



Baltimore City Community College

Board of Trustees ~ Open Session

4:00 PM May 20, 2026

Dr. Roger Ward, Vice Chair
Dr. Debra L. McCurdy, President

BALTIMORE CITY COMMUNITY COLLEGE | BOARD OF TRUSTEES MEETING

OPEN SESSION AGENDA | 4:00 PM May 20, 2026

Meeting Link: <https://bccc-edu.zoom.us/j/81244185670>

I. Call to Order

Dr. Roger Ward, Vice Chair

- a. Adoption of the May 20, 2026, Agenda

II. Board Actions/Consent Agenda - (Vote)

Dr. Roger Ward, Vice Chair

- a. April 15, 2026, Open Session Meeting Minutes
- b. April 15, 2026, Closed Session Meeting Minutes
- c. Student Government Association Report

III. Items Removed from the Agenda

Dr. Roger Ward, Vice Chair

- a. AFSCME Local #1870 at BCCC Report
- b. American Federation of Teachers/UAMD-BCCC Report
- c. Faculty Senate Report

IV. New Business

Dr. Roger Ward, Vice Chair

- a. Finance/Audit Committee

Dr. Debra McCurdy, President

Dr. Ty Stone, Vice President Finance & Administration/CFO

Mr. Michael Thomas, Vice President WDCE

Ms. Anna Lansaw, Executive Director Procurement

- i. Procurements \$25,000 to \$99,999 – (Information)

1. Radio Programming (American Pubic Media) \$34,396.00
2. Anthology Ally Software (Blackboard T&L, LLC) \$83,000.00
3. IT Ticketing System (Freshworks, Inc.) \$58,797.60
4. Commencement Venue
(Baltimore Symphony Orchestra, Inc. \$28,600.00
5. WBJC Membership Premiums (Forest Incentives, LLC) \$60,000
6. Indefinite Quantity A&E Service – No cost extension

- ii. Financial Update (Information)

Dr. Debra McCurdy, President

Dr. Ty Stone, Vice President Finance & Administration/CFO

Mr. Brandon Cohen, Director of Budgets

- iii. 2025 Audit Status (Information)
Dr. Debra McCurdy, President
Dr. Ty Stone, Vice President Finance & Administration/CFO
Ms. Eileen Waitsman, Controller
- iv. OLA Legislative Audit Update (Information)
Dr. Debra McCurdy, President
Dr. Ty Stone, Vice President Finance & Administration/CFO

V. College Policies

Dr. Roger Ward, Vice Chair
a. None

VI. Presentations

Dr. Roger Ward, Vice Chair
Dr. Debra McCurdy, President
a. Enrollment Report
Ms. Donna Thomas, Vice President Student Affairs
Ms. Becky Burrell, Vice President Institutional Effectiveness
Ms. Eileen Hawkins, Director of Institutional Research
b. Information Technology Report
Dr. Wayne Rose, CIO

VII. President's Report

Dr. Roger Ward, Vice Chair
Dr. Debra L. McCurdy, President

VIII. Active Search Listing

Dr. Roger Ward, Vice Chair
Dr. Debra L. McCurdy, President

IX. Motion for Adjournment - (Vote)

Dr. Roger Ward, Vice Chair



Board Actions/ Consent Agenda



BOARD OF TRUSTEES

BALTIMORE CITY COMMUNITY COLLEGE

Open Session Minutes | 4:00pm April 15, 2026 (Virtual Zoom Meeting)

Board Members Present: Vice Chair Dr. Roger Ward, Esq.; Ms. Billie Malcolm; Ms. Tanya Terrell; and Mr. Tyrese McBain.

Also Present: President Debra L. McCurdy, PhD.

- I. Vice Chair Ward called the meeting to order at 4:01. The consent agenda (items a-d below) was unanimously approved upon a motion by Trustee Malcolm, seconded by Trustee McBayne.

- a. March 18, 2026, Open Session Meeting Minutes
- b. March 18, 2026, Closed Session Meeting Summary
- c. April 9, 2026 Finance/Audit Committee Meeting minutes
- d. Student Government Association Report

- II. There were no requests to speak at the meeting:

III. Procurements.

1. Purchases that were outside the board's approval requirements (i.e., those under \$100,000) were presented to the BOT for informational purposes:

- Chiller Rental for Library (Sunbelt Rentals) \$74,396.07

VP M. Thomas noted that we are moving into the bidding phase, but the chillers do not work properly; therefore, there is no air conditioning. The College is notifying the Board of this step until the renovations are complete. There were no questions from Trustees.

- Chiller Leak Repair at LSB Building (Johnson Controls) \$26,216.35

As a result of the fire, repairs are needed as well as replacement of parts that are past their life expectancy. The College is already addressing other HVAC failures on the campus. There were no questions from Trustees.

- Rubrix / Nutanix Maintenance Support – Year 3 (CAS Serven) \$78,233.00

Dr. Wayne Rose, CIO, explained that Rubrix serves as the backup of all data via the cloud in case of emergency. There were no questions from Trustees.

2. A procurement exceeding \$100,000 (requiring BOT approval) was presented and described:

Audience Ratings Access – 5 Year
Radio Research Consortium-\$128,720.00

VP Augustus explained that this is an annual project for WBJC for outreach efforts to its membership and for fundraising. This is a multi-year, sole source procurement. This is a proprietary technology, specific to Nielson radio format. Upon a motion by Trustee Malcolm, seconded by Trustee Terrell, the procurement was approved.

IV. Financial Report.

Dr. Tyria Stone, Vice President of Finance and Administration, presented a snapshot of the College's finances as of March 31, 2026, and reported on the recent audit by the Office of Legislative Affairs (OLA). Here are the highlights of her presentation:

Financial Update (Q3 FY26)

- College operating within its means, managing finances responsibly
- Total revenue: \$78.3M through March (82% of \$95.6M budget)
 - Up \$7.1M (10% increase) year-over-year
- Total expenses: \$54.8M (down \$1.2M from prior year)
- Revenue tracking above 75% fiscal year mark

Revenue Performance

- State appropriation: \$36M (flat from last year)
- Bookstore revenue up 35% (\$1.9M actual vs \$935K budget)
 - New vendor and payment process driving increase
- Credit tuition up 5.3% to \$8.8M
- Registration fees up 20%
- Restricted revenues up 39.6% to \$24.5M
- Federal grants up 51% (\$13.5M vs \$9M prior year), primarily due to earlier Pell grant distribution timing

Expense Breakdown

- Personnel salaries: \$27.27M (up 3.8% - normal compensation increases)
- Contractual employees up 12.8%
- Scholarships/fellowships flat at \$10.2M
- Budget allocation by function:
 - Instruction: 34% (\$32.9M)
 - Operations/maintenance: 19%
 - Combined student-focused spending: 50% (\$48.2M)

Trustee Ward asked about deferred maintenance expenses as compared to last year. \$10,000,000 in FY 2026 versus \$0 in FY 2025. Trustee Terrell asked about the historical deferred maintenance and would like an update in a future meeting on the progress with deferred maintenance in relation to the capital budget. The President will bring the information forward in collaboration with the respective VPs and Mr.

Thomas noted the process of updating the Facilities Master Plan (FMP) is underway. The College hopes to have it ready for the May meeting. The BOT does have the full list of projects which was shared by the President earlier this year. Will bring back the operating budget along with the capital budget and deferred maintenance.

OLA Audit Findings

- 14 findings across 8 areas (procurement, financial reporting, financial aid, payroll, IT, equipment)
- Root causes: lack of formal procedures or inconsistent application
- Most corrective actions due June 30, 2026
- Equipment inventory completion targeted for 2027
- No findings impact academic programs or financial viability

V. Enrollment Report.

Workforce Development and Continuing Education

The Workforce Development and Continuing Education Division (WDCE) presented updates. The presentation included information on facilities, the Division's current grants and contracts, enrollment activity for the Adult Basic Education, English Language Services, and Workforce Development departments, and Career Services placements for completers. The presentation covered a period from January 1 to March 31, 2026.

Facilities

Vice President Michael Thomas presented updates for facilities, including the items discussed earlier regarding procurements for a chiller rental for the library, repair of the chiller at the Life Sciences Building, maintenance support for Rubrik, a data maintenance software program, and an agreement with the Radio Research Consortium (RRC) that would allow WBJC to conduct audience research and analytics, analogous to the Nielsen Ratings for television.

Contracts and Grants

WDCE presented figures for grants and contracts for fiscal year 2026. Grants to date total \$10,423,396, a figure which includes both an additional \$342,588 allocated to the Maryland Community Colleges Promise Grant on March 26 and an additional \$81,078 allocated to the Maryland Community Workforce Development Sequence Scholarship (WDSS) on March 19.

Adult Basic Education

Director Andrea Fricks presented the slides. Over the reporting period, Adult Basic Education (ABE) enrolled 895 students, with 33 course sections. Ms. Fricks discussed the Integrated Education and Training (IET) program, which combines ABE classes with workforce training, and noted that IET classes for the Clinical Nursing Assistant (CNA) and Community Health Worker (CHW) pathways have begun. She also mentioned that ABE includes remediation efforts for ABE students and GED course offerings to students held at the Metropolitan Transition Center.

English Language Services

Director Gina Karlin presented the slides. During the reporting period, English Language Services (ELS) enrolled a total of 898 students in the following programs: English Language Instruction (ELI), Community English as a Second Language (CESL), Refugee Assistance Program (RAP), and Services for Older Refugees (SOR). Ms. Karlin also discussed ELS remediation efforts for students, and workshops held over the reporting period.

Workforce Development

Director Brenda Sierra presented the slides. The Workforce Development department enrolled 1,583 students during the reporting period across 106 course sections. Ms. Sierra also discussed remediation activities available for students.

- Chairman Ward asked for clarification regarding the enrollment figures, and specifically wanted to know more about attrition in workforce training programs. He asked whether Workforce Development knows the reasons why students may not complete a course of study, and what strategies the team adopts to reduce attrition.

Director Sierra noted that some students may have personal or health circumstances affecting enrollment status. These students are given the opportunity to re-enroll in a later course. Other students may enroll simply to guarantee access to benefits, with no intention of attending.

- Chairman Ward followed up to ask whether the enrollment data includes a freeze date to accommodate students choosing to re-enroll in later courses, or whether the enrollment data simply reflects total enrollments.

Director Sierra noted that the team tries to finalize registration numbers within two weeks of the start date. Enrollment figures are finalized after 20 percent of the course has taken place. Before that 20 percent drop date, students can drop a course and re-enroll in a different class, without their enrollment appearing in final figures.

Career Services

Director Che Evans presented the slides. Career Services discussed job placement results for completers over the reporting period. Overall, the Career Services office helped 63 completers find employment, with an average hourly rate of \$19.64. The CNA career pathway had the highest number of placements, with 20 completers finding work at an average hourly rate of \$18.69. The cybersecurity pathway had the highest average hourly rate, with average compensation for the 3 completers at \$33.17.

- Trustee Terrell asked whether BCCC has any employer champions, whether these champions create secure employment pathways for completers and whether the existence of these champions helps attract new students.

Director Evans noted that BCCC has long-standing partnerships, particularly in the healthcare field. The CNA pathway, for instance, works closely with LifeBridge,

MedStar, and the University of Maryland. These partners also refer their employers to BCCC for stackable credentialing and contract trainings. Vice President Michael Thomas also noted that the warehousing pathway works closely with Johns Hopkins and Amazon.

- Trustee Terrell followed up to ask whether BCCC has any transfer and articulation agreements with employers.

Vice President Michael Thomas referred the question to Vice President Donna Thomas. Vice President Donna Thomas noted that a new transfer and articulation coordinator, Devin Brown, has recently started. Mr. Brown will review and create articulation agreements and partnerships and will assess and revisit existing ones.

Next Steps

- WDCE will present on the capital budget and deferred maintenance at the May meeting. The presentation will also address the facilities master plan.
- WDCE will present updated enrollment data in either June or July. The presentation will include attrition figures (the number of students who stay enrolled past the drop date but fail to complete a course).
- WDCE's Career Services office will include data on all office activities (to include resume reviews, practice interviews, etc.).

The Academy

Ms. Donna Thomas, Vice President Student Affairs

Ms. Eileen Hawkins, Director of Institutional Research

Ms. Thomas discussed application numbers as compared to prior year. Records & Registration has been working to improve the registration process with priority-based registration for Fall 2026. She explained the CRM prospective inquiry form process which is a big step forward. She noted the Hunger-Free Campus Grant Program award of \$11,000 to expand our outreach and current food pantry to include fresh food options.

- Trustee Ward asked about declines in applications.

VP Thomas identified preliminary findings related to the Mayor's Scholars Program (MSP) and a shift in admit-type selections.

