



THE AICUP SPOTLIGHT

Monthly Newsletter

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February 2026 - Volume 16, Issue 2

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Latest from AICUP

New AICUP Staff Member:

Cale Nelson is the new VP of Finance & Member Services at AICUP with core responsibilities in the areas of the Association finances, member group purchasing, member collaboration and member service program development. Cale has been onboard since October 20th to ensure a smooth transition. Cale joins AICUP with deep roots in the association's member institutions.



He earned both his bachelor's degree and his master's degree from Saint Francis University of Pennsylvania, followed by a doctoral degree in Higher Education Administration from Immaculata University. He has served at two additional AICUP member institutions—Dickinson College and Ursinus College—holding senior positions across finance, human resources, and administration.

From the Communications Desk at AICUP: *AICUP Schools: More Than Just Classrooms & Campuses* is an OpEd AICUP President Tom Foley wrote last August. It won the CUPPIE Award from [CUPRAP](#) and it was an opinion piece about the economic impact of AICUP members.

[Read More](#)

Rental of Office Space at AICUP Headquarters

AICUP is seeking a tenant or tenants(s) for offices at 101 North Front Street, Harrisburg, PA (the James McCormick Mansion/home to AICUP). One space offers one executive office on first floor with view of the river and private bathroom and access to the conference room.

AICUP would be very interested in securing a tenant that is a member college, but any interest from a current Corporate Affiliate or Endorsed Program Provider would also be welcomed. For more information about this space and/or to schedule a visit, please contact [Nichole Duffly](#).

Add AICUP to Email Safe Sender List

AICUP asks that you make sure AICUP is on your college or university's email safe sender list. This will ensure that important AICUP communications arrive in your email inbox.

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Campus Leaders Webinar Series

AICUP's Campus Leaders Webinar Series is designed to increase engagement with our member schools while delivering timely, practical solutions. Featuring insights from your colleagues on other member campuses, endorsed and AMP program providers and corporate affiliates, each session will highlight resources and strategies tailored specifically for AICUP institutions. Join us to stay informed, connected, and equipped to meet today's campus challenges.

March 11th [Beyond the Books: Libraries as the New Heart of Campus Life](#)

March 25th [How America Succeeds after College](#)

April 1st [What if Higher Ed Played Banana Ball?](#)

April 7th [From Blue Jays to Bright Futures: Hatching a Podcast for Enrollment & Engagement](#)

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The Road to Accurate Reporting

~Clery Center

Don't Wait – Register Today

Institutional Members receive five (5) free training & workshop registrations and 25% off all registrations thereafter and Individual Members receive 25% off all training & workshop registrations. **Not a Member?** Over 20 AICUP Member Schools are part of the Clery Center Membership Program at a savings of over \$21.9k. Other perks include an annual security report review, technical assistance & expertise and access to a private member portal with a discussion forum for networking and archive of resources.

[Learn how to apply and start saving on training!](#)

Thursday, February 26th

2:00 - 3:30 PM

[Register](#)

Accurate crime statistics start with strong reporting practices. Successful reporting begins with a solid network of Campus Security Authorities (CSAs) who are confident in their responsibilities and ready to report when information about Clery Act crimes is shared with them. In this session, we'll explore how to gather reports from Campus Security Authorities and local law enforcement, overcome common roadblocks in the reporting process, and apply effective strategies for classifying Clery crimes. This webinar will also cover best practices for publishing statistics and maintaining records to keep your campus data clear, compliant, and complete.

Clery Center is committed to making our training accessible to all participants. English Closed Captioning will be provided and other reasonable accommodations will be considered as requested.

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Energy Management & Procurement

~Constellation

For over eight decades, electricity was generated, transmitted, distributed, sold, and bought in the same manner. This all changed in December 1996 when Pennsylvania passed a law, which, among other requirements, provided customers the option of competitively buying their electric supply needs.

To assist AICUP and its members in sorting through the issues created by retail deregulation, AICUP contracts with Constellation and Evolution Sustainability Group (ESG). Member colleges are priced individually to ensure that one does not subsidize another. By participating in the program, AICUP members can be assured of getting excellent rates, stability over a longer term, best practices decision-making and many other value-added products (e.g. Green Power).

