

University of Arkansas Grantham  
**2025** Annual Report



# Chancellor's Letter

December 2025

Dear students, alumni, colleagues, faculty, and staff,

As we reflect on 2025, I am filled with immense gratitude for the collective efforts that have shaped another transformative year at University of Arkansas Grantham.



2025 was about steady progress and continued improvement in every facet of the university's operations, a year in which we strengthened our foundation and continued building toward a sustainable future.

Throughout 2025 we built on initiatives that began last year and earlier. We further stabilized our operations and made improvements to the university's financial position. Our sound fiscal management allowed us to continue making good on our financial obligations to the University of Arkansas System. This financial health, coupled with our focused efforts on new student recruitment and existing student retention, underscores our commitment to remaining a thriving institution, ready to serve future generations of learners.

A significant undertaking this past year was the preparatory work for our upcoming, regularly scheduled, five-year accreditation review in the spring of 2026. Teams across the university engaged in strategic analysis, reflected on progress, assessed outcomes, and identified opportunities for improvement. This work not only supports our accreditation goals but also reinforces our culture of accountability and student service.

As the only university in the University of Arkansas System dedicated solely to online education, UA Grantham continues to expand access to higher learning for working adults, service members, and students throughout Arkansas and across the nation. And our mission — **to provide quality, accessible, affordable, professionally relevant programs in a continuously changing global society** — remains at the heart of everything we do.

I am deeply grateful to our faculty, staff, and students for their commitment and resilience throughout the year. Together, we are advancing the promise of accessible, high-quality education and ensuring that UA Grantham continues to thrive.

With best wishes,



Lindsay Bridgeman, MBA '19  
Chancellor

# Strategic Priorities

UA Grantham has established three key strategic priorities to drive its mission of supporting students in reaching their educational and professional development goals.

- 1 Student Success** Focuses on fostering student persistence and ultimately supporting students from enrollment to graduation. This commitment ensures that students not only start but also complete their academic journeys, paving the way for long-term achievements.
- 2 Student Experience** Encompasses the quality and consistency of the university's "product" – from that first interaction with an Admissions team member to the continuing engagement of students with the core educational offerings, our work aims to provide a seamless, supportive, and enriching experience.
- 3 University Excellence** Underscores a dedication to operational excellence, emphasizing continuous improvement in all facets of university operations, and supporting the overarching goal of strengthening UA Grantham as a thriving, self-sustaining institution.

By aligning activities to these three priorities, the university aims to create an environment that supports students and upholds a high standard of service, education, and institutional effectiveness.

Key achievements in support of these priorities in 2025 include:

- **Blackboard Ultra Course Conversion** Converted more than 200 courses from Blackboard Learn to Blackboard Ultra, modernizing the learning interface, standardizing course navigation, and improving the student experience.
- **2+2 Partnerships with UA System Colleges** Signed four new agreements with community colleges in the UA System to enable the admission of students who have earned an associate degree into UA Grantham bachelors programs.
- **UA System Alignment** UA Grantham courses are now mapped and approved with our new common course numbers along with the mappings to other University of Arkansas System schools.
- **Student Advising** Improved processes including usage of the CRM system to schedule appointments, submit satisfaction surveys, and monitor performance.
- **Technology** Completed multi-year cloud migration project by shutting down the last remaining data center location; completed several initiatives to improve overall cybersecurity protections, including managing logins from international locations and improvements to Microsoft Secure Score rating.
- **Finance** Completed the Anthology to Workday integration, marking a major improvement to operational efficiency.
- **Amplifying the Student Voice** Collected hundreds of student testimonials – like the ones featured throughout this document – and shared with our community across social media and on the university's web site.
- **Leadership Development** Designed and delivered a year-long leadership development program focused on ownership, accountability, and impact. Leaders strengthened collaboration, improved decision-making, and increased ownership of outcomes — advancing a culture of accountability and continuous improvement.

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**Eugenia Rhone**

Barlett, Tennessee

UA Grantham Graduate

**BBA Human Resource Management**

I have been working on this degree for a very long time. Throughout my course of studies, **I have been fortunate to have multiple instructors who have significantly impacted my educational journey.** Each one has played a unique role in my development, offering invaluable support, guidance, and encouragement. Their diverse teaching styles and expertise through an online environment have fostered a collaborative learning environment, motivating me to push my boundaries and strive for excellence.

# College of Business

The College of Business is the university's largest college by enrollments. It is dedicated to preparing students for dynamic roles in today's evolving business landscape through flexible, accessible, and relevant education.

- Male / Female student ratio **31% / 61%**

## **Associate Programs**

The **Associate of Business Administration and Management** provides a strong foundation in business principles and essential skills for entry-level positions.

## **Bachelors Programs**

The **Bachelor of Business Administration** allows students to specialize in **Financial Planning, General Management, Human Resource Management, Logistics and Supply Chain Management, Marketing, and Operations Management.** Each of these specializations is designed to develop practical expertise aligned with industry needs.

## **Masters Programs**

The college's graduate programs further enhance professional knowledge and leadership capabilities.

- The **Masters of Business Administration** program can be taken in three tracks: a general track, plus two concentrations, in **Information Management**, and **Project Management** – equipping students with the advanced skills necessary for high-level decision-making and strategic planning.
- The college also offers a **Masters in Human Resources**, ideal for professionals aiming to lead data-driven initiatives and foster continuous improvement within their organizations.

The college's faculty members are practitioners in their fields; they take great care mentoring and guiding the college's students.

## **Matthew Schigur, MBA**

Director, College of Business

**Graduates: 271**

**Active students: 1,761** distributed as follows

**Certificate and Graduate Certificate: 1%**

- Associate: **34%**
- Bachelors: **50%**
- Masters: **16%**

# College of Health Professions

The College of Health Professions is the university's second largest by enrollments; it is the college that has the highest rate of female students. Its diverse student body is motivated to make a difference in healthcare and contribute to positive patient outcomes. The college's focus is to provide the solid educational foundation for these students, enabling them to excel in this industry.

- Male / Female student ratio **6% / 94%**

## Certificate Programs

For students seeking specialized knowledge in a shorter time frame, the college offers certificates in **Medical Coding and Billing** and **Medical Administrative Assistant**, ideal for gaining focused skills in these high-demand areas.

## Associate Programs

Associate degree programs include **Healthcare Administration**, **Medical Administrative Assistant**, and the highly popular **Medical Coding and Billing** program, each designed to equip students with essential skills and knowledge for specialized entry-level roles.

## Bachelors Programs

For those looking to continue their studies, the college's associate programs roll up to the **Bachelor of Science in Health Information Management**, which provides advanced training in managing patient data, compliance, and health information systems.

## Masters Programs

The **Masters in Healthcare Administration** prepares students for leadership roles in healthcare organizations, focusing on the strategic and operational challenges faced by healthcare professionals.

Faculty in the college of Health Professions are inspired by the challenge of uplifting our students into productive and rewarding roles in healthcare; faculty members remain focused on providing the skills, flexibility, and resources the college's students need to drive positive patient outcomes.

## Brina Hollis, PhD

Director, College of Health Professions

Graduates: **264**

Active students: **1,580** distributed as follows

- Certificate: **20%**
- Associate: **59%**
- Bachelors: **15%**
- Masters: **6%**

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**Christy Thurman**

Monticello, Kentucky

UA Grantham Graduate

**Associate of Applied  
Science in Medical Coding  
and Billing**

I wanted to become something more than just what people thought I would be - a retail worker. I wanted to show everyone around me that no matter what, you can still get a degree. I dropped out of high school in the 11th grade, certain high ranked staff at the school said I would never amount to anything, yet here I am. I've made the Honors List every single time. I guess the joke is on them.

