



# A YEAR IN REVIEW

AUGUST 2025

## State of the College 2024-2025



Lehigh Carbon  
COMMUNITY COLLEGE

**As we begin the College's 60th year,** I am proud to reflect on the tremendous progress we have made together and the promising path that lies ahead. This past year has been one of resilience and renewed commitment to student success and serving our community. Our students continue to inspire us with their academic achievements and leadership on campus and beyond, certainly making our founders proud.

Looking ahead, we are focused on our strategies of Communication, Data, Engagement and Wellbeing, Employee Experience, Enrollment, and Programming. Together, with your continued support, we will build on our momentum and shape a future defined by opportunity, attentiveness, and shared purpose.

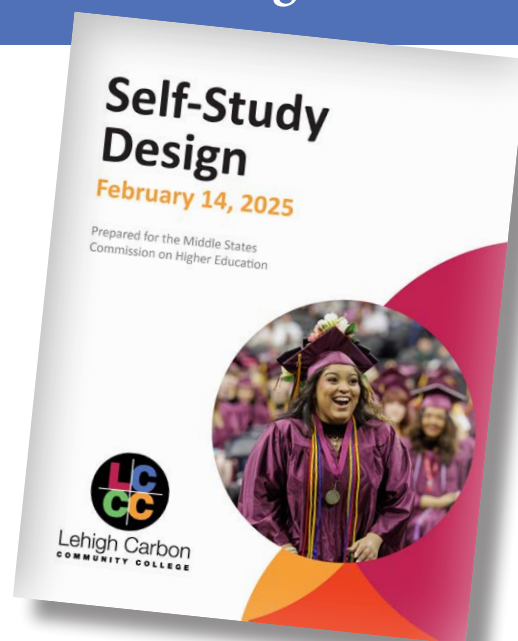
Thank you for your dedication to LCCC. I am honored to serve as your president and look forward to all we will accomplish together in the coming year.

Warm regards,

Dr. Ann D. Bieber  
President



LCCC's **Middle States Reaccreditation 2027** is underway with the submission of the Self-Study Design to the Middle States Commission on Higher Education. The institutional priorities identified by the college community align with the college's mission, vision, and strategic plan. The institutional priorities are **Priority 1:** Advance Student Success and Retention, **Priority 2:** Ensure Financial Well-Being/Institutional Vitality, and **Priority 3:** Building Innovative Programming and Initiatives. These will guide our Self-Study Design within the self-study process and final report. On April 22, 2025, the Middle States vice president who serves as our representative visited LCCC for a day-long meeting with trustees, faculty, administrators, and staff. On June 24, 2025 we received notification that our Self Study Design was accepted. Our Middle States Reaccreditation will remain a priority through spring 2027.



**New academic and workforce programs** are essential to ensure we are meeting the community's higher education needs.

- Cybersecurity diploma, certificate, and associate degree will start in the fall.
- Also starting this fall are pre-apprenticeship programs in Certified Production Technician; Mechatronics; Industrial Automation; and Tool and Die Machinist.
- Discussions are underway for a Pre-Medical Professional Program, a nontraditional program that does not award a degree but is designed for bachelor's degree holders who need additional requirements to apply for medical school, physician's assistant programs, or dental school.

**The new State Board of Higher Education (SBHE)**, one of the initiatives from Governor Shapiro's Blueprint for Higher Education, completed its first year and accomplished the following:

- Developed by-laws for the SBHE
- Conducted six regional stakeholder meetings for the statewide strategic plan to meet the due date of September 2025
- Recommended the use of student data to guide the data collections
- Established a Technology Advisory Board
- Recommended the transfer of legislation and statutes that apply to higher education from the State Board of Education to the SBHE