Outcomes:

- AICUP Member Participants: 31
- Dollar Volume for 1st 12 Months of Current Contracts: \$27.3M

[Latest Weekly Energy Industry Summary](#)

[Constellation](#): the endorsed energy supplier to assist AICUP members with managing energy costs in new and powerful ways to achieve budget certainty, cost savings and financial protection with a full range of integrated energy solutions.

Contact: Blaire Miller, blaire.miller@constellation.com or 855-836-2658

Check out the AICUP webinar *Achieving Operational Goals through Utility Bill Management* [Recording](#) | [Slide Deck](#)

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Title IX Training Programs

~D. Stafford & Associates

[D. Stafford & Associates](#) (DSA) is the endorsed program provider for AICUP's **Title IX Coordinator/Investigator Training**. DSA offers a series of intensive training classes for Title IX coordinators and for investigators who are responsible for conducting and overseeing Title IX compliance and sexual misconduct investigations on campus.

[Upcoming Training](#)

The series of Tiers starts twice each year for Coordinator and Investigator classes, but you can take the classes in any order. Beyond that, DSA also offers services to review policies and procedures.

Contact: Dolores Stafford, dolores@dstaffordandassociates.com or 302-344-5809

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AICUP Software Programs

~JourneyEd

AICUP software programs enable member organizations to obtain software products and services they already use at significant discounts and better terms than standard academic programs offered elsewhere. Key vendor partnerships include programs with Microsoft, Adobe and VMWare. AICUP's board-endorsed reseller, JourneyEd, provides exceptional service and is the vendor relations manager for these key contracts. Average annual savings across all programs is roughly 22.79%.

Unique Program Features:

- JourneyEd agreements offer significant cost savings by leveraging the total size of the membership with our most important vendor partners.
- JourneyEd agreements are specific to the needs of the member colleges. Because they only operate in the EDU market, JourneyEd is able to effectively work within a school's budget and process.
- AICUP's partnerships with key software vendors are strong both due to the size of the agreements and specific insight JourneyEd offers by working with so many AICUP members.

Outcomes:

- Adobe Contractual License Program & Enterprise Term Licensing:
AICUP Member Participants: 66
- Microsoft Academic Select & Microsoft EES* Agreements:
AICUP Member Participants: 68
- VMware ELA Software License: AICUP Member Participants: 37

[JourneyEd](#) provides AICUP members with contractual pricing for commonly used software products from vendors such as Microsoft, Adobe, and VMWare.

Contact: Jason Watson at jwatson@journeyed.com or 800-876-3507, ext.7111

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AICUP Long Term Care Program *~The Voluntary Benefits Shop*

The Long-Term Care (LTC) Insurance Program has been an AICUP Board-endorsed program since 2006. Mike VanGavree, the founder of the original program remains actively involved, and has aligned with The Voluntary Benefits Shop (The VB Shop) to provide this best-in-class program to the member institutions.

What to know:

1. AICUP's new Life with Long-Term Care program, available to all member schools at no cost
2. The Voluntary Benefit Shop's preferred underwriting offer, which gives AICUP members' full and part-time staff access to guaranteed issue policies (no health question to qualify)
3. Our fully managed employee education and engagement campaigns, to help your staff make informed choices
4. Our dedicated account management and client advocate teams that oversee implementation, education enrollment and support for these programs

If you have questions and would like to have a one-on-one meeting to further discuss the plan before seeing a quote:

Contact Bill Spiro, bspiro@thevbshop.com or 443-760-4258

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PAICU MEP Momentum Is Growing — Be Part of It!

The momentum behind the PAICU Multiple Employer Retirement Program (MEP) continues to grow across Pennsylvania — and that growing leverage is driving plan expenses down.

Participating employees are the immediate and direct beneficiaries, and campuses that join gain access to a stronger, more cost-effective retirement solution.

To learn more — whether you are exploring participation or are a current member seeking updates and deeper engagement — **join Cale Nelson at his weekly PAICU MEP Zoom meeting every Tuesday at 2:30 PM.** These sessions provide a convenient opportunity to explore the program, ask questions, share

insights, and stay informed about ongoing developments.

If your school has already enrolled, join the zoom to ask questions, seek clarification and maximize the PAICU MEP advantage!

