

# STUDENT OUTCOMES COMMITTEE OF THE BOARD OF TRUSTEES

Thursday, March 3, 2022

1:00 p.m.

via Zoom

## **AGENDA**

(1) Public Session

(a) Approval of the Minutes of February 3, 2022 (A)

(b) Career and Advanced Technology Center (CATC) - The Student Experience (D)

Focus of Discussion:

- Building Design
- Program Design
- Community Impact
- Employment Impact

**Guests:** Dr. Pam Carter, Dean of Business & Technology  
Waverly Coleman, Assistant Vice President  
Workforce and Economic Innovation  
Hannah McGarry, Director, Corporate Solutions Operations  
Ayanna Washington, Executive Director - Career Advanced  
Technology Center

(c) CCRC KPI Data for Guided Pathways (D)

Focus of Discussion:

- Overview of CCRC Momentum KPI Model
- College Data Trends for Last 5 Years
- Program Drivers for Improvement

**Guests:** Dr. Eric Shannon, Director of Institutional Research

(d) Enrollment Trends (I)

Focus of Discussion:

- College Enrollment Trends
- Program Enrollment Trends

**Guests:** Dr. Sesime Adanu, Associate Vice President of  
Institutional Effectiveness  
Dr. Darren Lipscomb, Associate Vice President,  
Enrollment Management

(e) Health & Life Science Building (I)

Concept Overview of Proposed New Building

(f) New Business

**Attachments:**

Minutes of February 3, 2022

Pre-College STEM Programming at Community College of Philadelphia

CCRC KPI 5-Year Trend

Industry List in Pharma & Chem Areas

Student Outcomes Agenda Calendar

**STUDENT OUTCOMES COMMITTEE OF THE  
BOARD OF TRUSTEES**

**MINUTES**

**Thursday, February 3, 2022**

**1:00 p.m.**

**Zoom**

**Presiding:** Ms. Fulmore-Townsend

**Committee**

**Members:** Mr. Clancy, Ms. Ireland, Ms. McPherson, Ms. Posoff

**Board**

**Participants:** Mr. Epps

**College**

**Members:** Ms. de Fries, Dr. General, Dr. Hirsch, Ms. Liautaud-Watkins, Dr. Roberts, Dr. Rooney, Dr. Thomas

**Cabinet**

**Members:** Ms. Witherspoon, Dr. Zanjani, Ms. Zellers

**Guests:** Dr. Adanu, Ms. Austin-Johnson, Ms. Barbano-Maxwell, Ms. Gordon, Mr. Miskiel, Dr. Shah

**(1) Executive Session**

There were no agenda items for the Executive Session.

**(2) Public Session**

**(a) Approval of the Minutes of January 6, 2022**

The minutes were approved unanimously.

**(b) Academic Program Review: Chemistry (A.S. Degree)**

Dr. Shah, dean of the Math, Science, and Health Care division, explained that as this program has transitioned from an earlier version, the program has held steady with enrollments while other programs have seen decreases in enrollments. A strength of the program is its focus on instrumentation and hands-on skills. There is potential to grow the program in the coming years. Assistance from the Board in connecting students to chemistry-related employers, like the pharmaceutical industry, and therefore creating a pipeline would help with this.

Mr. Miskiel, department head for Chemistry, echoed Dr. Shah's statement that the program's instrumentation in labs is cutting edge and allows students to gain hands-on experience. With the pivot to online learning because of COVID-19, students who normally would not be able to come to campus as needed for fully in-person sections have been able to complete coursework online. The program is considering offering more hybrid classes with in-person labs in the next few years, expanding this from introductory courses to upper-level courses. Mr. Miskiel mentioned the pipeline to further education that the A.S. degree allows, in addition to possible outreach to local high schools. Ms. Gordon, of the Office of Assessment and Evaluation, noted that this is the first Academic Program Review for the program, which was first offered in 2016 after the A.A.S. degree in Chemical Technology was closed (per recommendations from that program's review). Ms. Gordon highlighted that program enrollment had increased or held steady until Fall 2020 (which was expected); fall-to-spring and fall-to-fall retention rates were higher than the College average; and the program had higher percentages of students who have earned more than 24 college-level credits and who are in good standing compared to the College average. Almost half of the program students have transferred. Some of these students left with 45+ credits without graduating; the program is considering strategies to address this. In regards to assessment, as the department integrates more into the assessment software AEFIS, the Office of Assessment and Evaluation wants to work with the program to increase the functionality of the assessments it undertakes.

