



STATE OF THE COLLEGE 2023

Welcome to the start of the 2023-2024 academic year, an exciting time in the life of the college. The beginning of a new academic year provides a time to reflect on the accomplishments of the past year as well as to look forward to the future as we focus on fulfilling the college's mission.

I want to recognize our trustees, faculty, administrators, and staff, because it is through their collective efforts on behalf of students that LCCC is among the best community colleges in the nation! LCCC's founders and our predecessors were dedicated educators and community leaders and paved the way through their tireless work.

This past year we chose to pursue strategic initiatives around five major themes: Students, Employees, Partnerships, Institution and Technology. Each theme is tied to Many Voices, One Vision: Strategic Plan and served as our road map in fulfilling the college's mission.

As we look back on the past year let us also look ahead with the greatest of expectations. It is with immense pride and pleasure that I present the *State of the College 2023*. I appreciate all of you who have worked so hard to keep LCCC students at the center of all we do.

STUDENTS

LCCC held its **56th Annual Commencement Ceremony** in person at the PPL Center. Commencement recognized the more than 900 students who have earned associate degrees or certificates in December 2022, May 2023 and August 2023. The ceremony was live-streamed, and more than 3,000 people attended in person.

Our students in the **TV/Film, Visual Media, Communication** programs and faculty and staff worked hard on multi-camera productions and live announcing of LCCC's basketball, baseball and softball games through creatively using the equipment to stream games.

Students participated in **Community College Day** at the state Capital, joining community colleges from across the state. They visited the offices of Senator Nick Miller, Senator Dave Argall, Representative Jamie Barton, Representative Michael Schlossberg, Representative Doyle Heffley and Representative Ryan Mackenzie. In addition, an LCCC student was one of the featured speakers at the news conference.

LCCC Veterans Club and Veterans Events Committee partnered with the Veteran and Military Council for this year's Brush-up Our Veterans Lehigh Valley. The project included painting the outside of homes of honorably discharged veterans, their surviving spouses who are low-income elderly or permanently disabled.

As a leader in teaching new technologies, 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. Students will develop the skills to analyze, design and implement electrical and computer systems. Graduates are expected to be qualified for jobs such as electrical and computer engineering technician, electronics technician, software engineering technician, systems, and hardware development technician and more.

Noncredit and Credit Alignment Lab is a two-year national initiative to develop or improve pathways between noncredit and credit programs. By August 2023, each participating college was required to develop new or improved current pathways. A new articulation pathway was established for the **CDL Training Program to Entrepreneurship and Small Business Specialized Credit Diploma**. For many commercial truck drivers, the best business decision is driving for themselves as a sole proprietor or small business owner. This pathway provides opportunities for CDL completers to learn how they can run the business themselves.

Community is in our name, and it is central to our work with students. For its dedication to alleviating food insecurity among students, LCCC received the **Pennsylvania Hunger-Free Campus** designation from the Pennsylvania Department of Education. The designation is part of efforts to advance student food security across the state. With assistance from the LCCC Foundation, the United Way, and the Second Harvest Foodbank, the LCCC Cougar Cabinet offers distributions at main campus, as well as Tamaqua and Allentown.

With enrollment and retention as institutional priorities, we ended 2022-2023 with 112,049 credit hours, which reflected a decrease of 4% from 2021-2022 and 8,900 students, which was a 1% decrease.

EMPLOYEES

Spring 2023 Convocation focused on our designation as a Hispanic-Serving Institution, which is a strategic priority. We learned about the college's involvement in the Excelencia in Action Network, a diverse group of over 160 colleges and universities nationwide working together to leverage expertise for the benefit of students. Keynote speaker Vinay Bhaskara, co-founder of CollegeVine, helped us gain a better understanding of how Hispanic students think so we can serve them better. An LCCC team this summer attended an **In-Person Convening** with Excelencia in Education. This workshop provided our team with coaching as we intentionally serve Latino students and all students.

As we continue to identify ways to better support and foster inclusion and belonging for employees at LCCC, **employee resource groups** were established to provide opportunities to gather with others of common affinity or identity and to build a support system. This year resource groups will be initiated for Hispanic or Latine/x/a/o, LGBTQ, African American and neurodiverse employees.