- Trustee McBayne asked about tracking students who utilize the pantry and wanted to know if we are collecting information about their preferences. VP Thomas noted that Student Life & Engagement is working to collect that information. The President noted opportunities to increase the funding in future years given the needs of our students.

VI. Information Technology Report.

Wayne Rose, the College's CIO, presented the Information Technology Report, focusing on Realignment Task #9, and addressing the IT and infrastructure needs of BCCC.

The core goals highlighted, presented and discussed were as follows;

- Cybersecurity Initiatives
- Legacy System Decommissioning Plan
- ID Badge and Door Access System
- Advisory Services Update

Cybersecurity Initiatives

- The College has completed the first quarter of mandatory State cybersecurity training, resulting in improved compliance across campus.
- ITS is managing an increase in phishing and impersonation attempts, including attempted impersonation of senior leadership, underscoring the importance of continued vigilance.
- Ongoing emphasis is being placed on security awareness and training to mitigate institutional risk and protect College data and operations.

VP Rose noted that Cybersecurity remains a priority risk area and that training compliance and proactive awareness efforts are essential to protecting institutional systems and reputation.

Legacy System Decommissioning

ITS is retiring outdated and unsupported IT systems that present security and operational risks due to obsolete software and lack of vendor support.

A structured, two-phase approach is underway: Phase 1: Finalizing contracts, completing Workforce Development and Continuing Education (WDCE) billing, and ensuring no active business processes remain dependent on the system.

Phase 2: Securely migrating critical data and fully decommissioning the legacy platform.

VP Rose reported that this effort reduces cybersecurity risk, improves system reliability, and aligns the College with modern IT support standards.

ID Badge and Door Access System

The current Lenel ID badge and door access system is also outdated and unsupported. ITS is actively testing new student and staff ID card technologies to replace the current system and improve access control, functionality and security.

Advisory Services and Enterprise Systems (Banner)

ITS continues to work toward completion of remaining Banner priority tasks by June 2026.

Current initiatives include: Testing the Banner Leave feature for future implementation; and evaluating contract processing integration from HP LAN into Banner in partnership with Human Resources.

Improvements to Workforce Development Continuing Education admissions processes are near completion.

VP Rose noted that these initiatives support administrative efficiency, data accuracy, and improved service delivery for students and staff.

He concluded by saying that ITS is making measurable progress in reducing technology risk, strengthening cybersecurity, and modernizing enterprise systems. These efforts directly support institutional stability, compliance, and long-term operational resilience.

VII. President's Report

Dr. McCurdy stated that her report was available to the BOT in their packets.

VIII. Closing statement and Motion for Adjournment.

Vice Chair Ward read the following closing statement:

The open session meeting of the Board of Trustees has concluded. Pursuant to the General Provisions Article, Sections 3-305(b)(1), (7), (8), and (9), the meeting will move into closed session so that the Board can:

- Consult with counsel to obtain legal advice;
- Discuss strategy, merits, and legal advice regarding pending litigation and administrative complaints involving the College; and
- Discuss matters related to collective bargaining.

Vice Chair Ward asked for a motion to adjourn and close. Trustee Terrell made a motion and Trustee Malcolm seconded. The motion was unanimously approved and the Open meeting was adjourned at 5:03 P.M.



BOARD OF TRUSTEES

BALTIMORE CITY COMMUNITY COLLEGE

Closed Session Summary | April 15, 2026 (Virtual Zoom Meeting)

Board Members Present:; Mr. Roger Ward, Esq. (vice-chair); Ms. Billie Malcolm; Ms. Onahlea Shimunek; Ms. Tanya Terrell; and Mr. Tyrese McBayne.

Also Present: Dr. Debra L. McCurdy; Ms. Maria E. Rodriguez, Esq.; and Ms. Kirstin McFarlane, Esq.

Trustee Ward brought the closed session meeting to order at 5:08 PM.

Upon a motion brought by Trustee Terrell and seconded by Trustee Malcolm, the trustees unanimously approved the consent agenda and the attached closed session materials.

Mr. Stephen Silvestri, the College's outside labor counsel, with Jackson, Lewis PC, provided information and answered questions regarding the College's negotiations with AFT and the legal issues surrounding those negotiations. (He then left the meeting.)

Ms. McFarlane updated the Trustees and answered legal questions regarding the College's negotiations with AFSCME.

Upon a motion brought by Trustee Terrell and seconded by Trustee Malcolm, the Board voted unanimously to adjourn the meeting at 6:25 PM.

Respectfully submitted,

Debra L. McCurdy, President

Baltimore City Community College
CABINET UPDATE
Board of Trustees, May 20, 2026
Student Affairs

STUDENT GOVERNMENT ASSOCIATION

SGA Monthly Meeting –The SGA Leadership Team held a general meeting on Wednesday, April 15, 2026, from 12:00 – 1:00 pm in person and via Zoom. Some items discussed included monthly report deadlines, the upcoming SGA Elections, the SGA Suggestion Box, mascot recruitment, and committee needs, as well as end of the year and summer clubs and orgs event planning.

SGA Monthly Meeting with President McCurdy – The Student Government Association did not meet with Dr. McCurdy for their monthly. They are looking forward to meeting with her in May 2026.

Remaining Spring 2026 Schedule of General Body Meetings:

Wednesday, May 6, 2026. These meetings are held from 12:00 -1:00 pm in the Mini Conference Center and virtually via Zoom.

Spring 2026 SGA Team:

Kyah Young	President
Vice President	Vacant
Jasmine Walker	Secretary
Chenise Brayboy	Treasurer
Brandon Macon	Parliamentarian
Cindy Allsup, Deshawn Brownley, Nitika Dhungana, Papa Diop and Tyrese McBayne	Senators

ACTIVITIES AND EVENTS

Below are SGA and Clubs and Orgs sponsored events and/or activities. It may also include campus activities in which members of the SGA team/ Clubs and Orgs participated in and or volunteered.

Panther Pride Week, April 6 – 10, 2026 - The SGA supported the annual Panther Pride Week activities. See below:

Panther Pride Week – Game Day – April 6, 2026

Color Escape – sponsored by the Student Leadership Club – April 7, 2026

Panther Pride Day Block Party – April 8, 2026

BCCC Got Talent – sponsored by the International Students Club – April 9, 2026

Annual Men on the Move Luncheon – April 22, 2026 - This annual event sponsored by the Brothers of Class Mentoring Club was held in the Gaare Auditorium from 12:00 – 2:00 pm. The panelist included combination of community leader, BCCC alumni, current student leaders and staff members (Mr. Julian Robinson, Mr. Kyle Parker, Mr. Dashawn Brownley, and Mr. Pierce Perkins.)

SGA Elections – April 24 – May 1, 2026 - The SGA held their annual elections process. There were a series of events and meetings held. See below:

SGA Applications Due: April 23, 2026

Candidate Meet and Greet – April 27, 2026

Candidate Speeches – April 28, 2026

SGA Voting – April 29 – May 1, 2026

Winners Announced – May 1, 2026, at 12:00 pm

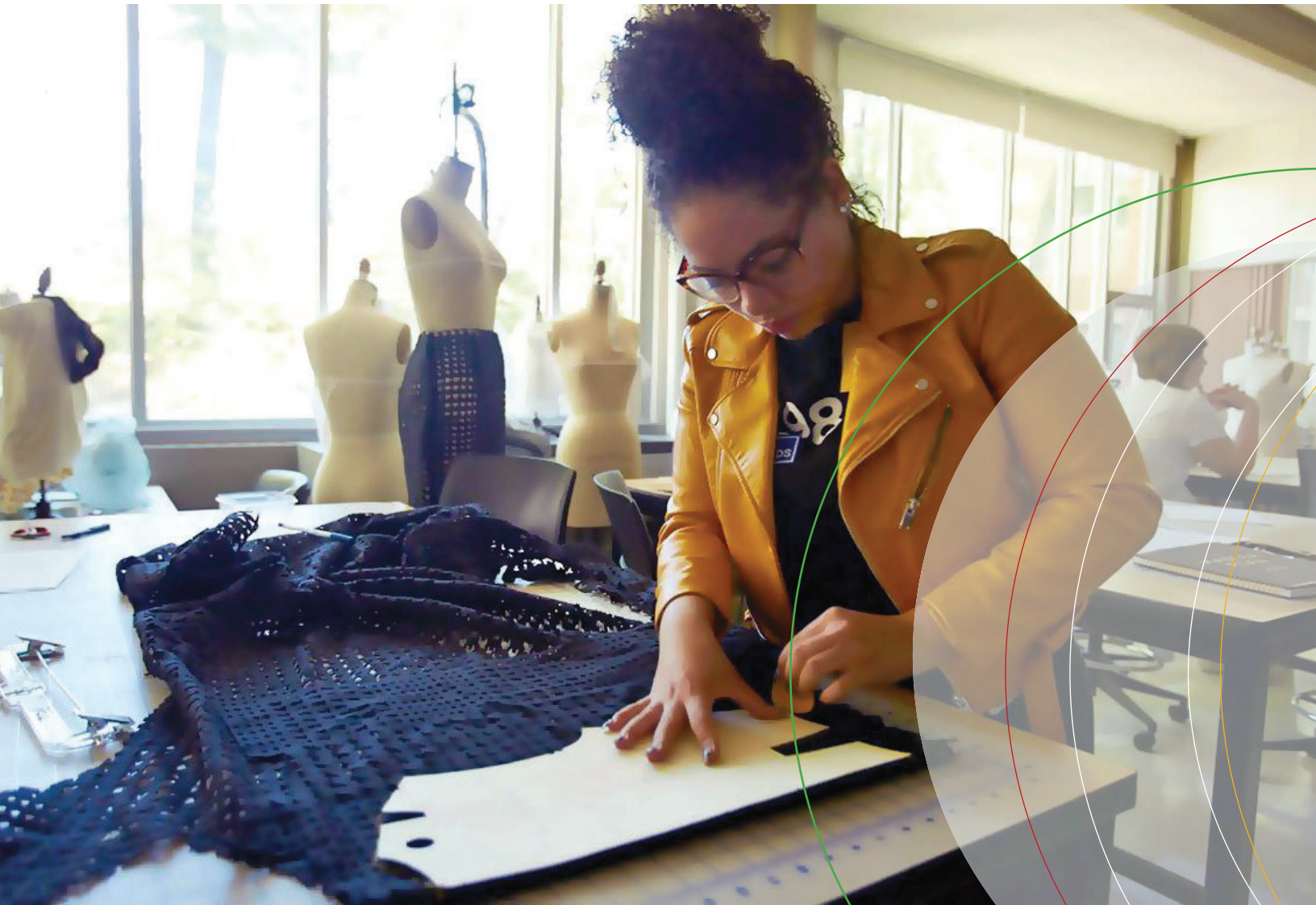
The following new 2026-2027 officers were elected:

Chenise Brayboy – President

Nitika Dhungana – Vice President

Maiya McKnight – Secretary

Elisa Paz - Parliamentarian



New Business

i. Procurement(s) Exceeding \$25,000 to \$99,9999

Contract No. / Contract Title	R95P6600288 Radio Programming (American Public Media)		
Description/Remarks: This is a sole source contract for WBJC for the provision of radio programming for overnight and weekend broadcasts. The contractor is the only vendor that provides this specific type of radio programming service compatible with WBJC’s operational and programming requirements, making no other sources available.			
Procurement Method:	Sole Source	Category:	Services
Contract Award:	\$34,396.00	Contract Term:	07/01/2025 – 06/30/2026
No. of Bids	N/A	Tax Clearance:	
College Department:	Facilities	Fund Source:	06618 /0872

Contract No. / Contract Title	R95B6600013 Anthology Ally Software (Blackboard T & L, LLC)		
Description/Remarks: The purchase of Anthology Ally through the Maryland Enterprise Education Consortium (MEEC) contract is justified to support the College’s accessibility compliance and inclusive learning goals. Using the MEEC cooperative contract ensures competitively negotiated pricing and contract compliance. The annual cost is \$19,000, with a total five-year not-to-exceed cost of \$83,000, representing a cost-effective investment in accessibility and institutional compliance.			
Procurement Method:	ICPA	Category:	IT Software
Contract Award:	\$83,000	Contract Term:	02/01/2026 -01/31/2031
No. of Bids	N/A	Tax Clearance:	
College Department:	Academic Affairs	Fund Source:	04427 /1304

Contract No. / Contract Title	R95P6600286 IT Ticketing System (Freshworks, Inc.)		
Description/Remarks: This is a sole source contract for the College’s IT ticketing system, which has been in continuous use since 2017 to manage all IT help desk requests and IT staff workflows. The system is renewed annually to ensure uninterrupted service, data continuity, and operational stability.			
Procurement Method:	Sole Source	Category:	IT Software
Contract Award:	\$58,797.60	Contract Term:	06/30/2026 – 06/29/2027
No. of Bids	N/A	Tax Clearance:	
College Department:	IT Services	Fund Source:	06627 /0862