It was noted that while females initially made up 14% of the students when the program began in Fall 2016, by Fall 2020 females comprised 78% of the program's students. Dr. Shah noted that the number of males who are science-ready is a challenge and they are still developing means to alert males to workforce opportunities. He also said that the program plans to have outreach efforts in the next year or two, as COVID-19 permits. Dr. Shah has been reaching out to CEOs in the field in the area and will provide a list of local employers/companies to the Board. The Board will look at their collective networks to further connect the program to local employers.

**Action: The Student Outcomes Committee unanimously recommended that the Board of Trustees accept the program review for the Chemistry program with approval for five years.**

**(c) Pre-College STEM Initiatives**

Dr. Thomas explained that a spark for the pre-college STEM initiatives was Amazon's search for a second headquarters. Amazon asked about pipelines from middle schools and high schools; Philadelphia was not able to answer affirmatively as other cities did. Ms. Barbano-Maxwell, Director of K-16 Partnerships, began the presentation by discussing that these initiatives align with two strategic plan pillars: Workforce Development, Readiness and Economic Innovation, and External and Internal Community Relations. Program highlights included summer camps, STEM experiences, and real-world/hands-on learning for middle school and high school

students. All events except for the first were virtual. Ms. Austin-Johnson, STEM Pre-College Experience Specialist, provided participant numbers, such as 1,108 students in grades 6-8 and 302 students in grades 9-12. Participating schools were from across the City, representing a variety of socioeconomic levels, and included local, charter, and magnet schools.

Offerings in 2020 included a STEM Goes Red event, a mobile tutoring app, and two virtual summer camps. The first summer camp covered math in the morning and then virtual worlds in Minecraft in the afternoon. At the second summer camp, students learned how to develop apps using an MIT tool; from that work, two students uploaded their apps to an app store. In 2021, programming included *Introduce a Girl to Engineering* career awareness event, at which CCP faculty presented on programs at the College and transfer opportunities (the second iteration is to take place February 12). A virtual afternoon program was focused on renewable energy and had students build virtual towns in Minecraft. There were two 3-week virtual summer camps, both focusing on space and including the creation of a space invasion app game. At the *Minority Men in Medicine* career awareness event, three minority doctors spoke with approximately 85 young Black and Latino men from across the City. About 300 students from across City, working in teams, took part in five virtual *International Hour of Code* Minecraft events. The pre-College STEM program has received media coverage. Going forward, they are looking for funding to continue and expand their offerings. They plan to offer in 2022 four STEM Career Exposure Events, a summer camp that will be in-person at the Northwest Regional Center, and a CATC Afterschool STEM Program (which is supported by a grant from the Lenfest Foundation). Looking beyond this year, the program plans to have summer camps at the Main Campus and Regional Centers by 2025; a Jr. STEM Ambassadors program and resource newsletter sent to area middle and high schools; and a future partnership with iPraxis for middle school science fairs.

In response to questions from Board members, Ms. Austin-Johnson explained that to involve current college students in large events, they work with Michelle Lopez, the Manager for the Institute for Community Engagement and Civic Leadership. For example, College students facilitated break-out rooms during virtual events; these students were therefore also able to interact with professionals in the break-out rooms. Ms. Barbano-Maxwell explained that they had originally planned to have everything in person and connect CCP students with events; they are hoping to hire students to help with upcoming summer camps and on-campus in-person events. In regards to expansion and financial supports, Dr. Thomas noted that they need to map out the costs to take this to scale, to see where gaps exist, and to consider how to fill those gaps. He has also discussed with Dr. Shah how to further engage the pipeline, bringing Biology and Chemistry into the activities.