Ensuring faculty have opportunities for professional development, the new **Coaching Commons: Center for Transformational Teaching and Learning** utilizes release time for full-time faculty coaches to strengthen the onboarding faculty process, assist with professional development for equity and inclusion, assess the institution on professional development needs, plan development day and convocation, and integrate faculty professional development into committees and meetings.

PARTNERSHIPS

As a leader in workforce and career development, it is important that LCCC enter new partnerships.

- The college hosted a news conference announcing a pledge between statewide community colleges and universities in the **Pennsylvania State System of Higher Education**. The pledge was drafted to demonstrate the commitment to provide high quality affordable academic and career education programs and to contribute to the development of a highly skilled competitive workforce in the Commonwealth.
- The Takeoff Initiative - College Men of Color grant is in partnership with **University of Southern California Race and Equity Center** and is funded by the ECMC Foundation. Over 150 colleges and universities applied, and LCCC is one of only 15 awardees nationwide. Initiatives will include development of a curriculum that is culturally responsive, beginning with a new Latin American Literature course; expansion of new teaching methods that best serve the college's Hispanic male students; and expansion of student success coaches to help students explore how they can achieve career and academic goals.
- A concurrent pathway agreement was established with **Grand Canyon University** for students in Nursing ADN to earn an accelerated bachelor's degree.
- The **Pennsylvania Inclusive Higher Education Consortium (PIHEC)** supports inclusive post-secondary education for students with intellectual disabilities. Member institutions collaborate to ensure that students across the Commonwealth have access to best practices in teaching and learning for this diverse population. Following application and acceptance, students who have completed a two-year program at LCCC may transfer to any four-year PIHEC institution and continue their studies in year three of that institution's inclusive post-secondary education program.

- LCCC's Northern Tier manufacturing clients will have access to a **second mobile lab for manufacturing certificate training** when sending students to the main campus may prove costly and time prohibitive. The lab is equipped to teach Industrial Automation Level 1 and prepare students with the next generation of skills for a computer-driven, data-intensive, advanced manufacturing workplace.
- 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 2022-23 academic year, more than 200 Dual Enrollment classes were offered, with enrollment of nearly 2,000 students. Beginning its fifth year in the fall 2023, **Early College** is a program for 11th and 12th grade students who enroll full time at LCCC for two years, earning an associate degree while simultaneously earning their high school diploma. Over 200 students have graduated high school with their associate degree and successfully transferred to 36 different colleges and universities. An additional 200 students are currently in the program.

INSTITUTION

After completing our 56th year, finalizing the spending of stimulus funds, reviewing enrollment initiatives and partnerships, the timing was perfect to look towards the future and determine how LCCC moves forward. **Many Voices, One Vision 2023-26 Strategic Plan** was developed after a yearlong review by the college community. The process to review our strengths, weaknesses, opportunities, and threats led to a wide range of suggestions and comments, which were reviewed thoroughly. Next, items in this comprehensive list are either included in the strategic plan, referred it to dean or department for review, added it to committee charges for the upcoming year, or marked as complete. The Strategic Plan will focus on six themes: Communications; Data; Diversity, Equity, Inclusion and Belonging; Employee Experience; Enrollment and Programming.

Another initiative was the comprehensive **Web Redesign** project that took place this year and is now completed. Feedback from the campus community informed the navigation and design of the new site and changes have been made to navigation, home page redesign and a design theme deployed through the entire web.

To ensure all students are welcome, including prospective students and families, an effort to better reach the college's Hispanic market, **Spanish-Language Recruitment Campaign: Bienvenidos a LCCC**, was created that includes digital search with Spanish search terms, a marketing landing page and website resources section.

A series of **TV/streaming video spots and student testimonials** were produced in partnership with 3Seed Marketing, Design and Interactive that focus on the messages of flexibility, affordability, and life outside the classroom. The spots include 10 LCCC students who describe

their successful journeys at LCCC and range from former Dual Enrollment students to current students and alumni now working as a nurse and a professional writer.

Our goal is to continue to serve the community and have guiding statements to lead our work. An ad hoc team comprised of faculty, administration and non-credit personnel was formed to review feedback and collaborate on revising the college's existing **Vision, Mission and Values** and introduce our **Inaugural Equity Statement**. This review process is part of the triennial review process and will be presented for Board of Trustees approval in October.