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**Robert Bond**

Harriman, Tennessee

UA Grantham Graduate

**BA Criminal Justice**  
**Homeland Security**

My time at UA Grantham has been transformative, providing me with the foundation to pursue a fulfilling career in wildlife conservation. The support from the university and my family has been invaluable in this journey. As I continue my education and prepare for my future role, I am excited to make a positive impact in the field of wildlife protection and inspire my sons to pursue their passions. **My journey has just begun, and I am ready to embrace every opportunity that comes my way.**

# College of Humanities and Social Sciences

The College of Humanities and Social Sciences serves a diverse student body, including many military service members, first responders, and government employees. The college is committed to providing flexible, cross-functional programs that blend hard and soft skills – an ideal combination for those who serve their communities and seek versatile, impactful education.

- Male / Female student ratio **32% / 68%**

## **Associate Programs**

At the associate level, the college offers the programs in **Criminal Justice** and **Paralegal Studies**, providing foundational knowledge and skills for aspiring professionals in law enforcement, legal support, and public service.

## **Bachelors Programs**

For students pursuing a bachelor degree, the college offers the programs in **Criminal Justice**, **Multidisciplinary Studies**, and **Strategic Communications**. These programs develop expertise in fields that require strong critical thinking, communication, and problem-solving skills, preparing graduates for a wide range of roles.

## **Masters Programs**

The **Masters in Leadership** program is highly valued by professionals from military, government, and business backgrounds alike. This program is designed to equip leaders with advanced knowledge in organizational dynamics, decision-making, and strategic planning – essential skills for those who aim to lead and inspire in complex, high-stakes environments.

The college's faculty members have served in law enforcement, government, military, and business organizations, and are particularly focused on sharing their hard-earned lessons with the next generation of leaders.

## **Tina Freestone, M.A.**

Director, College of Humanities and Social Sciences

**Graduates: 104**

**Active students: 850** distributed as follows

- Associate: **37%**
- Bachelors: **52%**
- Masters: **11%**

# College of Science, Engineering, and Technology

The College of Science, Engineering, and Technology traces its origin to the founding of the university as the Grantham Radio License School in 1951; since then, the college stayed true to its mission of providing hands-on programs that empower students seeking technology education and making them accessible.

- Male / Female student ratio **71% / 29%**.

## Associate Programs

The college's programs emphasize practical skills that go beyond theory, equipping students for real-world success. At the associate level, it offers degrees in **Computer Science, Electronics and Computer Engineering Technology**, and **Engineering Management Technology** — foundational programs designed to introduce our students to these high-demand fields.

## Bachelors Programs

The college's flagship program is the ABET-accredited **Bachelor of Science in Electronics Engineering Technology**, a rigorous program recognized for meeting the highest standards in engineering technology education. Other bachelor programs include **Computer Science, Computer Engineering Technology, Cybersecurity, Engineering Management Technology**, and **Information Systems**, each designed to meet industry needs.

## Masters Programs

The **Masters in Information Technology** provides specialized expertise in this burgeoning field and is focused on advanced technical skills that prepare students for leadership roles.

Faculty members of the college embrace engineering and technology as the growth engines of today's post-industrial economy; each is dedicated to sharing knowledge and real-world experience with the college's students.

### **Mamdouh Babi, PhD**

Director, College of Science, Engineering, and Technology

**Graduates: 213**

Active students: **1,101** distributed as follows

- Associate: **23%**
- Bachelors: **68%**
- Masters: **9%**

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**Nicholas Muronda**

Greenville, North Carolina

UA Grantham Graduate

**BS Electronics Engineering Technology**

Having reached this level with Grantham University has been a transformative journey marked by challenges, perseverance, and growth over the past 3 years. As an adult learner, I faced the immense challenge of balancing full-time work in a demanding field service job, which required daily travel across different states, alongside family and academic commitments. Despite these hurdles, the unwavering support of my family, tutors, and professors made all the difference. Their guidance, encouragement, and belief in my potential provided me with the tools and confidence to excel. Grantham University truly made what once seemed impossible achievable.

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**Ashley Russell**

Turner, Arkansas

ARHP Program Participant  
UA Grantham Graduate

**Bachelors of Science in  
Health Information  
Management**

After 20 years away from school, I was given a second chance to finish my degree thanks to Mid-Delta Health Systems and the Arkansas Rural Health Partnership (ARHP). I made it my goal to not just finish, but to finish strong—with all A's. I'm proud to say: I did it! To anyone thinking about going back to school: do it. It's never too late. I **highly recommend the University of Arkansas Grantham**. I'm living proof that second chances can lead to big achievements!

# In Service to Arkansas Students

Since joining the University of Arkansas System in November 2021, UA Grantham has become an attractive option for adult learners in Arkansas who appreciate the convenience and flexibility of online learning.

For context, in 2020 and 2021, the two years prior to joining the University of Arkansas System, 70 university graduates were from Arkansas. By 2023, the university graduated 143 students from Arkansas, across all degree levels; that year, Arkansas became the state from which we graduate the second highest number of students.

In 2024 the university conferred 152 degrees to Arkansas residents. Arkansas overtook Texas to become the state from which the university graduates the highest number of students, and ranked first in bachelor degrees conferred in 2024.

- In 2025 UA Grantham conferred 136 degrees to Arkansas residents; Arkansas ranks first in associate and bachelor degrees conferred, and second in master degrees conferred.

## **2+2 Agreements with UA System Community Colleges**

UA Grantham collaborated with University of Arkansas System community colleges to enable associate degree graduates of these colleges to continue their education and earn a bachelor degree from UA Grantham.

In addition to agreements signed last year with **UA Hope-Texarkana** and **UA Community College at Batesville**, this year four additional agreements were signed with the following UA System institutions:

- University of Arkansas Cossatot
- University of Arkansas – Pulaski Technical College
- University of Arkansas East Arkansas Community College
- University of Arkansas Community College Rich Mountain

## **University of Arkansas System Employee Tuition Discount**

In accordance with University of Arkansas System Board of Trustees policy, UA Grantham extends a tuition discount of 50% to qualified UA System employees enrolling in UA Grantham undergraduate programs. In addition, spouses and dependents are eligible for a 40% discount for undergraduate programs.

- In 2025, **14** UA Grantham students were identified as UA System employees.

## Arkansas Rural Health Partnership

Arkansas Rural Health Partnership (ARHP) is a non-profit hospital and economic development organization composed of fourteen independently owned south Arkansas rural hospitals.

ARHP is a recipient of a government grant provided to support training and development of healthcare professionals in southeast Arkansas. ARHP partnered with UA Grantham in 2023 to offer residents of the south Arkansas delta tuition-free admission to UA Grantham fully online certificate, associate, and bachelor programs in health and related fields.

- To date, **89** students have applied to UA Grantham as part of this program.
- **44 degree diplomas and certificates** awarded to graduates and pending graduates participating in the program are as follows:
  - Associate in Business Management **1 degree**
  - Associate in Healthcare Administration **8 degrees**
  - Associate in Medical Coding and Billing **10 degrees**
  - BS in Health Information Management **3 degrees**
  - Cert. in Electronic Health Records **1 certificate**
  - Cert. in Medical Administrative Assistant **3 certificates**
  - Cert. in Medical Coding and Billing **18 certificates**

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**Jacqueline Scott**

West Helena, Arkansas

ARHP Program Participant  
UA Grantham Graduate

**Bachelor of Science in  
Health Information  
Management**

I am so excited that I was given the opportunity to earn my Bachelor's of Science degree in Health information management. UA Grantham, along with Arkansas Rural Health Partnership, provided the opportunity. UA Grantham with the online flexible schedule and Arkansas Rural Health Partnership provided the grant. I have worked in healthcare for 30+ years, earned many credentials in both AHIMA, as well as AAPC, and now can add a Bachelor's of Science to my resume - at 60 years of age. I am forever grateful for the freedom and flexibility of UA Grantham as well as the instructor and advisors.