Contract No. / Contract Title	R95P6600281 Commencement Venue (Baltimore Symphony Orchestra)		
Description/Remarks: This procurement is exempt from a formal procurement process, as it is for the rental of a commencement venue for graduation. The rental of facilities for student activities, including commencement ceremonies, is exempt from formal procurement requirements.			
Procurement Method:	Exempt	Category:	Services
Contract Award:	\$28,600.00	Contract Term:	05/09/2026
No. of Bids	N/A	Tax Clearance:	26-1882-1111
College Department:	Student Affairs	Fund Source:	03352 /1399

Contract No. / Contract Title	R95P6600287 WBJC Membership Premiums (Forest Incentives, Inc.)		
Description/Remarks: This is a sole source contract for the provision of promotional “thank you” gifts for donors who have contributed to WBJC. The contractor is responsible for purchasing, packaging, and mailing the items directly to donors. This contractor is the only vendor authorized to access the data system containing donor personal information necessary to fulfill this service, which precludes the use of alternative vendors. The contract is issued on a not-to-exceed basis in the amount of \$60,000.00.			
Procurement Method:	Sole Source	Category:	Services
Contract Award:	\$60,000.00	Contract Term:	05/01/2026 – 04/30/2027
No. of Bids	N/A	Tax Clearance:	
College Department:	WBJC	Fund Source:	03352 /1399

Contract No. / Contract Title	BCCC-FY23-AE-001 / R95B4600001 Design Services Indefinite Quantity Contract (IDC) for Architectural & Engineering Services (K. Dixon Architecture, PLLC / Colimore Architects, Inc. / Gipe Associate, Inc. / Quinn Evans Architects/ Noelker and Hull Associates, Inc.)		
Description/Remarks: This is a no-cost modification to extend the current contract for additional year to exhaust the remaining funds left on the contract. Currently, there is \$710,505.86 remaining on \$1,500,000 contract amount. The contract is for design services for construction identified on the deferred maintenance plan.			
Procurement Method:	RFP	Category:	Services
Original Contract Award:	\$1,500,000	Contract Term:	05/01/2023 – 04/30/2027
No. of Bids	N/A	Tax Clearance:	26-1877-1111, 26-1878-1110, 26-1879-0110, 26-1880-0101, and 26-1881-0111
College Department:	Facilities	Fund Source:	Various

II. FINANCE UPDATE

Fiscal Year 2026 Financial Performance Update
As of April 30, 2026

1. Revenue vs. Expenses

Financial Information Snapshot

2. Revenue Detail Analysis

3. Expense Detail Analysis

- By Type
- By Division
- By Function
- By Type

*Prepared for the Board of Trustees Finance Committee
May 2026*

Revenue vs. Expenses



Monthly Financial Performance Snapshot Report Fiscal Year 2026 as of April 2026

Total Revenue by Fund

Revenue Fund	Budget FY26	Actuals FY26	Actuals FY25	Net Change	Percentage Change	FY26 Year-End Forecast	FY26 Forecast to Budget Change (\$)	FY26 Forecast to Budget Change (%)
General (Unrestricted)	64,985,412	\$ 67,092,822	68,308,671	-1,215,849	-1.78%	67,157,222	2,171,810	3.3%
Restricted	30,610,084	\$ 26,817,839	19,388,085	7,429,753	38.32%	29,181,406	-1,428,678	-4.7%
Total Revenue	95,595,496	93,910,660	87,696,756	6,213,904	98.24%	96,338,628	743,132	0.8%

Total Expenses by Fund

Expense Fund	Budget FY26	Actuals FY26	Actuals FY25	Net Change	Percentage Change	FY26 Year-End Forecast	FY26 Forecast to Budget Change (\$)	FY26 Forecast to Budget Change (%)
General (Unrestricted)	64,985,412	\$ 47,144,323	46,520,330	623,994	1.34%	58,275,949	-6,709,463	-10.3%
Restricted	30,610,084	\$ 15,073,307	16,200,843	-1,127,535	-6.96%	29,181,406	-1,428,678	-4.7%
Total Expenses	95,595,496	62,217,631	62,721,172	-503,542	65.08%	87,457,356	-8,138,140	-8.5%

	Budget FY26	Actuals FY26	Actuals FY25	Net Change	Percentage Change	FY26 Year-End Forecast	FY26 Forecast to Budget Change (\$)	FY26 Forecast to Budget Change (%)
Net Position	0	31,693,030	24,975,584	6,717,446	N/A	8,881,273	8,881,273	

Revenue Detail

Year-over-Year (YoY) Revenue Comparison

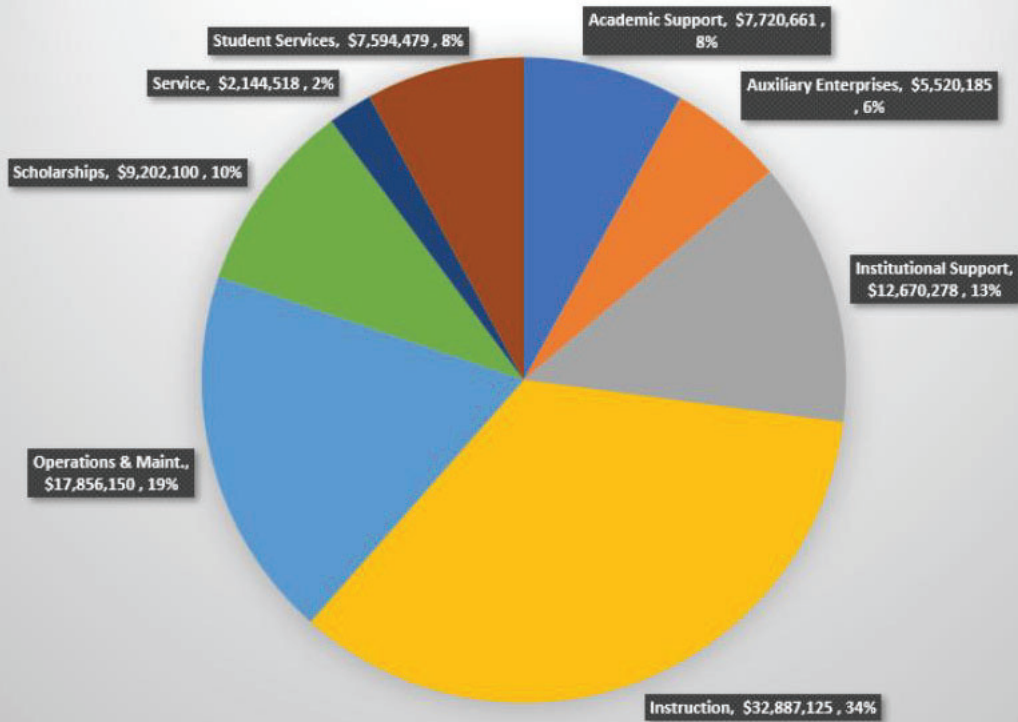
Revenue Sources	Budget FY26	Actuals FY26	Actuals FY25	Net Change	Percentage Change	FY26 Year-End Forecast	FY26 Forecast to Budget Change (\$)	FY26 Forecast to Budget Change (%)
Unrestricted Revenues	64,985,412	67,092,822	68,308,671	-1,215,849	-1.78%	67,157,222	2,171,810	3.3%
Board of Estimates - Unrestricted	600,000	600,000	0	600,000		600,000	0	0.0%
Bookstore Revenue	935,233	1,937,474	1,390,650	546,823	39.32%	1,912,592	977,359	104.5%
Consolidated Fees	900,000	1,047,574	1,125,765	-78,191	-6.95%	1,167,142	267,142	29.7%
Credit Tuition	9,443,275	9,113,660	10,194,318	-1,080,658	-10.60%	8,766,857	-676,418	-7.2%
Facilities Capital Fees	109,971	116,028	123,684	-7,656	-6.19%	137,072	27,101	24.6%
Investment Income	501,218	2,038,568	2,048,875	-10,306	-0.50%	2,334,218	1,833,000	365.7%
Local Contract	0	0	189,524	-189,524	-100.00%	0	0	
Non-Credit Fee Revenue	508,440	437,106	869,336	-432,230	-49.72%	473,320	-35,120	-6.9%
Non-Credit Tuition	621,170	529,420	1,117,498	-588,078	-52.62%	579,291	-41,879	-6.7%
Other Fee Revenue	0	24,840	28,532	-3,692	-12.94%	29,215	29,215	
Other Revenue	0	64,486	31,344	33,142	105.74%	41,150	41,150	
Parking and Transportation	44,719	2,118	7,652	-5,534	-72.33%	2,010	-42,709	-95.5%
Real Estate Lease Income	1,402,760	1,601,547	1,619,367	-17,820	-1.10%	2,083,984	681,224	48.6%
Registration Fee	299,995	357,708	363,922	-6,214	-1.71%	437,820	137,825	45.9%
State Appropriation	48,367,088	48,367,088	48,280,224	86,864	0.18%	48,367,088	0	0.0%
Student Activities	160,559	0	25	0.00%	0.00%	0	-160,559	-100.0%
Technology Fees	700,000	698,500	750,510	-52,010	-6.93%	778,095	78,095	11.2%
Tower Rental Income	131,092	125,535	128,306	-2,771	-2.16%	0	-131,092	-100.0%
Transcripts	49,059	20,041	28,644	-8,603	-30.03%	24,170	-24,889	-50.7%
Vending Machine Commission	0	11,129	10,496	633	6.03%	23,197	23,197	
Restricted Revenues	30,610,084	26,817,839	19,388,085	7,429,753	38.32%	29,181,406	-1,428,678	-4.7%
Deferred Maintenance	10,000,000	\$ 4,314,698	0	4,314,698		5,177,638	-4,822,362	-48.2%
Federal Grants	12,022,898	15,185,157	10,218,681	4,966,476	48.60%	15,222,189	3,199,291	26.6%
Indirect Cost - Other	117,800	0	0	0	0	0	-117,800	-100.0%
Other Restricted Revenue	0	13,893	17,176	-3,283	-19.12%	16,671	16,671	
Private Gifts, Grants & Contract	124,710	0	0	0	0	0	-124,710	-100.0%
State and Local Grants	5,502,979	3,855,115	4,994,896	-1,139,781	-22.82%	4,626,137	-876,842	-15.9%
WBJC	2,841,697	\$ 3,448,976	4,157,332	-708,356	-17.04%	4,138,771	1,297,074	45.6%
Total Revenue	95,595,496	93,910,660	87,696,756	6,213,904	-22.82%	96,338,628	743,132	13.5%

