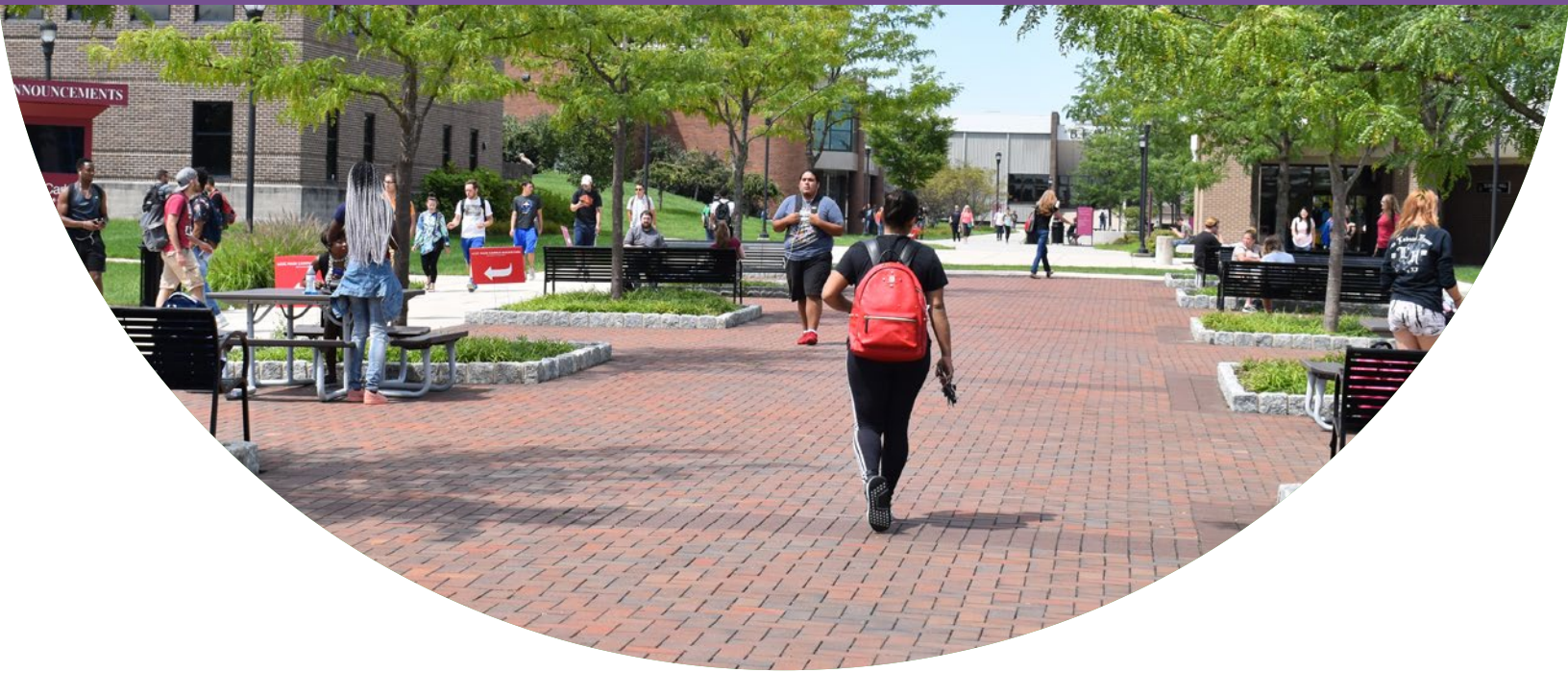




A YEAR IN REVIEW

State of the College 2023-2024



August 2024 marks Lehigh Carbon Community College's 58th Annual start of the academic year. The beginning of the new academic year allows us to reflect on the accomplishments of the past year and look forward to the future as we focus on fulfilling the college's mission, prioritizing initiatives that advance continuous improvement while continuing to meet the changing needs of our community. Beginning in 1952, when our founders first discussed the community college, few could have dreamed we would evolve into the comprehensive community college that we are today. Every year, we have continued to serve and support our community, ensuring that students have access to the best education and that LCCC remains at the forefront of higher education institutions.