We encourage you to take another close look at this program — run by AICUP members, for AICUP members.

AICUP Member Zoom-Ins

Tuesdays, 2:30 to 3:30 PM

[Join Here](#)

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Beyond the Books:

Libraries as the New Heart of Campus Life

Wednesday, March 11th

10:00 - 11:00 AM

[Register](#)

Today's academic libraries play a critical role in advancing student success. No longer simply quiet spaces for study, they are dynamic learning environments that foster collaboration, academic support, community building, and access to essential campus services.

By integrating tutoring, advising, technology, flexible study areas, and welcoming social spaces, modern libraries remove barriers and create the conditions students need to thrive — academically and personally.

This session explores how intentional design is transforming libraries into integrated hubs that strengthen engagement, persistence, and overall student achievement.

Target Audience: Facilities Directors, Directors of Student Life, Librarians

Presenters:

Martin Kimmel, Kimmel Architects ([see bio](#))

Panel Members: TBA from Kings. Susquehanna and/or LaSalle

[Kimmel Architecture, Inc.](#) is a full-service Design firm specializing in Master Planning, Architecture, Interior Design and Site Planning for Mission Driven

Institutions. To date, we have worked with 20 AICUP members to further their Missions with projects that build their individual brands and attract the students they desire most. Our mission is to provide “Extraordinary Solutions for Ordinary Budgets” and it is our commitment to deliver something wonderful to your school, no matter how limited your funding might be.

Kimmel Architecture is the provider of the AICUP Member Preferred Program (AMP) MasterConcept Plan™.

Contact: Buck Collins, bcollins@kimmelarch.com or 215-262-4072

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AICUP Data Security Software Program

Ransomware and cyber-attacks on higher education continue to rise, putting institutional data, operations, and reputation at risk. This webinar highlighted three independent and very favorably priced cybersecurity offerings available to AICUP schools, designed to strengthen cyber resilience without adding internal staffing burdens.

Below you will find links to the recording and the slide deck.

[Recording](#)

[Slide Deck](#)

What Was Covered:

Rubrik – Managed Immutable Backup & Cyber Recovery

Rubrik, delivered as a fully managed service through CCIU, provides air-gapped, immutable backups and rapid ransomware recovery for your critical systems and data. CCIU’s team handles implementation, 24/7/365 monitoring, and restore support, effectively acting as an extension of your incident response capability.

Zscaler – Managed Zero Trust Security & VPN Alternative

Offered as a CCIU-managed service, Zscaler’s cloud-native Zero Trust Exchange inspects all web and SSL/TLS traffic to block ransomware, phishing, malware, and data exfiltration for on-campus and remote users. With no hardware to manage and policies tailored for higher education and FERPA-aligned privacy controls, institutions gain consistent protection and visibility across their entire user base

SentinelOne – AI-Driven Endpoint Protection & MDR

SentinelOne’s Singularity Platform combines endpoint protection, EDR, and 24/7

managed detection and response with Purple AI to stop threats across laptops, servers, and cloud workloads. Recognized as a Leader in the 2025 Gartner Magic Quadrant for Endpoint Protection Platforms, SentinelOne uses AI and one-click remediation/rollback to quickly contain and recover from attacks.

Why These Solutions Matter

Together, Rubrik, Zscaler, and SentinelOne provide complementary layers of protection: secure recovery, secure access, and secure endpoints. AICUP's partnerships and CCIU's managed services model make these enterprise-grade capabilities accessible and affordable for independent colleges and universities.

Exclusive AICUP Advantage

The Rubrik and Zscaler solutions are delivered as fully managed services through the Chester County Intermediate Unit (CCIU), a nationally recognized cybersecurity leader for education. This model removes the need for additional internal staff while providing enterprise-grade protection at AICUP-negotiated pricing tailored for independent colleges and universities. CCIU's team handles deployment, daily operations, and supports incident response, giving your institution a trusted partner before, during, and after a cyber event.

[Register Today](#)

Join this webinar to see how these offerings work in practice, understand AICUP-specific pricing and procurement options, and learn how peer institutions are using them to reduce cyber risk.

