



TALLADEGA COLLEGE
STATE OF THE COLLEGE
2023



TALLADEGA
COLLEGE



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The logo for Talladega College features the word "TALLADEGA" in a dark red, serif font. The letter "D" is stylized in a light blue, cursive script. Below "TALLADEGA" is the word "COLLEGE" in the same dark red, serif font.

TALLADEGA COLLEGE

As we reflect on the milestones, achievements, and transformative moments of the past year, it is with great pride and enthusiasm that we present the State of the College year in review.

Join us on this journey of growth, resilience, and success at Talladega College.

Talladega College has the most compelling origin story in higher education.

Two formerly enslaved men, William Savery and Thomas Tarrant, met at a convention of freedmen in Mobile, Alabama, on November 20, 1865. From this meeting came their commitment: “We regard the education of our children and youths as vital to the preservation of our liberties, and true religion as the foundation of all real virtue and shall use our utmost endeavors to promote these blessings in our common country.” For more than 150 years, Talladega College has fulfilled their promise.

Through our comprehensive liberal arts approach to education that also focuses on wellness and the academic and professional needs of our students, we are able to personalize each student’s path to graduation. Talladega College serves as an exemplar in social mobility and provides a world-class education to a cohort of high-achieving students without regard to socio-economic status. Sixty-eight percent of our students are Pell-eligible. We truly make a difference to students and their families by ensuring that a high number of students graduate relative to enrollment and that they incur low debt.

At Talladega College, we value diversity among our students, faculty, and staff. The College has always been open to students without regard to race, creed, religion, or national origin.



With an incredible administrative team, we continued to transform the campus culture during 2023. In 2025, we have a fifth-year report due to Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). Thus, throughout 2024, it is imperative that we continue our work developing and supporting our faculty, fostering a continued culture of student success and excellence, and reinforcing standardized practices in accounting, human resources, and compliance.

Our accreditation through SACSCOC symbolizes the College’s commitment to provide effective programs and services based upon not only our mission and values, but standards of excellence upheld by SACSCOC.

Institutional Profile

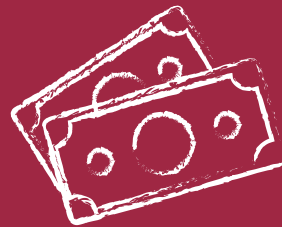
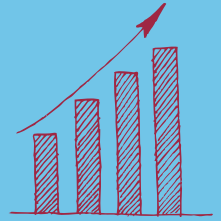


**“One of the
Best colleges
in the South.”**

Princeton Review

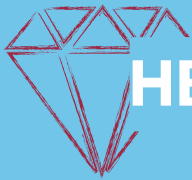
**12th nationwide
in Social Mobility**

Washington Monthly



**18th in Best Bang
for Your Buck**

Washington Monthly



HBCU Hidden Gem
Intelligent.com

The College served a total of

1,237

students year-round according to our Fiscal Year 2023 IPEDS data.

For the Fall Semester 2023, 839 students were enrolled



20th
among the top

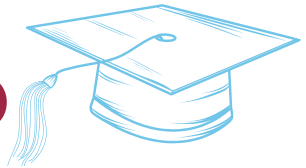
**HBCU
Online MBA
programs**

Intelligent.com



Approximately

80%



of our graduates advance to graduate or professional school

F.O.R.C.E.S.

In partnership with UNCF, the College revised its strategic plan—F.O.R.C.E.S.—that focuses on Finances, Operations, Reputation, Community, Excellence, and Student Success. We launched the robust, updated F.O.R.C.E.S. in April 2023.

The Department of Defense recognized Talladega College as one of the National Centers for Academic Excellence in Cybersecurity.



The Board of Trustees unanimously voted to rename the Center the Essye B. Miller ('85) Center for Academic Excellence in Cybersecurity.

**13th nationwide
in Social Mobility**
U.S. News & World Report





ACADEMIC EXCELLENCE

Talladega College has a history of academic excellence that is reflected through the success of our students long after graduation. Our alumni have made important scientific and medical advances, become exemplary servant leaders, played prominent roles in civil rights and education, and elevated Black arts and culture around the world. We continue to provide the high-quality liberal arts education our students need to carry on this tradition of innovation and excellence.

Through enhanced intercollegiate academic programs, intercollegiate sports, a newly revamped honors program, and the **Great Tornado Band**, the College provides students with diverse opportunities to explore their passions and engage in meaningful experiences beyond the classroom.

