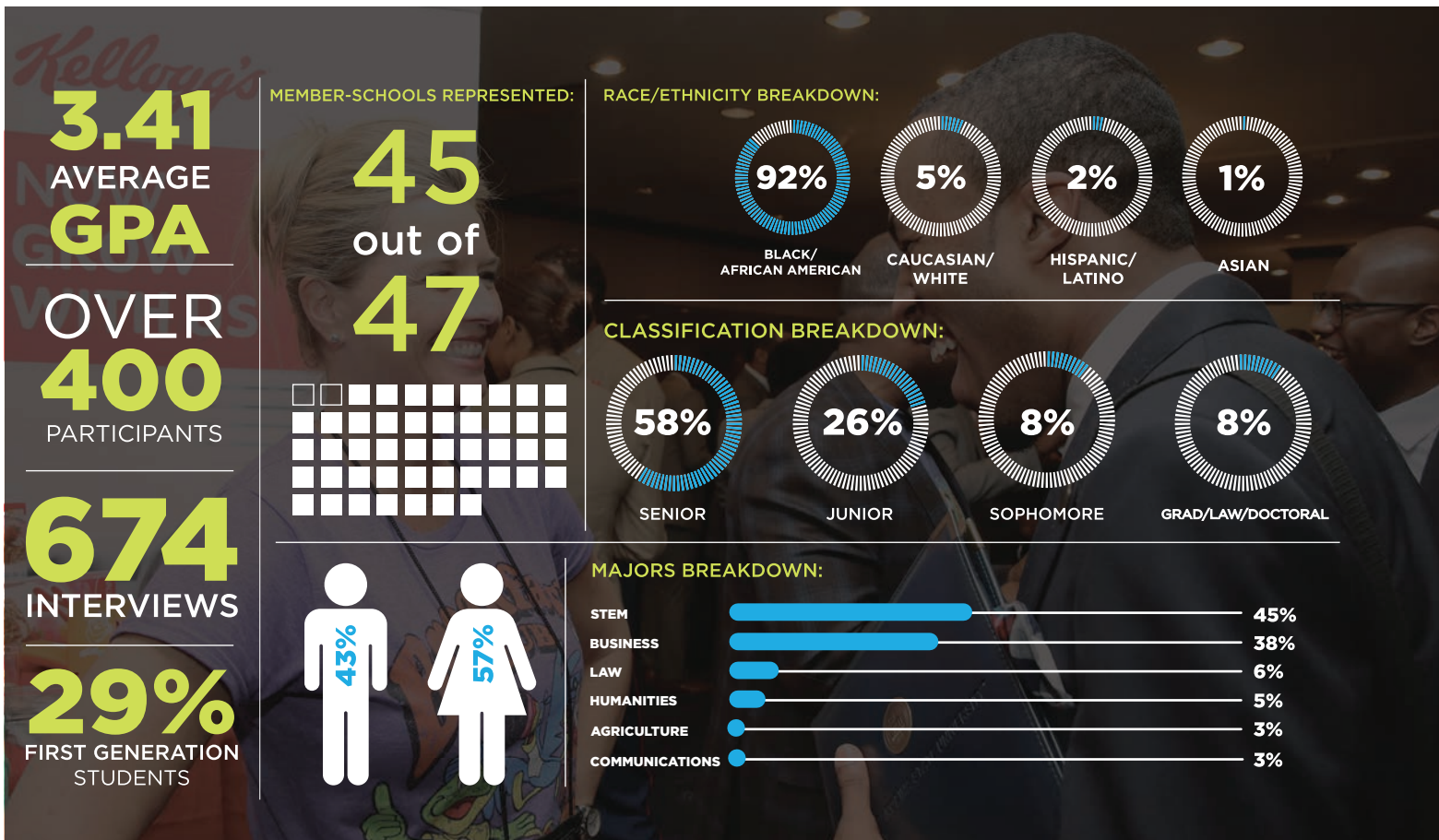
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## THE 16TH ANNUAL LEADERSHIP INSTITUTE

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The Leadership Institute is one of TMCF's signature events designed to help students make connections that will lead to internships and full-time positions as well as provide companies access to a talented and diverse student population. This four-day conference provides carefully selected students the opportunity to learn from and exchange ideas with some of the world's top leaders of business and government. Nearly 3,000 students applied to attend the conference in 2016.



## THE 16TH ANNUAL LEADERSHIP INSTITUTE SNAPSHOT OF STUDENT PLACEMENT:

Out of the 674 interviews conducted at the Leadership Institute, the following students reported they received a full-time job offer or internship from their participation at the Leadership Institute.

### Full-time Offers

Tuwanda Perez  
Imani Coney  
Morgan Mosley  
Ralph Williams  
Jairus Morrow  
Caleb Woodies  
Jasalyn Leverette-Scott

University of the Virgin Islands (St. Croix)  
Prairie View A&M University  
Kentucky State University  
Kentucky State University  
Alabama A&M University  
Virginia State University  
Albany State University

Microsoft Corp.  
Koch Industries  
Walmart  
Walmart  
NextEra Energy  
Booz Allen Hamilton  
Walmart

### Internship Offers

Shanteria Hugue  
James Overstreet  
Nia Henson  
Amber Kennedy  
Courtney Kimble

Savannah State University  
Jackson State University  
Alabama State University  
Norfolk State University  
North Carolina State University

The Kellogg Company  
John Deere  
Wells Fargo  
Altria  
The Kellogg Company

## STUDENT EVALUATION:

The following information comes from the Student Post Leadership Institute Survey

- The majority of participants surveyed agreed they believe they will see tangible benefits in the following areas after attending the Leadership Institute: Academics (87%), Finding a Job (97%), Networking (99%).
- 100% of participants strongly agreed (93%) or agreed (7%) that they would recommend the Leadership Institute to a friend or colleague.
- 99% of participants strongly agreed (78%) or agreed (21%) that the Leadership Institute gave them new insights to help them promote themselves.
- 95% of respondents strongly agreed (79%) or agreed (16%) that as a result of the Leadership Institute they are more competitive in the job market.
- 98% of respondents strongly agreed (87%) or agreed (11%) that they are more likely to participate in other TMCF activities as a result of the Leadership Institute.
- 98% of students strongly agreed (81%) or agreed (17%) that the Leadership Institute delivered the objectives that were promised.
- 99% of students strongly agreed (89%) or agreed (10%) that they expanded their professional network.

