Students and their success are at the heart of everything we do at LCCC, which is evident in the information presented in this report. These achievements reflect our commitment to our Mission, Vision and Values, which have recently been revised to ensure we remain focused on the purpose that our founders established so long ago. This year we gathered widespread input from the college community, including focus groups of faculty, staff and students, on these statements. They have been presented for review and approval from the Board of Trustees.

Thank you for all of your hard work and dedication to LCCC and our students.

Vision
Lehigh Carbon Community College aspires to prepare our diverse community through transformative learning experiences for the needs of an ever-changing world.

Mission
Lehigh Carbon Community College builds a stronger community by providing an accessible, equitable, inclusive and affordable education to empower our students to achieve academic and career goals.

Values
Access
Create learning environments and experiences that allow students to identify and achieve their goals.

Civic Engagement and Service Learning
Encourage leadership and civic responsibility through academic studies, student activities and community participation.

Continuous Improvement
Make decisions based on assessment, solid planning, and effective management of resources.

Employees
Attract, develop and retain a diverse team of employees, provide support and encourage them to work collaboratively and to understand their role in student success.

Equity
Embrace diverse backgrounds and viewpoints by providing inclusive experiences.

Instructional Excellence
Engage and challenge students, advance intellectual curiosity and promote lifelong learning.

Learning
Develop foundational knowledge, critical thinking skills and self-awareness that advance intellectual, ethical and social responsibility.

Partnerships
Cultivate relationships that provide innovative and entrepreneurial solutions to promote economic development.

Student Development
Foster individual growth, leadership and service, and intentionally support holistic development through opportunities both inside and outside the classroom.
LCCC’s Phi Theta Kappa, Alpha Omicron Alpha Chapter was named a 2019 REACH Chapter and received special recognition for its excellence in membership development. Phi Theta Kappa members have access to additional scholarship opportunities and often have a higher completion rate because of greater engagement with peers and faculty. An LCCC nursing student received a national scholarship from the Phi Theta Kappa honor society and was named a 2019 Hurst Scholar, one of only 15 students nationwide and the only one from Pennsylvania. The chapter is working toward the Five Star recognition by completing an inventory of every tree on the Schnecksville campus and its health status, which will be included in the college’s Facilities Master Plan.

LCCC welcomed the new school year at Convocation with three days of engaging events. A highlight was keynote speaker Tina Bhargava, who addressed "Enough Already! How 'Mental Bandwidth' Impacts Student Success." Dr. Bhargava is an associate professor in the College of Public Health at Kent State University with a research focus on the impact of differences in mental bandwidth availability and demands on student success and equity in higher education. She led activities that undoubtedly opened our eyes to new possibilities.
New Partnerships and Programs

LCCC continues to develop programs and pathways to increase access for our community. The Early College Program allows college-ready high school students to enter a continuous path from high school while earning their associate degree to a four-year college and/or into a career of their choice. This fall LCCC welcomed 95 Early College students, representing Allentown, Lehighton, Parkland, Whitehall and Tamaqua School Districts. The Century Fund and the John Morgan Foundation have donated funds for the tuition of the 2019 program for Allentown and Tamaqua School Districts. The Lisa Scheller Foundation has announced Early College Scholarships for 2020 for the nine Lehigh County School Districts and Tamaqua School District.

As part of the Century Fund initiative, LCCC led the development of a Higher Education Council to provide higher education opportunities for students in the Early College Program after they receive an associate degree at LCCC. Colleges include Lehigh University, Cedar Crest College, Muhlenberg College, Moravian College, Penn State Lehigh Valley, Bloomsburg University, East Stroudsburg University and Kutztown University.

To further enhance the college’s commitment to our 13 school districts and community, the Innovative Teaching Practices Committee developed a vision for LCCC’s Center for Civic and Community Engagement to facilitate volunteer and service learning relationships within the community. This fall, the first initiative, “From Your Fingers to Your Toes,” will collect hats, mittens and socks for children in four of LCCC’s sponsoring school districts.

Cedar Crest College has made education more affordable for LCCC transfer students through a new scholarship program available only to LCCC students beginning in the spring 2020 semester. With this scholarship, all LCCC students with the AA/AS degree would receive scholarships valued between $16,000 and $18,000 annually.
Lebanon Valley College signed an agreement giving LCCC students a seamless pathway to earning a bachelor’s degree from Lebanon Valley College. Academic scholarships will be awarded to students with qualifying grade point averages, with amounts ranging from $15,000 to $25,000. All members of the Phi Theta Kappa honor society at LCCC will receive the Board of Trustees Scholarship at Lebanon Valley, valued at $23,000 to $25,000.

The first Community Engagement Fair was held at LCCC with representatives from more than 20 community organizations. The fair provided an opportunity for our students, faculty and staff to learn more about the organizations, discuss opportunities for student involvement, and learn how LCCC may assist community members.

LCCC offered new programs, revised programs, and additional locations for programs beginning in the fall 2019 semester:

- **Visual Arts A.A.S.** is designed to teach students the skills needed to create, design and produce digital media, and is ideal for students who are seeking careers in digital content production, visual journalism or commercial photography. Course work explores the visual communications and digital content production industries, providing students with practical experience in state-of-the-art teaching facilities.

- **Health Care Office Coordinator A.A.S.** provides the foundation for a health care office coordinator to effectively organize and oversee medical office processes and workflow. It addresses the principles of planning and management, documentation and revenue cycle functions. Students will be prepared to enter the field with an understanding of health laws, privacy and security.

- **Students in the Donley Center LPN Program** are gaining valuable hands-on experience in the state-of-the-art simulation lab funded by the Trexler Foundation. This is the first time the LPN program has been offered at the Donley Center.