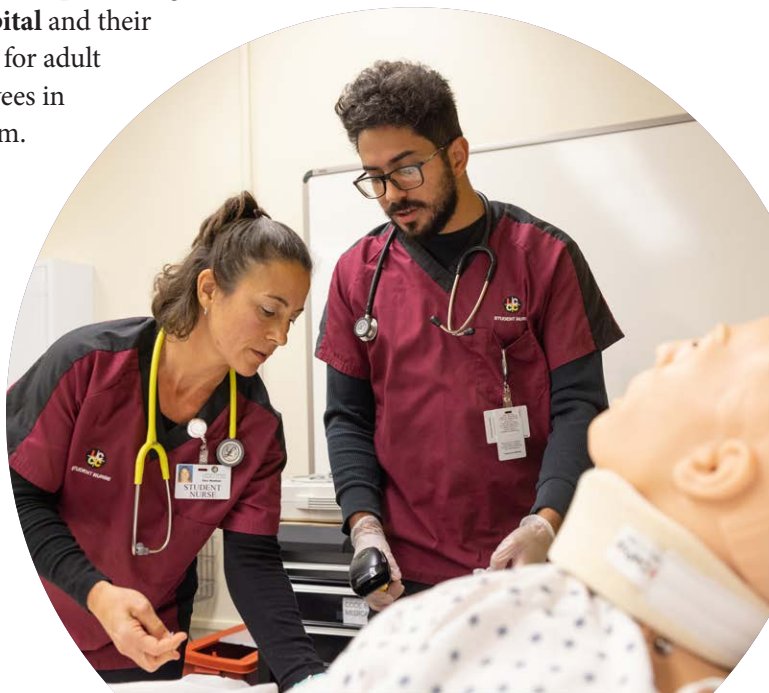
Discussions are underway to establish a **National Manufacturing Center** to provide more intentional pathways for students to enter the region's growing Bioprocessing and Manufacturing workforce. The center will utilize the college's various manufacturing and STEM-based degrees and workforce programs to immediately deliver industry-specific skills to prepare students for employment in Advanced Manufacturing, Biotechnology, Bioprocessing, and Nanotechnology.

Following the recommendations of the CLARUS Enrollment Report, LCCC began new **Quick Start programs** in fall 2024 in the fields of Business, Teacher Education, Healthcare, ESL, and HVAC to name a few. These programs provide students an opportunity to start quickly on a pathway to a full degree.



LCCC's work with our **Wake Technical Community College MentorLinks:** Advancing Technical Education grant has advanced the development of our **Biotechnology program**. **Wake Tech** is our mentor institution providing us with guidance on equipment acquisition, programming, curriculum development, fostering industry relations, and the marketing of our Biotechnology program. Curriculum realignment has already begun and is estimated to be completed fall 2026. Embedded in the coursework will be employment-ready experiences in the laboratory, and on- and off-campus work. Embedding stackable credentials into the Biotechnology AAS curriculum creates Biotechnology Specialized Diploma/Certificate, workforce training, and industry recognized credentials on a pathway to associates degrees.

We have rebranded our workforce initiatives under the **Center for Workforce Development**. Success of this initiative will increase revenues, as well as improve our position in workforce development and community engagement, regionally, statewide, and nationally. The focus is on increasing partnerships with industry leaders to deliver workforce relevant certification, courses, workshops, and programs quickly. We are partnering with **St. Luke's Hospital** and their Academies Program for adult students and employees in their nursing program. Students began this summer in general elective courses as prerequisites into their School of Nursing.







This year's **Job Fair** broke previous attendance records, making it the largest we've ever hosted. A total of 625 employers and job seekers attended. It's clear that there is strong interest in connecting our students with industry opportunities. Many in attendance highlighted the value of the networking opportunities provided by the event. Both students and employers were able to make meaningful connections, which could lead to future career placements. Employers are looking for new ways to engage with LCCC students, including opportunities to visit classrooms and provide career insights directly to students. This level of engagement will help strengthen the connection between industry and education. Thanks to the high turnout from LCTI, we're considering shifting the focus of future events from traditional "job fairs" to more comprehensive career exploration fairs. This shift will better support students in exploring career options and gaining valuable industry exposure.