Thank you to our trustees, faculty, administrators, and staff for their dedication to serving all of our community - first generation college students, returning adults and veterans, high school learners and our workforce partners. Our doors have remained open to all for almost 60 years because we know that education changes lives and we remain steadfast in this commitment.

Respectfully,

President



Students

LCCC held its **57th Annual Commencement Ceremony** at the PPL Center. Commencement recognized the more than 940 students who have earned associate degrees or certificates in December 2023, May 2024 and August 2024. A total of 487 graduates attended the ceremony, compared to 488 in 2023 and 436 in 2022. The ceremony was [livestreamed](#), and more than 3,000 people attended in person. Photos are available on [Flickr](#).



The Honors College at LCCC welcomed the 20th cohort of Honors Scholars at the beginning of the semester. These 42 exceptional students have been selected for their academic achievements, leadership potential and commitment to making a positive impact on their communities.

The Honors Scholars graduation reception recognized

37 Honors graduates, 13 who took the STEM program track, and 24 in the Liberal Arts track. Thirty students have completed the two-year Honors Scholars program, and six have completed the one-year program. In addition, there is one Early College Honors Scholar this year. The students represented Executive Education Academy, William Allen, Dieruff, Emmaus, Jim Thorpe, Lehighton, Palmerton, Parkland, Salisbury, Southern Lehigh and Whitehall. Their majors include Business Administration, TV/Film, Computer Science, Engineering, Communications, Biology, Chemistry and Psychology. Photos are available on [Flickr](#).



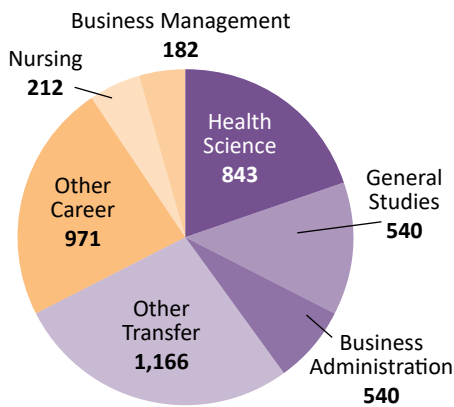


RE@L Scholars Program provides research experience at Lehigh University, providing an opportunity for students at LCCC to conduct one semester of research during the spring semester of their second year. The program will allow LCCC honors students to experience an academic research environment, close gaps in equity, enhance RE@L Scholar's transfer applications for four-year institutions, build strong ties between LCCC and Lehigh and provide an opportunity for senior graduate students to gain mentoring experience.

LCCC Recruits Students to Participate in Disney Co-op Program, which offers cooperative work experience for students at Walt Disney World in Orlando, Florida, or Disneyland in Anaheim, California, during the spring and summer 2024 semesters. The co-op program allows students to earn six college credits as they spend one semester working, learning, and living at Disney World or Disneyland.

Transfer and Career Program Enrollment

■ Career Programs (AAS)
 ■ Transfer Programs (AA, AS)



Enrollment by Gender

Female: 3,707

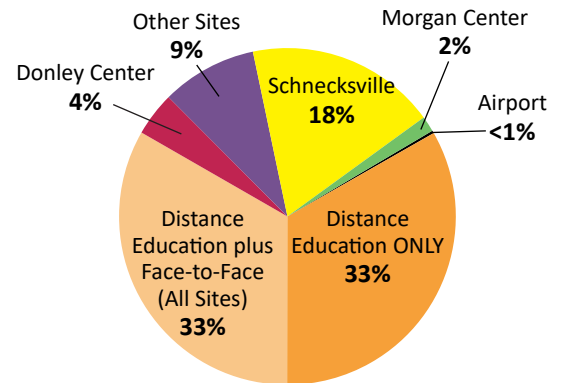
(63.6%)