**(d) Review of Student Outcomes Committee Agenda Calendar**

Dr. Hirsch explained how he and Ms. Fulmore-Townsend went through the calendar of meetings to determine topics. At the Committee of the Whole meetings, they scheduled topics that would be of interest to the entire Board. Program reviews have

been scheduled for other months, allowing for some fluctuation. Topics for the March Committee of the Whole include a brief periodic Catto update (allowing time for questions); enrollment (including trends pre-, during-, and post COVID); the latest CCRC KPI data; and a presentation about the CATC and what it will mean for the student experience. In response to a question from Ms. Fulmore-Townsend, Ms. Ireland suggested that a comprehensive discussion of workforce issues could be added to the calendar. Dr. Generals indicated it would be possible to have a high-level discussion about workforce; Ms. Fulmore-Townsend will discuss with Dr. Hirsch for what meeting this should be scheduled. Updated calendars will be included in packets for future meetings.

**(e) New Business**

There was no new business.

**Next Meeting**

The next meeting of the Student Outcomes Committee of the Board is scheduled for March 3rd at 1:00 p.m. via Zoom.

**Attachments:**


Minutes of January 6, 2022

Academic Program Review: Chemistry

SOC Agenda Calendar

Pre-College STEM Programming at Community College of Philadelphia

Industry List in Pharma & Chem Areas

  
[AmerisourceBergen](#)

[1300 MORRIS DRIVE](#)  
[CHESTERBROOK, PA](#)  
Rating 4.2 out of 5 30 reviews

[Experienced Employee: I love working for this company! My boss always has a smile on his face and is very helpful. They want you to succeed in life, so they work with you to be the best you can.](#)[Read 30 Reviews](#)

[Pharmaceuticals Industry](#)  
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[Ashfield Healthcare](#)

[1100 VIRGINIA DRIVE](#)  
[FORT WASHINGTON, PA](#)  
Rating 4.33 out of 5 3 reviews

[Experienced Employee: This was a good company to work for, they are supportive of their employees and the salaries are an added bonus. Employees have the freedom to work from home a few days a week after six months of](#)[Read 3 Reviews](#)

[Pharmaceuticals Industry](#)  
[100-999 Employees](#)

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[McNeil Consumer Healthcare](#)

[7050 CAMP HILL RD](#)  
[FORT WASHINGTON, PA](#)  
Rating 5 out of 5 1 review

[Health Care, Pharmaceuticals Industry](#)  
[— Employees](#)

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[Janssen Biotech](#)

[800 RIDGEVIEW DRIVE](#)  
[HORSHAM, PA](#)  
Rating 4 out of 5 1 review

[Experienced Employee: Taking this job has been a fantastic stepping stone for my career. I came direct from the clinical setting and was unsure about a career in pharmaceuticals. The sectors in this company are very](#)[Read 1 Review](#)

[Health Care, Pharmaceuticals Industry](#)  
[— Employees](#)

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Lannett

13200 TOWNSEND ROAD  
PHILADELPHIA, PA  
Rating 4 out of 5 1 review

Intern / Student Worker: It was a good company to work for but had limited availability for growth within the company. Many extremely talented employees though Seymour, Indiana location is not ideal. Company is makingRead 1 Review

Pharmaceuticals Industry  
— Employees

View Nearby Homes

PCI Pharma Services

3001 RED LION RD  
PHILADELPHIA, PA  
Rating 4 out of 5 3 reviews

Manager / Director: I have worked at PCI for over 20 years. There have been a number of owners over the years, but the core of the business remains the same. Good people who work hard with core values of customerRead 3 Review

Pharmaceuticals Industry  
1,000-9,999 Employees

View Nearby Homes

Actavis

1090 HORSHAM RD  
NORTH WALES, PA  
Rating 4 out of 5 1 review

Experienced Employee: Love working here, management is great. Best place to work. Everyone is caring and warm. At least at the research and development department.Read 1 Review