- This past year, students completed research internships at **Montclair University, Vanderbilt University, and Sandia Labs**; our **Dr. Jewel Plummer Cobb Honors Scholars** completed research under the guidance of Dr. Pam Brady and Dr. Alison Brown.
- Six mass media study students completed broadcast internships at **WEAC/TV24 Birmingham**.
- Sixteen business administration students completed internships during the spring and summer with government agencies and corporations in Alabama, Florida, Georgia, Texas, and Puerto Rico.
- Twenty students attended the **HBCU Pre-Law Summit in Washington, D.C.**
- Eighteen students attended the **Get in the Game Conference** in Baltimore, Maryland, to explore career options in the sports business industry, while two others attended **HackHarvard** and the **BeSmart Hackathon**.
- Honors students are enrolled in the first-approved honors course, **“Race, Education, and Society.”**
- We are in the final stages of approving our third master’s degree program in criminal justice.



BUDGET

Guided by our updated strategic plan and by utilizing grants and funding from federal and state sources effectively, Talladega College has been able to ensure we are on sound financial footing. We have also been able to ensure our employees all receive a livable wage.

- The Board of Trustees approved a **\$34 million all-inclusive budget** with a \$1 million surplus for the 2023-24 Academic Year.
- **Equity salary adjustments** have been made for faculty and staff.
- **Benefits** include a retirement match of 4% for employees who participate in the program and life insurance for all employees at 100% of their annual salary. Enhanced benefits include health and short-term disability insurance, flex pay, and direct deposit.



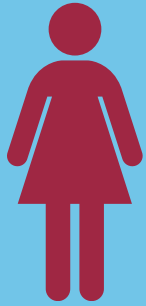
ENROLLMENT MANAGEMENT

A new focus on recruitment and enrollment management combined with our strengthened admissions policy has resulted in the most academically strong incoming class that Talladega College has seen in years.

- 5.7% of the incoming students had a **4.0 GPA** or higher. Seventy percent of our students were admitted through assured admittance with an average GPA of 3.5. The remainder of the class was admitted through the **Emerging Scholars Program**.
- We eliminated a 14+ year practice of allowing students to matriculate without paying their bill and/or who were not in good academic standing.
- Our total enrollment for Fall 2023 was 839; our year-round enrollment is 1237.
- Because alumni play a powerful role in recruitment, Enrollment Management has developed an **Alumni Recruitment Certification**. This initiative is a collaboration with with Alumni Relations to train and provide updates to members of the Alumni community, with the goal of maintaining consistency in what we communicate to prospective families. We have also created **Alumni Chapter Recruitment Kits** and will share Spring Recruitment opportunities with Alumni Chapters.
- **Fly-in** is a new signature event targets high-achieving, high-need students who will be given the opportunity to have an immersive Talladega experience by having an all expense covered visit to the College for 2-3 days. Alumni chapters will help identify students to participate in Fly-in.