LCCC's Alumni Association and the Career Development Center presented an **Alumni Speaker Series** featuring alumni describing their LCCC and career journeys. Professionals from Victaulic, Trane Technologies, Lehigh County Juvenile Probation Department, Delta T Group, and Lehigh Valley Economic Development Corporation shared with students their career journeys.



### Grant Awards

- LCCC received a **\$1 million Dual Credit Innovation Grant, Dual Credit to Workforce Pipeline Program** with all of our sponsoring school districts and career and technical institutions. Dual credit offerings will be embedded with experiential learning into industry-specific dual credit courses and offer wrap around support to better prepare students for the workforce and their transition to college. Five industry clusters will be the focus: Computer Science, Criminal Justice, Education, Health Care, and Technology.
- The college recently received a grant that will assist with growing the workforce pathway. A **\$199,700 Manufacturing PA Training to Career** grant award from the Department of Community and Economic Development (DCED) will support the development of a Level II Mechatronics program to support the advanced manufacturing workforce in the Lehigh Valley. The goal of the program, which will partner with regional companies, is to train 20 workers annually to increase their automation, robotics, and electromechanical engineering skills. Through the grant, LCCC will upgrade its Mechatronics program to ensure current employees are trained on the latest manufacturing technology, improving their job performance, as well as easing the transition of new employees into the workforce.





A campus climate survey was administered to students, staff, and faculty in September and October, with excellent response rates. Of other Rankin Climate community college campuses, LCCC has the highest response rate across all constituent groups. Results were tabulated with presentations at an all-campus meeting in March. Three to five working recommendations will be identified, which will then be integrated into the college's strategic goals. The Leadership Team will incorporate these recommendations in the work of committees for 2025-26 as they continue the work of the college's Many Voices, One Vision Strategic Plan 2023-2026.

### Student Enrollment

	Fall 2023	Fall 2024	% Change
Students	6,381	6,222	-2.5%
Credit Hours	52,245	48,891	-6.4%

	Spring 2024	Spring 2025	% Change
Students	5,660	5,596	-1.1%
Credit Hours	45,243	45,465	-3.9%

	Summer 2023	Summer 2024	% Change
Students	2,252	2,246	-0.3%
Credit Hours	11,206	11,500	2.6%

Source: InfoQuest ENR01 Enrollment Demographics: 6/19/2025

### Allentown Parking Authority Offers Special Rates

LCCC students and Donley Center staff and faculty will have access to special parking rates in downtown Allentown when attending class or working at the Donley Center, thanks to a partnership with the Allentown Parking Authority.

### College Hosts Student Legislative Breakfast

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.





Public Safety received support through the Commonwealth's capital investment, allowing the college to begin phase II of **access management**, which will provide a unified security system to expand video coverage and door access control across the sites. In addition, the college's existing photo ID system will be integrated into the unified security system. Video cameras will be added to approximately 30 areas. Access control will be added to nearly all exterior doors on all buildings. Interior doors to critical building infrastructure, such as IT and mechanical rooms, will also be integrated into access control.

LCCC is a partner on the **City of Allentown Recompete Plan**, which received \$20 million from the U.S. Economic Development Administration. This project is a place-based investment program that aims to lift communities up from economic challenges. The primary focus of the program is to close the prime-age employment gap and support residents ranging from 25 to 54 years of age to enter the workforce and earn good-paying jobs. The service area will surround the Donley Center.