Pharmaceuticals Industry  
100-999 Employees

View Nearby Homes

Noramco

500 SWEDES LANDING RD  
WILMINGTON, DE  
Rating 3 out of 5 1 review

Pharmaceuticals Industry  
20-49 Employees

View Nearby Homes

Aclaris Therapeutics

SUITE 400, 101 LINDENWOOD DRIVE  
MALVERN, PA



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[— Employees](#)

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[Endo International](#)

[1400 ATWATER DRIVE](#)  
[MALVERN, PA](#)

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[Fibrocell Science](#)

[405 EAGLEVIEW BOULEVARD](#)  
[EXTON, PA](#)

[Pharmaceuticals Industry](#)  
[— Employees](#)

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[Innocoll](#)

[3803 WEST CHESTER PIKE](#)  
[NEWTOWN SQUARE, PA](#)

[Pharmaceuticals Industry](#)  
[— Employees](#)

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[Intec Pharma Limited](#)

[102 ROCK RD](#)  
[HORSHAM, PA](#)

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[— Employees](#)

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[KannaLife Sciences](#)

[3805 OLD EASTON ROAD](#)  
[DOYLESTOWN, PA](#)

[Pharmaceuticals Industry](#)  
[— Employees](#)

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Madrigal Pharmaceuticals

200 BARR HARBOR DRIVE SUITE 400  
WEST CONSHOHOCKEN, PA

Pharmaceuticals Industry  
— Employees

View Nearby Homes

Marinus Pharmaceuticals Inc.

170 N RADNOR CHESTER RD  
RADNOR, PA

Pharmaceuticals Industry  
— Employees

View Nearby Homes

Onconova Therapeutics

375 PHEASANT RUN  
NEWTOWN, PA

Pharmaceuticals Industry  
— Employees

View Nearby Homes

ProPhase Labs

621 N SHADY RETREAT ROAD  
DOYLESTOWN, PA

Pharmaceuticals Industry  
— Employees

View Nearby Homes

Recro Pharma

490 LAPP ROAD  
MALVERN, PA

Pharmaceuticals Industry  
— Employees

View Nearby Homes

Teva Pharmaceutical Industries Limited

1090 HORSHAM RD  
NORTH WALES, PA  
Rating 4 out of 5 3 reviews

Experienced Employee: Teva Pharmaceuticals in Florida was a decent place to work. The pay was fair and the environment was excellent. The people were amazing. Management could look after their people more. Read 3 Review:

Pharmaceuticals Industry  
— Employees

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Trevena Inc.

1018 WEST 8TH AVENUE, SUITE A  
KING OF PRUSSIA, PA

Pharmaceuticals Industry  
— Employees

View Nearby Homes

Zynerba Pharmaceuticals

80 W LANCASTER AVENUE #300  
DEVON, PA

Pharmaceuticals Industry  
— Employees

1. View Nearby Homes

4. Review Your Company

7. Review Your Company



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# Pre-College STEM Programming at Community College of Philadelphia

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Stephanie Austin-Johnson, STEM Pre-College  
Experience Specialist

Megan Barbano-Maxwell, Director, K-16 Partnerships  
Division of Strategic Initiatives & Community Engagement

**SUCCESS STARTS HERE**

Community College *of* Philadelphia

# Mission

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To build and strengthen the pipeline between the City's K-16 community, the College, and local STEM industry partners and professionals by providing real-world, hands-on learning aimed at developing in students, the skills necessary for success in post-secondary STEM education and careers.