[ePlus Technology, Inc.](#) serves as the lead for the AICUP Data Security Software Program. From Cloud and Data Center, Security, Collaboration, Networking and AI, to Digital Transformation, Managed and Professional Services or Financing, we bring a vast perspective that helps organizations design, orchestrate and seamlessly implement versatile technology solutions. Our unparalleled expertise has been refined over more than three decades, allowing customers to maximize the return on their technology investments. With a dedicated SLED practice of Account Executives and SLED Operations Professionals, ePlus knows SLED, Contracts and works to keep our customers in compliance with grants and funding.

Contact: Brandon Holmes, BHolmes@EPLUS.com or 484-358-6410

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AICUP Academic Program Sharing by Rize - NEW

This new program helps colleges launch affordable, in-demand academic programs that attract and retain students while generating new enrollment revenue. Through an innovative online program-sharing model.

Recently, AICUP members joined a seminar to learn more about this new program. Here is the [slide deck](#) and [recording](#). If you have questions or would like a demo, go [here](#).

Rize has partnered with more than 120 institutions nationwide, serving over 13,500 students with career-focused pathways in fields such as Artificial Intelligence, Cybersecurity, Digital Marketing, and Public Health. In addition to curriculum, Rize provides enrollment and academic services that support student success and institutional growth.

[Rize Education](#) helps colleges expand affordable, in-demand academic programs that attract and retain students in today's competitive environment. Their catalog includes programs in fields such as Artificial Intelligence, Cybersecurity, Digital Marketing, and Public Health. To date, more than 120 colleges across the U.S. have worked with Rize, serving over 13,500 students through its innovative online program-sharing model.

In addition to course sharing, Rize provides enrollment and academic services designed to help institutions generate new revenue and improve student outcomes. Partner colleges report positive results, including stronger retention, measurable enrollment growth, and higher student satisfaction.

Rize is extending discounted subscription pricing to AICUP members, with **savings of up to 25%**. Discounts scale as institutions add additional programs, providing flexibility and value.

Contact: Charlie Anastasi, canastasi@rize.education or 215-595-6012

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**AICUP Health Choice:
A Smarter Alternative to Group Health Insurance**



Modernize your health benefits with ICHRA

A smarter alternative to group health insurance

The ICHRA is a group health benefit that offers more flexibility, choice, and control than traditional group funding strategies.

With an ICHRA, employers can offer a defined, tax-free allowance. Employees use that allowance to purchase the coverage that best fits their needs.

Scan to watch:
How ICHRA Works



How ICHRA reduces costs for universities

1

Predictable budgeting
Control costs by setting your own contributions

2

No penalties for claims
Groups are not penalized for high utilization

3

Avoid premium hikes
Stop unpredictable rate increases year after year

Model the move to ICHRA confidently

“Our university has saved in excess of \$500,000 each of the past two years while still providing comparable and exceptional benefits to our faculty and staff. This has been transformational for our university.”

Get a clear picture of how ICHRA could work for you. A financial analysis models your current benefit spend against an ICHRA approach, so you can make an informed, data-backed decision.

What you'll need to get started:

- Your employee census
- Current summary of benefits and rate grids
- Current employer and employee contribution structure

 **Ready to explore your options?** Get a personalized quote [here](#).

[Baily Insurance](#) is an independent insurance agency offering a comprehensive suite of insurance and risk management solutions through [Check](#): Life, Health – Group Benefits, Auto, Property & Casualty, Workers Compensation, Cyber Supplemental/Employee-Paid Benefits, Individual Coverage Health Reimbursement Arrangement plans (ICHRA).

Contact: David Baily, dbaily@bailyagency.com or 724-627-6121

Check out their AICUP webinar ICHRA, An Alternative Way of Funding Health Insurance [Recording](#) | [Slide Deck](#)

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Aspect Consulting

The Shifting EdTech Landscape in Pennsylvania's Independent Schools

Independent schools across Pennsylvania are experiencing a fundamental shift in how educational technology is selected, implemented, and sustained. What was once a discretionary enhancement has become a core operational function—touching instruction, enrollment, finance, advancement, and compliance.

Post-pandemic realities accelerated technology adoption, but they also exposed structural challenges. Many schools now rely on a growing ecosystem of platforms for learning management, student information, cybersecurity, communications, and data reporting. At the same time, budgets remain constrained, staffing models are leaner, and institutional expectations around data privacy, accessibility, and system reliability continue to rise.