## PARTNERS:







**GET YOUR EDUCATION  
SHOWCASE YOUR TALENT  
SECURE YOUR FUTURE**



# PROGRAMS

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## INTERNSHIPS

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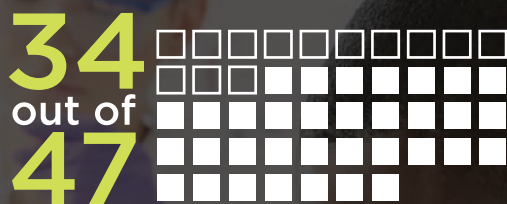
The TCMF Internship Program is designed to help bridge the gap between the academic world and the working world in order to create a pipeline of highly qualified students for full-time employment post graduation. In 2016, over 1,500 students applied for our internship opportunities.

**3.36**  
AVERAGE GPA

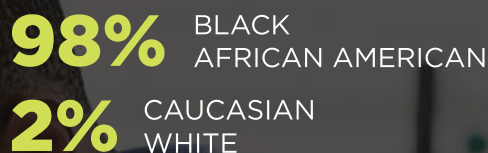
NEARLY  
**150**  
INTERNS

**29%**  
FIRST GENERATION  
STUDENTS

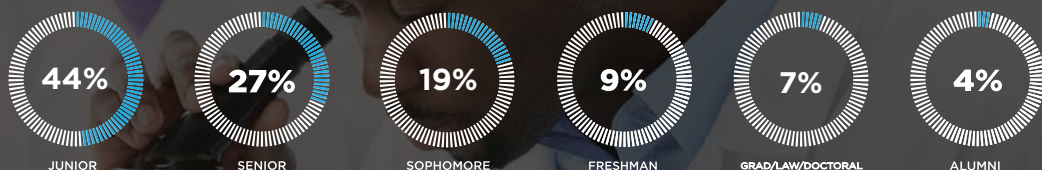
**MEMBER-SCHOOLS REPRESENTED:**



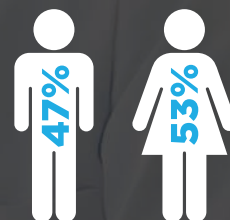
**RACE/ETHNICITY BREAKDOWN:**



**CLASSIFICATION BREAKDOWN:**



**MAJORS BREAKDOWN:**



**POST INTERNSHIP SURVEY HIGHLIGHTS:**

**U.S. Department of Defense (DoD)**

- 100% of interns agreed that they were satisfied with their professional growth
- 100% of interns expressed interest in participating in the internship in the future
- 100% of mentors were very satisfied or satisfied with the TCMF internship program
- 88% of interns are likely or very likely to consider DOD STEM careers
- 84% of mentors rated their interns overall performance as above average or excellent

*Note: The DoD has agreed to increase the intern number by 25% for 2017*

**U.S. Department of Agriculture**

- 100% of interns expressed interest in participating in the internship in the future
- 91% of mentors agreed the interns had the educational/academic skill sets to meet the needs of the workforce
- 91% of supervisors were very satisfied or satisfied with the TCMF internship program.
- 90% of interns considered the program relevant and meaningful to their short/long term career interests
- 90% of supervisors rated their interns' overall performance as above average or excellent

*Note: The USDA has agreed to increase the intern number by 46% for 2017.*

# PROGRAMS



## OPPORTUNITY FUNDING CORPORATION

The OFC Innovation and Entrepreneurship Program seeks to identify entrepreneurial talent and train future innovators from HBCUs in skills needed to generate economic success through their own business or within today's knowledge-driven organizations. A major component of OFC is the Entrepreneurial Development Conference. This 3-day conference allowed HBCU students to compete against their peers in a 72-hour intensive workshop with a final Pitch & Win Competition judged by a panel of experts.

### Track 1: Hackathon (30 Participants)

- Students built mobile apps, competed for prizes, developed and utilized technical skills to participate in the \$30 billion dollar developer ecosystem
- Students were introduced to Apple's Swift programming language that allowed them to build smarter and faster while creating the next big idea
- Students networked with other aspiring entrepreneurs, learned from TMCf partners and were coached by successful entrepreneurs and business leaders

### Track 2: Innovation Boot Camp (44 Participants)

- Designed for aspiring entrepreneurs, students shared ideas, formed teams, built projects and launched startups to solve real-world problems, and engaged in coaching sessions, mentoring and continuous consultation support from industry experts
- Students increased their knowledge and experience in Venture Ideation/Team Building, Business Model Canvas, Customer Discovery, and Pitching



### PARTNERS:

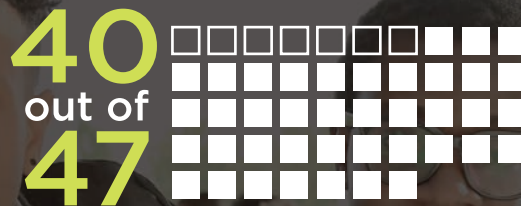


**3.5**  
AVERAGE GPA

**33%**  
FIRST GENERATION

**74**  
PARTICIPANTS

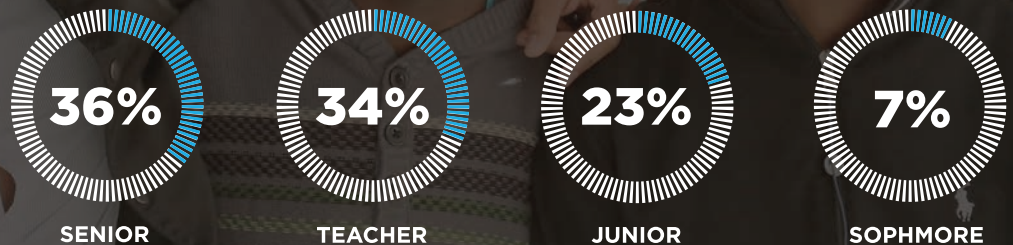
MEMBER-SCHOOLS & PBI'S REPRESENTED:



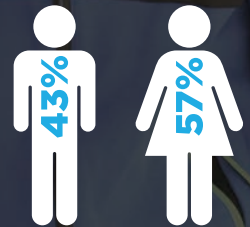
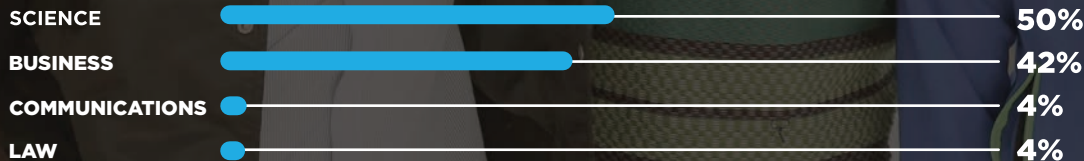
RACE/ETHNICITY BREAKDOWN:



CLASSIFICATION BREAKDOWN:



MAJORS BREAKDOWN:



# PROGRAMS



## TEACHER QUALITY & RETENTION PROGRAM

The Teacher Quality and Retention Program (TQRP) aims to recruit, train and retain teachers to serve in high-need urban and rural schools. One component of the program is the Summer Institute that works closely with teachers in their first years in the classroom, but also recruits eligible students from TMCF member-schools seeking to increase their STEM pedagogical knowledge and/or have interest in becoming educators.