- Aligns with the College's Strategic Plan pillars of *Workforce Development, Readiness and Economic Innovation* and *External and Internal Community Relations*

# Program Highlights

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## Student Participation by the Numbers

- 1108 students in grades 6-8
- 302 students in grades 9-12
- 73 middle and high schools
  - 60 Middle schools
  - 13 High Schools
- Citywide student participation

# Program Highlights

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2020

- Storm Surge STEM Exposure event
- STEM presentation for the American Heart Association STEM Goes Red
- Two 2-week virtual summer camps
  - Minecraft World and Awesome Apps
- Three Virtual Renewal Energy Digital Escape Room events

# Program Highlights

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2021

- *Introduce a Girl to Engineering* career awareness
- 5-week virtual afterschool Minecraft program focusing on renewable energy
- Two 3-week virtual summer camps
  - Mission Space & the ISS and Mobile Game Creator
- *Minority Men in Medicine* Career Awareness virtual event
- 5 virtual *International Hour of Code* Minecraft events



# Media Highlights



KYW NEWSRADIO · NEWS | LOCAL

## Community College of Philadelphia program introduces high school girls to engineering

SOFTWARE DEVELOPMENT  
Aug. 24, 2020 12:27 pm

### Magic 8-Balls, mini golf and trivia: 5 cool apps created by middle schoolers

Students flexed their coding muscles at a recent Community College of Philadelphia STEM Academy demo day.



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CCP STEM camps help middle school students learn about space



KYW NEWSRADIO · NEWS | LOCAL

## Community College of Philadelphia presents college science experience for middle schoolers

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Community College *of* Philadelphia

# Future Program Plans

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- Continued pursuit of funding to expand current and future Jr. STEM initiatives
- Program support for GEAR UP grant (projected start-Fall 2022)
- 4 STEM Career Exposure Events for 2022
- Summer camp (late summer 2022): In-person at NWRC and continuation of virtual camp
- CATC Afterschool STEM Program (projected start- Fall 2022): supported by \$215K grant from the Lenfest Foundation.

# Future Program Plans

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- Summer camps at Main Campus and Regional Centers by 2025
- Jr. STEM Ambassadors Program
- Four (4) STEM Career Awareness events per year
- Jr. STEM Academy resource newsletter
- Supporting iPraxis middle school science fairs to engage a cadre of STEM professional volunteers to mentor students during science fair projects.