This environment has created a widening gap between technology needs and internal capacity. Smaller and mid-sized independent schools, in particular, often depend on a single IT generalist—or a combination of faculty and administrators—to manage increasingly complex systems. The result can be reactive decision-making, underutilized tools, and operational risk that distracts from mission-focused work.

As a response, many schools are rethinking how technology support is structured. Lean operational support models—those that emphasize strategic guidance, shared expertise, and scalable services—are emerging as a practical alternative to traditional staffing approaches. These models allow schools to access specialized knowledge in areas such as systems integration, data governance, and cybersecurity without carrying the full cost of expanded internal teams.

Ultimately, the goal is not more technology, but better alignment between technology, operations, and educational mission. Schools that adopt flexible, right-sized support structures are better positioned to adapt, remain compliant, and ensure that technology serves as an enabler—not a burden—on their communities.

[Aspect Consulting, Inc](#) provides low cost/high quality higher education functional and technical support across the entire campus ecosystem; specializing in Academic ERP/CRM/LMS systems.

Contact: Chris Bressi, cbressi@aspect-consulting.com or 610-783-0600 ext.130

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Ellucian

Join thousands of higher education leaders, partners, and peers in Denver, Colorado, April 19–22, 2026 as we come together to Advance Infinite Possibilities for learners and institutions around the world.

What to expect:

- ✦ Inspiring keynotes from education and industry thought leaders
- ✦ Hands-on learning with Ellucian solutions
- ✦ Global networking opportunities
- ✦ Product innovations shaping the future of student success

Register [here](#)

The [Ellucian Live 2026 Content Catalog](#) is now available!

[Ellucian](#) helps higher education institutions like yours excel. We collaborate with over 2,500 institutions worldwide, offering innovative solutions for student information systems, finance, HR, and more. Ellucian empowers your institution to enhance decision-making, streamline operations, and drive student success.

Contact: Tony Grosso, tony.grosso@ellucian.com

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Forvis Mazars

2026 Higher Education R3 Summit & Annual Outlook

You still have time to register for this live, interactive, CPE-eligible event. Gain insights on how to navigate challenges in higher education while networking and collaborating with your peers and professionals from Forvis Mazars. Our 2026 R3 Summit will cover hot topics from key tax and legislative updates to ideas for enhancing your institution's financial health.

[March 12, Pittsburgh](#)

[March 16th , Philadelphia](#)

2026 Annual Higher Education Outlook: At the Crossroads

Higher education is at a pivotal moment. In our 2026 Outlook, we explore how U.S. colleges and universities are navigating a landscape shaped by financial uncertainty, shifting public perceptions, technological disruption, and cultural and political change. From record enrollment surges to dramatic program cuts, institutions face uncertainty and ongoing challenges as they respond to the “demographic cliff,” rising costs, and evolving student needs.

[More Info & Download](#)

[Forvis Mazars](#) is an independent member of Forvis Mazars Global, a leading global professional services network. Ranked among the largest public accounting firms in the United States, the firm’s 7,000 dedicated team members provide an Unmatched Client Experience® through the delivery of assurance, tax, and consulting services for clients in all 50 states and internationally through the global network. From small private colleges to large public universities, our team works with hundreds of educational institutions, demonstrating deep industry knowledge.

We’re not a “one-and-done” service—we’re your dedicated collaborator. Our skilled professionals are committed to reliable and consistent communication, providing you with guidance to help your school stay on track with your goals. We listen, respond, and consult with purpose—to help your school achieve its mission.

Contact: Adam Smith, adam.smith@us.forvismazars.com or 260-460-4047

Check out their AICUP webinar Trends in College & University Closures

[Recording](#) | [Slide Deck](#)

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Jenzabar

Making Wise Tech Investments Webinar Reply

Evaluating the return on your technology investments has become increasingly important in today’s financially strapped economy. Do you know which solutions are providing positive returns for your campus? Are you tracking performance and aligning it with spending?

[This webinar, led by The Chronicle of Higher Education](#), brings together a handful of your peers to explore technology ROI and how you can improve your investment planning.

- Discover best practices for evaluating technology ROI.
- Learn how to communicate and demonstrate technology value across campus.