OVER  
**100**  
FELLOWS

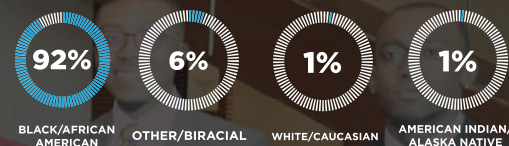
**3.28**  
AVERAGE GPA

**39%**  
FIRST  
GENERATION  
STUDENTS

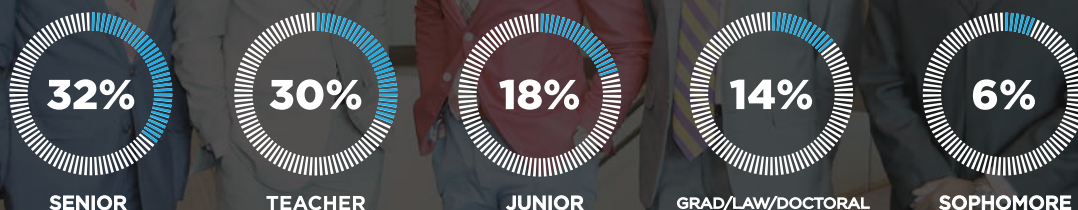
MEMBER-SCHOOLS REPRESENTED:



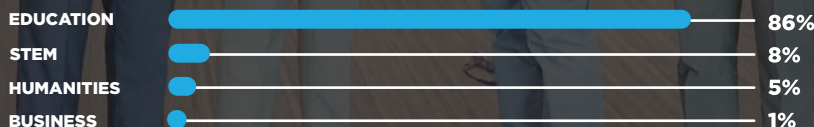
RACE/ETHNICITY BREAKDOWN:



CLASSIFICATION BREAKDOWN:



MAJORS BREAKDOWN:



**PROGRAM EVALUATION AND HIGHLIGHTS:**

*A rigorous external evaluation of TQRP revealed that, directly after the 2016 Summer Institute*

- 70% of respondents report they remain in the field of education to date
- 80% of TQRP Alumni report that they are employed as PK-12 classroom teachers or counselors, and together impact over 3,300 PK-12 students each academic year
- 2016 Institute Evaluation - Received a Net Promoter Score of 90
- Self-reported skills, as well as objectively measured knowledge, dramatically increased from pre- to post-Institute, with 10 of 13 content areas showing statistically significant growth
- Supervisors rated TQRP Fellows in the classroom more proficient than teachers with comparable experience

**PROGRAM PARTNERS:**



# PROGRAMS

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## APPLE AND TCMF HBCU INITIATIVE

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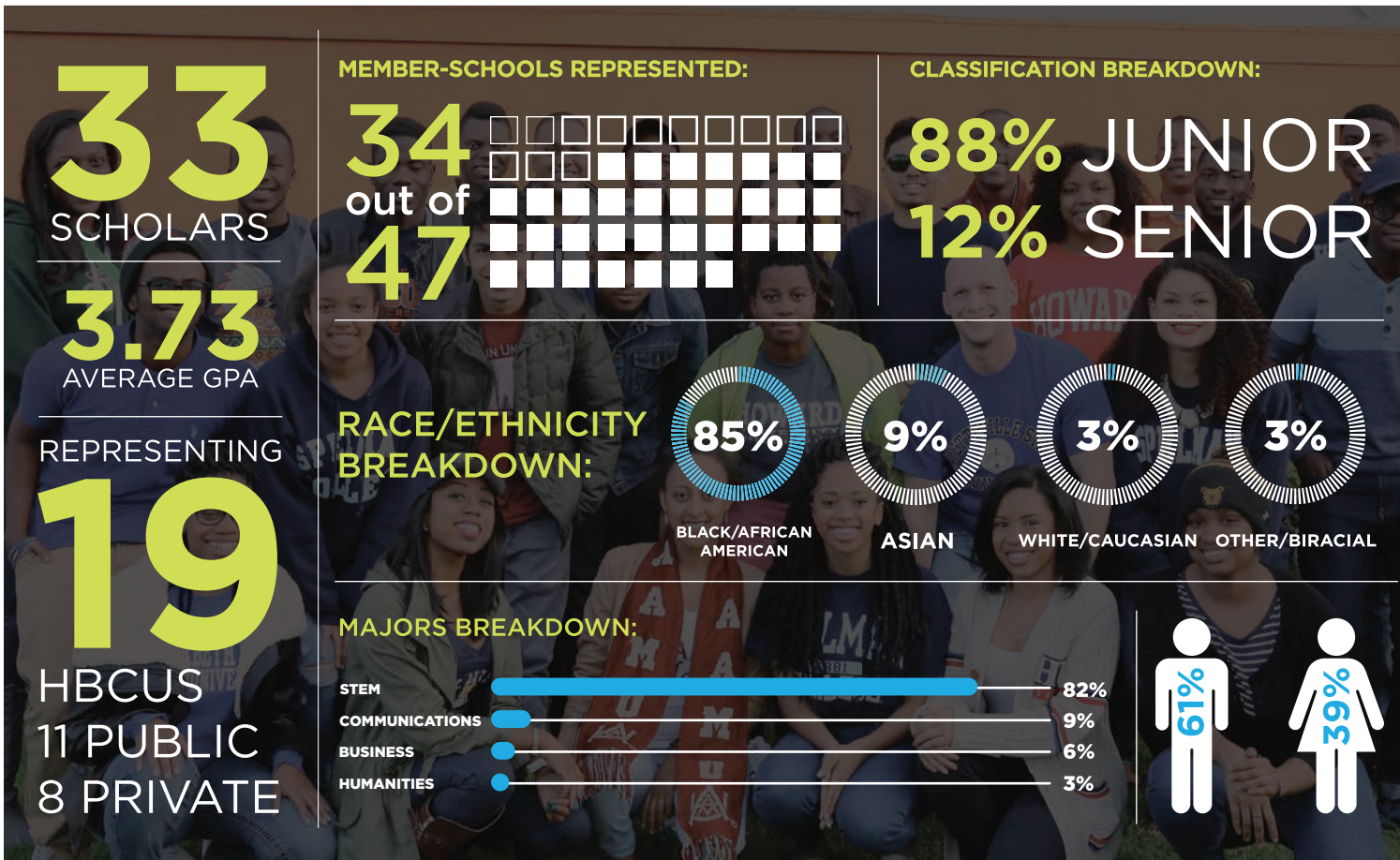
TCMF and Apple believe creating a diverse and open workplace is the best way to attract great talent, inspire great ideas, and do great work. The Apple and TCMF HBCU initiative was designed to inspire young innovators and expand the technical talent pool at HBCUs. The program consists of various components designed for both students and faculty members.