Expenditure Detail

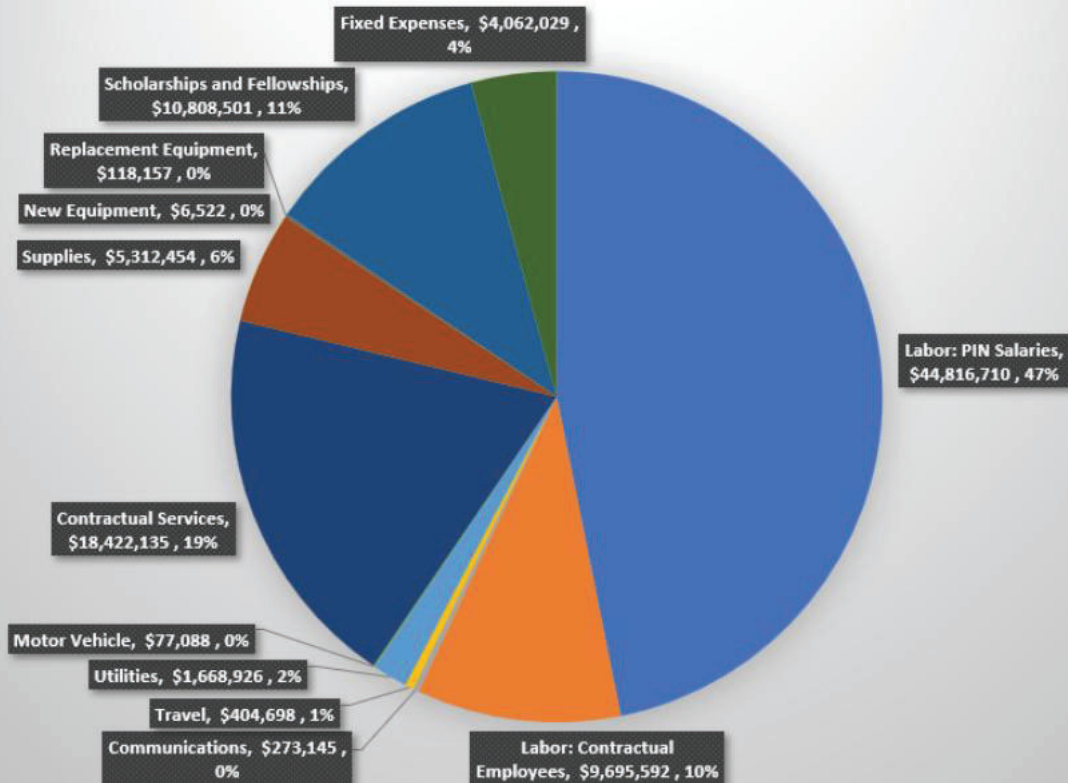
Expenditure by Category								
Description	Budget FY26	Actuals FY26	Actuals FY25	Net Change	Percentage Change	FY26 Year-End Forecast	FY26 Forecast to Budget Change (\$)	FY26 Forecast to Budget Change (%)
Labor: PIN Salaries	\$ 44,816,710	30,459,622	29,007,323	1,452,299	5.01%	41,436,327	-3,380,384	-7.5%
Labor: Contractual Employees	\$ 9,695,592	8,345,711	7,364,347	981,364	13.33%	10,626,272	930,680	9.6%
Communications	\$ 273,145	123,227	32,986	90,240	273.57%	147,872	-125,273	-45.9%
Travel	\$ 404,698	159,216	163,945	-4,728	-2.88%	191,060	-213,638	-52.8%
Utilities	\$ 1,668,926	1,851,026	1,488,855	362,171	24.33%	2,221,231	552,305	33.1%
Motor Vehicle	\$ 77,088	21,231	95,541	-74,310	-77.78%	25,477	-51,611	-67.0%
Contractual Services	\$ 18,422,135	7,580,917	5,711,912	1,869,006	32.72%	11,897,101	-6,525,034	-35.4%
Supplies	\$ 5,312,454	351,346	5,067,728	-4,716,382	-93.07%	4,421,616	-890,838	-16.8%
Replacement Equipment	\$ 118,157	121,933	43,288	78,646	181.68%	146,320	28,162	23.8%
New Equipment	\$ 6,522	89,600	79,875	9,725	12.18%	107,520	100,998	1548.6%
Scholarships and Fellowships	\$ 10,833,625	9,939,256	10,893,128	-953,872	-8.76%	11,927,107	1,093,482	10.1%
Fixed Expenses	\$ 4,062,029	3,876,781	2,731,744	1,145,037	41.92%	4,652,138	590,109	14.5%
Deferred Maintenance	\$ (95,587)	-702,236	40,502	-742,738	-1833.83%	-342,683	-247,096	258.5%
Total Expenditures	95,595,495	62,217,631	62,721,172	-503,542	-0.80%	87,457,356	-8,138,139	-8.5%
Expenditures by Division								
Division	Budget FY26	Actuals FY26	Actuals FY25	Net Change	Percentage Change	FY26 Year-End Forecast	FY26 Forecast to Budget Change (\$)	FY26 Forecast to Budget Change (%)
Academic Affairs	25,527,172	14,765,130	14,675,729	89,401	0.61%	24,871,418	-655,754	-2.6%
Administration & Finance	26,411,603	13,267,941	14,697,974	-1,430,033	-9.73%	17,921,530	-8,490,073	-32.1%
Advancement & Strategic Partners	1,926,509	696,377	731,695	-35,318	-4.83%	835,653	-1,090,856	-56.6%
College Wide	-1,363,427	4,671,737	3,377,797	1,293,940	38.31%	6,006,084	7,369,511	-540.5%
Information Technology	5,536,226	4,581,232	4,307,138	274,093	6.36%	5,497,478	-38,748	-0.7%
Institutional Research & Strategic Priorities	1,301,848	793,533	719,633	73,899	10.27%	952,239	-349,609	-26.9%
President's Office (Executive)	2,150,793	1,008,902	957,152	51,751	5.41%	1,210,683	-940,110	-43.7%
Student Affairs	17,469,915	15,610,239	16,308,533	-698,294	-4.28%	21,975,224	4,505,309	25.8%
WBJC	2,144,518	1,266,248	1,064,969	201,279	18.90%	1,519,498	-625,021	-29.1%
WDCED	14,490,338	5,556,291	5,880,553	-324,261	-5.51%	6,667,550	-7,822,789	-54.0%
Total Expenditures	95,595,495	62,217,631	62,721,172	-503,542	-0.80%	87,457,356	-8,138,139	-8.5%

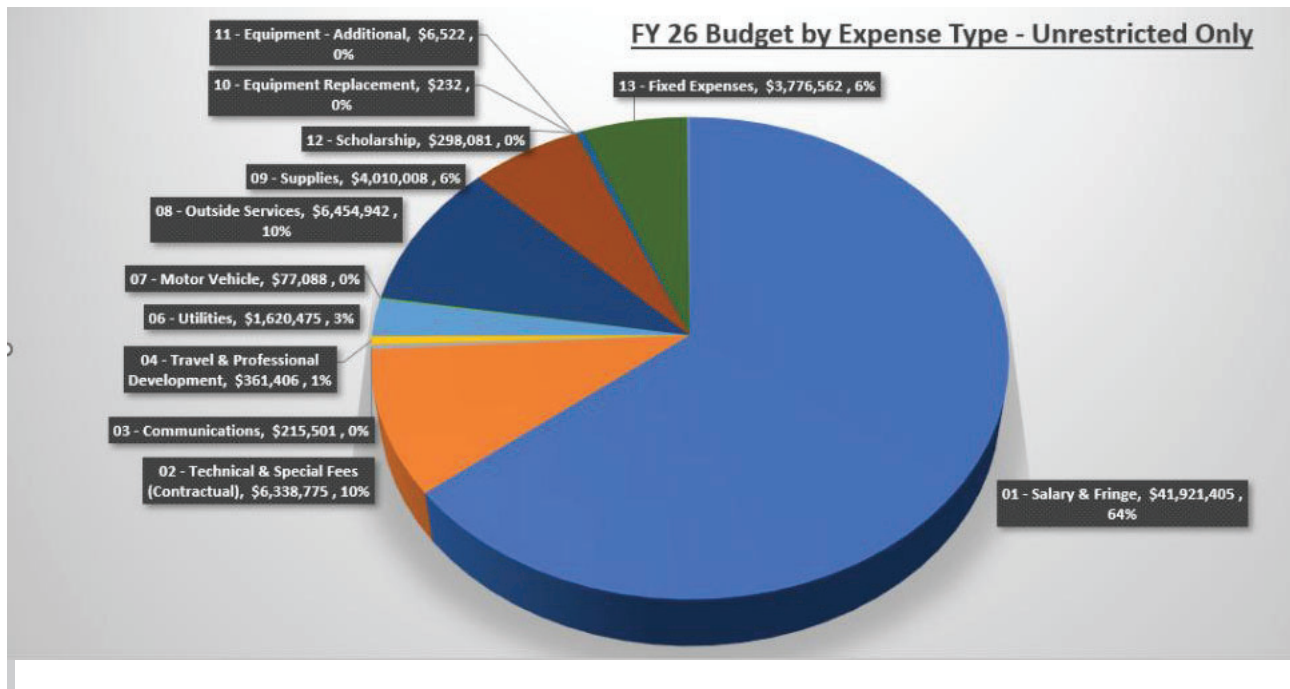
Expenditures by Function								
Program	Budget FY26	Actuals FY26	Actuals FY25	Net Change	Percentage Change	FY26 Year-End Forecast	FY26 Forecast to Budget Change (\$)	FY26 Forecast to Budget Change (%)
Academic Support	7,720,661	3,811,242	4,336,762	-525,519	-12.12%	4,573,491	-3,147,170	-40.8%
Auxiliary Enterprises	5,520,185	4,124,940	6,921,011	-2,796,071	-40.40%	4,949,928	-570,257	-10.3%
Institutional Support	12,670,278	15,623,210	12,080,475	3,542,735	29.33%	21,747,852	9,077,574	71.6%
Instruction	32,887,125	16,063,604	15,928,626	134,977	0.85%	28,299,261	-4,587,863	-14.0%
Operations & Maintenance	17,856,150	6,226,633	6,662,397	-435,764	-6.54%	7,471,959	-10,384,191	-58.2%
Scholarships	9,202,100	10,489,798	11,225,327	-735,529	-6.55%	12,587,758	3,385,659	36.8%
Service	2,144,518	1,266,248	1,064,969	201,279	18.90%	1,519,498	-625,021	-29.1%
Student Services	7,594,479	4,611,956	4,501,606	110,350	2.45%	6,307,609	-1,286,570	-16.9%
Grand Total	95,595,495	62,217,631	62,721,172	-503,542	-0.80%	87,457,356	-8,138,139	-8.5%

FY26 Budget by Function



FY 26 Budget by Expense Type - Total College





iii. 2025 AUDIT Status

a. Overall Status – 2025 audits

- College – pending legal letter update and representation letter, expected to be issued in May by SB and Company
- CC4 - pending legal letter update and representation letter, expected to be issued in May by SB and Company
- BCCC Foundation – Audited Financial Statements issued by Clifton Larson Allen (CLA)
- Howard P Rawlings – samples provided last week from CLA
- OLA Audit – Proceeding as required



Presentations

Baltimore City Community College Board of Trustees Meeting May 20, 2026

Enrollment Report

2026 – 2030 Performance Accountability for MHEC

- The **Performance Accountability Report (PAR)** is an annual requirement for the Maryland Higher Education Commission (MHEC) for all Maryland public colleges and universities.
- **PAR submissions are Board of Trustees approved and due to MHEC by October 1.** MHEC will compile all PARs to develop a report highlighting trends and initiatives.
- The **PAR operates on a five-year cycle**. 2026 is the first year in the upcoming five-year cycle and will align with the 2026 – 2030 MD State Plan for Higher Education.
- **Each subsequent year, institutions will report on their progress** via a series of performance indicators and narrative.
- **Maryland's 16 community colleges collaborate with MHEC** to ensure clarity and consistency in the Performance Indicators and Institutional Characteristics.
- For BCCC, the PAR provides a framework for the **Managing for Results submission to the Department of Budget and Management**.



Source: Maryland Higher Education Commission | BCCC Office of Institutional Research

2026 – 2030 State Plan for Higher Education



State Plan for Higher Education

The Maryland State Plan for Higher Education is expected to identify three important elements:



The present and future needs for postsecondary education and research



The present and future capabilities of the different institutions and segments of postsecondary education in the State



The long-range and short-range objectives and priorities for postsecondary education and methods and guidelines for achieving and maintaining them



2026 – 2030 State Plan for Higher Education



2026-2030 State Plan: Statewide Goals

1

Increase Postsecondary Attainment
for Lifelong Success

Ensure that more Marylanders earn
affordable degrees and credentials
that open doors to economic mobility,
civic participation, and opportunities
for continuous learning throughout
life.

2

Ensure Every Degree and Credential
Has Value

Create the conditions for Maryland's
colleges, universities, and career
schools to design and grow degrees
and credentials that deliver clear
value to learners, employers, and
communities. Value is demonstrated
through transparent outcomes in
earnings, career advancement, civic
readiness, and social impact.

3

Mobilize Postsecondary Education
Innovation and Research for
Competitiveness and Public Good

Mobilize Maryland's postsecondary
education system to drive discovery,
innovation, and talent development in
the state's lighthouse sectors,
including life sciences, biotechnology,
cybersecurity, clean energy, and AI,
while generating solutions that
enhance civic life and community
well-being.