See past technology hype cycles to uncover real long-term opportunities.

[Watch Now](#)

[Jenzabar Inc.](#): unlock the next wave of higher education software with Jenzabar One, a flexible, unified-cloud ready platform, exclusive to higher education.

Contact: Nicole Stewart, Nicole.Stewart@jenzabar.com or 908-216-0453

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RLPS Architects

Bridging Generations:

Senior Living & Higher Education Partnerships

During a recent webinar, panelists discussed how Higher Education institutions and Life Plan Communities can collaborate in bold, innovative ways to drive intergenerational connections and strengthen campus communities.

To read a summary of salient points and to view a recording of the webinar, go [here](#).

Whether your institution is exploring new revenue opportunities, seeking deeper community engagement, or envisioning expanded lifelong learning, this blog offers insights to help inform your strategy.

[RLPS Architects](#) for over 70 years, RLPS Architects has created innovative and inspiring spaces to live and learn for educational institutions. From our offices in Lancaster and Pittsburgh, Pennsylvania, we provide architecture, master planning and interior design services, designing spaces to support and enhance the diverse needs of campus life.

RLPS values the client relationships we have built over the years and our team remains passionate about providing innovative spaces that stimulate learning, inspire faculty growth and serve the community of each institution.

Contact: Sarah Rine, srine@rlps.com or 717-560-9501

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Sallie Mae

How America Succeeds After College

Wednesday, March 25th

11:00 - 12:00 Noon

[Register](#)

For most students pursuing higher education, a college degree is not a goal in itself; rather it is a steppingstone that will set them up for success in the future. Join us for a discussion of Sallie Mae's brand-new research study "How America Succeeds After College," where we will uncover how young college graduates view success at this stage in their lives. We'll dive in to understand what contributes or prevents them from feeling successful, what actions taken before, during and shortly after college have the greatest impact, and what can be done to ensure that more grads succeed.

Presenters:

- Jocelyn Martin, Elizabethtown College, Director of Financial Aid
- Michelle Landon, Kings College, Director of Undergraduate Admissions
- Katie Erdley, Susquehanna University, Senior Director of Financial Aid
- Darwin Morency, Sallie Mae, Director of Relationship Management
- Keri Neidig, Sallie Mae, Director of Relationship Management and Assistant Region Head

[Sallie Mae](#): our mission is to be a trusted financial partner helping Americans reach their potential by making the dream of higher education a reality.

Contact: Keri Neidig, Keri.Neidig@salliemae.com or 610-216-2807

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Scott Healy & Associates

What Today's Higher Ed Leaders Are Prioritizing (and Why It Matters)

Across independent colleges and universities, leadership priorities continue to evolve as **financial pressures, demographic shifts, and a tumultuous political environment** prompt institutions to reexamine how they operate and serve their communities. Changing expectations from students, employees, and external stakeholders further shape this landscape. While each institution faces unique challenges, several themes consistently emerge among senior leaders nationwide.

Enrollment stability and program relevance remain top concerns. Leaders focus on aligning academic offerings with student demand, workforce needs, and institutional mission. This includes market-informed program development, stronger recruitment strategies, and improved retention through student support and engagement.

Staff and faculty retention has also moved to the forefront. Leaders emphasize workplace culture, professional development, and sustainable workloads, recognizing that continuity and morale among staff and faculty directly impact student success and operational effectiveness.

Fiscal stewardship and resource alignment continue to shape decision-making. Rather than short-term cost cutting, leaders prioritize long-range financial planning, diversified income streams, data-informed budgeting, and transparent communication, which support both institutional stability and stakeholder trust.

Community engagement and institutional identity are gaining renewed attention. Leaders strengthen partnerships with local communities, alumni, and employers, reinforcing institutional value while advancing mission-driven goals.

Taken together, these priorities reflect a broader shift in higher education leadership. Today's leaders are expected to balance strategy with empathy, innovation with stewardship, and urgency with long-term vision. **As colleges and universities navigate a changing landscape, thoughtful and values-driven leadership remains one of the most powerful differentiators for institutional success.**

We would love to hear what your institution is prioritizing - drop us a note at chris@scotthealy.com

[Scott Healy & Associates](#) (SH&A) is a nationally trusted leader in higher education

executive searches and interim placements. Founded in 1998, SH&A is dedicated to helping your institution achieve their strategic goals. As a boutique firm by design, SH&A is led by three generations of the Healy family and supported by a team of seasoned higher education professionals.