### APPLE HBCU SCHOLARS PROGRAM

TCMF and Apple work closely with the HBCU community to identify the top tech talent on the campuses to be a part of the Apple HBCU Scholars Program. Over 1,400 students applied to be a part of the distinguished program, and 33 students from 19 HBCUs were awarded this unique opportunity of a lifetime. As part of the program, TCMF awarded \$825,000 in scholarships to the scholars.

All Apple HBCU Scholars are required to participate in the Apple HBCU Immersion. The Scholars traveled to Apple's Headquarters in Cupertino, CA for a unique, weeklong, jam-packed experience, during which the Scholars were, as Apple touts, "surprised and delighted" daily as they were exposed to Apple's culture. Each day was devoted to a particular theme: Our Culture; Ecosystem; Customers and Community; You; and Diversity. In addition, two of the Scholars were invited to attend Apple's shareholders meeting where they had the opportunity to meet Reverend Jesse Jackson. During the Immersion, the Scholars also had the opportunity to meet Ambassador Andrew Young. The main goal of the Immersion is to ensure that every Scholar walked away from the week feeling equipped to transition into their summer internships with Apple with relative ease.





## APPLE HBCU IMMERSION

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# PROGRAMS



## VIVIAN BUREY MARSHALL STEM PILOT INITIATIVE

Named in memory of Justice Thurgood Marshall's first wife, the Vivian Burey Marshall (VBM) STEM Pilot Initiative was created to engage students in underrepresented and disadvantaged populations in Vicksburg, MS and Baltimore, MD in STEM education, leading to both STEM literacy and an increase in the participation in the STEM workforce. In partnership with the U.S. Army, this 4-year pilot initiative will provide ongoing out-of-school activities and support for students in grades 6-10, professional development for teachers, and mentorship opportunities for students, through a coordinated program that capitalizes on assets from local Historically Black Colleges and Universities (HBCUs)/TMCF member-schools, Army research facilities, scientists and engineers, as well as academic initiations that serve the students.

# VBM SCHOLARS

**135**  
SCHOLARS

**57** **78**  
BALTIMORE, MD VICKSBURG, MS



## RACE/ETHNICITY BREAKDOWN:

**90%**  
BLACK/AFRICAN  
AMERICAN

**10%**  
WHITE/  
CAUCASIAN

## CLASSIFICATION BREAKDOWN:



# VBM MENTORS

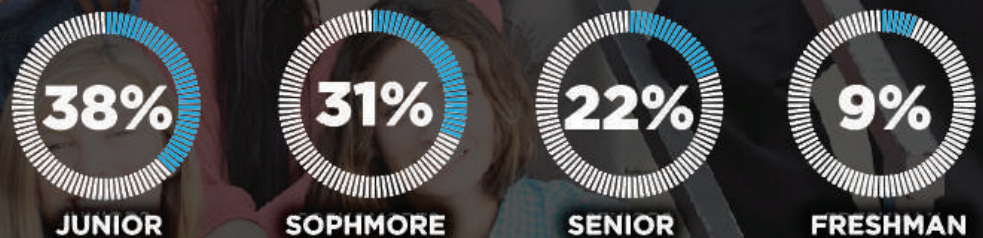
**71** HBCU  
MENTORS

**41**  
VICKSBURG, MS

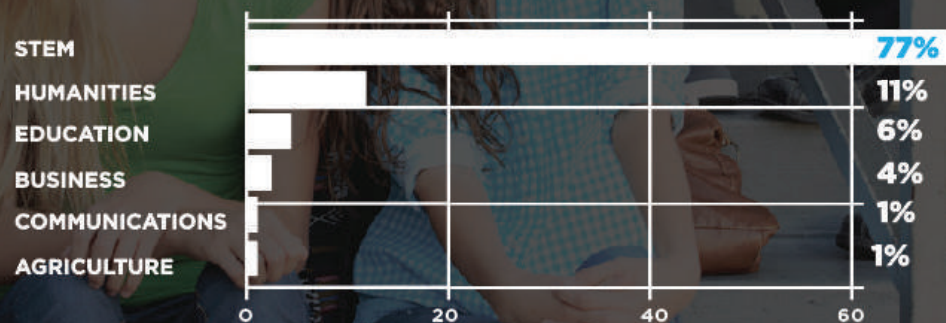
**30**  
BALTIMORE, MD

REPRESENTING  
**4 HBCUS**

## CLASSIFICATION BREAKDOWN:



## MAJORS BREAKDOWN:



## RACE/ETHNICITY BREAKDOWN:

**99%** BLACK/AFRICAN  
AMERICAN

**1%** WHITE/  
CAUCASIAN

# VBM TEACHER FELLOWS

## TEACHING CATEGORIES:

70% STEM  
30% NON-STEM

## YEARS OF EXPERIENCE:



11-15 YEARS



4-10 YEARS



1-3 YEARS



16-20 YEARS



21-30 YEARS

10  
TEACHERS

5  
VICKSBURG, MS

5  
BALTIMORE, MD

## RACE/ETHNICITY BREAKDOWN:

90% BLACK/AFRICAN AMERICAN  
10% WHITE/CAUCASIAN



## INITIATIVE HIGHLIGHTS:

- VBM Scholars participated in the First Technical Challenge (FTC) Qualifier and the VBM Vicksburg “Teen Tech” robotics team won 1st place at the FTC Qualifier Robotics Competition.
- Scholars engaged in 6-week summer enrichment activities at Coppin State University and Alcorn State Universities.
- Scholars participated in the following activities and events: NSBE Jr. Pre-College Initiative Conference, 6-week Scratch Coding Course for Kids, National Weather Service Weather Balloon Drop, Various Competitions including FIRST Lego League (FLL), FIRST Tech Challenge (FTC), Future Cities Competition, and Airplane Design Challenge, Computer Technology Activities using 3D Printers, Electrical Engineering Activities, Forensic Science Activities, and the Nissan North America STEM Workshop.

# PROGRAMS

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## PAYNE GLOBAL INITIATIVE

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The Payne Global Initiative (PGI) aims to create new and innovative education, research and extension programs in the field of global education, designed to bolster human capital for tomorrow's workforce. Some of the goals of the program are to increase opportunities for students to study abroad, to strengthen bilateral student and faculty exchanges, and to create strategic relationships in education and research.