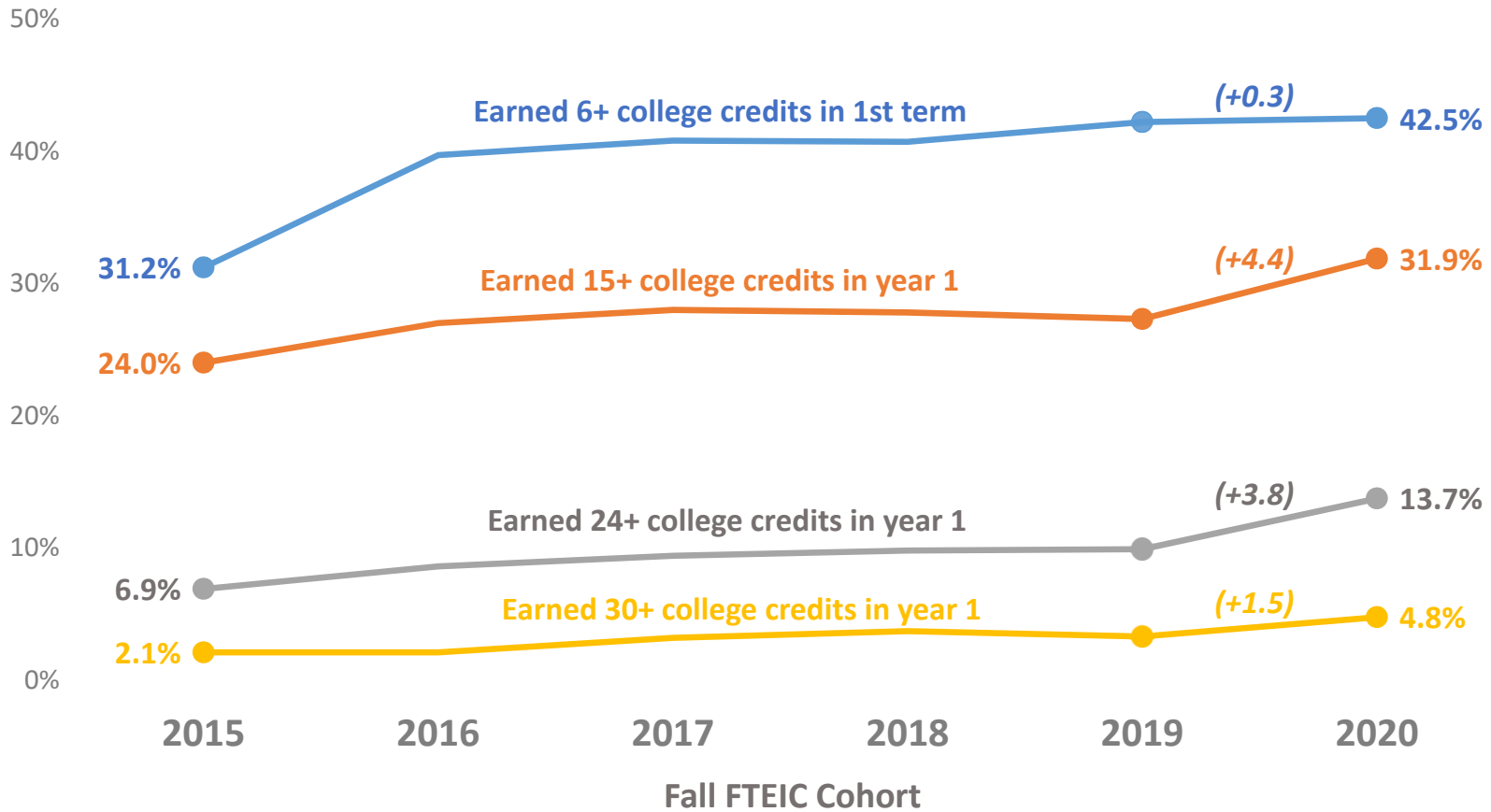
Questions

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