FALL 2023 STUDENT DEMOGRAPHICS

GENDER



FEMALE
51%



MALE
49%

AGE

50%
<18

43%
19-24

7%
25+

STATUS



94%
FULL-TIME

6%
PART-TIME

RACE

68%

AFRICAN AMERICAN

11%

HISPANIC / LATINO

9%

OTHER

5.3%

WHITE

5%

TWO OR MORE RACES

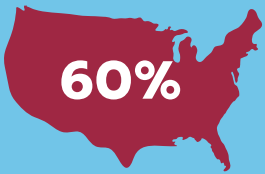
0.8%

ASIAN / ASIAN AMERICAN

0%

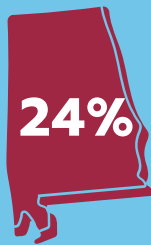
AMER. IND / ALASKAN NATIVE

RESIDENCY



60%

OTHER STATES



24%

ALABAMA



16%

OTHER COUNTRIES

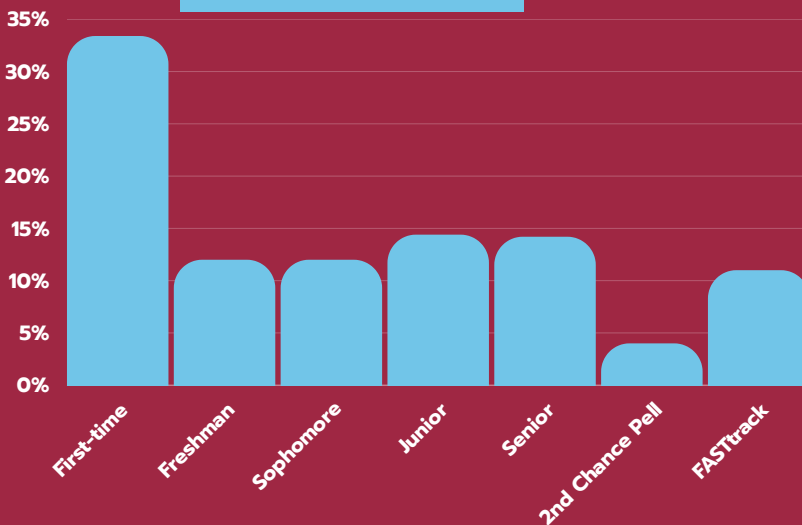
HOUSING



64%
ON-CAMPUS

36%
OFF-CAMPUS

ACADEMIC LEVEL



LOW INCOME



65%
PELL-RECIPIENT



35%
NON-PELL



STUDENT LIFE & SUCCESS

Building a strong sense of community and ‘Dega Pride is just part of the work of the **Division of Student Life and Success**. The division fosters a welcoming, vibrant campus culture that supports students’ academic success and their social development and well-being during their time on campus. During the past two years, we have been able to reduce the number of campus incidents by 87.5%. In the Fall of 2022 the College faced 40 disciplinary sanctions; in the fall of 2023 there were only 5. Student dismissals also decreased from 6 in 2022 to 2 in 2023 due to restorative justice and the improved quality of the class. Student Life & Success also worked with the College Police Department and the City of Talladega Police Department to reduce arrests.

The Division of Student Life and Success is comprised of four core units: **Student Life, Student Success, Student Health and Wellness, and Enrollment Management**. Student Life has four subunits that include: Student Life and Engagement, Student Health Services, Living Learning Community, and Intercollegiate Music Performance.

- **Student Health Services** recently expanded with the addition of three new professional staff members, including Chief Wellness Officer Heather Williams, a nurse practitioner, and consulting physician Dr. Hernando Carter, a member of the Alabama Medical Board, and a medical assistant.
- **Mental Health Services** have been expanded as well. A director of Counseling Services who is a licensed professional counselor with supervisory credentials, has been hired along with a counselor and interventionist. More than half of the returning Great Tornado Band earned a GPA of 3.0 and higher.
- More than 50 attend weekly chapel services.
- Robust activities and events this semester included Fall Festival, HBCU Week, Religious Emphasis Week, Homecoming activities for students, Get to Work Wednesdays, the Proud to be First-Gen event, the Dean’s E.L.I.T.E. Leadership Institute, the Health and Wellness Fair, and the College Choir’s first holiday concert post-COVID.
- Students can pursue their passions by joining one or more of the 40 registered student organizations on campus.



ATHLETICS

Athletics plays a strong role in student life at HBCUs, and Talladega College is no exception.

For the 2023-2024 academic year, 18 sports—including the second HBCU Gymnastics team—are offered under the direction of 24 full-time staff members. We are adding tennis for the next academic year, 2024-2025. The robust program has allowed us to recruit an incredibly talented group of students both inside and outside the classroom.

Because of our strong program, we were invited to join the Gulf Coast Athletic Conference (GCAC) in the National Association of Intercollegiate Athletics (NAIA) this year. We have also been invited to rejoin the Southern Intercollegiate Athletic Conference (SIAC) and join the Peach Belt Conference in 2025. The College was a founding member of SIAC. We have an open invitation to apply for admittance to the NCAA in 2025.

- Currently, we have 292 scholar-athletes.
- Sixty-three percent of incoming scholar-athletes have GPAs above 3.0.
- Our Tornado Women's Volleyball team won the GCAC Championship over Fisk and moved on to the NAIA Women's Volleyball Opening Round against Indiana Wesleyan. Although we lost that match, the incredible season ended 38-9; 15-1 in conference play.
- We look forward to next year's Cross Country competitions after some great wins and records by both the Tornado men and women's teams. These are young teams with 19 scholar-athletes—13 of them were freshmen and only one was a senior.
- Senior Nastario Williams has been selected to participate in Men's Relay for the National Track and Field Team in his home country of the Bahamas.
- Our gymnastics team is launching its inaugural season at a competition with University of Florida, Fisk University, and George Washington University.



CAMPUS SAFETY & COMPLIANCE

We are dedicated to providing a fair, equitable, and safe environment for all members of the Talladega College community.