## **Yolanda Bell**

Bryant, Arkansas

UA Grantham Graduate  
**Bachelor of Business  
Administration (BBA) with  
Financial Planning**

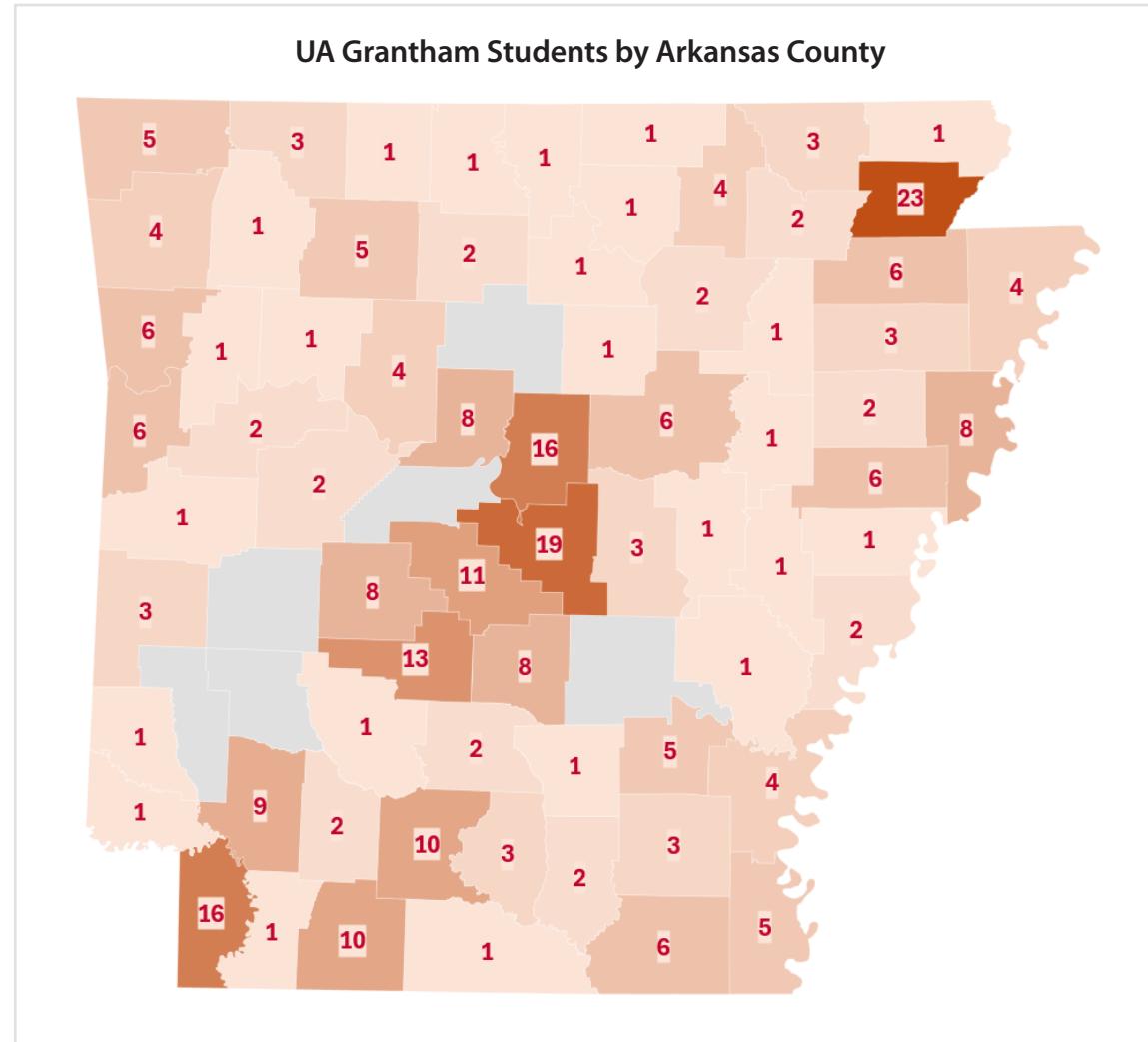
I have been pursuing my BBA for a while. When I started my journey at UA Grantham, it was hard. I lost my mother the first semester and I struggled. But I knew that my mom would want me to finish strong. Her memory has kept me going and I wanted to make her proud!

# UA Grantham Students are in 70 of 75 Arkansas Counties

Since joining the UA System, Arkansas became our top state for student enrollments.

Analysis of available addresses for all students active in a UA Grantham class in 2025 shows that:

- Arkansas is the top enrolling state, with **868** active students in 2025, amounting to **16%** of all students (up from 14% reported last year).
- UA Grantham students are in 70 of the total 75 counties in Arkansas.



# Expect More. Achieve More

At UA Grantham we fulfill our brand promise of "Expect More. Achieve More" every day. Over the years we have gathered a wide range of benefits and services focused on student success, while doing the utmost to limit tuition increases, despite rising costs.

In 2021 we began providing brand-new Lenovo laptops at no cost to every degree student. We make a modern laptop accessible for our students because we know they need it, and that it will enhance their learning experience.

Early in 2025 we marked a milestone of shipping 10,000 laptops as part of this initiative. About 70% of newly enrolled students proceed to order a laptop as part of this program, and we are observing a 20-point higher persistence rate among these students.



"I love that it's already programmed and set up ready to use. Everything is basically there. Very useful and thoughtful of UA Grantham to do that for the students. Thank you!"

-Centrelle L., UA Grantham Student

"The laptop program is great. It helps a lot in getting the schoolwork done conveniently anywhere one has the opportunity, and a place to sit down to get research and other tasks done... In short ... a huge tool and asset for any student."

-Jorge M., UA Grantham Student

"My husband and I shared a computer before I started school. The laptop program saved me the cost of having to purchase my own. The laptop works great."

-Jennifer R., UA Grantham Student

# Serving Those Who Serve

UA Grantham was founded by WWII veteran Donald Grantham in 1951, with a clear purpose: to create an educational pathway for service members whose military duties made traditional classroom learning difficult. Built on firsthand understanding of the challenges faced by those in uniform, the university was designed from the start to be practical, flexible, and mission-driven, giving military students access to high-quality education wherever their service might take them.

Over the years, the university has served many thousands of military learners, expanding its reach to support active-duty service members, veterans, National Guard members, reservists, and military families. Through flexible course schedules, online delivery, and dedicated advising, the institution has remained steadfast in its commitment to stand alongside these students as they balance academic goals with the demands of serving our country.

UA Grantham is honored to support these students; the following testimonials reflect the wide range of backgrounds, experiences, and challenges overcome by our military students. These narratives highlight resilience, determination, and a deep sense of purpose, offering a powerful reminder of the strength and diversity of those who pursue their education while answering the call to serve.

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My educational journey has been far from easy, but it has been one of the most rewarding experiences of my life. As the first in my family to earn a master's degree, I take great pride in breaking barriers and setting an example for my daughters. Balancing a full-time military career and fatherhood meant countless late nights and sacrifices, yet I remained committed to my goal. When I began in 2020, taking one class at a time, I never imagined reaching this point. Over time, each course built my confidence and determination. [Achieving this degree is not only the fulfillment of a dream but also proof that perseverance, sacrifice, and hard work truly do pay off.](#)



**Cory Suire**

Youngsville, Louisiana

UA Grantham Graduate

**Master of Business Administration - Project Management**

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I started my degree with Grantham while I was deployed to Guantanamo Bay Cuba. I have spent the entirety of my degree in active duty and multiple state and federal missions. Juggling school with riot control, deployment, presidential inaugurations and other missions has been a challenge that I am grateful to have experienced.



**Jace Canaan**

Rapid City, South Dakota

UA Grantham Graduate

**Master of Science in Information Technology**

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The faculty and staff were wonderful and helped me along my journey. **This journey has challenged me in so many ways, but I now have a purpose and a reason for everything.** I say “Thank you!” and I will certainly pay my education forward to inspire others to communicate and to continue to learn.



**Adrienne Toliver**

Washington, DC

UA Grantham Graduate

**Master of Healthcare Administration**

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Completing my degree while serving on active duty and balancing family life with my wife and 2-year-old daughter was an incredible challenge. The demands of military life, combined with the responsibility of being a father, tested my limits. But it was my family's unwavering support that kept me going. Every late-night study session and every moment of doubt, they reminded me of why I was doing this. **I am proud to have reached this milestone, knowing it's a step toward a new chapter for my family and me.**



**Jonathan Burkurst**

Fernandina Beach, Florida

UA Grantham Graduate

**BS in Electronics Engineering Technology**

# Graduation at UA Grantham

Like our fully online classes, the UA Grantham graduation experience is delivered completely online. Every month we invite soon-to-graduate students to share their stories with our community; we then publish these stories on our website and in social media. The list of graduates featured on our website is also updated monthly.