Male: 2,119

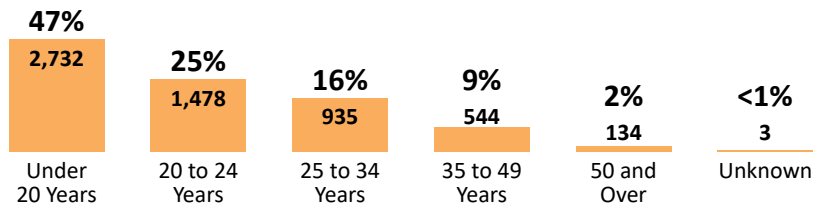
(36.4%)



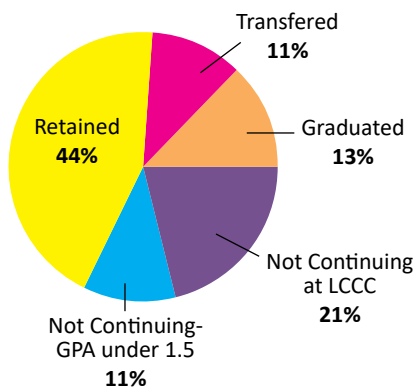
Enrollment by Site



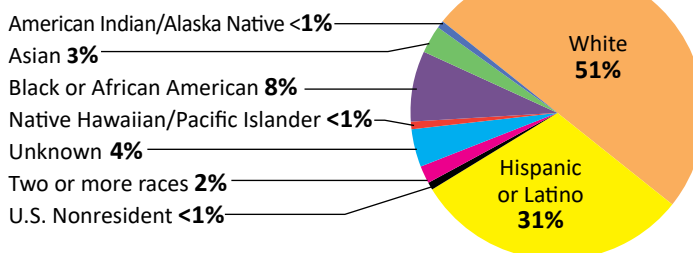
Credit Enrollment by Age (All Students)



Degree-Seeking Students Fall 22-Fall 23



Enrollment by Race/Ethnicity



**Note: All metrics taken from Week 3 frozen dataset. Unless otherwise indicated, data pertains to 2023-24 academic year.*



Quickstart Program Gives Students Jump on Degree Completion and Career Entry with courses to help students interested in Business, Teacher Education, Paraprofessional Educator, HVAC certificate programs or improving English skills through ESL. Students can get started on their degree and advance quickly into a career path.



Student Enrollment

	Fall 2022	Fall 2023	% Change
Students	6,237	6,381	2.31%
Credit Hours	52,257.0	52,244.5	-0.02%

New student growth fall 2022 to fall 2023: **0.69%**

	Spring 2023	Spring 2024	% Change
Students	5,599	5,660	1.09%
Credit Hours	45,392.0	45,245.5	-0.03%

New student growth spring 2023 to spring 2024: **8%**

	Summer 2023	Summer 2024	% Change
Students	2,252	2,248	-0.01%
Credit Hours	11,205.5	11,500.5	2.6%

New student growth summer 2023 to summer 2024: **3%**

Source: InfoQuest ENR01 Enrollment Demographics 7/2024

The **Quickstart to Teaching Initiative** will put a cohort of 20 at-promise ASD dual enrollment students on a fast track toward earning a bachelor's in education. By completing the courses while in high school, the Quick Start students will earn their associate degree in education at LCCC up to one semester ahead of schedule and will be better prepared to complete their bachelor's degree at Cedar Crest College. The 20-student cohort will begin in the Fall 2024 semester.

The college's new **Justice, Equity, Diversity, and Inclusion (J.E.D.I.) Center** hosted a grand opening in the fall semester. The J.E.D.I. Center houses offices of Student Engagement and Inclusion and First Year Experience. Programming will be held monthly to welcome all students and help them connect with the resources they need to succeed.



New Student Retention

(Fall 2022 to Fall 2023)

60% for full-time students

44% for part-time students

New Students



2,362 Dual Enrollment students 2023-24.
As of May 2024



The college launched a new **A.A.S. program in Electrical and Computer Engineering Technology**, beginning in fall 2023. The program prepares students for lucrative careers in the electrical and electronics, computer control systems, industrial automation and manufacturing industries.