The student body and the community we serve have grown more diverse, and we want to ensure that we continue to meet their needs with a welcoming and safe campus. Work has begun on the Climate Study with Rankin and Associates. We hope that the survey will launch this fall, but if not, it will need to be delayed until the fall 2024. The goals of the project are multifold:

1) identify successful initiatives, 2) uncover any challenges facing members of our community, and 3) develop strategic initiatives to build on the successes and address the challenges while informing our strategic plan *Many Voices, One Vision*.

Through the generous support of the community, the **Foundation** continues to increase donations to the endowment for scholarships and provide funding to the college for special initiatives.

- LCCC's **New Promise Scholarship program** provides scholarships to recent high school graduates from Lehigh County school districts. The program is funded through the college, which was able to set aside \$2 million to create an endowment. The scholarships will assist recent high school graduates who qualify for federal Pell grants.
- The **pilot Sponsoring School District Graduate Scholarship**, funded by the LCCC Foundation, assists one 2023 graduate from each of the sponsoring school districts' high schools who enroll in the fall 2023 semester and complete a two-year associate degree.
- The **Justice, Equity, Diversity and Inclusion (J.E.D.I.) Center**, which is set to open in the fall 2023, received support from the PPL Foundation.
- The scholarship match program between LCCC Foundation and **Pediatric Cancer Foundation of the Lehigh Valley** offers local pediatric cancer warriors a one-time scholarship to college or trade school.
- A partnership program with **Promise Neighborhoods** will create an environmental program in summer 2024 for at-risk members of the community funded through the Delaware and Lehigh National Heritage Corridor and the Lehigh Valley Greenways.
- **PA State GEAR UP** will allow Allentown School District students to engage in the "Game of Life" through an exploration of career pathways in science, technology, engineering, arts and mathematics (STEAM). The pathways tentatively identified for this project are Computer Science and Information Technology, Health Care, Manufacturing and Trades, and Science and Engineering.
- **PA Education Improvement Tax Credit (EITC) program** for corporations' support of the college's afterschool SHINE program, which promotes the importance of quality afterschool programs.

The new Glass Box Art Gallery will be the center of the first Art, Rhythm and Tasting event at the Rothrock Library. This space was created to build real world applications for classroom concepts, where students can display their artwork, as well as coordinate and curate their work and others.

The Master Facility Plan has been completed to evaluate buildings and infrastructure and prioritize necessary maintenance projects for immediate attention, with the goal for completion in one to five years. The college will also update its campus maps to identify accessibility and emergency call boxes. In addition, increasing energy efficiency initiatives include replacing all lighting with LED lights. Donor funding has allowed work to begin on renovation projects at the Morgan Center and will ensure that the site remains a hub for learning and engagement for students from LCCC's northern tier.

The safety of our campus community remains a high priority. The **PA State Police Risk Assessment and Vulnerability Team** completed an assessment of the Schnecksville campus, and one for the Donley and Morgan Centers will be completed in the near future. Recommendations will be reviewed with the Critical Incident Team.

TECHNOLOGY

Ensuring LCCC provides **State of the Art Technology** for instruction, services and operations, many new initiatives were achieved during the past year including:

- Technology upgrades across campus including CSC Ballroom, Science Hall lecture halls, and more than 50 classrooms
- Ongoing myLCCC portal improvements based on student feedback
- Continued upgrades to the wireless network
- Increasing adoption of dynamic forms across the college for staff, faculty, and students
- Numerous cybersecurity initiatives including:
 - Full use of multi-factor authentication by all staff
 - Review and optimization of network security systems and services

FUTURE DIRECTION

I know you share my great pride in LCCC and the excitement for a future that will allow our college to rise to the challenges of higher education. Community is literally in our middle name and to this day, LCCC remains true to this founding principle. As we move into next year, our focus will continue to be on student success. Our academic offerings, course scheduling, data informed administrative decision making and resource allocation will be in response to student learning, persistence, retention, and graduation. Students are the center of all we do at LCCC and this is the hallmark of our outstanding institution. I look forward to working with each of you in

the upcoming year as we continue to fulfill our mission of serving the community and helping our students achieve their goals and aspirations.

2023-2024 President's Goals and Priorities



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.