Graduation is celebrated twice a year, when we recognize an outstanding graduate, a faculty member, and a staff member by awarding the Outstanding Graduate Award, Faculty Award, and Student Service Award.

## Summer Graduation 2025 Award Recipients



### Outstanding Graduate Award **Christina Self**

Christina Self is Associate Director of Customer and Consumer Care at Tyson Foods, Inc., where she has worked for over 25 years. She and her husband John have two beautiful daughters, one granddaughter, and a lovably goofy French Bulldog. In April 2025, she earned a Bachelor of Arts in Strategic Communications from the University of Arkansas Grantham, graduating summa cum laude with a 3.97 GPA in just three years..

During her studies at UA Grantham, Christina sharpened the communication and emotional intelligence skills that would become instrumental in her career growth. Within three years, she earned two promotions, directly supported by her education,

which helped her become a better leader, navigate complex challenges, and drive meaningful results across her teams.

Christina credits her success in completing this goal to her Tyson Foods family that has amazing leaders encouraging her and offers amazing benefits for furthering education. She also credits her husband, John, who did all the heavy lifting allowing her to stay focused and complete the degree in only three years.

In a world where strong communication and adaptability are essential, Christina stands as proof that continuing education is a powerful tool for transformation.



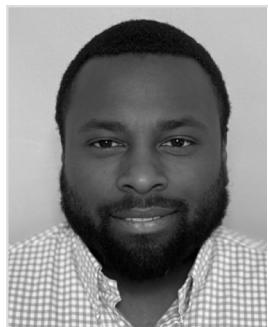
### Faculty Award **Bill Williams**

Bill Williams, the recipient of UA Grantham's Outstanding Faculty Award, is a caring and inspirational educator in the College of Business. He enjoys meeting students where they are on their educational journey and facilitating their success. He optimizes the student experience by creating an environment of trust and respect where students can be vulnerable and collaborate.

Bill joined UA Grantham in 2009 and has earned his MBA from the University of Colorado and his BS in Electrical Engineering from Rose-Hulman Institute of

Technology. He is a Lean Six Sigma Black Belt and Project Management Professional.

Graduate Gaspar Orts, Bachelor of Business Administration, said "Bill Williams inspires not only students in education, but also in life. His feedback and the one-on-one conversations, were of incredible value as both a student and a person. A very interpersonal instructor who cares greatly for his students, and would also take the time to guide us each and every step of the way."



### Student Service Award **Tim McKinney**

With over seven years in higher education, Tim is passionate about supporting students on their path to achieving their academic goals. Working in financial aid allows him to play a key role in helping students navigate what can often be one of the biggest hurdles – financing their education.

Tim takes pride in partnering with students and helping match them with the right financial resources. He shared that being part of the university's success and

contributing to each student's journey is incredibly rewarding. What motivates him most is knowing that the work we do makes a real difference in their ability to reach both academic and personal milestones.

Tim has been with UA Grantham for four years. He has earned bachelor's and master's degrees in business administration from Delta State University in Cleveland, MS, and a master's in public administration from Belhaven University in Jackson, MS.

# Winter Graduation 2025 Award Recipients



## Outstanding Graduate Award **Daniel Lorey**

Daniel Lorey is an active-duty military service member who has remained committed to professional and academic growth while serving full time. Beginning his educational journey in October 2022, he earned an Associate of Arts in Criminal Justice and a Bachelor of Business Administration in Logistics and Supply Chain Management from the University of Arkansas Grantham. He is currently enrolled in the Master of Business Administration program with a concentration in Project Management.

While serving on active duty, Daniel successfully balanced the demands of military service with rigorous academic coursework. His education strengthened his skills

in leadership, logistics planning, problem-solving, and organizational management competencies he applies daily in operational environments. The flexibility and support offered by UA Grantham enabled him to progress academically without compromising mission readiness, allowing him to translate theory into real-world application within high-pressure settings.

Through his educational achievements, Daniel has become a strong advocate for lifelong learning, particularly within the military community. He encourages fellow service members to pursue higher education as a means of enhancing career mobility, leadership effectiveness, and long-term professional success.



## Faculty Award **Julia "Julie" Croly, MPA, CPC, CPC-P, CPC-I**

Julia "Julie" Croly has worked in the health insurance arena for over 30 years. Throughout her career, she has supported a wide range of functions, including Actuarial, Underwriting, Provider Relations, Fraud and Abuse, Compliance, and Health Economics.

Currently working as a healthcare consultant, her focus is on health information technology and medical billing and coding. For several years, she served as an adjunct medical coding professor at colleges in North Carolina and Hawaii. She has also been teaching at the University of Arkansas Grantham for 16 years.

Julie has been actively involved with the American Academy of Professional Coders (AAPC), serving on its National Advisory Board from 2007–2011. She has authored numerous articles on ICD-10-CM and has contributed to various medical coding publications.

She is a graduate of Michigan State University and the University of Michigan and resides in Venice, Florida, and Charlotte, North Carolina.



## Student Service Award **Sara Phillips**

Sara has been with UAG for more than four years and has a master's degree in social work. "My favorite part of the job is hands-down the students! I love being a part of their journey and seeing them take those big steps toward their goals and their education."

Sara Phillips is a transformative advisor who truly excels in her role. She not only performs her duties but sets a gold standard for student service through her tireless effort, empathetic communication, and deep investment in each student's journey.

"Sara has helped tremendously with my journey into the college life. Sara has made me feel welcome, and more relaxed about the thirty year gap in my education. I couldn't

think of a person more deserving of this award." *Curtis S., Bachelor of Science in Engineering Management Technology*

"It is a privilege to nominate Sara Phillips for this award. Her dedication to excellence is evident in her consistent performance; she frequently ranks at the top of our department's metrics and sets the standard for her peers. Beyond the numbers, Sara has cultivated a stellar reputation not only within her immediate team but across the entire department. She is a pillar of reliability—always present, engaged, and the first to volunteer when colleagues need support. She embodies the ideal team player."

*Ryan Yeager, Senior Student Advising Manager*

# UA Grantham Teams: Academics

The Academics team is responsible for coordinating day-to-day operations of UA Grantham's four colleges, for managing and supporting faculty, and for ongoing enhancement of course content using best-in-class instructional design principles. Academics is comprised of three teams:

**College Leadership** The Directors of the College of Business, College of Health Professions, and College of Humanities and Social Sciences, and College of Science, Engineering, and Technology lead the development of professional and relevant program curriculum. These leaders rely on input from faculty, students, and industry experts to update content so that it reflects current industry standards and technology, in alignment with accreditation requirements and institutional goals.

**Academic Operations** This group maintains and improves course material within Blackboard, our Learning Management System. Team members facilitate the design process for effective quality instruction. Educational Technology Specialists support Instructional Designers as they work to assist college leadership with course development.

**Faculty Training and Development** This team oversees recruitment, development, and evaluation of faculty members, ensuring that programs are delivered with excellence and are aligned with the university's mission and goals. Team members work closely with academic leadership, faculty, and staff to foster a collaborative and innovative teaching environment. The team also manages all of the part-time faculty members.

2025 accomplishments include

- **Blackboard Ultra Course Conversion** As part of the transition to Blackboard Ultra, the next version of our learning management system, the team systematically converted more than 200 courses from Blackboard Learn to Blackboard Ultra. Work focused on modernizing the learning interface, standardizing course navigation, and improving the quality of student and faculty interaction with the platform.
- **Structural Realignment** The team standardized key administrative and academic workflows in support of Faculty Managers.
- **Strategic Scheduling** Implemented a new approach to course scheduling focused on maximizing resource utilization and student success.