Career Development held its annual **Etiquette Luncheon** at the Club at Twin Lakes where 40 LCCC students and facilitators practiced dining etiquette in a professional setting. Students played networking bingo and received professional etiquette and networking strategies while they enjoyed a four-course meal.



Recent high school graduates from Lehigh County school districts now have access to additional scholarships thanks to **LCCC's new \$2 million Promise Scholarship**. The scholarships assist recent high school graduates who qualify for federal Pell grants. A total of 32 students received the scholarship in 2023-24 in Biology, Health Sciences, Computer Science and more.



As a leader in **Dual Enrollment**, LCCC offers courses in 21 different high schools in 16 school districts, charter schools, private schools and career and technical institutes across Lehigh, Carbon and Schuylkill counties. In the 2023-24 academic year, 55 Dual Enrollment classes were offered at a high school and 215 classes were offered at the college campus or online, with total enrollment of 2,362 students.

Beginning its sixth year in the fall 2024, **Early College** has graduated over 200 students with both their high school diploma and associate degree. They have transferred to 36 different colleges and universities. Over 150 students are currently in the program.

A total of 59 Early College students representing seven school districts graduated high school in 2024 with their associate degree. Ten graduated cum laude, 10 magna cum laude and three summa cum laude.



Employees

To better support and foster inclusion and belonging for employees at LCCC, employee resource groups provide interested LCCC employees a place to gather with others of common affinity or identity such as Hispanic/Latinx, LGBTQ+, African American, and others.

Members of the LCCC community volunteered for this year's Brush-up Our Veterans - Lehigh Valley, which is led by the Veteran and Military Council of the Greater Lehigh Valley Chamber of Commerce to paint the outside of homes of honorably discharged veterans and their surviving spouses who are low-income, elderly or permanently disabled.



LCCC Volunteers Make Some Noise at Musikfest An energetic group of 25 LCCC staff, faculty, students and family volunteered at Festplatz at Musikfest, enthusiastically serving beverages and working the cash tent.





Partnerships

LCCC partnered with Northampton Community College to sponsor the Fe Foundation 2023 Summer Camp for Hispanic high school sophomores and juniors. Students represented Easton Area High School, Saucon Valley High School, Parkland High School, Liberty High School, Dieruff High School, William Allen High School, Building 21 High School, Bethlehem Catholic High School, Freedom High School, and Southern Lehigh High School.



An innovative partnership between LCCC, Northampton Community College, Kutztown University and East Stroudsburg University will keep students on a pathway to a college degree with a variety of transfer agreements that will benefit students whose journey to higher education may have been interrupted. Entitled **It's Not Over**, this pilot project creates opportunities for students seeking an associate degree and a bachelor's degree.

A partnership program with Promise Neighborhoods will create an **environmental program** in summer 2024 for at-risk members of the community and is funded through the Delaware and Lehigh National Heritage Corridor and the Lehigh Valley Greenways.



SHINE Afterschool Program Opens Makerspace at Slatington Elementary in partnership with the Northern Lehigh School District. During the school day, the district uses the space with its own STEAM curriculum. In the afternoon and evenings, SHINE (Schools and Homes in Education) uses it for project-based STEM activities as part of the afterschool program. Students have access to a 3D printer, laser cutter, CNC machines, soldering irons and other equipment that is used in a variety of projects.



A new partnership between LCCC and Ancora Training represents a significant advancement in addressing the **growing demand for truck drivers** in the region and providing enhanced training options for people interested in pursuing a career in the truck driving industry. The LCCC Commercial Drivers License (CDL) training program will offer expanded options, including day, weekend and evening classes.