### INITIATIVE HIGHLIGHTS:

#### PROPOSAL TO THE NATIONAL SCIENCE FOUNDATION

Established a collaborative relationship with Dr. Michael A. Stubblefield, Vice Chancellor, Office of Research and Strategic Initiatives, Southern University and A&M College to prepare a competitive proposal for submission to NSF's HBCU-UP Broadening Participation in Research Centers. The plan was to develop a "Model for Globalization of Higher Education at Land-Grant Institutions," with the intent of aligning the mission and goals of this initiative with the tenets of the second Morrill Land-Grant Act of 1890. While the overarching goal was to increase the production of human capital in STEAM (science, technology, engineering, agriculture and mathematics), the plan also focused on creating innovative ways to engage faculty and students in applying their skills and knowledge to the economic challenges facing fragile communities served by public HBCUs.

#### GLOBAL ENGAGEMENT INITIATIVE

In conjunction with Southern, PGI developed a plan focused on a "Global Engagement Initiative," designed to forge partnerships in STEAM between 1890s and universities in China and Ghana. The mission was to advance education, research and economic and workforce development, while creating a framework for long-term partnerships designed around the following:

- Bilateral faculty exchanges
- Bilateral student exchanges
- Jointly sponsored research
- Economic development initiatives
- Capacity building through co-located center of excellence in STEAM

Drawing on the resources and expertise of our member-universities and partners in China and Ghana, we intend to improve the capacity of 1890s to engage, innovate and invest heavily and widely in the production of students in STEAM. Ideally, these global alliances will produce unique insights and new energy in the fields of science and technology, while contributing to economic opportunities for the state and the nation. Participating 1890s included Alabama A&M University, Alcorn State University, Fort Valley State University, North Carolina A&T State University and Prairie View A&M University. In China, we plan to meet with the leadership of Tsinghua University, Peking University, Beijing Union University, Nankai University, Tianjin University, Shandong University and several government officials in education and economic development. In Ghana, we intend to meet with the leadership at Kwame Nkrumah University of Science and Technology, Ashesi University, and the Director General of the Ghana Atomic Energy Commission. Ultimately, the goal is to build flagship centers of learning among a select group of 1890s that have the capacity to compete in the global marketplace of science and technology.

# CAPACITY BUILDING

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## APPLE AND TCMF HBCU INITIATIVE:

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### APPLE HBCU COMPETITIVE GRANT PROGRAM

Another part of the Apple HBCU Initiative is the Apple HBCU Competitive Grant Program. This program supports and solicits innovative approaches to increase HBCU production and graduation rates of STEM Talent. Five HBCUs were awarded a grant in the amount of \$100,000 for their competitive research proposal submissions.

### AWARD RECIPIENTS:

- Bowie State University  
“Near Peer Coaching”
- Morgan State University  
“Enhancing Retention of Minority Female Engineers”
- North Carolina A&T State University  
“Creating a Culture of Success”
- Southern University and A&M College  
“Robotics and Sensors Summer Camp”
- Spelman College  
“Transforming STEM Faculty Talent”

### APPLE HBCU FACULTY SUMMIT

Twenty-four Engineering Deans and faculty from 14 HBCUs participated in the Apple HBCU Faculty Summit held at Apple’s Headquarters in Cupertino, CA. The summit is designed to build HBCU capacity to address the Silicon Valley diversity challenge. Participants and Apple leadership explored ways to improve HBCU outcomes by enhancing curriculum, a focus on innovative student support interventions, and mitigating STEM migration.

### PARTICIPATING SCHOOLS:

- Alabama A&M University
- Florida A&M University
- Hampton University
- Howard University
- Jackson State University
- Morgan State University
- Norfolk State University
- North Carolina A&T State University
- Prairie View A&M University
- Southern University and A&M College
- Tennessee State University
- University of the District of Columbia
- Virginia State University

### SUMMIT OUTCOMES

- Finding ways to integrate Apple technology into curricula
- The importance of revamping the approach to STEM education
- Participants viewed themselves as an integral part of the solution to steering more HBCU students to the tech industry.

## MEMBER-UNIVERSITIES PROFESSIONAL INSTITUTE

In 2016, TCMF partnered with Delaware State University to host the Member-Universities Professional Institute (MUPI) in Atlanta, GA. For over a decade, TCMF has hosted this capacity-building conference designed to provide professional development, networking and best-practice sharing among administration, faculty and staff in TCMF's member-school network of *publicly-supported* HBCUs and PBIs. The focus of the 2016 Institute was Institutional Advancement. Delaware State University has hosted the HBCU Philanthropy Symposium for five years, and the focus of their symposium is to address philanthropy issues relating specifically to *publicly-supported* HBCUs for a small group of HBCU professionals. The idea to form this partnership was a perfect match, taking place at the right time to bring the information and knowledge both TCMF and Delaware State University has collected over the years to all TCMF member-schools on a national level.

Sixty chief institutional advancement professionals from 33 HBCUs attended the institute. Through workshops, plenary sessions, and affiliation forums, they had the opportunity to collaborate with industry professionals in order to create action plans that will effectively generate financial resources for their respective campuses.

### PARTNERS:



# SCHOOL SUPPORT REPORT

NEARLY \$5.2 MILLION WAS AWARDED TO THE HBCU AND HIGHER EDUCATION COMMUNITY.

The data below indicates the areas and levels of support for all schools in receipt of financial support from TMCF in 2016.

## MEMBER-SCHOOLS

### TOP 10

- ALABAMA A&M UNIVERSITY
- COPPIN STATE UNIVERSITY
- DELAWARE STATE UNIVERSITY
- FORT VALLEY STATE UNIVERSITY
- HOWARD UNIVERSITY
- NORTH CAROLINA A&T STATE UNIVERSITY
- PRAIRIE VIEW A&M UNIVERSITY
- SOUTH CAROLINA STATE UNIVERSITY
- SOUTHERN UNIVERSITY AND A&M COLLEGE
- TUSKEGEE UNIVERSITY

Scholarships:  
**\$2.7M**

Grants:  
**\$210K**

Leadership Institute:  
**\$846K**

Intern/Other:  
**\$930K**

GRAND TOTAL:  
**\$4.7M**

## NON MEMBER-SCHOOLS

### TOP 10

- ALLEN UNIVERSITY
- BETHUNE-COOKMAN UNIVERSITY
- DILLARD UNIVERSITY
- FISK UNIVERSITY
- HAMPTON UNIVERSITY
- JOHNSON C. SMITH UNIVERSITY
- SHAW UNIVERSITY
- SPELMAN COLLEGE
- TOUGALOO COLLEGE
- ALLEGHANY COLLEGE

Scholarships:  
**\$482K**

Grants:  
**\$50K**

Leadership Institute:  
**\$846K**

Intern/Other:  
**\$12K**

GRAND TOTAL:  
**\$1.4M**

**TMCF TOTAL CONTRIBUTIONS: \$5,240,742**





# POLICY AND ADVOCACY

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Through the Government Relations Division, TMCF provides unparalleled advocacy for HBCUs before Congress and the Executive Branch, to protect and secure critical funding across federal agencies and advance policy priorities in Washington and at the state level.