### Social Media Highlights

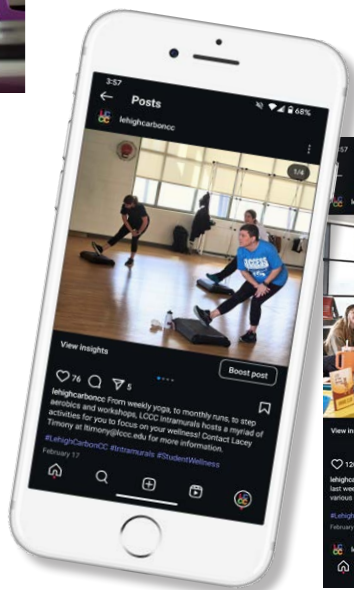
Engagement in the college's social media accounts continues to grow with the greatest increases in LinkedIn, Instagram, and Facebook. Highlights over the past few months included a spring semester check-in, explanation of various student services, including tutoring, counseling, food pantry, and more. Campus events received a great deal of coverage, as well as the new intramurals program.



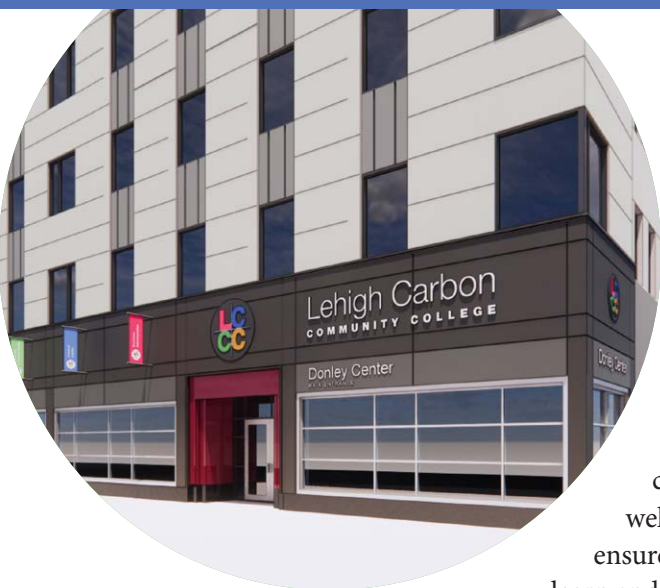
### Intramurals, Recreation and Wellness

The college's new intramural program is offering something for everyone, including students, faculty and employees. There are opportunities to stay active, meet new friends or compete for fun. The following are some of the activities being offered.

- First Official Intramural Pickleball Tournament
- Hiking the Trexler Nature Preserve
- Weekly Step Aerobics
- Monthly Group Run
- Weekly Yoga







A new **Donley Center Facade** is being completed, including repaired and recoated facade of the building and replacement of both roofs. In addition, new signage and banners were installed. In 1993 LCCC relocated its Allentown site to this 46,000-square-foot, seven-story building and named for its benefactors, Ed and Inez Donley.

### **LCCC Recognized for Efforts to Support Mental Health and Prevent Suicide**

The Pennsylvania Department of Education recognized LCCC for their commitment to preventing suicide and promoting mental health and wellness for their learners. PA CARES is a newly created recognition that ensures postsecondary students have access to support, tools, and resources to learn and thrive. “It is everyone’s responsibility to collaborate, cooperate, and connect to ensure Pennsylvania’s postsecondary students have access to safe and supportive learning environments, and the PA CARES initiative recognizes the school communities that are doing the work.”



**Moody’s Ratings** every two years require a surveillance call and discussion with their team of analysts and LCCC’s Executive Team. They review such areas as FY 2024 ending financial position and 2025 budget, student demand and enrollment, overall financial reserves and liquidity, fundraising progress, and capital plans and debt. Moody’s then publishes a new credit opinion to update the market concerning LCCC. The review and published credit opinion affirms LCCC’s A2 rating with stable outlook incorporating its very good strategic position as an affordable, open access education provider.

In the spring, the college launched a **school district, geography-based campaign** focused on parents and high school juniors and seniors (ages 16 and 17 in the household) in specific school districts. Target audiences are the seven largest school districts in the College App database with households that include 16- and 17-year-olds: Parkland, Emmaus, Allentown, Southern Lehigh, Whitehall, Northwestern and Blue Mountain.