A partnership with LCCC, LCTI and Commonwealth University provides opportunities for a seamless pathway for students to obtain a bachelor's degree with cost savings of approximately \$22,300 per student (based on 30 articulated credits from LCTI and an average of 81 credits articulated from LCCC to CU). Students who attend LCTI and receive credentials may not otherwise have a seamless pathway to an associate degree and a bachelor's degree.

LCCC will launch its third **Mobile Manufacturing Lab Classroom**, bringing advanced manufacturing training directly to the business community. This third classroom provides accessible and hands-on learning opportunities for individuals interested in pursuing careers in manufacturing and industrial automation. The lab is equipped with cutting-edge equipment, tools and technology used in modern manufacturing environments. It is designed to replicate a real-world manufacturing setting, providing participants with hands-on experience and practical training in various aspects of manufacturing and industrial automation.



Two new Pre-Apprenticeship Programs, Mechatronics and Certified Production Technician were approved by the PA Department of Labor and Industry with our sponsor the German American Chamber of Commerce and will be offered fall 2024.





Institution



The **PA State Police Risk Assessment and Vulnerability Team** completed an assessment of the Schnecksville campus in an ongoing effort to ensure the safety of the campus community. Work has begun on the recommendations including controlling access to buildings on the Schnecksville campus, with certain doors to campus buildings transitioning to exit only. This is the first phase of a larger plan to improve security and address safety issues.

The **Master Facility Plan** evaluates buildings and infrastructure and prioritizes necessary maintenance projects for immediate attention, with the goal for completion in one to five years. Projects that address **energy efficiency** include the replacement of 6,400 lightbulbs with LED lights. Donor funding supports **renovation projects at the Morgan Center** including roof repairs and will ensure that the site remains a hub for learning and engagement for students from LCCC's northern tier. **Redevelopment Assistance Capital Program for \$1 million** was awarded to fund façade and roof renovations at the downtown Allentown Donley Center. Architect plans have been developed and work will be underway in the near future.



The accounting firm Maher Duessel presented the **2022-23 financial statement**

audit to the Board of Trustees and the Foundation's Board of Directors in November. There were no findings or questioned costs and the college received an unmodified opinion on the reports, the most favorable opinion.

Governor Shapiro's **Blueprint for Higher Education** reimagines higher education and on Thursday, July 11, the Governor signed the \$48 billion budget, which provided a 6 percent increase to community colleges. The increase will be distributed to the community colleges based on a funding formula, therefore varying by college. The capital budget received no increase.

This historic step for higher education through the Blueprint for Higher Education included several initiatives:

- A new State Board of Higher Education responsible for developing a Higher Education strategic plan with long term, measurable goals and providing strategies for implementing those goals
- Ensuring efficient and effective use of state money
- Creating a comprehensive data system to collect data to inform decisions
- Promoting coordination and cooperation of institutions of higher education to increase postsecondary credentials and degrees
- Dual Credit Innovation Grant Program to be used to: operate dual enrollment courses that are tuition free, provide student academic support, increase the use of no-cost or low-cost course materials and more
- Articulation agreements, which will now require each public institution of higher education to accept an individual with an associate degree as a full junior, and when transferring to a parallel baccalaureate degree at another public institution of higher education shall not be required to complete more than 60 credits to earn a 120-credit baccalaureate degree

Details on the bills passed are on the [web](#).



On July 2, LCCC hosted the **First Lady of the United States, Dr. Jill Biden**, at the Donley Center in Allentown. Dr. Biden was joined by U.S. Rep. Susan Wild and U.S. Reps. Nanette Barragan, D-California, and Nydia Velazquez, D-New York. They spoke in a panel event entitled, “Classroom to Career,” which explored opportunities for the Hispanic population of the Lehigh Valley to find educational pathways leading to enriching careers in the community.

Dr. Ann Bieber participated in the panel and spotlighted our Dual Enrollment and Early College programs as well as workforce development partnerships.