## HIGHLIGHTS AND SUCCESSES:

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### ADVOCACY AND ENGAGEMENT WITH MEMBERS OF CONGRESS

- Launched the #intheblack campaign which serves as a resource to educate students and parents about the various student loan repayment options and provide financial aid literacy development opportunities
- Held a #intheblack campaign advocacy and engagement conference in Washington, DC for 50 HBCU students who lobbied members of the U.S. Senate and House of Representatives to promote smart student loan repayment options to their constituents
- Co-Sponsored a breakfast with the Bipartisan Congressional HBCU Caucus in the United States Congress co-chaired by Representatives Alma Adams (D-NC) and Bradley Byrne (R-AL), drawing key stakeholders as well as additional members of Congress

## **BUILDING FEDERAL RESOURCES AND EXPANDING THE TCMF/DEPARTMENT OF DEFENSE, USDA AND OTHER FEDERAL AGENCY PARTNERSHIPS**

- Began implementing the TCMF Vivian Burey Marshall STEM Pilot Initiative, a \$5.7 million four-year grant with the U.S. Army, and TCMF's first K-12 federally funded program. The pilot program engages middle school students from underrepresented and disadvantaged populations in Vicksburg, MS and Baltimore, MD in year-round, out-of-school STEM activities with HBCU students and Army research labs.
- Protected existing Department of Defense (DoD) revenue streams for TCMF, as well as the TCMF/USDA partnership and internship pipeline to the USDA

## **SUCCESSFULLY ADVOCATED FOR FEDERAL RESOURCES ACROSS AGENCY PROGRAMS**

- The TCMF Government Affairs team engaged OMB staff and targeted Hill and agency staffers to protect and increase HBCU funding across federal agencies. Overall, the TCMF Government Affairs team advocated and protected key HBCU accounts in the Consolidated Appropriations Act of 2016 (the omnibus appropriations bill). This included increases in DoD funding for HBCUs through DoD's HBCU/MI Program, Title III B Strengthening Historically Black Colleges and Universities Programs funding, and Strengthening Predominantly Black Institutions (PBIs) Program funding. Funding for HBCU STEM capacity building also increased in the Minority Science and Engineering Improvement Program (MSEIP) and the National Science Foundation's HBCU Undergraduate Program (HBCU-UP) line items.

## **INCREASED CONGRESSIONAL AND FEDERAL AGENCY ENGAGEMENT AT TCMF'S LEADERSHIP INSTITUTE AND ANNUAL AWARDS GALA**

- TCMF students participated in a CIA Boot Camp and attended a session with then-CIA Director John Brennan at the Annual Leadership Institute
- Created a bipartisan and bicameral TCMF Annual Awards Gala Host Committee
- Senator Roy Blunt (R-MO) and Congressman Bobby Scott (D-VA) served as presenters at the Annual Awards Gala.

## **EARLY ENGAGEMENT OF PRESIDENTIAL CANDIDATES**

- Students from TCMF member-schools attended both the Democratic and Republican conventions to gain further knowledge of the presidential election process.
- TCMF engaged with each of the Republican and Democratic campaigns for President of the United States to ensure TCMF and HBCUs were involved in each campaign's higher education policy formulation process at the earliest stages.

# SPECIAL EVENTS



## NEW JERSEY AWARDS OF EXCELLENCE

The New Jersey Awards of Excellence is a regional fundraising event held to recognize those distinguished individuals in Newark and the surrounding areas who serve as role models through their significant achievement in a chosen field. With the help of dedicated sponsors, committee members, honorees and guests over the past 16 years, TMC's Awards of Excellence has raised over \$2 million to assist with scholarships and programmatic support to the students we serve and our member-schools.

**Raised: \$143,000**



# HONOREES

---

**Honorable Bonnie Watson Coleman**

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# SPECIAL EVENTS



## 28TH ANNUAL AWARDS GALA

TMCF held another sold-out Awards Gala to support the work of the nation's Historically Black Colleges and Universities (HBCUs). The Annual Awards Gala is one of DC's largest non-political fundraisers. The organization hosted over 1,500 Congressional Members, Fortune 500 executives, government agency leaders, HBCU Presidents/Chancellors and other distinguished guests devoted to empowering and supporting students attending HBCUs. Koch Industries was the Presenting Partner of the black-tie event and the USDA Natural Resources Conservation Service shocked the audience with an announcement of a \$1million new partnership with TMCF. Talk show host Wendy Williams hosted the event, and Gala attendees were treated to amazing entertainment by two-time Grammy Award-winning vocalist, Peabo Bryson. The event raised \$4.8 million to support HBCUs and programs for students and faculty.



# HONOREES

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## **INTERNATIONAL HUMANITARIAN AWARD**

**Tom Vilsack**

Former Secretary of Agriculture  
*U.S. Department of Agriculture*

## **CEO OF THE YEAR AWARD**

**Jack Dorsey**

CEO  
*Twitter and Square*

## **THURGOOD MARSHALL LEGACY AWARD**

**Benjamin F. Wilson**

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*Beveridge & Diamond, P.C.*

## **EDUCATIONAL LEADERSHIP AWARD**

**Katherine “Shelley” Broderick**

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# AWARDS OF EXCELLENCE PARTNERS

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# GALA PARTNERS

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# IN THEIR OWN WORDS



## NOTE TO TCMF PRESIDENT & CEO, JOHNNY C. TAYLOR, JR.

*"It was only a few months ago that we reached out to you regarding our desire to continue achieving this summer and only a few months ago did TCMF provide us with this amazing opportunity. We have not only had a phenomenal internship so far, but we have had an extremely productive and one-of-a-kind experience as well.*

*We had no idea that we were the first interns from the states to be sent to this particular location, but we can without a doubt confirm for you that we have set the bar high and created a hard working standard that can hopefully be a gateway for others to also have an amazing experience. Here at the APHIS office of the USDA, it is like a family. From the first day we arrived, the unit treated us like family and although the work has been out of our major area, it has truly opened up our eyes to the opportunities that are in the future."*