Our personalized, client-focused approach allows us to deeply understand each institution's unique needs and deliver tailored, efficient solutions for every client. Since 1998, SH&A has managed more than 650 successful national executive searches, for both academic and administrative roles, helping academic institutions to efficiently attract and retain successful candidates. Through our extensive network, we recruit professionals with the leadership characteristics you value in order to achieve your goals and drive the mission of your institution.

Contact: Christopher Healy, chris@scotthealy.com or 717-585-2457

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Workday

AI Agents in Education: Top Use Cases & Examples

Education is becoming more tech-driven, with students expecting personalized learning and efficient administration. While 86% of students already use AI, 80% feel institutions are not meeting expectations. AI agents—autonomous, context-aware systems—are emerging as a solution, supporting both instruction and operations.

They enable personalized learning paths, proactive student engagement, faster content creation, enhanced research, and streamlined administrative workflows. Rather than replacing educators, AI agents act as collaborators, helping institutions scale personalization and efficiency. Schools that intentionally adopt AI agents can improve outcomes, reduce manual work, and better prepare for the future of education.

[Full Blog Here](#)

[Workday Higher Education](#) continues to expand its presence in higher education, with more than **580 institutions** leveraging the platform and over **90 live on Workday Student**. Notably, **13 AICUP institutions** are already part of the growing Workday community. To better support smaller colleges and universities, Workday has introduced new programs designed to address common challenges

such as financial constraints, limited resources, and the need for accelerated implementation timelines.

Contact: Justin Brantley, justin.brantley@workday.com or 513.512.0048

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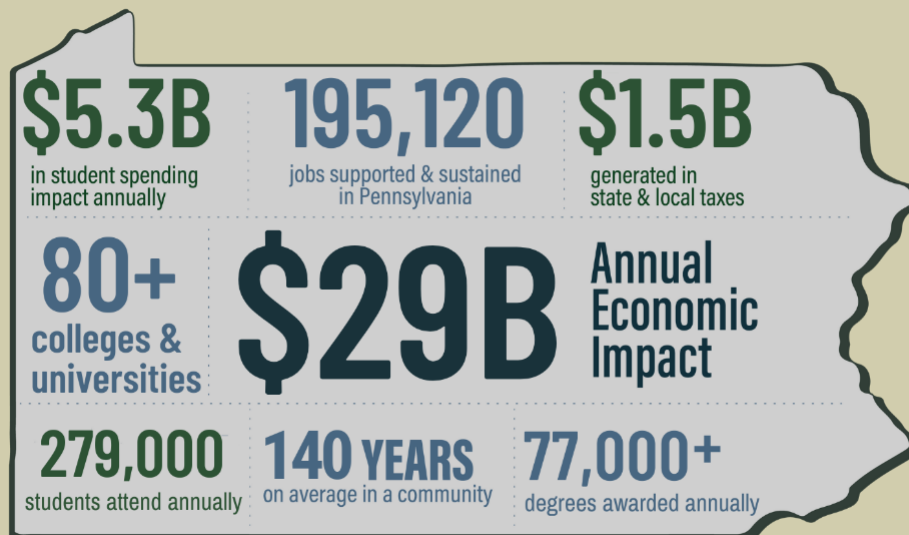


AICUP 2025 Economic Impact Report

~Tom Foley, AICUP President

With all the troublesome news for higher ed at the national level, the latest AICUP Economic Impact Report offers GREAT news for our member schools. The [report](#) on PA's 80+ independent nonprofit schools concludes these AICUP schools support almost 200,000 jobs in Pennsylvania every year, generate an annual economic impact of \$29 billion for the state's economy (that's larger than the entire budget of 28 states), and provides a stunning 158-to-1 return on PA taxpayer investment.

The report confirms independent nonprofit schools don't just prepare the workforce of tomorrow, they enhance Pennsylvania's economy today.