The college’s local legislative delegation visited campus to meet with student leaders at the **Student Legislative Breakfast**. The event gave PA legislators the opportunity to meet with LCCC students, and in turn allowed students to engage with these local leaders and ask them questions about their experiences as elected officials. Legislators attending: Sen. David Argall, Sen. Jarrett Coleman (represented by Patrick Foose), Sen. Nick Miller, Rep. Pete Schweyer, Rep. Milou Mackenzie, Rep. Zachary Mako, Rep. Doyle Heffley, Rep. Ryan Mackenzie (represented by Zack Sobek).



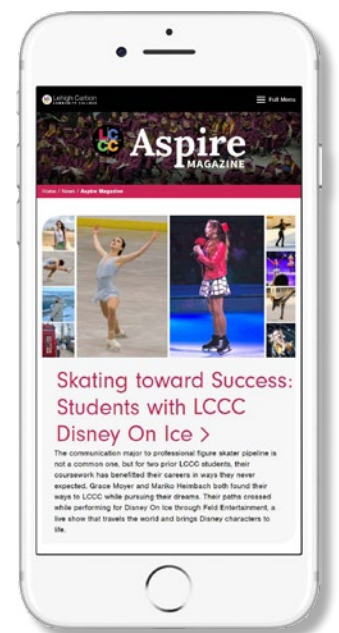
College Hosts State Education Dignitaries

The college had the opportunity to spotlight students and various programs during a visit from dignitaries. Coming for a campus tour were Dr. Khalid Mumin, PA Secretary of Education, and Dr. Kate Shaw, Deputy Secretary and Commissioner for Postsecondary Education at the Pennsylvania Department of Education. The group started with a visit to the Early College ENG 106 class. Students in the class represented Allentown, Lehigh and Parkland School Districts. The VIPs also toured the JEDI Center, the Amazon lab, Health Care Simulation Center and Mobile Manufacturing Lab.



LCCC Aspire Newsletter

This [edition](#) features stories on honors students, a triple sport athlete, figure skaters and the newest addition to the nursing simulation center.





The triannual review of the **Vision, Mission and Values Statements** and the inaugural Equity Statement were approved by the Board of Trustees. **The College's Inaugural Equity Statement** states that Lehigh Carbon Community College embraces, celebrates and champions diversity, equity, inclusion and belonging. We are committed to building an inclusive community in which everyone feels welcome, respected and safe to engage fully in learning. This requires everyone – faculty, students, staff, trustees and visitors – to participate thoughtfully, using language and behavior that is free from bias, prejudice and discrimination.



Workforce Marketing: Education That Works.

A campaign launched this spring to grow enrollment in Job Training courses and Workforce (contract training) and includes a targeted email campaign to past attendees, targeted digital campaign focused on Health Care and Manufacturing, printed information cards with QR codes to website for more details and paid social media ads targeted to specific demographics.



1,355 Students

supported annually by **Foundation** and **College Scholarships** for a total of

\$1,616,413



30 million

Total value of LCCC Foundation

(Endowment and fixed assets)

This spring the college administered the biannual **Community College Survey of Student Engagement**, an assessment tool that provides information on student engagement, a key indicator of learning and, therefore, of the quality of community colleges. LCCC classes were randomly selected to administer the survey, which was also administered to online students.

Foundation Spring Bling Bingo Raises \$5,000+ for Scholarships. A total of 130 Bingo players gathered at LCCC for an afternoon of fun, prizes, food and camaraderie. The event raised more than \$5,200 for the LCCC Foundation for student scholarships. In addition, the LCCC student chapter of Phi Theta Kappa sold food and raised more than \$300 for the club.





Engagement in the college’s social media platforms continues to grow, with increased focus on short-form videos, a-day-in-the-life features and spotlights on programs and diversity initiatives. For example, a content series surrounding Black History Month celebrated diversity on campus and spread awareness of the resources the J.E.D.I. Center offers. A short-form video spotlighted the first Glass Box Gallery alumni exhibit. Content showcased health care programs with interactive photos of a Medical Assistant Lab.