**Dominic Brooks**, Fort Valley State University  
**Timothy Scott Williams**, Fort Valley State University  
Internship Program Participants

## NOTE TO TCMF SR. TALENT ACQUISITION MANAGER, ANDRE SANDERS

*"How are you doing? My internship has only gotten better! On Monday, we had the opportunity to attend the TCMF 'I Love my HBCU' Mixer at a local baseball game. The night consisted of laughs, learning about TCMF and HBCUs, great food, networking with senior leadership, and an incredible view to a local baseball game.*

*The night was a tremendous success. Not many of the students there were affiliated with TCMF, but they were immediately interested in getting involved. As a Student Ambassador, that was awesome because I got to speak about the opportunities that we currently have open and some that are on the horizon, so expect some great students soon!"*

**Benjamin Webster**  
University of Maryland Eastern Shore  
Internship Program Participant

## NOTE TO TCMF TALENT ACQUISITION MANAGER, MARTINIQUE THOMPSON

---

*"My name is Quinn Smith and I am a graduating senior at South Carolina State University. Last semester, I had the privilege of attending the Leadership Institute and I told you that one day I would email you about my experience. This was my first time attending the Leadership Institute. You changed my life that Saturday morning and I'm sure you didn't realize that you did. My first interview was with Microsoft, which was the company I had my heart set on prior to the conference. When I walked into the "check-in" room, you were sitting at the table. You welcomed me with such style and grace, that my entire body language shifted. When you asked me, "are you ready?", all the nervousness I had went away. I walked into my interview, and I did so well, that Microsoft emailed me in December requesting a final interview. And as of January 31st, I officially accepted a full time offer with Microsoft as a Technical Accounts Manager and will be relocating to Washington D.C. in July of 2017.*

*Ms. Thompson, you may never understand how much I appreciate you. You were an angel sent by God to deliver me from every distraction that was going through my mind. And for this, I just want to say thank you. Not only did I walk away from this conference with multiple job offers, but I walked away with life-long friends, new professional connections, and mentors from the TCMF staff. I am honored to have joined the TCMF family, and I will continue to uplift and support this organization with the utmost respect."*

### **Quinn Smith**

South Carolina State University  
Leadership Institute Participant

## NOTE TO TCMF GOVERNMENT RELATIONS TEAM

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*"Good Morning. I hope that each of you are well rested after our busy days on the Hill. I wanted to email and extend my sincerest gratitude for giving me the opportunity to be an advocate for the #Intheblack campaign on Capitol Hill. Through this experience, I was able to acquire information that better equips me to not only combat this issue at a national level, but also at a state level.*

*Furthermore, I was given the opportunity to connect with fellow colleagues that share the same hope for the future that I do. To be among a group of like-minded individuals was one of the most encouraging aspects of the entire campaign. It is empowering to know that even though I come from a very small town in rural West Virginia, my colleagues and I do not stand alone in the fight to protect and preserve HBCUs.*

*In summary, I would like to thank you all for the hospitality, the opportunity, and the knowledge that was acquired. Without Thurgood Marshall College Fund, I would have never had an experience like this, and for that I am grateful. If I missed anyone in this email, I hope that they also know I am equally as appreciative of their efforts. I hope to continue the fight to get minority students in the black, and raise awareness of these issues to fellow students and policy makers."*

### **Joshua Means**

West Virginia State University  
TCMF Hill Day Participant

## NOTE TO TCMF DIRECTOR OF TQRP, AMBER FEIGHT-ROWE

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*"This missive is to express my sincere gratitude to you, as well as the Thurgood Marshall Staff for making the Teacher Quality and Retention Program possible. I am humbled that I was accepted for this gracious opportunity, and I am deeply appreciative of your support. It was truly a pleasure to be able to learn about various techniques regarding classroom management, differentiated instruction, Common Core State Standards, how to create rigorous lesson plans, and becoming more knowledgeable and aware of the importance of the National Board for Professional Teaching Standards. Again thank you for your generous support as being a worthy fellow to receive this opportunity to participate in this outstanding professional development conference. It has been a tremendous help as I continue my pursuit to becoming a highly successful as well as effective educator."*

### **Dion T. Jones**

Coppin State University  
TQRP Fellow

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**Albany State University**  
Albany, GA

**Alcorn State University**  
Alcorn, MS

**Bluefield State College**  
Bluefield, WV

**Bowie State University**  
Bowie, MD

**Central State University**  
Wilberforce, OH

**Cheyney University of PA**  
Cheyney, PA

**Chicago State University**  
Chicago, IL

**Coppin State University**  
Baltimore, MD

**Delaware State University**  
Dover, DE

**Elizabeth City State University**  
Elizabeth City, NC

**Fayetteville State University**  
Fayetteville, NC

**Florida A&M University**  
Tallahassee, FL

**Fort Valley State University**  
Fort Valley, GA

**Grambling State University**  
Grambling, LA

**Harris-Stowe State University**  
St. Louis, MO

**Howard University**  
Washington, DC

**Jackson State University**  
Jackson, MS

**Kentucky State University**  
Frankfort, KY

**Langston University**  
Langston, OK

**Lincoln University of MO**  
Jefferson City, MO

**Lincoln University of PA**  
Lincoln University, PA

**Medgar Evers College**  
Brooklyn, NY

**Mississippi Valley State University**  
Itta Bena, MS

**Morgan State University**  
Baltimore, MD

**Norfolk State University**  
Norfolk, VA

**North Carolina A&T State University**  
Greensboro, NC

**North Carolina Central University**  
Durham, NC

**Prairie View A&M University**  
Prairie View, TX

**Savannah State University**  
Savannah, GA

**South Carolina State University**  
Orangeburg, SC

**Southern University and A&M College**  
Baton Rouge, LA

**Southern University at New Orleans**  
New Orleans, LA

**Southern University at  
Shreveport-Bossier City**  
Shreveport, LA

**Tennessee State University**  
Nashville, TN

**Texas Southern University**  
Houston, TX

**Tuskegee University**  
Tuskegee, AL

**University of Arkansas at Pine Bluff**  
Pine Bluff, AR

**University of the District of Columbia**  
Washington, DC

**University of Maryland Eastern Shore**  
Princess Anne, MD

**University of the Virgin Islands**  
St. Thomas, VI

**Virginia State University**  
Petersburg, VA

**West Virginia State University**  
Institute, WV

**Winston-Salem State University**  
Winston-Salem, NC

**York College**  
Jamaica, NY

## LAW SCHOOLS

**Florida A&M University College of Law**  
Orlando, FL

**Howard University School of Law**  
Washington, DC

**North Carolina Central University  
School of Law**  
Durham, NC

**Southern University Law Center**  
Baton Rouge, LA

**Texas Southern University  
Thurgood Marshall School of Law**  
Houston, TX

**University of the District of Columbia  
David A. Clarke School of Law**  
Washington, DC

## MEDICAL SCHOOLS

**Charles R. Drew University of  
Medicine & Science**  
Los Angeles, CA

**Howard University School of Medicine**  
Washington, DC

# FINANCIALS

## INDEPENDENT AUDITOR'S REPORT

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To the Board of Directors  
Thurgood Marshall College Fund and Affiliates

We have audited the accompanying consolidated financial statements of the Thurgood Marshall College Fund and Affiliates (collectively, “the Organization”), which comprise the consolidated statements of financial position as of December 31, 2016 and 2015; the related consolidated statements of activities, functional expenses, and cash flows for the years then ended; and the related notes to the consolidated financial statements.