AICUP schools employ 1 in 33 workers in Pennsylvania, they supply 39,000 new PA workers every year, they're the top employer in 3 counties, and among the top 25 employers in 19 counties. In fact, the PA Chamber of Commerce and Industry named higher education "the fifth largest industry" in Pennsylvania, and AICUP

schools constitute half the entire sector. AICUP graduates in this "industry" are an inclusive bunch:

- 45% of PA teacher cert candidates
- 47% of low-income students pursuing bachelor's degrees in PA
- 52% of working age adult students' re-skilling/up-skilling in PA
- 55% of all minority students pursuing bachelor's degrees in PA
- 58% of STEM graduates in PA • 69% of all PA nursing degrees

PA should celebrate this asset that has made our state the second-top net importer of students in the nation (for over 30 years) and the 2025 Wall Street Journal's third ranked state for quality outcomes in higher education. Don't take my word for it—look at the data.

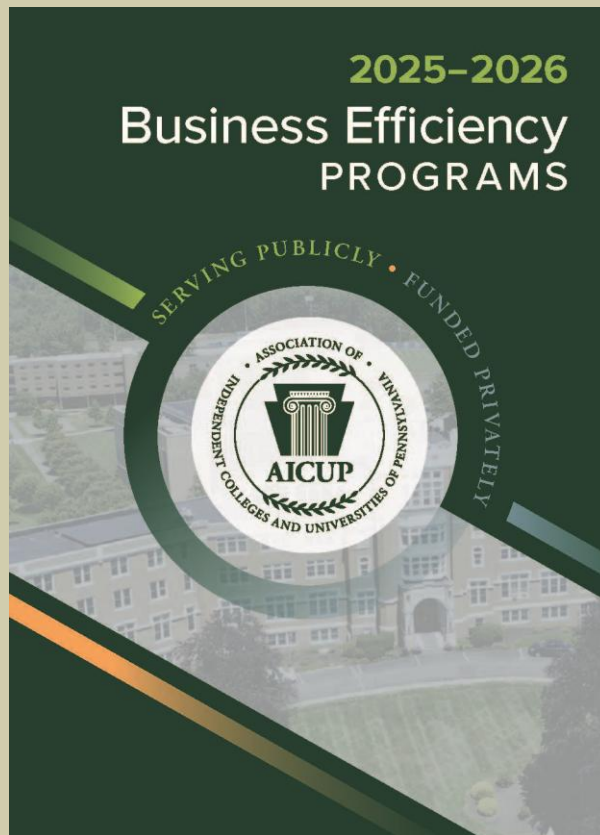
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The AICUP Efficiency Programs Manual!

Every year AICUP delivers an annual report on AICUP's collaborative and business efficiency programs through the [Business Efficiency Programs Manual](#) publication. Within this report we share the success of these efforts and the measurable value offered by each. This report does not attempt to calculate savings or increased revenue from AICUP's advocacy before state and federal governments.



This Business Efficiency Program Manual outlines: 1) the range of business efficiency and research programs AICUP sponsors for members; 2) institutional participation rates; and 3) the estimated cost-savings per institution from those programs. It is important to measure these programs over time as part of the normal performance measurement of our AICUP work. Our findings are as follows:

- **39 PROGRAMS**—In 2024, AICUP offered thirty-nine (39) different cost savings programs of which, 29 are vendor-driven and the remaining 10 are driven by AICUP staff activities.
- **\$43.8M ANNUAL SAVINGS**—Thirty-seven (37) of these programs leveraged volume and lowered costs in a way that could be documented resulting in \$43.8M of calculable savings in 2024.
- **33:1 ROI ON FY 2024 DUES**—\$43.8M of calculable 2024 savings equates to an average savings of \$476,229 per AICUP member or roughly 33 times the average 2024 membership dues (\$14,433).
- **All AICUP MEMBER PARTICIPATION**—Eighteen (18) of these programs provided service to 35 or more AICUP members and only six (6) programs had participation of less than 10 AICUP members. *AICUP*

Members and Associate Members participated in at least one of these 39 programs.

It is, of course, not possible to quantify savings on all programs or activities, but our business efficiency team (Tim Alexander and Kelly Carli) once again did their best to quantify dollar-based savings measurement for all but three (3) of these programs. Not all colleges experienced the same level of participation or savings. Hence, the aggregate and average savings figures in this report reflect conservative assumptions.

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**AICUP
Business Efficiency
Programs**

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