Leave No Marylander Behind



2024 Performance Accountability
Report Maryland Public Colleges and
Universities

MSAR #709
Education Article § 1-1, 307
February 2025

Very Good
C



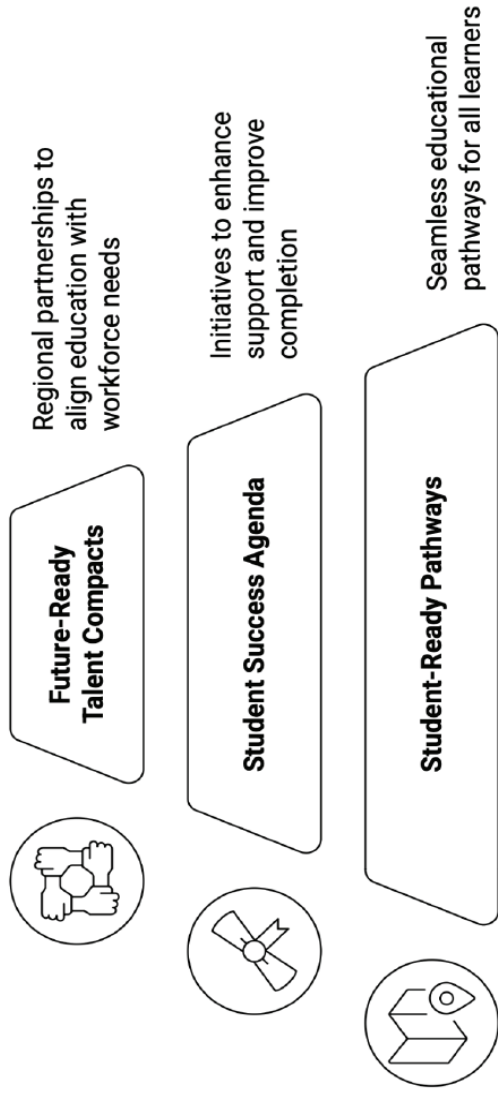
Maryland's Moment
Powering the Next Decade
2026-2030 Maryland State Plan for
Higher Education

BCCC
Baltimore City Community College

2026 – 2030 State Plan for Higher Education



Strategic Pillars: Increase Postsecondary Attainment for Lifelong Success



2024 Performance Accountability
Report Maryland Public Colleges and
Universities

MSAR #709
Education Article § 1-1, 307
February 2025

Wes Moore
Governor

Arundhati
Kumar
President

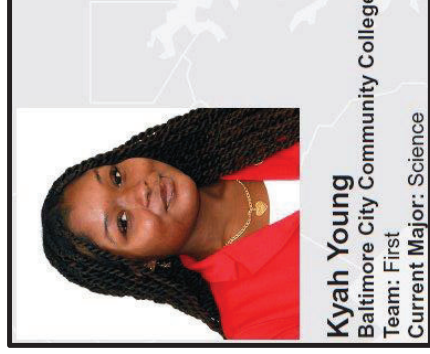
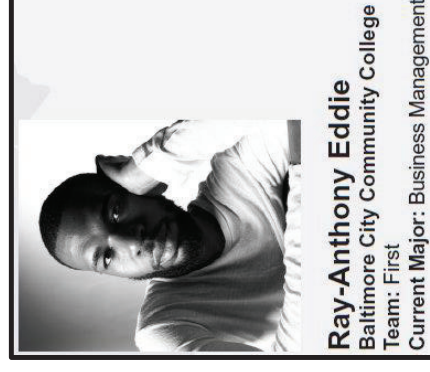
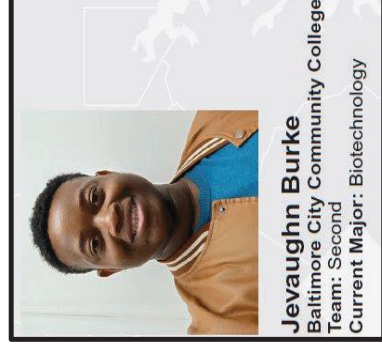
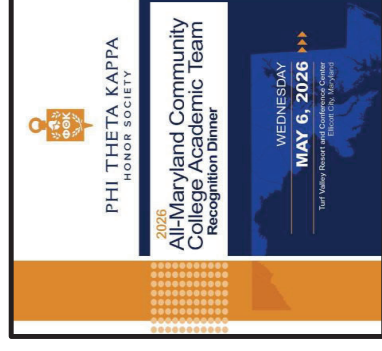


Maryland's Moment
Powering the Next Decade
2026-2030 Maryland State Plan for
Higher Education

BCCC
Baltimore Community College

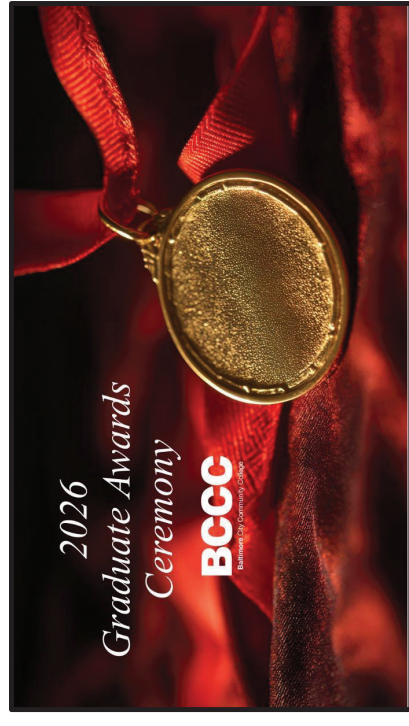
Phi Theta Kappa

- Increased participation by 51% from previous years
 - The Theta Alpha chapter welcomed 18 new members (Fall 2025) and 43 new members (Spring 2026)
- All-Maryland Recognition Dinner
 - Three students attended dinner on May 6th



Academic Awards Ceremony

- Reintroduced the Annual Academic Awards Ceremony to recognize student excellence and achievement
- On May 6th forty-five students were honored, including *Outstanding Student Leader, Outstanding Student Athlete, & Early College Access (P-TECH) student*
- Ceremony will now be held annually each April to celebrate student academic success

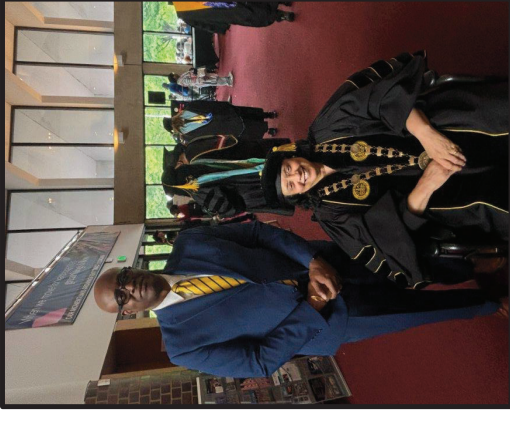
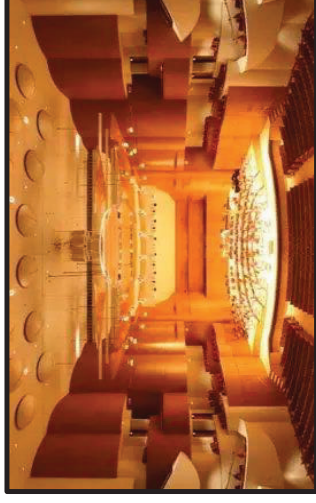
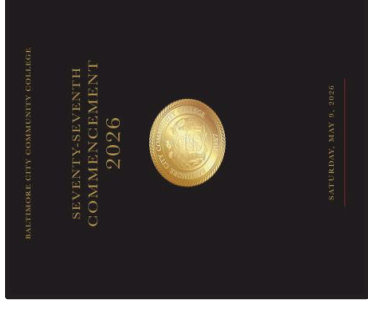


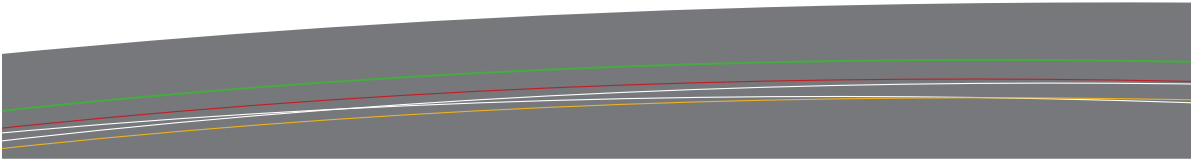
2025-2026 Commencement

- Commencement Ceremony held on May 9 at the Joseph Meyerhoff Symphony Hall

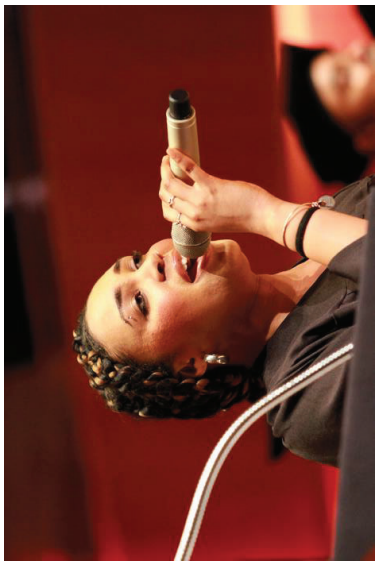
- Celebrated a total of 385 graduates across Summer 2025, Fall 2025, & Spring 2026 cohorts

- Honorable U.S. Congressman Kweisi Mfume delivered the commencement address



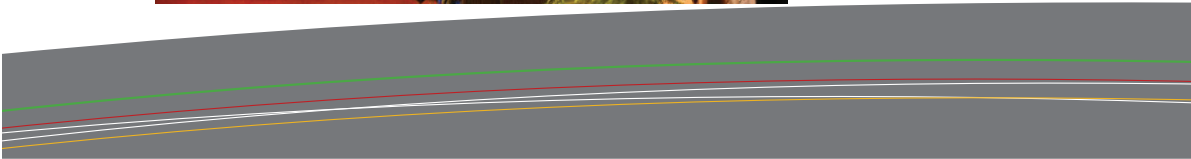


2025-2026 Commencement



2025-2026 Commencement





2025-2026 Commencement



P-TECH 2026 Graduates

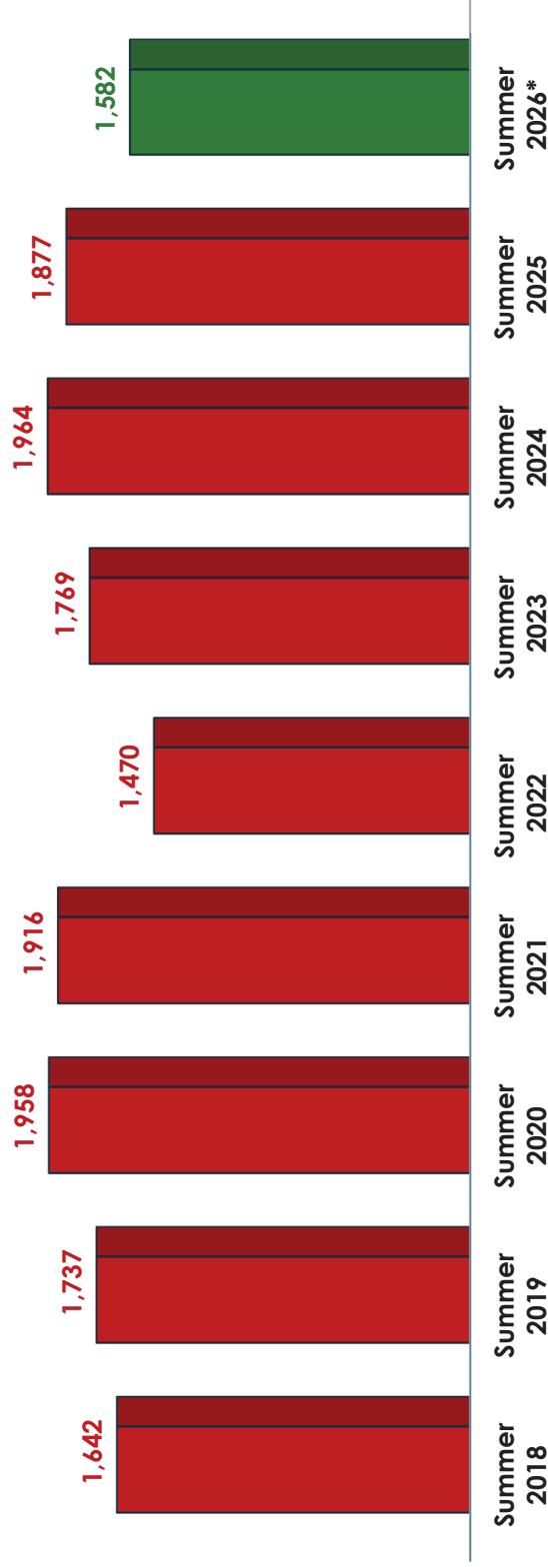
A Record Year for P-TECH Achievement

- A total of 25 P-TECH high school students graduated BCCC with a credential on May 9th
 - 4: Carver Vocational Technical High School 
 - 21: Dunbar High School 
- Degrees Awarded by Program
 - Arts & Sci. Trans- 19 students
 - Computer Information Systems- 3 students
 - Cyber Security & Assurance – 1 student
 - General Studies Transfer – 1 student
 - Nursing – 1 student