### *Management's Responsibility for the Consolidated Financial Statements*

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### *Auditor's Responsibility*

Our responsibility is to express an opinion on these consolidated financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

# FINANCIALS

## INDEPENDENT AUDITOR'S REPORT CONT'D

### *Opinion*

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the Organization as of December 31, 2016 and 2015, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### *Supplementary Information*

Our audits were conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The supplementary information as of and for the years ended December 31, 2016 and 2015 is presented for purposes of additional analysis and is not a required part of the consolidated financial statements. The accompanying schedule of expenditures of federal awards, as required by Title 2 U.S. *Code of Federal Regulations* (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance), is presented for purposes of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the consolidated financial statements as a whole.

### *Other Reporting Required by Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated June 23, 2017, on our consideration of the Organization's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Organization's internal control over financial reporting and compliance.

 Rovers + Company PLLC

Vienna, Virginia  
June 23, 2017

# FINANCIALS

## STATEMENT OF FINANCIAL POSITION

### Thurgood Marshall College Fund and Affiliates

Consolidated Statements of Financial Position  
December 31, 2016 and 2015

	2016	2015
<b>Assets</b>		
Cash and cash equivalents	\$ 2,826,849	\$ 3,602,432
Accounts receivable	71,500	66,993
Grants receivable	1,132,719	200,790
Pledges receivable, net	7,871,490	3,683,825
Note receivable	400,000	600,000
Prepaid expenses and other assets	18,738	14,231
Investments	1,024,377	5,806,274
Property and equipment, net	69,635	90,234
Security deposit	3,218	48,363
Total assets	<u>\$ 13,418,526</u>	<u>\$ 14,113,142</u>
<b>Liabilities and Net Assets (Deficit)</b>		
<b>Liabilities</b>		
Accounts payable and accrued expenses	\$ 797,809	\$ 694,376
Deferred revenue	1,979,001	2,483,317
Deferred rent	105,444	110,676
Loan payable	1,121,090	1,161,203
Grant advances	-	82,275
Security deposit	-	48,492
Total liabilities	<u>4,003,344</u>	<u>4,580,339</u>
<b>Net Assets (Deficit)</b>		
Unrestricted	(3,023,224)	(2,842,497)
Temporarily restricted	12,188,406	12,125,300
Permanently restricted	250,000	250,000
Total net assets	<u>9,415,182</u>	<u>9,532,803</u>
Total liabilities and net assets	<u>\$ 13,418,526</u>	<u>\$ 14,113,142</u>

# FINANCIALS

## STATEMENT OF ACTIVITIES

### Thurgood Marshall College Fund and Affiliates

Consolidated Statement of Activities  
For the Year Ended December 31, 2016

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
<b>Operating Revenue and Support</b>				
Contributions and grants	\$ 4,257,393	\$ 7,502,600	\$ -	\$ 11,759,993
Government grants	5,375,262	-	-	5,375,262
In-kind contributions	1,930,458	-	-	1,930,458
Contract income	187,670	-	-	187,670
Registration fees	160,000	-	-	160,000
Rental income	84,978	-	-	84,978
Membership fees	55,815	-	-	55,815
Interest income	28,949	-	-	28,949
Other income	151,462	-	-	151,462
Released from restrictions:				
Satisfaction of program restrictions	7,439,494	(7,439,494)	-	-
Total operating revenue and support	<u>19,671,481</u>	<u>63,106</u>	<u>-</u>	<u>19,734,587</u>
<b>Expenses</b>				
Program services	15,941,634	-	-	15,941,634
Management and general	3,589,634	-	-	3,589,634
Development	642,487	-	-	642,487
Total expenses	<u>20,173,755</u>	<u>-</u>	<u>-</u>	<u>20,173,755</u>
<b>Change in Net Assets from Operations</b>	(502,274)	63,106	-	(439,168)
<b>Non-Operating Activities</b>				
Unrealized gain on investments	269,529	-	-	269,529
Realized gain on investments	52,018	-	-	52,018
<b>Change in Net Assets</b>	(180,727)	63,106	-	(117,621)
<b>Net Assets (Deficit), beginning of year</b>	<u>(2,842,497)</u>	<u>12,125,300</u>	<u>250,000</u>	<u>9,532,803</u>
<b>Net Assets (Deficit), end of year</b>	<u>\$ (3,023,224)</u>	<u>\$ 12,188,406</u>	<u>\$ 250,000</u>	<u>\$ 9,415,182</u>

# FINANCIALS

## STATEMENT OF FUNCTIONAL EXPENSES

### Thurgood Marshall College Fund and Affiliates

Consolidated Statement of Functional Expenses  
For the Year Ended December 31, 2016

	Program Services	Management and General	Development	Total Expenses
Salaries and fringe benefits	\$ 5,259,565	\$ 1,879,375	\$ 458,933	\$ 7,597,873
Travel and conferences	4,186,770	136,428	29,617	4,352,815
Scholarships and awards	3,636,544	-	-	3,636,544
Consultants and professionals	1,108,902	573,091	90,756	1,772,749
Promotion and advertising	1,137,051	1,568	5,535	1,144,154
Rent (office and equipment)	1,196	531,540	-	532,736
Technology	373,986	137,106	3,476	514,568
Subscriptions and dues	71,710	36,957	6,733	115,400
Office expense and supplies	122,003	44,292	21,869	188,164
Miscellaneous	6,702	108,858	636	116,196
Printing and publications	37,069	10,886	24,932	72,887
Insurance	-	52,218	-	52,218
Depreciation and amortization	-	27,781	-	27,781
Interest	-	49,534	-	49,534
Postage	136	-	-	136
<b>Total Expenses</b>	<b>\$ 15,941,634</b>	<b>\$ 3,589,634</b>	<b>\$ 642,487</b>	<b>\$ 20,173,755</b>



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