A comprehensive **climate study** is scheduled to launch in the fall 2024, and marketing outreach is underway to let the campus community know of the importance of participating. College Relations will coordinate communications outreach and work to keep the college informed of the process and encourage students, faculty and staff to participate

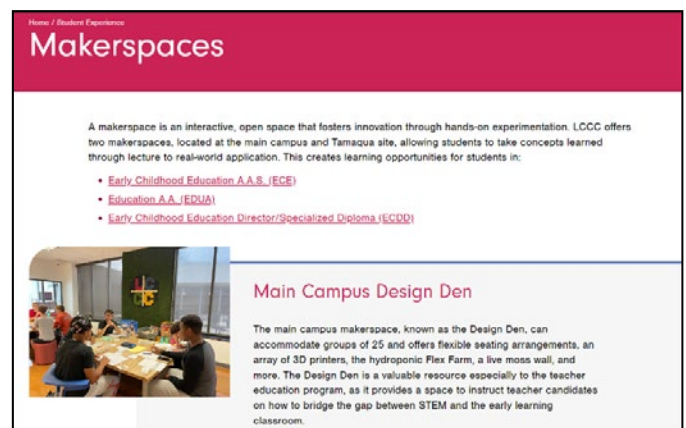


Featured Webpages: Glass Box Gallery

To support and market the new Glass Box Gallery in the Library, a new webpage and series of artist postcards have been developed. The page includes links to the current exhibit, as well as past and future shows and a form to submit work for consideration.

Makerspaces

Spotlighting the college’s two makerspaces, the webpage includes a variety of photos and links to relevant programs: Early Childhood Education A.A.S., Education A.A. and Early Childhood Education Director/Specialized Diploma.



The 20th Anniversary Morgan Center celebration included alumni speakers who have been positively impacted by the center's presence in the community, as well as former PA Governor Mark Schweiker and PA Senator David Argall. Since the center opened in the fall 2003, 7,720 credit students have attended classes there. The site has expanded to encompass the Lisa Jane Scheller Student Center, which houses the state-of-the-art nursing simulation center. In addition to the campus site, the Morgan Foundation has provided nearly \$4 million in scholarships.



Community College Funding

Dr. Ann Bieber co-wrote an editorial with Northampton Community College president David Ruth that appeared in the Morning Call. This was one of many editorials that appeared in news media throughout the state to call for a halt to the funding delay in community college funding.



LCCC Designated Military Friendly School

LCCC has earned the title of Military Friendly® School based on both public data and responses from a proprietary survey. The college received Gold designation in the small community college category for its work to assist veterans and active military and their families.

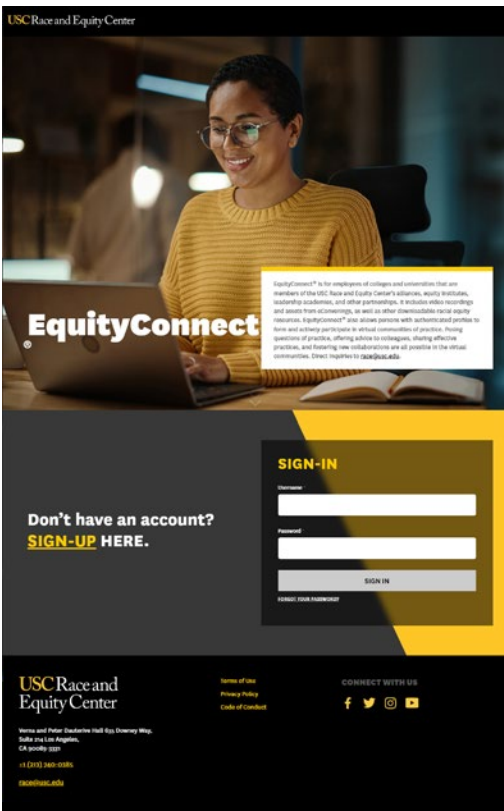


The LCCC Bookstore will launch **LCCC Textbooks+** on campus in the fall 2024 semester. The program ensures that every student has immediate access to their required course materials from the first day of class. Students can receive all their digital course materials at the flat rate of \$30 per credit hour.