The general school-specific ad and open house ad for each school encompasses paid social media ads and Google display ads. The campaign is to drive enrollment for the fall 2025 semester. This strategy can also be used to target school districts where applications are down.



Artwork by LCCC student **Rory Berk**

### **Arts and Scholars Showcase in Rothrock Library**

The annual Arts and Scholars Showcase featured an inspiring collection of art and scholarly work created by our students.



**The 2025-2026 Goals and Priorities are to support the newly developed transformative *Strategic Plan: Many Voices, One Vision 2023-2026*.**

## 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.

## Engagement and Wellbeing

- 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.





# Enrollment

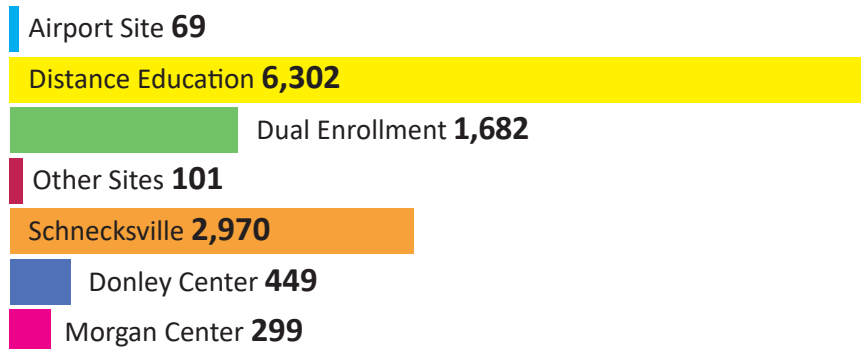
**8,944** Credit Headcount 2024-25\*

**2,242** Workforce/Noncredit Headcount 2024-25\*

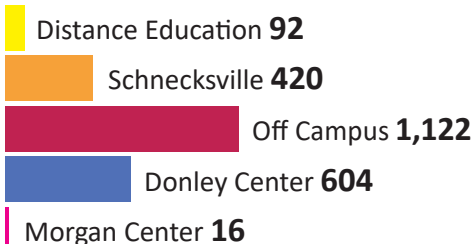
\*Unduplicated numbers



## Credit Headcount by Site

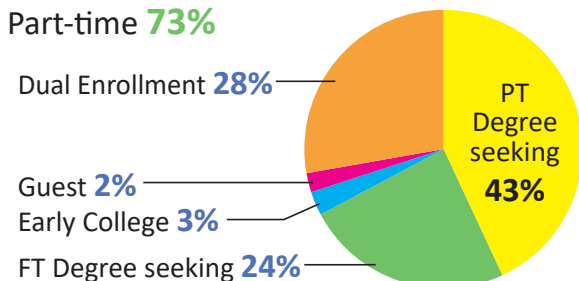


## Workforce/Noncredit Headcount by Site



## Fall 2024

Full-time **27%**  
Part-time **73%**

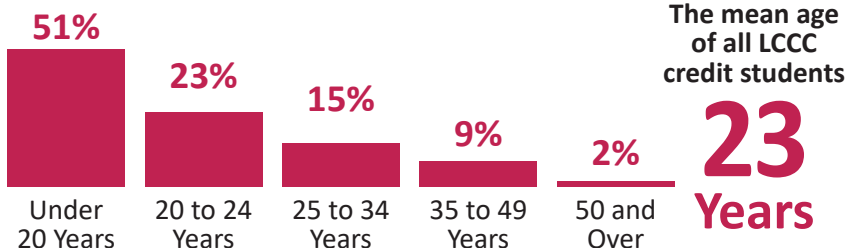


- 20%** Enrollment in **career programs** (AAS)
- 43%** Enrollment in **transfer programs** (AA, AS)
- 4%** Enrollment in **programs under 2 years** (certificates and diplomas)
- 33% Undeclared** (includes Early College, Dual Enrollment, guest students)