- **The newly revised Medical Assistant Program** has updated its curriculum to meet the changing requirements of employers while allowing students to enter the workforce more quickly.

- **Two new courses in the School of Communication, Arts, Computers and Technology** are **Drones** and **Certified Ethical Hacker**.

LCCC’s second largest site, online degree programs, now accounts for 25% of student enrollment. As we continue to strengthen our online learning and services to the sites, Academic Services reorganized to add a dean of Distance and Regional Education. The fall 2019 semester offered 17 fully online programs, 120 courses and 221 sections utilizing the Canvas Learning Management System. Online services for students include new student orientation, textbook ordering, registration, transcript requests, resume review, advising and tutoring.
Diversity, Equity and Inclusion

The college this fall hosted a Symposium on Inclusive Higher Education, “Envisioning Possibilities, Eliminating Barriers, Building Capacity.” Students, faculty/staff, administration, families and community partners from the PA Inclusive Higher Education Consortium and across Pennsylvania came together to share experiences and best practices of developing and implementing authentic inclusive post-secondary education opportunities.

LCCC’s public website now includes an Accessibility Tool for the visually impaired as part of an accessibility audit earlier this year. This tool will monitor and maintain accessibility of the site, providing constant monitoring and needed improvements. The accessibility toolbar allows web visitors to make their experience accessible according to their needs in real-time.

This fall the Equity and Inclusion Center was established. In this first year, programming will be developed to coordinate diversity, equity and inclusion initiatives among college faculty, staff and students.
As we continue to seek opportunities to increase the safety and security of our college community, an **Active Shooter Drill** was conducted in the Alumni Center on the Schnecksville campus, involving local law enforcement, fire and EMS. This drill helped prepare local agencies responding to a quickly evolving incident on a college or university campus. The drill was as realistic as possible in order for the agencies responding to the “crisis” to replicate a true emergency.

LCCC’s Critical Incident Team invited speaker/facilitator **Mark Weaver**, a communications advisor and attorney, to help us better prepare for a possible crisis and ensure that our communications are clear. Weaver has lectured around the country on the use of social media for improved media relations, for better marketing, and in the context of courts and legal ethics. Weaver previously served as Ohio Deputy Attorney General, and was responsible for crisis management and acted as chief spokesperson.

**College-wide Development Day** provided security training including ALICE safety training as well as Information Technology Security workshops for faculty and staff.

The College has received approval from the Commonwealth to fund Phase 1 of the **Access Control Improvement Project**. A Certified Protection Professional has completed the specifications for the project and the project will move forward, enhancing campus security.

**Technology**

We have stronger data and dashboards for monitoring our progress thanks to new software such as **Ellucian Argos**, which will simplify reporting tools for the end user. The Financial Aid Department is one of the first departments to utilize the technology allowing for timely, better-informed decisions.
Marketing

LCCC the Difference! Watch the roads for the new LCCC-branded LANTA bus. The bus will travel throughout the Lehigh Valley over the next year promoting the college. Also, interior signage on 80 buses will be in both English and Spanish.

Marketing outreach will focus on three program areas – non-selective Health Care, Cyber Security, and Paralegal – in its 2019-20 campaign, in addition to general branding centered on the tagline “Start here. Go anywhere.” The campaign features LCCC students and spotlights the phrases “LCCC the future,” “LCCC the difference,” and “LCCC the opportunity.” The messages are deployed in a variety of media, including static and digital billboards, out-of-home, radio, television spots, web-based, print and digital advertising.

The John E. Morgan Center windows received a new look featuring the faces of our students.
The Teacher in the Workplace 2019 grant expanded on last year’s success and allowed teachers from Allentown, Salisbury and Whitehall-Coplay school districts to spend one day at B. Braun, Lutron, Mack, Coca Cola, and Ocean Spray. Teachers met with leadership and staff from both the manufacturing floor and business unit, and toured the facilities. On the final day, the educators met at LCCC, toured our instructional facilities for manufacturing, and exchanged ideas on how to bring businesses to the classroom and build employability skills in the education process.

John and Margaret Post Foundation provided $10,000 for scholarships for community members to take advanced manufacturing courses.

LCCC’s SHINE After School Program received a 21st Century Community Learning Centers $2.6 million grant for programs in Carbon and Schuylkill counties. The funds will be used to expand the SHINE after-school program in Weatherly, Palmerton and Shenandoah School Districts.

Honors Scholars Program received a generous $25,000 donation from Dr. Richard Zeimer, husband of former LCCC Professor Dr. Adelle Zeimer. The funds will be used for various Honors Scholars initiatives.
**The SEED Career Track Program** will be redesigned as the SEED Certificate of Cross Institutional Studies to provide students who have intellectual disabilities the opportunity to enroll in college as fully matriculated students. This initiative was funded through a U.S. Department of Education grant for $50,000 in partnership with Millersville University. Provident Bank also provided $15,000 for SEED scholarships.

**ESSA Bank** provided a $30,000 grant to support the renovations of the 7th floor at the Donley Center and the establishment of two digital media classrooms and a community room.

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**Finance and Facilities**

“The Wall on Hall” Street Art Project at the Donley Center is now completed and was unveiled in September to the community. The mural was painted on the wall on Hall Street this summer by five local artists, portraying the concept of diversity, equity and inclusion. Artists are Pedro J. LeDee Jr., Albert Negron III, Alex Ortiz, Corey Reifinger and Camille Stanley.

The college’s ability to manage revenue sources and expenses, including school district appropriations, student tuition and fees, grants and contracts, has enabled us to remain fiscally strong, as confirmed by Moody’s 2019 report. **Moody’s August 2019 Report** noted that the college’s credit rating remained at A2 stable due to “Moody’s expectations of continued sound cash flow generation driven by close expense management, continued revenue growth, and maintenance of strong unrestricted liquidity.”