# Faculty Accolades

UA Grantham faculty are part-time instructors who bring experience, compassion, and mentorship to their online classes. These are some of the hundreds of testimonials provided this year by UA Grantham graduates.

“ Dr. David McNamee has been an excellent professor for at least three of my classes, maybe more. He has consistently provided constructive feedback that helped me to improve my written assignments. You can tell he truly invests in his students and wants to see everyone succeed in their academics. **I can never thank him and all the UAG professors enough!**  
**Amy C., MS in Leadership**

“ Dr. Douglas Mujeye was incredibly helpful in guiding me through the development of my capstone project. I attribute much of my success to the way he organized the course, **the valuable resources he provided, and his active engagement in the weekly discussion posts.**  
**Cory F., BS in Computer Science**

“ Michele Chappell is truly an amazing teacher. She always stayed on top of everything and kept us informed. Whenever I reached out, she responded quickly and with kindness. If I didn't understand something, she patiently explained it until I did. Her dedication, support, and encouragement made a big difference in my learning. **I appreciate her more than words can say**, and I nominate her because she is not only a great teacher, but one of the very best.  
**Jasmine F., Certificate - Medical Administrative Assistant**

“ Dr. Martin Sidney has been the most impactful and consequential professor I've had the privilege to learn from. What sets Dr. Sid apart is not just his deep technical knowledge, but his commitment to student growth. He provided detailed, thoughtful feedback, shared real-world insights from his professional experience, and actively engaged with students. As someone with no prior experience in electronics, his mentorship was invaluable. **At one point, he even offered to be my mentor — an act of generosity and belief in my potential that I will never forget.**  
**Mondestin J., BS in Computer Engineering Technology**

“ My absolute best experiences have been with **Mr. Marty Chrenka**. I have had him for several classes ... Mr. Chrenka not only is incredibly intelligent in the field, but he is so humble and kind and patient with all of us. He shows that he understands that not everyone learns the same way and he is great at responding and teaching in a way where we all feel we can actually learn this difficult topic. **He's the best educator I have had in my life. He loves what he does and it shows and shines.**  
**Nichole H., BS in Computer Science**

# UA Grantham Teams: Student Experience

The Student Experience team is responsible for supporting students from first inquiry, through initial enrollment and all the way to graduation. This work encompasses managing admissions, enrollment, first term student onboarding, and retention processes.

**Admissions** The Admissions team helps prospective students determine whether online education is a good fit and select an appropriate UA Grantham program. Team members help students complete their application, collect documents for admissibility, and motivate them to complete UAG Engage, the new student orientation course.

**Student Advising** Following successful completion of UAG Engage, student support transitions to the Student Advising team, which is responsible for assisting students from that point to graduation. Members of the Advising team assist students with a variety of issues including course navigation, degree planning, time management, motivation, step-out and re-entry, and satisfactory academic progress.

**Student Services** The Student Services team is responsible for UAG Engage, tutor.com online tutoring, the learning center, accommodations, code of conduct and plagiarism workshops, and career services.

**Training and Operations** The Training and Operations team is responsible for new hire training, ongoing training, knowledge

2025 accomplishments include:

## New Student Enrollment

- Sustained focus on continuous process improvement yielded an improvement from the first half of the year to the second half, with a **25%** increase in the number of first-time students enrolling in the university.

## Student Retention

- This year we recorded improvements across all degree levels in the percentage of students retained after two terms and after four terms:

Degree Level	First Term	% Retained Term 2	% Retained Term 4
<b>Associate</b>	2024	66%	55%
	2025	81%	70%
<b>Bachelors</b>	2024	74%	58%
	2025	78%	67%
<b>Masters</b>	2024	86%	80%
	2025	91%	87%

- How to read: The percentage of Bachelors students retained after two terms improved from 74% in 2024 to 78% in 2025; after four terms, retention of these students improved from 58% to 67%.

## Student Services and Resources

- Consolidated all Blackboard organizations and the APA Workshop into The Learning Center in the new learning environment, Blackboard Ultra.
- Updated the AI Module in the Plagiarism Workshop, which was nominated for the 2025 Anthology Catalyst Award for Ethical AI Instruction.
- Improved Tutor.com interface for students by removing the exhaustive list of UAG courses and creating topics and subtopics based on our current course catalog. This saves students valuable minutes with their tutor through seamless communication.

# Student Advisor Kudos

These are some of the hundreds of testimonials provided this year by UA Grantham graduates.

“ I would like to express my sincere gratitude to [my Student Advisor] **Sarah Stegar** for the tremendous support she has provided throughout my academic journey at U of A Grantham. Her guidance, encouragement, and motivation have been invaluable in helping me stay focused and reach the finish line. **I am truly thankful for her dedication and the positive impact she has had on my success.**

**Porsche M., BBA in Business Administration - General Management Concentration**

“ Throughout my UA Grantham journey, [my Student Advisor] **Bill Tyson** has been a constant source of guidance, encouragement, and support. William has helped me navigate every step toward graduation with patience and understanding. His motivation and reassurance always reminded me to keep going, even when things felt overwhelming. **He may not realize it, but earning this degree is just as much a reflection of his dedication and help as it is of my own hard work.**

**Adrianna B., AA in Business Administration and Management**

“ I do not know where I would be had I not been able to contact [my Student Advisor] **Anna Jacobs**, either by phone or text or e-mail. She was always there for me. She would answer any of my questions that I had. I could text her and talk to her about my ideas of my future education and she actually listened to me and helped me to make choices that I needed to make. I thank you Ms. Anna Jacobs and I want you to know that ... **I will always remember you as being the biggest cheerleader I had in my corner.**

**Rhonda R., Certificate - Medical Coding and Billing**

“ [my Student Advisor] **Christina McBroom** was a massive help during my time at Grantham. She was always able to work with my complex schedule, given that I am an active-duty service member. If not for the effort and assistance she provided, I would not be where I am today in my education.

**Matthew H., BS in Information Systems**

“ [My Student Advisor] **Louise Strickland** was a guiding light throughout my journey! She was always attentive and checking up on me and making sure that all my questions were answered. Thank you Mrs. Strickland!

**Jennifer T., Certificate - Medical Coding and Billing**

“ [my Student Advisor] **Alec Tillery** was a huge help to me during my journey here. He checked in every week and supported me during a rough time. **I am blessed to have had an awesome advisor during this time.**

**Tiana H., AA in Business Administration and Management**

# UA Grantham Teams: Enrollment Services

Enrollment Services encompasses three operational areas of the institution: Registrar, Student Financial Services, and Compliance and Institutional Research.

**Registrar's Office** The Registrar's office is responsible for general maintenance of Student Information System (SIS) records. The team supports students, staff, and faculty in the admission cycle, status progression, grade submission, course scheduling, degree progress audit, clearinghouse enrollment reporting, degree checkout, and various student requests such as transcripts and verifications.

**Student Financial Services** The Financial Aid and Student Accounts teams work with students and staff to support all financial aspects, and to administer the awarding of Title IV aid, Veterans Administration education benefits, and military Tuition Assistance funds. The group helps students through various processes (including verification, troubleshooting FAFSA, etc.). It also assists students with payments, refunds, and calculations of Return of Title IV Funds (R2T4).

**Compliance and Institutional Research** The Compliance group is responsible for the oversight of various processes related to accreditation, federal and state guidelines, and UA Board and System policies. The team also serves as the representative for Arkansas State Authorization Network (SAN) for the UA System. The Institutional Research team is responsible for the external (IPEDS, State of Arkansas, ADHE, etc.) and internal (UA Grantham and UA System Office) reporting. It provides clear, consistent, and accurate information and analysis through various formats including general spreadsheets, PowerBI visualization and dashboard creation, written analysis, data validation input, relational database table manipulation, and more.