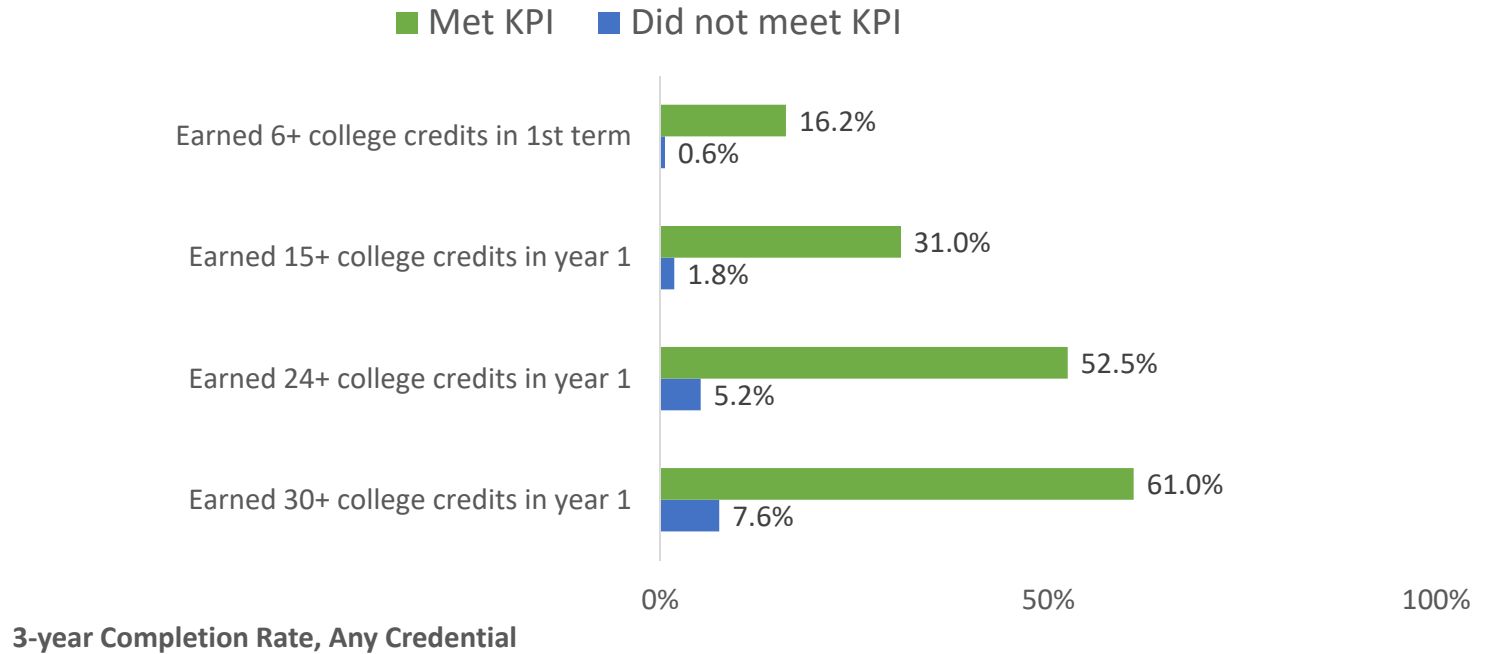
*Thank you!*