Fact Sheet 2022-23 (Academic Year)

623 Students
supported annually by **Foundation** and
College Scholarships for a total of
\$1,011,437

\$ 24.2 million
Total value of
LCCC Foundation
(Endowment and fixed assets)

\$20 million
in all forms of Financial Aid and
scholarships awarded in 2022-23

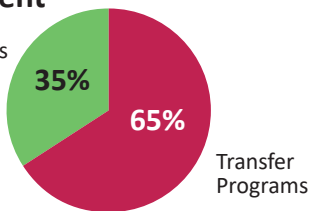
607 Transfer Agreements

with 67 universities
in PA and nationally



Transfer and Career Program Enrollment

Career Programs



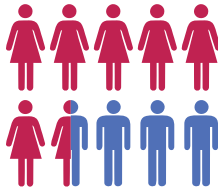
Gender Enrollment

Female: 5,635

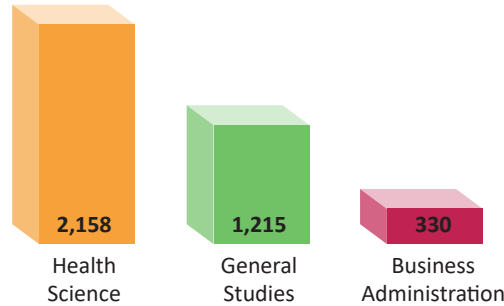
(64%)

Male: 3,171

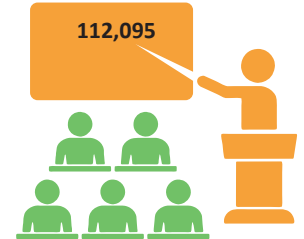
(36%)



Top 3 enrolled programs

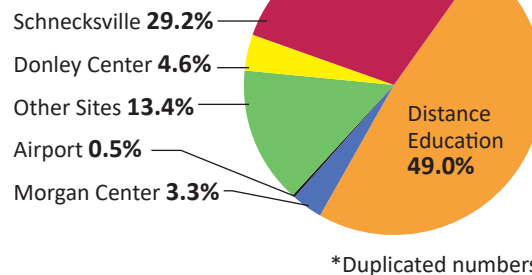


2022-23 Credit Count



2022-23 Head Count*
8,806 *unduplicated numbers

Enrollment by Site*



1,915*
High school students in
dual enrollment 2022-2023
*as of July 20, 2023

151
Early College students
2022-23

Enrollment versus Applications (First Year)

School of Business, Legal and Social Services

694 enrolled 1,925 applied

School of Education and Online Learning

379 868

School of Health Care Sciences, Aviation, Math and Science

931 2,666

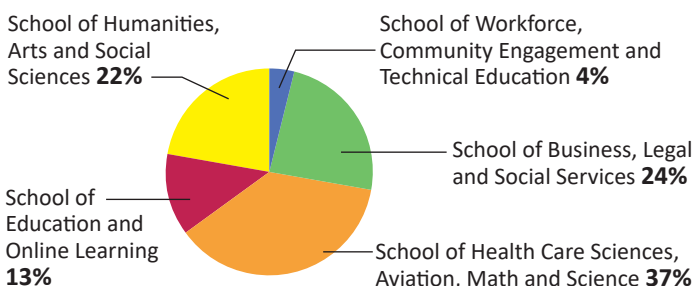
School of Humanities, Arts and Social Sciences

511 1,297

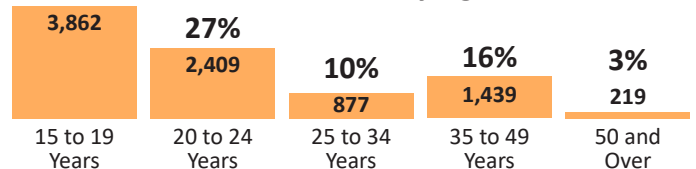
School of Workforce, Community Engagement and Technical Education

129 351

Enrollment by School (Total students)



Credit Enrollment by Age - All Students



Retention Stats (Fall 2021 to Fall 2022)

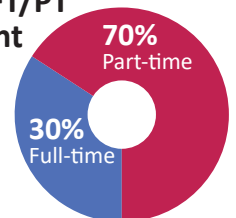
59% for full-time students

43% for part-time students

New Students



2022-23 FT/PT Enrollment Status



Race/Ethnicity Enrollment