2025 accomplishments include:

- **2+2 Partnerships with UA System Colleges** Agreements with community colleges in the UA System facilitate the admission of students who have earned an associate degree into UA Grantham bachelors programs. Each agreement entails mapping associate degree programs (at the course level) to an appropriate UA Grantham program. Adding to our agreements from last year with **University of Arkansas Hope-Texarkana** and **University of Arkansas Community College at Batesville**, four new agreements were signed this year with the following colleges:
  - **University of Arkansas Cossatot**
  - **University of Arkansas – Pulaski Technical College**
  - **University of Arkansas East Arkansas Community College**
  - **University of Arkansas Community College Rich Mountain**



- **Common Course Numbering** As part of the System-wide standardization of course numbering, the team completed and received approval for the comparison utility: UA Grantham new courses are now mapped to courses offered by other UA System institutions. The plan for implementation of the new common course numbers at UA Grantham is to go live after our accreditation cycle completes in 2026.
- **Transfer Credit Partnerships** UA Grantham aims to make college degrees attainable for all students, regardless of the path they take. Our transfer credit partnerships allow for the easy, pre-determined transfer of credits between UA Grantham and other organizations. In addition to adding more courses to the existing partnership with Sophia, in 2025 the team signed three memoranda of understanding (MOU) with study.com, StraighterLine, and UPI Study. These MOUs allow for recognition of ACE-backed coursework.
  - Our collaboration with Sophia is growing: In October, 13 unique students completed 44 courses; for 2025, as of November, 47 unique students complete 297 Sophia courses for which they received UA Grantham credit. Students' ability to earn credit for Sophia provides another path for students to earn credits in a way that is best for them, accelerating their progress towards graduation, and contributing to a rewarding student experience, better retention, and good will.



### Degree Completions Statistics

UA Grantham continues to support adult learners returning to school to complete their studies

- Percent of newly enrolled students who transferred credit in 2025: **27%**
- Average number of credit hours transferred: **41**

“



**Ewa Machowicz**  
Lake Zurich, Illinois

UA Grantham Graduate  
**Bachelor of Business  
Administration with  
Operations Management  
Concentration**

My motivation to complete my education stems from my two children and the unwavering support of my mother, nieces, and sister. They have instilled in me the belief that I can achieve anything. Additionally, UA Grantham has been an invaluable partner throughout this journey, providing guidance and encouragement. Thanks to their support, I am on the verge of earning my master's degree, and I now recognize my worth and capability to succeed.

# UA Grantham Teams: Information Technology

The IT team is responsible for delivering and supporting the digital infrastructure that enables remote learning, including the university's centralized technology infrastructure and applications, and a variety of solutions directly managed by other UA Grantham teams. IT is organized into three teams:

**Service Desk** The Service Desk team handles employee onboarding and separation, software license management and installation, workstation provisioning, and initial technical support for all centralized IT services. The team also provides an additional level of support for student technical issues that cannot be resolved by other student support personnel.

**Technology Services** The Technology Services team is responsible for legacy physical datacenter infrastructure and cloud-based virtual infrastructure services that underlie user-facing services. The team also manages technical services such as email, single sign-on, file sharing, workstation deployment, and cybersecurity monitoring.

**Information Systems** The Information Systems team manages the online course system, legacy database archives, and data reporting tools. The team also develops and maintains data integration software that ties together critical systems used for admissions, financial aid, student records, student outreach, human resources, finance, and user authentication.

2025 accomplishments include:

- **Transition to the Cloud** Completed multi-year cloud migration project by shutting down final datacenter location, saving over \$300k annually.
- **Hardware**
  - Migrated and streamlined employee workstation fulfillment and inventory management operations in Little Rock after closure of Lenexa facilities.
  - Completed multi-year workstation upgrade project, replacing all hardware older than six years and upgrading all workstations to Windows 11.
- **Cybersecurity and Software**
  - Completed several initiatives to improve overall cybersecurity protections, including managing logins from international locations and improvements to Microsoft Secure Score rating.
  - Upgraded legacy software tools for managing administrative passwords and providing remote desktop support with modern, secure replacements.
- **Business Systems** Collaborated with the Registrar team to correct and enhance the system that tracks students' progress through their degree programs. The work resulted in enhanced data accuracy and visibility, helping student-facing teams and team members to better support students from enrollment through graduation.

# UA Grantham Teams: Finance

The Finance team is responsible for maintaining the university's financial integrity. The group is responsible for finance operations, accounts payable, and tax reporting.

**Finance Operations** The team ensures accurate recording of all financial transactions, completes internal and external financial reporting, and analyzes financial data and trends. The team also partners with university leaders to develop the annual budget and monitor budget variances.

**Accounts Payable** The team manages the procurement process in compliance with state regulations and ensures timely payment of university obligations.

**Tax Reporting** The team ensures all taxes are filed and paid in compliance with federal, state, and local regulations, including all payroll related taxes in partnership with HR.

2025 accomplishments include:

- **Workday Integration** The team completed the Anthology to Workday integration, marking a major milestone in improving our operational efficiency.
- **Budgeting** The team is working on implementing new budgeting software that's scheduled to go live in the spring. This upgrade will streamline how financial data is tracked and managed, reducing time spent on manual tasks and improving overall accuracy. It will also give the university better insight into spending patterns, helping leaders make more informed decisions throughout the year. Once in place, the new system should make budgeting easier, faster, and more transparent for everyone involved.

# UA Grantham Teams: Marketing

The Marketing team is responsible for branding, communication, and leveraging the university's advertising budget to generate prospective student interest in UA Grantham programs. Activities managed by the team span the entire student lifecycle: from first impressions on social media or the university's website, through using communications to support the enrollment process, to maintaining current student engagement and developing the alumni community.

**Creative Services** The Creative Services team is responsible for communications, social media, content development, and graphic design.

**Marketing Operations** The Marketing Operations team is responsible for managing advertising on Google and Facebook, and for maintenance and development of web properties.

2025 accomplishments include:

- **Amplifying the Student Voice** Continued focus on using student testimonials – like the ones featured throughout this document – across social media and on the university's web site.
- **Expanding In-house Capabilities** Transitioned management of paid social media campaigns to in-house, yielding significant cost savings of more than \$100k (annually).
- **Marketing Technology** Initiatives aimed at enhancing efficiency and capabilities of our marketing technology this year included:
  - Developed a new in-house tool for conducting a/b tests on our web site, which enhanced capabilities and allowed termination of an outside service at a savings of \$11k (annually).
  - Developed an internal database for managing the hundreds of student testimonials we receive each year. The tool allows for better curating of content, and better distribution of testimonials across the university's web site.
  - Enhanced internal tracking of lead data, which allowed us to do a better job attributing leads to the right source, improving visibility to performance of hundreds of leads per week.
  - Increased the sophistication of our Google campaigns, yielding a significant reduction in cost per enrollment.



# UA Grantham Teams: Human Resources

The HR team is responsible for all HR functions including talent acquisition and development, payroll, benefits, and Title IX coordination. The team is comprised of two specialists, a senior administrator, a Director of HR and the Vice Chancellor of HR, who oversees HR management and operations.

**HR Management and Operations** Encompasses compensation and benefit program design, leave processes, HRIS technology, and workforce analytics required to support the university stakeholders' needs. The function also manages employee relations and coaches UA Grantham managers to effectively lead their teams, align staff performance with university goals, and ensure a productive and engaged workforce.

**Talent Acquisition** Partners with university leaders to forecast hiring needs, conduct full life cycle recruiting, and build relationships internally and externally, creating a positive hiring experience for all candidates

**Payroll** Manages end-to-end payroll administration for multi-state workforce in compliance with university policy and federal, state, and local regulations.

**Title IX** Acts as Title IX Coordinator ensuring compliance with federal regulations related to discrimination, harassment, and equity.