Student ID	Program	High School
B00014430	Cyber Security and Assurance	P-TECH Carver
B00548872	Computer Information Systems	P-TECH Carver
B00548667	Computer Information Systems	P-TECH Carver
B00199711	Computer Information Systems	P-TECH Carver
B00555605	Arts & Sci. Trans - Science	P-TECH Dunbar
B00555604	Arts & Sci. Trans - Science	P-TECH Dunbar
B00555910	Arts & Sci. Trans - Science	P-TECH Dunbar
B00558547	Arts & Sci. Trans - Science	P-TECH Dunbar
B00412499	Arts & Sci. Trans - Science	P-TECH Dunbar
B00546949	Arts & Sci. Trans - Science	P-TECH Dunbar
B00555591	Arts & Sci. Trans - Science	P-TECH Dunbar
B00555578	Arts & Sci. Trans - Science	P-TECH Dunbar
B00555603	Arts & Sci. Trans - Science	P-TECH Dunbar
B00181597	Nursing	P-TECH Dunbar
B00426447	General Studies Transfer	P-TECH Dunbar
B00556173	Arts & Sci. Trans - Science	P-TECH Dunbar
B00555618	Arts & Sci. Trans - Science	P-TECH Dunbar
B00555589	Arts & Sci. Trans - Science	P-TECH Dunbar
B00546433	Arts & Sci. Trans - Science	P-TECH Dunbar
B00555581	Arts & Sci. Trans - Science	P-TECH Dunbar
B00556086	Arts & Sci. Trans - Science	P-TECH Dunbar
B00555616	Arts & Sci. Trans - Science	P-TECH Dunbar
B00555612	Arts & Sci. Trans - Science	P-TECH Dunbar
B00555610	Arts & Sci. Trans - Science	P-TECH Dunbar
B00546493	Arts & Sci. Trans - Science	P-TECH Dunbar

Enrollment Report: Summer Credit Enrollment Trends

Summer 2026 Classes Begin: May 26th
Last Day to Register: July 7th



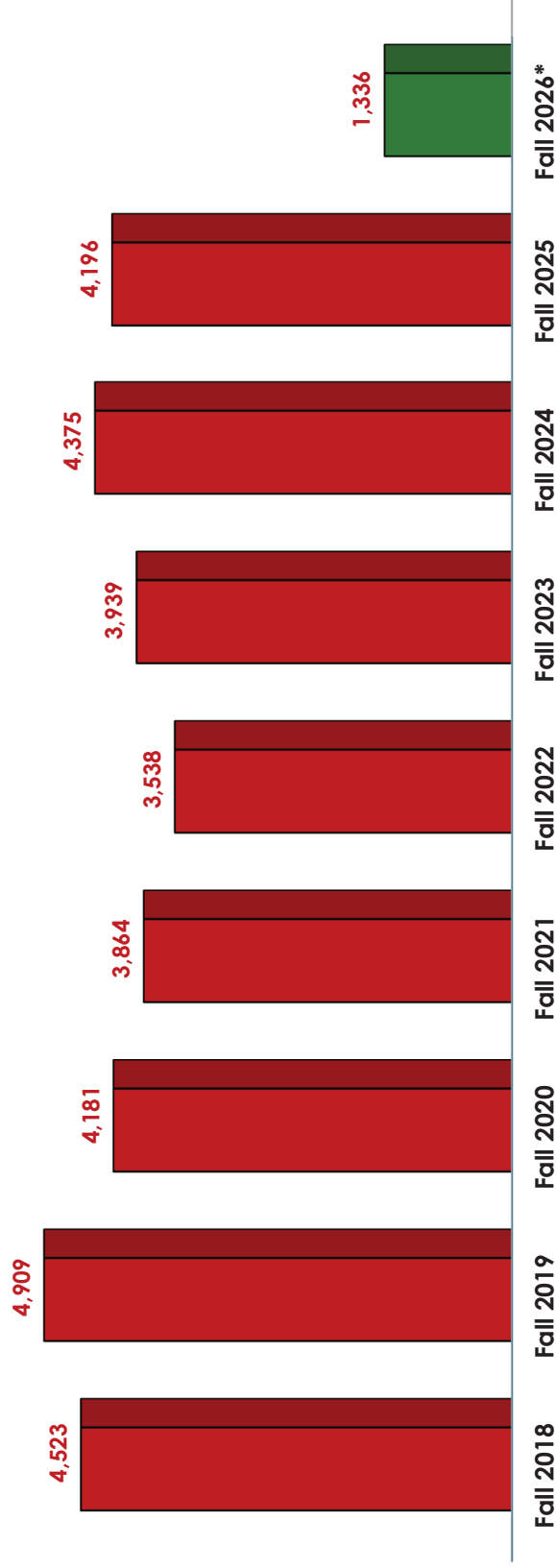
Enrollment reflects Summer I and II terms combined and unduplicated.

Summer 2018 – 2025 Source: Enrollment Information System files submitted to MHEC.

*Summer 2026 Source: BCCC Student Information System as of May 14, 2026. | Office of Institutional Research

Enrollment Report: Fall Credit Enrollment Trends

Fall 2026 Classes Begin: August 26th
Last Day to Register: October 20th

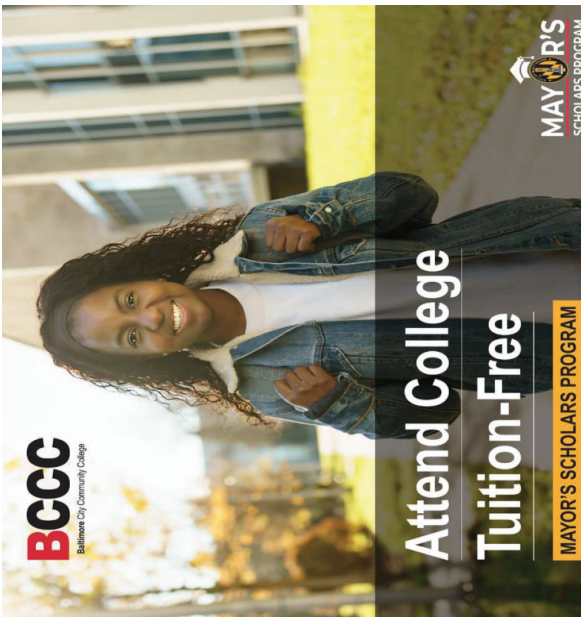


Fall 2018 – 2025 Source: Enrollment Information System files submitted to MHEC.

*Fall 2026 Source: BCCC Student Information System as of May 14, 2026. | Office of Institutional Research

Mayor's Scholars Program (MSP)

- MSP Summer Bridge Program
 - Current enrollment of **260** scholars, with approximately 20 additional students expressing interest in workforce development programs.
- Summer Bridge students who confirmed participation were offered Decision Day t-shirts.
- MSP and Recruitment staff members participated in Decision Day celebrations held across Baltimore City schools



Dual Enrollment

• Increased School Partners Engagement

- On May 6th hosted on site visit for Dunbar High School students
 - Approximately 100 students attended

• 2026-2027 Recruitment in Progress

- Nine high school partners confirmed
 - 20 courses requested



Western High School



**Academy for College and Career
Exploration**



Forest Park High School

THE COMMUNITY SCHOOL



**Mergenthaler Vocational - Technical High
School**



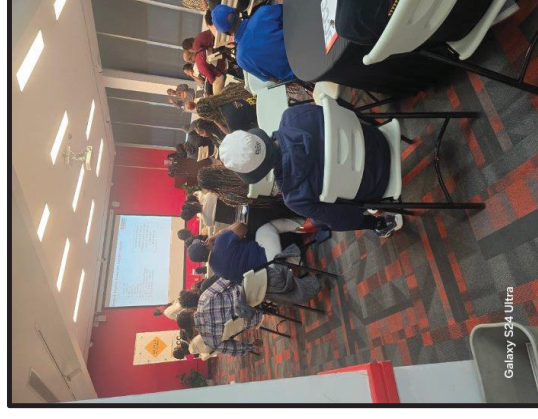
National Academy Foundation



Carver Vocational - Technical High School

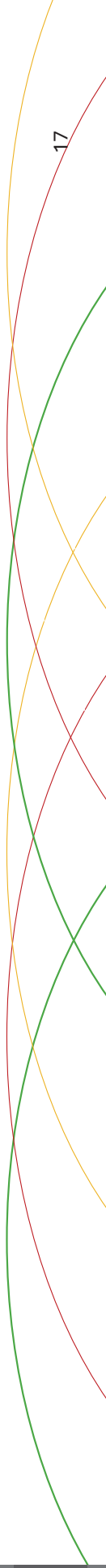


Paul Laurence Dunbar High School





QUESTIONS?

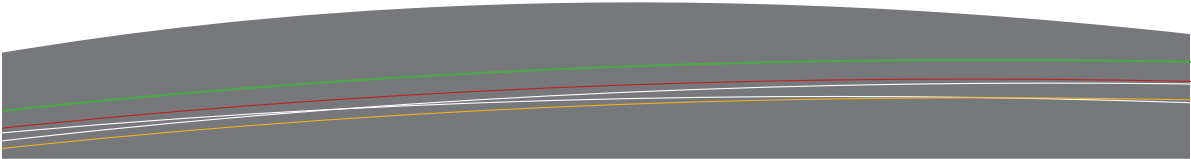


Baltimore City Community College Board of Trustees Meeting May 20, 2026

Information Technology Report

Task #9 Update

- Infrastructure Improvement
- Enterprise Resource Planning (ERP) System & Advisory Services
- Disaster Recovery



“Address the information technology (IT) and infrastructure needs of BCCC”

Realignment Task #9 Update

1. Infrastructure Improvements
2. Enterprise Resource Planning & Advisory Services
3. Disaster Recovery

Enterprise Resource Planning & Advisory Services

Highlights:

Advisory Services

- Banner priority tasks:
 - Testing Banner ERP 'Leave Request' module to better track and improve time off request
 - Making progress in improving and implementing the Banner ERP procurement approval process
 - Conducting analysis of future support needs as the current Ellucian Advisory Services contract enters the final contract months

Information Technology and Infrastructure

Highlights:

- Student Verkada cards
- Closing out old Lenel system
- WIFI Assessment and vendor selection
- Microsoft Labs upgrades
- Disability Software Services

Disaster Recovery

Highlights:

- Participated in a full-day meeting with DoIT Engineers at the State backup site to better ensure BCCC and DR preparedness & capabilities

Way Forward:

- Ensure data is easy to access in an emergency, while reducing overall costs
- Preparing a Tabletop Exercise for ITS



QUESTIONS?



President's Report

=ACADEMIC AFFAIRS + REALIGNMENT TASKS #1, #3, #4**Office of the Vice President for Academic Affairs**2025-2026 Priorities

Priority One: Assess the effectiveness of teaching and learning in collaboration with the Office of Assessment and faculty-led committees including Curriculum & Instruction Committee, Student Learning Outcomes & Assessment Committee and Program Review & Evaluation Committee.

Priority Two: Institute a comprehensive faculty-led advising model to ensure that students receive personalized, sustained guidance over time. Academic and Student Affairs will produce a system with student-facing resources, an advisor toolkit and training to guide students.

Priority Three: Provide professional development experiences for faculty, including the creation of the Center for Teaching, Learning, and Innovation (CTLI) which is dedicated to evidence-based teaching, learning and assessment practices to improve student learning outcomes.

Priority Four: Design a Credit for Prior Learning (CPL) model to evaluate and award credit for college-level learning acquired outside the classroom. CLP enables learners to earn credit for knowledge and skills gained through work experience, military training, employer training, volunteer service, independent study and noncredit courses.

Priority Five: Implement a Guided Pathways model with Workforce Development & Continuing Education (WDCE), including high school and 4-year institutions, for students to gain competitive employment and marketplace agility. The model will call for instructional innovation and systematic changes in policies, practices, and systems for students to build essential skills across programs.

Priority Six: Align and revitalize academics and WDCE program advisory boards with external stakeholders from various fields (business and industry, government, education, and others) in the development, delivery, and promotion of its credit and noncredit programs.

Priority Seven: Articulate a strategic academic roadmap (Academic Master Plan) for projecting areas of academic growth for programs and activities. Ensure all classes, instructional practices and instructional support systems are aligned with the baseline standards and pedagogical practices.

Area Highlights**Realignment Task #1**

“Review and strategically align core course offerings of BCCC, consistent with accreditation requirements, and focused on the needs of students at BCCC and the workforce of Baltimore City.”

School of Nursing & Health Professions and School of Business, Science, Technology, Engineering & Mathematics

Program Coordinators from the School of Nursing and Health Professions (SNHP) and the School of Business, Science, Technology, Engineering, and Mathematics (BSTEM) conducted a comprehensive and systematic review of their respective program cards. This review included a detailed examination of program requirements, course sequences, credit allocations, and descriptive content to achieve alignment

with current curriculum standards, institutional aims, and recent academic or industry developments. Coordinators also verified the correctness and clarity of the information to support student understanding and effective advising.

All proposed changes were compiled and formally submitted to the Office of the Assistant Vice President of Academic Affairs via eLearning. These submissions will be integrated into the development of the upcoming academic catalog to ensure that published program information remains current, accurate, and representative of the institution's academic courses for the next academic year.

School of Arts and Social Sciences (SASS)

Dr. Tifanee McCaskill led a professional development session at Harlem Park Middle school for their new teachers and paraprofessionals. The session focused on courses that Baltimore City Community College offers to support teachers in enhancing their skills; they also focused on helping paraprofessionals identify pathways to becoming classroom teachers while enhancing the education skills on the journey. As a part of the pathways conversation, Dr. McCaskill helped the teachers and paraprofessionals register for classes.