Questions?

## Community College of Philadelphia Credit Momentum KPIs

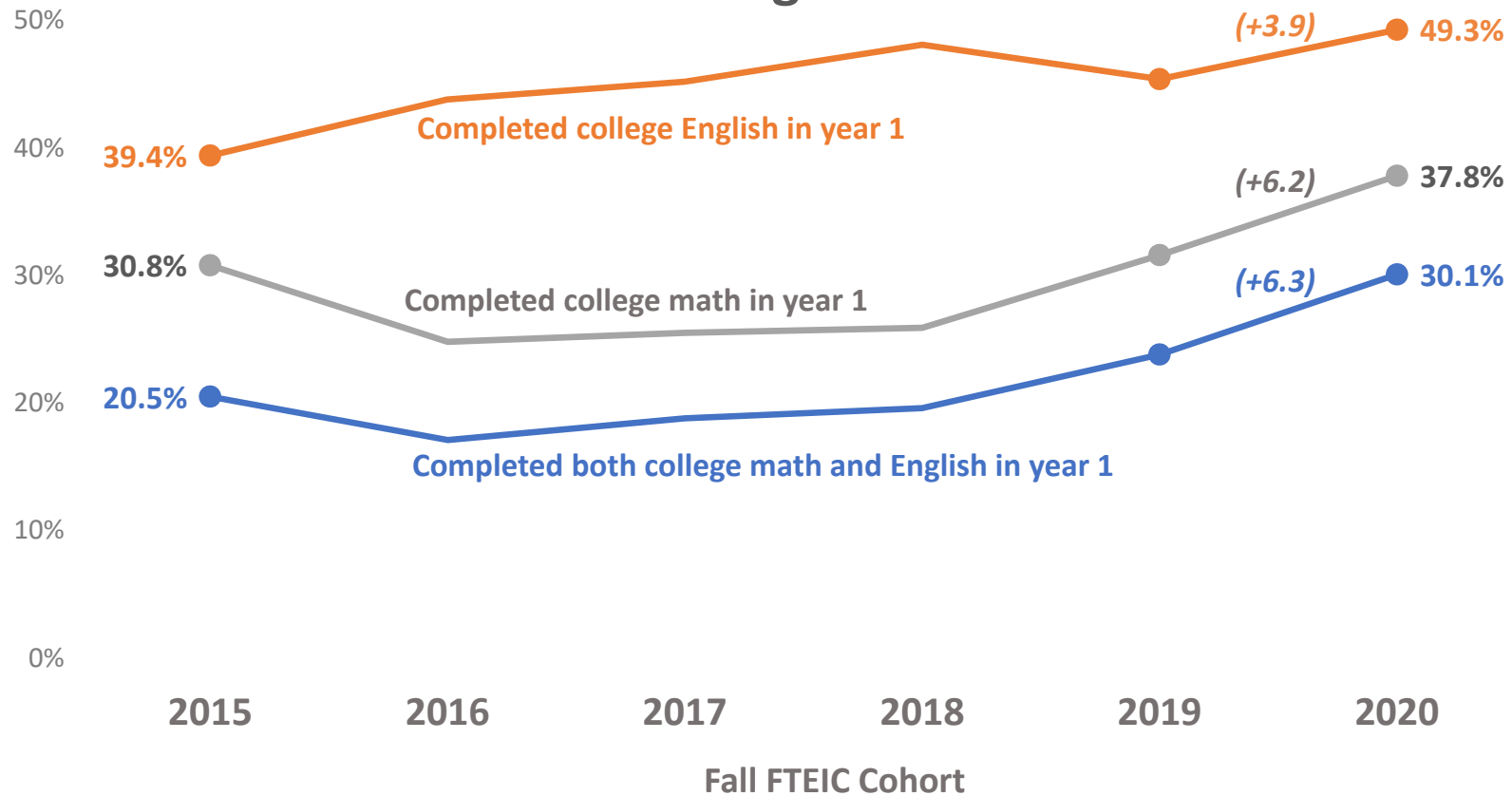


### Community College of Philadelphia 3-year Completion Rates by KPI Status



Note: Graphs shows comparison rates for Fall 2018 FTEIC entrants (part time and full time) who completed with any credential within three years, disaggregated by whether or not students met particular KPI definition in their first year. For example, 16.2% of students who earned 6+ college credits in their first term completed within three years.

## Community College of Philadelphia Gateway Math & English KPIs



**Student Outcomes Committee Agenda Calendar**  
**Monthly Topics\***  
**2022**  
**Updated 2/24/22**

SOC Meeting	Topics Scheduled to be Addressed
January 2022	<ul style="list-style-type: none"> <li>• Medical Laboratory Technician Academic Program Review</li> <li>• Faculty Professional Learning Update</li> </ul>
February 2022	<ul style="list-style-type: none"> <li>• Chemistry Academic Program Review</li> <li>• Pre-College STEM Initiatives</li> <li>• Review of SOC Agenda Calendar</li> </ul>
March 2022 Committee of the Whole	<ul style="list-style-type: none"> <li>• Enrollment Update and Trends</li> <li>• CCRC KPI Data for Guided Pathways</li> <li>• CATC – The Student Experience Overview</li> </ul>
April 2022	<ul style="list-style-type: none"> <li>• Catto Scholarship Update</li> <li>• Cybersecurity/Network Administration Academic Program Review</li> <li>• Diversity Fellowship Update</li> </ul>
May 2022	<ul style="list-style-type: none"> <li>• Faculty Promotion Approval</li> <li>• Education: Early Childhood (Birth to 4th Grade) Academic Program Review</li> <li>• Dual Enrollment Update</li> <li>• Academic Equity Coaches Initiative</li> </ul>
June 2022	<ul style="list-style-type: none"> <li>• Nursing Academic Program Review</li> <li>• Diversity Certificate Programs</li> </ul>
September 2022	<ul style="list-style-type: none"> <li>• Automotive Technology Academic Program Review</li> <li>• Culinary Arts Program Mid-Term Review Progress Update</li> </ul>
October 2022 Committee of the Whole	<ul style="list-style-type: none"> <li>• Catto Scholarship Update</li> <li>• Enrollment Update</li> <li>• Center for Male Engagement/I Am More Update</li> </ul>
November 2022	<ul style="list-style-type: none"> <li>• Communication Studies Academic Program Review</li> <li>• Dental Hygiene Academic Program Review</li> <li>• Faculty Professional Development Update</li> <li>• Liberal Arts: Honors Academic Program Review One-Year Update</li> <li>• Behavioral Health/Human Services Academic Program Review One-Year Update</li> </ul>

\*Additional program and certificate reviews, and discussion topics may be added as needed. 1.27.22