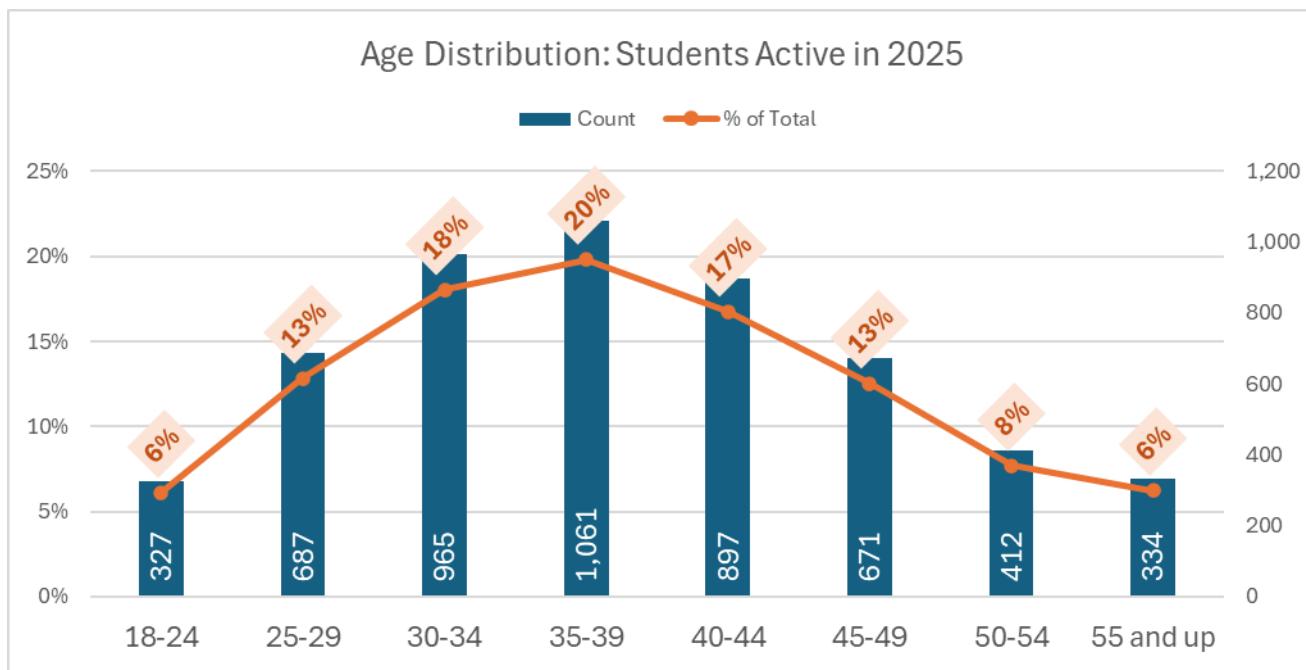
2025 accomplishments include:

- **Leadership Development** Designed and delivered a year-long professional development program for university leaders focused on ownership, accountability, and impact. Through monthly interactive sessions and practical application tools, leaders strengthened collaboration, improved decision-making, and increased ownership of outcomes — advancing a culture of accountability and continuous improvement.
- **Talent Acquisition** Enhanced and modified recruitment to meet the growing instructional and operational needs of the university. By refining the adjunct faculty hiring process and strengthening collaboration with academic leadership, HR successfully attracted and onboarded high-quality faculty and staff to support our mission of accessible, high-quality online education.
- **Process Improvement** Recognizing the unique needs of a 100% remote institution, HR streamlined key processes to improve efficiency, transparency, and user experience. Updates to recruiting, onboarding, and employee relations workflows have created greater consistency across the employee lifecycle and strengthened HR's partnership with university leaders.
- **Customer Service** Institutionalized a customer-service-focused approach across all HR functions, ensuring faculty and staff receive reliable, timely, and supportive guidance on all policy and employment matters. This commitment strengthens trust and contributes to a positive, supportive work environment.
- **Ensured Accurate and Compliant Multi-State Payroll Operations** Managing payroll across 40 states, HR partnered closely with the Finance Office to ensure accurate, compliant, and timely payroll processing and tax reporting. The team successfully met all monthly, quarterly, and year-end filing requirements with multiple state agencies, demonstrating strong cross-departmental collaboration and operational excellence.

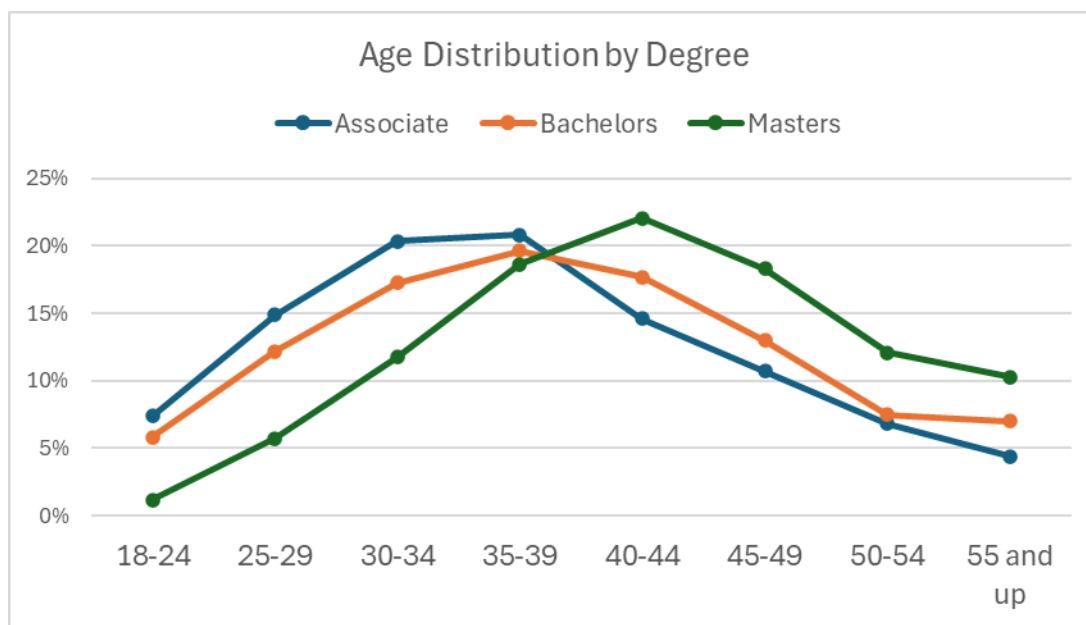
# Charts and Tables: 2025 Active Students

The following charts and tables are based on a dataset of all students – new and continuing – that have participated in a UA Grantham class in 2025.

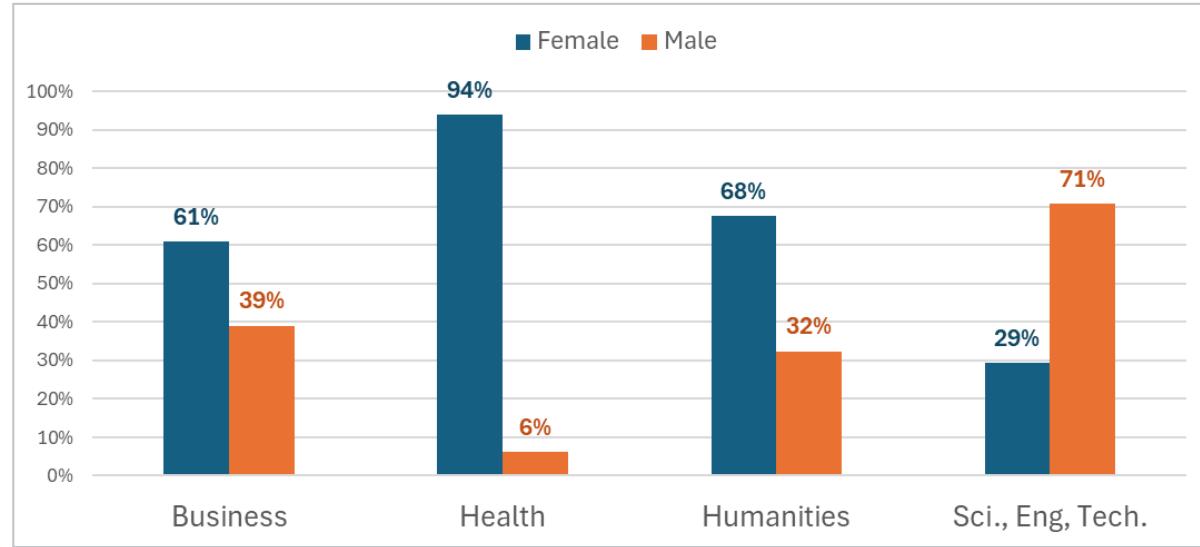
- **94%** of UA Grantham students are 25 or older:



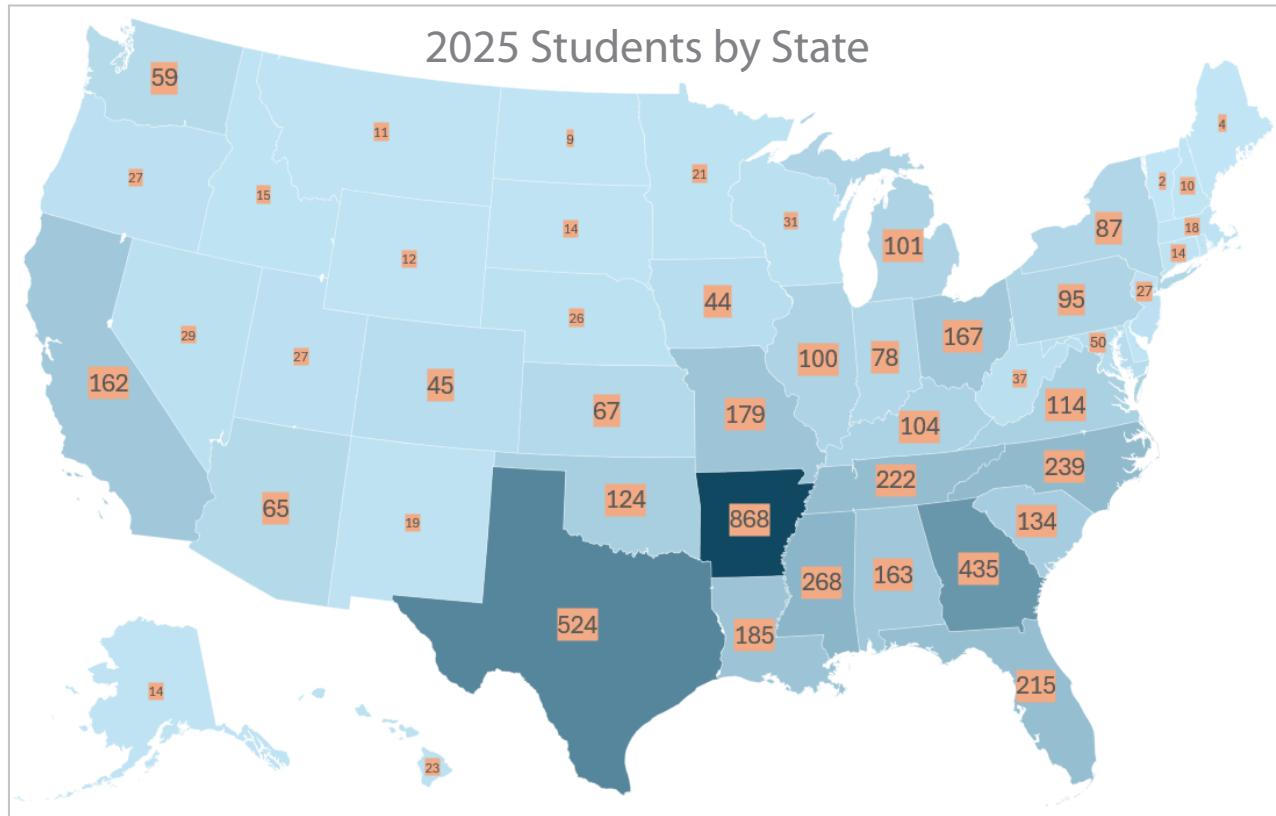
- Student age distribution differs by degree level:



- Female / Male distribution by college:



- 2025 Active Students



“

Completing my degree has been one of the most challenging yet rewarding journeys of my life. Balancing full-time work, family responsibilities, and coursework required long nights, early mornings, and constant determination. Through it all, my wife was my greatest supporter and motivator. She reminded me why I started, pushed me when I wanted to give up, and believed in me even when I doubted myself. Her faith in my abilities gave me the strength to keep going. **This degree isn't just my achievement, it's ours.**

**Jason A., BBA in Business Administration - General Management Concentration**

”

“

After 14 years devoted to raising my sons, returning to school was both daunting and empowering. Balancing coursework with family life tested my resilience daily, but I leaned into my organizational strengths and refused to let self-doubt win. My boys were my biggest cheerleaders—reminding me that it's never too late to chase your dreams. **One professor told me, "Your experience is your strength," and that shifted everything.** I'm proud to say I didn't just earn a degree—I reclaimed my voice and purpose.

**Satara D., AA in Business Administration and Management**

“

After 20 years away from school, I was given a second chance to finish my degree thanks to Mid-Delta Health Systems and the Arkansas Rural Health Partnership (ARHP). I made it my goal to not just finish, but to finish strong—with all A's. I'm proud to say: I did it! To anyone thinking about going back to school: do it. It's never too late. **I highly recommend the University of Arkansas Grantham. I'm living proof that second chances can lead to big achievements!**

**Ashley R., BS in Health Information Management**

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“

As a veteran, leaving the military with little to no civilian education is hard. Especially when your military education and experience doesn't translate into the "civilian world." It felt like starting over in a lot of ways, and that was tough. **I have come a long way, and I'm proud of how I kept going even when things got hard.**

**Courtney F., AAS in Medical Coding and Billing**

“

**I Love This School! This Is My Second Degree With Them And I Plan To Continue To Rise To The Top!**

**Samantha S., AA in Criminal Justice**

”

“

I am glad to have achieved this milestone. Circumventing work life, a combat deployment, and my academics was definitely one for the books. **All I can say is that I am proud of my achievement.**

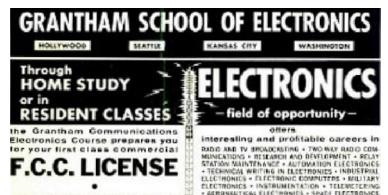
**Chukwuma O., MBA in Business Administration - Information Management**

# University Timeline

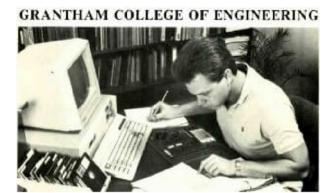
- **1951** The **Grantham Radio License School** is founded by WWII veteran Donald Grantham to serve US service members; the name is later changed to **Grantham School of Electronics**
- **1955** The school opens sites in Washington, D.C., and Los Angeles, CA
- **1961** The school receives accreditation from the Distance Education and Training Council, today's Distance Education Accrediting Commission (DEAC)
- **1968** The institution is named **Grantham College of Engineering**
- **1971** The college moves to Falls Church, Virginia; begins awarding its first associate degrees
- **1976** The college focuses on distance education; closes residential operations
- **1977** The college is the only school in the US offering an accredited Bachelor of Science in Electronics through distance education
- **1990** The college receives approval to operate in and relocates to Louisiana
- **2002** The college becomes **Grantham University**
- **2005** The university relocates to Kansas City, Missouri after Hurricane Katrina destroys all but one building on the Slidell, Louisiana, campus
- **2014** The university relocates to Lenexa, Kansas
- **2016** The university receives programmatic accreditation from ABET for its Bachelor of Science in Electronics Engineering Technology program
- **2020** During the pandemic shutdown, a virtual commencement ceremony is held to honor the Class of 2020
- **2021** The university becomes a remote workplace
- **Nov. 1, 2021** The university joins the University of Arkansas System and becomes **University of Arkansas Grantham**



Donald Grantham



1960s ad in  
Popular Mechanics



1989 ad in  
Popular Electronics



GRANTHAM  
UNIVERSITY



UNIVERSITY OF  
ARKANSAS  
GRANTHAM



UNIVERSITY OF  
**ARKANSAS**  
GRANTHAM