Realignment Task #3

“Improve student pathways to success, including remedial education, attainment of a degree or postsecondary certificate, and transfer to four-year institutions of higher education.”

School of Business, Science, Technology, Engineering & Mathematics

The Interim Dean of the School of Business, Science, Technology, Engineering, and Mathematics (BSTEM) joined the BCCC delegation for a collaborative visit to the University of Baltimore to advance discussions on a Business Administration articulation agreement. This meeting served as a continuation of the institutions' joint efforts under the Aspen Transfer Intensive, which focuses on strengthening transfer pathways and improving student outcomes through intentional institutional partnerships.

A central outcome of this ongoing collaboration was the development of a formal articulation agreement that would enable graduates of BCCC's Business Administration transfer program to transfer up to 60 credits toward a bachelor's degree at the University of Baltimore. This agreement is grounded in a detailed curriculum alignment process that was completed and finalized in October 2025, ensuring that coursework at BCCC aligns seamlessly with degree requirements at the University of Baltimore.

The April 2026 meeting brought together institutional leaders, faculty, and staff from both institutions to move beyond curriculum alignment and focus on implementation strategies. Key areas of discussion included the development of integrated advising models to better guide students throughout the transfer process, as well as coordinated admissions practices to streamline application and acceptance procedures. In addition, both institutions explored joint marketing and communication strategies to clearly promote the transfer pathway and increase student awareness.

Overall, the meeting emphasized the importance of building a cohesive and student-centered transfer framework. Through shared planning, aligned support services, and ongoing collaboration, both institutions are working to create a more seamless and supportive transfer experience that enhances student access, persistence, and degree completion.

School of Arts and Social Sciences (SASS)

Dr Tifanee McCaskill attended the Enhancing the Teacher Pipeline in Maryland: An In-Person convening on Thursday, April 23, 2026. The in-person convening aims to strengthen the pipeline and support the ways that individuals become teachers in Maryland. During the session, Dr. McCaskill was able to collaborate with other education program coordinators to better understand how their programs support students and offer courses in ways that help students earn their degree or credential towards becoming a teacher. The conference was the result of a partnership between Maryland Higher Education Commission and Maryland Longitudinal Data System who seek to address policy goals that will:

- yield sustainable growth in the pipeline for Maryland teachers;
- help to ensure an equitable distribution of educators across the state who resemble the ethnic and racial populations in public school students while closing the achievement gap; and
- help lower the costs of career training and advancement for high school graduates in Maryland.

Realignment Task #4

“Enter into memoranda of understanding in order to establish student pathways to success with the Baltimore City Public Schools (BCPSS), institutions of higher education, and employers.”

School of Nursing & Health Professions

The Physical Therapy Assistant program was successful in executing a signed clinical agreement between BCCC and Powerback Rehabilitation, LLC. Powerback is the nation’s leading provider of rehabilitation therapy and wellness services, delivering unmatched expertise in Physical, Occupational, Speech-Language, and Respiratory therapies, as well as Applied Behavior Analysis (ABA).

Operational Update

Faculty Training and Professional Development

The AVP for Curriculum and Instruction collaborated with the Director of Elearning to plan the logistics for the upcoming training for Ally, the accessibility platform, that will be used to improve digital course content making it more accessible and user-friendly for students at BCCC. Ally seamlessly integrates with the Canvas Learning Management System and automatically generates alternative accessible formats, provides instructor feedback, and provides institution-wide report on course content accessibility. All faculty will be trained during professional development days at the start of the Fall 2026 semester.

The software is being implemented as part of the Federal Web Content Accessibility Guidelines (WCAG) and ADA Compliance mandate, the international standards developed to make web content accessible to individuals with disabilities. The College is required to comply with the mandate by April 26, 2027.

Maryland State Department of Education (MSDE) Site Visit Preparation

The AVP for Curriculum and Instruction attended two meetings with the Academic Leadership team and other key stakeholders across the College to prepare the onsite visit from MSDE. The meetings were focused on ADA compliance and the Perkins Grant in support of the College's readiness for the upcoming review. The meetings provided the opportunity to discuss expectations for demonstrating compliance and federal accessibility standards and ensuring that Perkins funded initiatives are in sync with CTE programmatic goals, student support services, and reporting requirements.

Director of Library Learning Commons Virtual Interviews

The AVP for Curriculum and Instruction in collaboration with President McCurdy conducted four virtual interviews for the vacant Director of Library Learning Commons position. Following a comprehensive evaluation of all candidates, two finalists have been recommended to advance to the next phase of the selection process. This phase will include on campus interviews with key institutional stakeholders to further assess each candidate's leadership capacity, vision for library and learning support services and overall alignment with the institution's strategic priorities. The interviews are tentatively planned for mid-May.

Administrative III Academic Affairs

The AVP for Curriculum and Instruction reviewed applicant resumes for the Administrative Assistant III position which supports the AVP for Curriculum and Instruction and the AVP for Academic Engagement and Partnerships. Screening calls and virtual interview are tentatively scheduled for early May.

E-Learning

Barnes & Noble First Day Complete (FDC)

In April, E-Learning began vetting and participating in setup and quality control of Summer digital materials. Of the 95 sections for summer on the BNC tracker, 19 had some sort of error in their listing.

E-Learning also placed the BNC course materials link into 50 sections that either rely on an eBook, or a code-reveal to gain access to publisher courseware.

Once confirmed that the digital tracker has been corrected and submitted for provisioning by BNC and publishers, E-Learning will complete a second round of quality control to assess any issues with digital material delivery

Video & Handout Projects

E-Learning created screencasts and job aids for faculty on accessibility topics, such as:

- Color and contrast for visibility
- Using the accessibility checker for content built inside Canvas
- Making PDFs accessible for students using screen readers

- Alt tagging images that convey content

These short training aids will help faculty to update inaccessible digital print content to be compliant with Title II of the ADA that goes into effect on April 24, 2026. Additionally, Blackboard's Ally currently being procured will enhance the speed faculty identify noncompliant content and make effective alteration to meet the requirements.

Library

ONGOING COLLECTION ASSESSMENT

Ongoing Inventory of Print Collection

The Systems Librarian, with support from Federal Work Study Students and the Circulation Manager, inventoried the following subject areas during June 2025 to identify missing items and remove them from the catalog:

- The inventory process has finished D (world history)
- Inventory is now at about E920 (21st century US history).

The BCCC Legacy Badge System will migrate into the new Verkada College Badges System, with the new Badges System, and the Student Badge ID will be replaced by Banner IDs. Testing is being conducted to ensure a smooth transition with the existing library system.

Estimated timeframe for completion is Summer, 2026.

Ongoing Weeding of Print Collection

General Collection

The Library Staff are working together to inventory and weed the entire print collection to gain accuracy in the online catalog, maintain the integrity of the print collection, support curriculum, and improve user satisfaction. They are undertaking these extensive projects to ensure that the print collection matches the modernization of the upcoming new facility, preparing for future updated Library software, and meeting accreditation standards. Weeding a print collection is a critical component in providing currency and relevancy of a Library. The removals are based on the following criteria:

- Out-of-date information
- Poor condition
- Low Circulation
- Relevancy to the curriculum
- Duplicate copies for courses that no longer use materials

The review has continued through PR (Non-US literature in English), reaching the beginning of 20th century lit. (call nos. around PR 6000). The staff is on target to complete the references call numbers by the end of summer.

Textbook Collection for Reserves

The Collections Librarian in conjunction with the Assistant VP for Curriculum and Instruction, the library has confirmed all textbooks the library has on reserve for Summer 2026. The same process will be repeated for Fall 2026 reserve copies of textbooks.

OUTREACH/ENGAGEMENT

There were five information literacy classes in April, with a total attendance of 44 students.

The circulation manager, in collaboration with student workers, has worked to ensure that library displays are updated for seasonal, academic and commemorative occasions featuring relevant library materials throughout the Spring semester – April was chosen to honor National Poetry Month.

School of Nursing and Health Professions-SNHP and School of Business, Science, Technology, Engineering, and Mathematics

Personnel

Vacancies

Assistant Professor, Business Management

The search committee interviewed six candidates. None of the candidates received a recommendation to the next phase.

Assistant Professor, Business Management

The search committee interviewed five candidates and recommended three to move to next stage. The second round of interviews will be held in the week of May 4, 2026.

Assistant Professor, Nursing- MEDSURG

The search committee interviewed two candidates and recommended one to move to next stage. The second round of interviews will be held in the week of May 4, 2026.

Physical Therapist Assistant Simulation Laboratory

The Physical Therapist Assistant (PTA) program has formally requested the allocation of a dedicated space to establish a state-of-the-art simulation laboratory that will support hands-on, experiential learning for students. In response to this need, and with the support of the President, the Dean of the School of Nursing and Health Professions (SNHP) initiated a collaborative planning effort with PTA faculty and the Vice President of Facilities. This team has been actively identifying and evaluating potential rooms within the main building to determine the most suitable location based on space requirements, accessibility, infrastructure, and future scalability.

The proposed simulation lab is designed to replicate real-world clinical environments and will feature eight fully equipped hospital beds. These will be arranged across two distinct care settings—general patient care and intensive care—to provide students with a comprehensive range of training scenarios. The lab will be outfitted with appropriate simulation equipment, instructional technology, and supporting resources to enhance student competency, clinical decision-making, and readiness for workforce demands.

Preliminary cost estimates for establishing the lab are approximately \$150,000, which includes expenses related to room renovation, equipment procurement, and installation. The program anticipates completing the development and full setup of the simulation lab in advance of the Fall 2026 semester, positioning the PTA program to deliver high-quality, immersive training experiences beginning that term.

School of Arts and Sciences (SASS)

Faculty Engagement/Accomplishments

Professor Rebecca Johns-Hackett

Professor Rebecca Johns-Hackett, associate professor of history, continues to promote the excellence of Baltimore City Community College faculty as scholar-practioners. She is sharing her research and archivist talents with the Baltimore City College community as one of the key archivist and researchers for a Committee to Archive Black Baltimore. The committee represents a partnership with Johns Hopkins University Sheridan Libraries and the Billie Holiday Cener for Liberation Arts who are archiving the histories of St James Episcopal Church, Metropolitan United Methodist Church, and Union Baptist Church. The archival project was represented by a musical presentation: *I'm Gonna Let It Shine* on Sunday, April 26, 2026, at St. James Episcopal Church.

Professors Naesa Price and Nyia Lampkin

Dr. Naesea Price and adjunct Professor Nyia Lampkin organized and presented a panel discussion to motivate and inform female students at Baltimore City Community College about career opportunities. The event was free to Baltimore City Community College students and designed to celebrate the accomplishments of women in the workplace. The all-women panel discussion offered advice to female students about the benefits of acquiring their college credentials, the positive impacts made by women across multiple career paths and highlighted the resilience of women committed to a goal. The presenters shared some of the valuable lessons they learned on their path through college and career. They encouraged the women in attendance to explore their own academic and professional pathways with vigor and determination.

Professor Charles Arnette

Professor Charles Arnette, Professor Amber Bond, and Professor Tamara Payne collaborated to present an exhibition of the visual and performing arts student work and learning from this spring 2026 semester. exhibition on Thursday, April 30, 2026. The exhibition highlighted for the college community the talents of Baltimore City Community College students. It featured creations from students in the arts program; it included student instrumental musical performances and showcased art and fashion designed and modeled by Baltimore City Community College students. One of the highlights of the exhibition was the conversation with the designers and artists. Artists recorded and shared the inspiration for their art as part of an interactive art exhibition.

Professor Kizzy Pittrell

Dr. Kizzy Pittrell presented a webinar for students to explore careers in counseling on April 20, 2026. The webinar, which was open to all Baltimore City Community College students, was designed to provide students with information on career paths in counseling and help them start the process to navigate the pathways.

Associate Dean Dr. Terrell Brown

Dr. Terrell Brown continues to demonstrate the quality scholarship produced by Baltimore City Community College employees. His “Qualitative Analysis of Former Black US Military Personnel’s Cancer Accessibility for Prostate Cancer Treatment” was published in the *Journal of Black Psychology*. The article provides a social science contextualization of how men of color who survived prostate cancer, are over 60 years of age, and who were former military personnel may have different health outcomes from prostate cancer than their counterparts in the majority culture. The article gives a culturally responsive framework for the intersectionality of public health, mental health, and research. The social justice nature of the article results in highlighting the need for and suggests ways to make changes at each level of government – local, state, and federal—in this arena.

WORKFORCE DEVELOPMENT & CONTINUING EDUCATION + REALIGNMENT TASK #2**Office of the Vice President for Workforce Development & Continuing Education**2025-2026 Priorities

Priority One: Expand access to workforce training, Adult Basic Education (ABE) programs, English Language Instruction (ELI) programs, and Pathways in Technology Early College High School (P-TECH). Provide targeted remediation to improve pathway completion rates and increase certification and licensure attainment. Advocate and aid students with job placement opportunities that provide a current living wage.