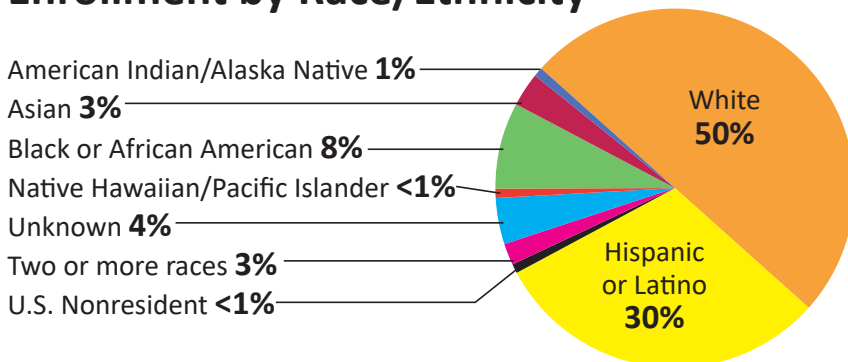
Female – **64%**  
Male – **36%**



## Credit Enrollment by Age (All Students)



## Enrollment by Race/Ethnicity



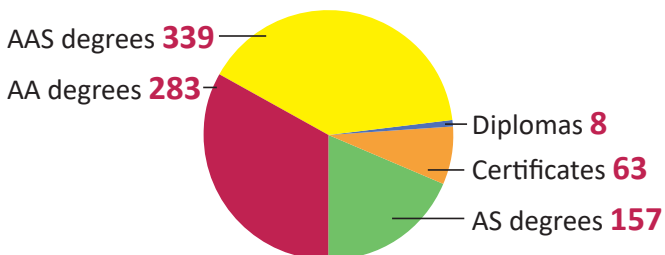
Data is for fiscal year beginning July 1, 2024. Data is as of June 19, 2025.



### Awards Conferred

(Summer 2024, December 2024, May 2025)

**TOTAL 850**



### Online Programs

**10 programs** offered

**100% online**

**19 programs** offered

**80% or more online**

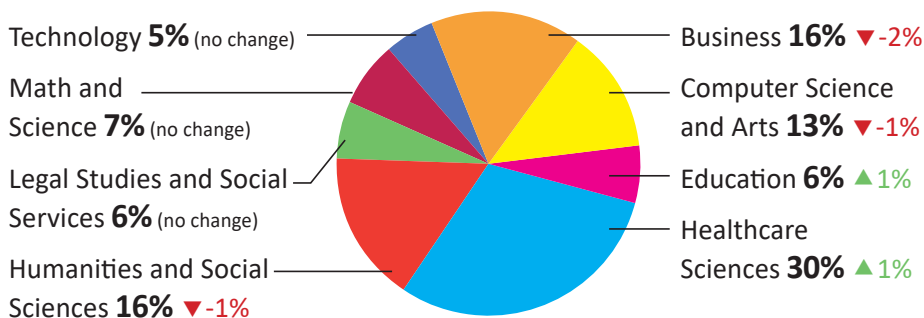
### Veterans on Campus

**591** (2024-2025) Includes active duty, dependents, spouses, National Guard, reservists, veterans



### Registered Students by School

Fall 2024 Percentage and Increase/Decrease over Fall 2023 (Degree Seeking Only)



In 2024-25 students received

**\$22 million+**

in all forms of **financial aid** and **scholarships**.

The **college** and the **LCCC Foundation** disbursed

**\$1,238,790**

in **scholarships** to

**1,047 students.**

### Applications by School

Fall 2024 (Degree Seeking Only)

**School of Business**

539

**School of Computer Science and Arts**

334

**School of Education**

196

**School of Healthcare Sciences**

984

**School of Humanities and Social Sciences**

786

**School of Legal Studies and Social Services**

195

**School of Math and Science**

242

**School of Technology**

196