Campus Safety is of utmost importance to our Campus Police and the Talladega College community, just as it is at all of our fellow HBCU institutions. Under the leadership of Chief of Police Christopher Anderson, the TCPD is available 24/7 to offer assistance. TCPD officers have undergone active shooter training as well as de-escalation, emergency management, and customer service training.

With the hiring of Marsetta Lee, Esq. ('84) as Vice President for Compliance, Title IX, and EEO, Talladega College has had the leadership in place to develop a comprehensive Compliance program. We have strengthened procedures, processes, and training related to Compliance, Title IX, EEO, and other applicable state and federal laws.

- **The Chief of Police** Christopher Anderson ('2021) is leading a site security assessment with **Hedge Security Solutions**, examining crime prevention and physical, electronic, and procedural security.
- **The Office of Compliance, Title IX, and EEO (OC)** conducted two in-person trainings, each attended by 350 faculty, staff, and students, and is now implementing case tracking via Maxient Student Conduct Software. Additionally, the office is now implementing case tracking via **Maxient Student Conduct Software**. More than 300 students completed **Mandatory Reporter** online training.



FACILITIES, TECHNOLOGY & CAMPUS MASTER PLAN

Talladega College is one of the most beautiful and historic campuses in the nation. With our Campus Master Plan, we are dedicated to the preservation of its beauty and history while balancing the use of existing structures, including Foster Hall, with the construction of new facilities where appropriate.

- The College developed a detailed master plan in collaboration with the DLR Group that was presented to the Board in November 2023.
- Callanan Gymnasium has been renovated to become a high-demand spot on campus that includes a weight-training room, offices, lounge areas, and the E-sports lab.
- The Cybersecurity Center at 815 W. Battle St. is underway with a three-phase powerline nearly complete and cybersecurity equipment and furniture ordered.
- Silsby Science Hall laboratories renovation is complete.
- House 711 is being renovated to serve as a faculty development center; House 803 is being renovated to house the Office of Communications and Marketing and the Office of Institutional Advancement.
- Talladega College applied for and received its second grant in the amount of \$408,000 from Alabama's HBCU Deferred Maintenance Fund.

'DEGA DIGITAL STUDENT MEDIA TEAM



Emme Hall



Dominique Willis



Cameron Hoderick



Rokibat Adepoju



Stephanie Hubard



Kwan Watts

COMMUNICATIONS & MARKETING

Talladega College has prioritized Communications and Marketing this past year in order to tell the incredible story of our history, alumni, faculty, staff, and students. With Marriel C. Hardy at the helm as the new Vice President for Communications and Marketing, we are continuing to update the website, develop new brand assets, and produce written and electronic materials to reach alumni and prospective students alike.

We now have a graphic designer, a multimedia specialist, two writers, and six student interns on staff.

The team has been working on new materials for the Office of the President and Institutional Advancement and preparing for a totally new website to be unveiled in 2024.



ALUMNI AND PARTNER ENGAGEMENT & INSTITUTIONAL ADVANCEMENT

Alumni are the lifeblood of Talladega College. They have contributed to the incredible history of the College and donated their time, treasure, and talent to support our students every step of their journey at Talladega.

Engaging our alumni and Talladega College partners and supporters has been a primary focus this past year. With a fully staffed Office of Institutional Advancement (OIA) team in place, we have developed an OIA strategic plan and have kick-started a new culture of engagement that has been evident in the Founders and Alumni Weekend activities the past year. We have an ambitious goal of raising \$10 million for the endowment, scholarships, and deferred maintenance.

- Last year, President Vincent and OIA visited 19 alumni chapters to get better acquainted with alumni and spread the good news about the College. This year he will visit 23.
- We raised a record \$102,000+ on the National Day of Giving, November 28, 2023, besting last year's Day of Giving by more than \$60,000.
- We received a \$175,000 grant from Innovate Alabama and \$100,000 from Alabama Power in support of the Essye B. Miller ('85) National Center for Academic Excellence in Cybersecurity.
- The 1867 Giving Society was launched at the Founders Weekend Gala in November. Look for new events and programs for donors in the Spring semester, as well as a newsletter.
- The Notable Alumni website will be launched this spring and our Trailblazers, Living Legends, and Rising Stars will be recognized at Alumni Weekend.
- The 1867 Giving Society was launched as a way to recognize Talladega College's philanthropic community and provide unique benefits for every giving level starting with \$18.67 per year



TALLADEGA COLLEGE

627 W. Battle Street
Talladega, Alabama 35160

ONE COMMUNITY - ONE TALLADEGA

WWW.TALLADEGA.EDU