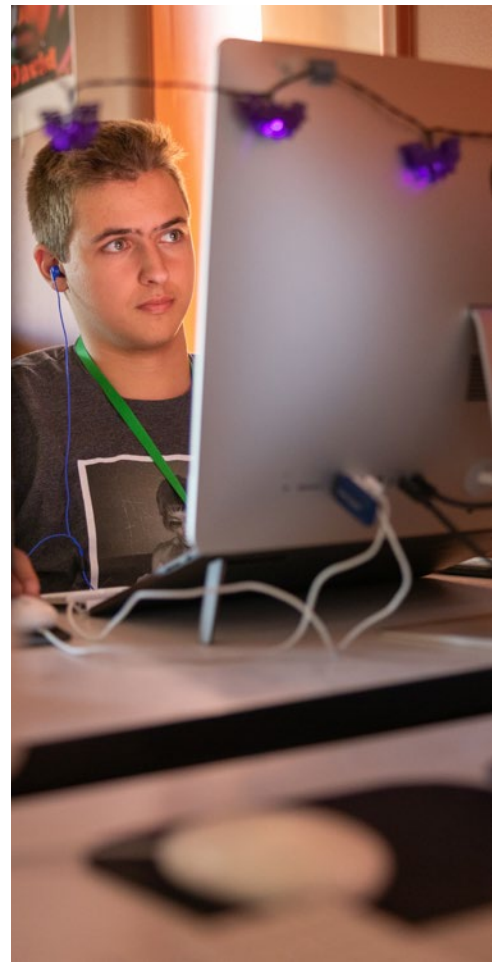
Enrollment Marketing Consultant, Clarus Consulting, provided a comprehensive, data-based overview of marketing opportunities and focused advertising to inform future strategies designed to increase enrollment in a range of target markets and programs.

Technology

LCCC added one of the world's most advanced interdisciplinary patient simulators to its [Health Care Patient Simulation Center](#). The school is one of only two colleges in the tri-state area of Pennsylvania, New Jersey and New York to include the state-of-the-art HAL S5301 high fidelity manikin in its student health care labs. The HAL S5301 features conversational speech enhanced by artificial intelligence, providing live interactions with students in Licensed Practical Nursing, Registered Nursing, Medical Assistant and Phlebotomy. The HAL S5301 model will join 12 other high fidelity manikins in the LCCC Patient Simulation Centers at the Schnecksville, Tamaqua and Donley campuses.



Thanks to the college's participation in the Takeoff initiative to support college men of color, LCCC now has access to the **Equity Connect platform** hosted by the University of Southern California. Equity Connect is a rich database of publications and videos on various DEI research topics. It includes a group discussion board for staff, faculty, and administrators from the 15 participating community colleges to post best practices, questions, and exchange perspectives.





The Goals and Priorities are to support the newly developed transformative *Strategic Plan: Many Voices, One Vision 2023-26.*

Communication

- Assist in the establishment of a stakeholder committee ensuring representation of students, faculty and staff from all sites to provide input into the development of the comprehensive Strategic Communications Plan.
- Champion climate survey result review to incorporate into the Strategic Communications Plan.



Data

- Commit to the development of a comprehensive approach to data analysis and incorporate data into decision making.
- Strengthen professional development opportunities for data literacy training to support college-wide data discussions.



Diversity, Equity and Inclusion

- Participate in regular updates to stakeholders and solicit feedback upon completion of objectives.
- Take part in discussions concerning the organizational structure to facilitate identified objectives.



Employee Experience

- Collaborate with stakeholders on discussions concerning recruitment and retention of talent.
- Participate in the discussions of the assessment outcomes with three concepts focused on employee experience improvement.

Enrollment

- Champion opportunities and outreach to prospective student populations.
- Advocate for student retention strategies and initiatives.



Programming

- Advocate for seamless pathways and the development of new programs.
- Encourage a data analytics structure to assess continued viability of pathways.