Priority Two: Secure additional funding to expand access, support services, and resources for students historically marginalized due to socioeconomic status. Create equitable access to educational and workforce opportunities utilizing grants, scholarships, and contract training.

Priority Three: Enhance WDCE's visibility and impact by expanding and strengthening partnerships with Baltimore City Public Schools, Baltimore City Government, regional workforce boards, community organizations, and employers to better serve the community and align workforce training initiatives.

Priority Four: Revise the Facilities Master Plan to reflect the current state of the college, incorporating recent improvements and aligning future infrastructure investments with institutional goals, student needs, and community engagement.

Priority Five: Collaborate with the Baltimore City Police Department and surrounding jurisdictions to obtain/share crime data and trends, enhancing campus awareness and safety measures to protect the college community.

Area Highlights**Realignment Task #2**

"Make workforce development and job placement top educational priorities of BCCC."

Grants and Contracts

WDCE continues to secure funding sources to provide students with free access to workforce development training programs. On January 20, 2026, the Maryland Department of Labor approved additional funding to expand offerings in Literacy Works and Adult Basic Education & English as a Second Language (ABE/ESL). The budget modification increased the grant amounts for Literacy Works by \$167,874 and for ABE/ESL by \$88,684. The total funding for FY2026 for the Maryland Department of Labor is \$1,144,058.

The charts below highlight the division's efforts in securing grants, scholarships, and contract training, totaling \$11,315,410. As previously highlighted, WDCE's goal is to add additional contract training opportunities throughout the fiscal year.

Literacy Works (LW) ¹	\$457,246.00
STATE TOTAL	\$457,246.00
Adult Basic Education & English as a Second Language (ABE & ESL)	\$502,170.00
Adult Secondary Education (ASE)	\$38,002.00
Local Institutionalized (LI)	\$17,337.00
Integrated English Literacy & Civics Education (IELCE)	\$129,303.00
FEDERAL TOTAL	\$686,812.00
TOTAL AWARD	\$1,144,058.00

WDCE Contract Training FY2026

Baltimore City Public Schools – Summer Program	\$158,050.00
University of Maryland Medical Center	\$217,800.00
Goodwill Industries	\$140,000.00
Johns Hopkins Hospital / University	\$3,500.00
Thomas Shortman Training Fund	\$42,000.00
Levindale Hebrew Geriatric Center and Hospital	\$87,500.00
Green Street Academy	\$38,500.00
Department of Juvenile Services	\$40,000.00
Vivien T. Thomas Medical Arts Academy	\$61,250.00
Mayor's Office of Employment Development	\$76,000.00
Gore Brothers Reporting	\$4,914.00
Maryland State Dept of Education Division of Rehabilitation	\$22,500.00
TOTAL AWARD	\$892,014.00

WDCE – Grants & Other Funding FY2026

MD Office of Refugees and Asylees (MORA) Afghan Grant (AS2SI)	\$431,944.00
MORA Refugee School Impact Grant	\$1,144,457.00
MORA English to Speakers of Other Languages (ESOL)	\$328,425.00
MORA Services to Older Refugees (SOR)	\$244,312.00
DHS Supplemental Nutrition Assistance Program (SNAP)	\$3,003,535.00
Department of Social Service (DSS)	\$2,259,339.00
Maryland Community Colleges Promise Grant	\$1,278,688.00
Maryland Community Colleges Cyber Warrior	\$476,400.00
Maryland Community College Workforce Development Sequence	\$112,238.00
TOTAL AWARD	\$9,279,338.00
GRAND TOTAL	\$11,315,410.00

Adult Basic Education (ABE) & General Education Diploma (GED)

Baltimore City Community College (BCCC) operates the largest Adult Basic Education (ABE) and GED® preparation programs in Baltimore City, providing free instruction in literacy, numeracy, life skills, and pathways to a Maryland high school diploma. These programs are foundational to strengthening Baltimore's workforce and improving economic mobility. As of the most recent data, 16.5% of Baltimore City adults (approximately 69,800 residents) lack a high school diploma, a rate that is significantly higher than the state average and that demonstrates a substantial need for adult education services. To assist residents with obtaining a diploma, ABE provides free classes throughout the city.

FY26 April Statistical Indicators of Performance

Collectively, from December through April, there were 1627 students enrolled in at least one of the courses offered.

Essentials Math	601
Essentials Reasoning through Language Arts (RLA)	481
Advanced Math	241
Advanced Reasoning through Language Arts (RLA)	304

In April, 37 GED classes began, enrolling 732 students.

Essentials Math	263
Essentials Reasoning through Language Arts (RLA)	218
Advanced Math	109
Advanced Reasoning through Language Arts (RLA)	142

The Adult Basic Education (ABE) program has successfully recruited 12 GED students from Advanced Levels 4–6 to participate in WDCE's Integrated Education and Training (IET) initiative. Through this program, participants simultaneously pursue a Maryland High School Diploma while completing workforce training leading to industry-recognized credentials as Certified Nursing Assistants (CNA) / Geriatric Nursing Assistants (GNA), community health workers (CHW) or childcare professionals.

- On February 9, 2026, the Certified Nursing Assistant (CNA/GNA) IET Program began and will continue through May 8, 2026.
- On March 16, 2026, the Community Health Worker (CHW) IET Program began and will continue through June 5, 2026.
- On April 6, 2026, the Childcare IET Program began and will continue through June 26, 2026.

Students for the IET Program are selected based on current attendance in advanced-level ABE courses, Measurable Skills Gains (MSG) and either The Adult Basic Education (TABE) pre-test scores (given to new students) or post-test scores (given to continuing students after their most recent course), preferably at or above Advanced Level 5 in Math and Reading.

The IET program features supportive instruction in Math and RLA on Mondays and Fridays, and certified nursing assistant (CNA/GNA), community health worker (CHW), or childcare instruction on Tuesdays, Wednesdays, and Thursdays. The CNA/GNA IET program students receive clinical placement at Johns Hopkins Medical Center and FutureCare facilities. Students who require remediation support for CNA/GNA coursework meet with the Lead Nurse for additional assistance. The Community Health Worker (CHW) IET program students receive clinical placement throughout the University of Maryland Medical System facilities.

Community recruitment continued in April at the following locations: Clay Pots, Affordable Homes & Communities, LifeBridge Health, Gilmore Homes, Brooklyn Homes, Our Daily Bread, and Pleasant View Homes. To ensure that students are properly placed, recruitment includes on-site TABE administration for student assessment. Classes in community-based organization (CBO) for Northwest Career Center (NWCC) and Eastside Career Center (ESCC) began on April 13 through June 22, 2026.

Enrollment at the Maryland Transition Center (MTC) during this period totaled thirty-four (34) students (17 Math, 17 RLA). Classes for the current cohort will continue through May. In April, ABE staff administered the TABE test for new students at MTC to enroll students in classes that will start on May 11, 2026, and run through June 30, 2026.

Student Remediation

From December to April, sixty-seven (67) GED students were identified as not achieving measurable skill gains (MSGs) or educational functioning level (EFL) gains. They continue to receive remediation support in the form of individualized tutoring, AZTEC skills competency coaching, RLA or Math Lab on Friday, or online tutoring through additional digital learning resources, such as Math Antics, Khan Academy, and GED.com.

English Language Services (ELS)

BCCC's English Language Services (ELS) Department supports multilingual students in developing the English language skills needed for academic success, career advancement, and community engagement. The department offers a range of programs, including English as a Second Language (ESL) from Literacy through Advanced levels; English for Academic Purposes (EAP) to prepare students for college-level study; English for Young Learners; and Citizenship Preparation courses. These pathway programs connect English language instruction with students' long-term goals, including transitioning into academic programs at BCCC, entering workforce training programs, or moving directly into employment. In addition, the department partners with businesses and community organizations to deliver English for Specific Purposes (ESP) courses that provide customized language instruction tailored to specific industries, including business, manufacturing, and healthcare. Each year, more than 1,200 students from over 40 countries enroll in ELS programs offered at over 10 locations across Baltimore City.

FY26 April Statistical Indicators of Performance

Total Enrollment: 918

- English Language Instruction (ELI): 85
 - Enrolled in January (classes run through April): 85
- Community English as a Second Language (CESL): 379
 - Enrolled in January-April 2026 class: 51 students
 - Enrolled in February-May 2026 class: 7 students
 - Enrolled in March-May 2026: 175 students
 - Enrolled in April – June 2026 classes: 146 students
- Refugee Assistance Program (RAP): 90
 - Enrolled in March – May 2026 classes: 13 students

- Enrolled in April – June 2026 classes: 77 students
- Services for Older Refugee (SOR): 47
 - Participating in other program activities
- Refugee Youth Project (RYP): 254
 - Participating in after-school programming
- Afghan Refugee Support Services (ARSS): 63
 - Participating in the Workforce Scholarship Program or mental health services

The English Language Instruction (ELI) program is running 16-week courses this Spring semester with 10 classes spanning Intermediate to Advanced levels.

The April CESL and RAP cohorts, comprising 16 classes ranging from Literacy to Advanced levels, started their sessions in April, while the March cohorts comprising 13 classes remain in session until the end of May. The CESL off-site classes at Lakeland Elementary/Middle School and Holabird Judy Center are also running through the end of April. The CESL program also has its Integrated English Literacy and Civics Education (IELCE) program with the Workforce Department, offering an IELCE-CNA/GNA course in January, the Community Health Worker (CHW) course in late February, a Child Care (Infant and Toddler Care) course in March, and a Construction course in April.

In April, the Refugee Youth Project (RYP) team presented at the International Academic Forum (IAFOR) Washington DC Conference on Education about the social-emotional learning program implemented in the afterschool program this academic year. For summer programming, 41 students have enrolled in the RYP Summer YouthWorks program at Patterson High School.

FY26 April Student Attainment

Out of 49 eligible CESL and RAP students who were post-tested, 26 (53%) advanced. The remaining 23 were recommended to repeat courses and referred to ELS tutoring services for additional academic support and remediation. Students identified as repeating or at risk of repeating coursework were provided targeted tutoring support and access to digital learning resources, including Pearson's My English Lab. Since its launch in mid-October, the tutoring center has conducted over 163 online and in-person sessions at the Harbor Campus, and over 60 students have attended ABE's conversation workshops.

Workforce Development and Continuing Education

FY26 April Statistical Indicators of Performance

In April, Workforce Development enrolled 543 students, distributed across a range of career pathways. The table below shows the distribution of enrollments.

A+	11
Commercial Driver's License (CDL) -B Part 1 & 2	59
Child Care	116
CHW	20
CNA Clinical	50
CNA Theory	35
Certified Logistics Associates	9
Computer Networking Concepts	32
CPR for Healthcare Providers	84

Medical Terminology	34
Medicine Aide Theory	17
Network Certification Prep	17
Pharmacy Calculation	30
Security + Certification	8
Venipuncture	21
TOTAL ENROLLMENTS	543

The Workforce Development department has enrolled 1,790 students since the beginning of the year, reflecting continued momentum and learner demand across workforce programs. The following trends in enrollment have emerged:

- Healthcare & Allied Health remained the dominant pathway, accounting for 291 enrollments (54% of total enrollments). Activity was driven by strong participation in CPR for Healthcare Providers (84), CNA Clinical and Theory (85 combined), Medical Terminology (34), Pharmacy Calculation (30), Venipuncture (21), Community Health Worker (20), and Medicine Aide Theory (17), reflecting sustained regional demand for frontline clinical and allied health professionals.
- Information Technology & Cybersecurity represented 68 enrollments (13%), supported by consistent demand for Computer Networking Concepts (32) and industry certification preparation including A+ (11), Network Certification Prep (17), and Security+ (8). These enrollments indicate ongoing interest in foundational IT skills and credential-driven workforce pathways.
- Transportation & Skilled Trades also accounted for 68 enrollments (13%), led primarily by Commercial Driver's License (CDL-B) Part 1 & 2 (59) and Certified Logistics Associates (9). Participation continues to align with regional logistics, transportation, and infrastructure workforce needs.
- Education & Human Services comprised 116 enrollments (21%), driven entirely by child care programming. Enrollment volume underscores the continued urgency of addressing early childhood education workforce shortages and strengthening community-based employment pipelines.

FY26 January – April Enrollment by Career Pathway

Healthcare & Allied Health	1,034	58%
Transportation & Skilled Trades	215	12%
Information Technology & Cybersecurity	293	16%
Education & Human Services	248	14%
TOTAL	1,790	100%

Pathway Highlights

Healthcare & Allied Health

- With 1,034 enrollments (58%) from January through April, Healthcare & Allied Health remains BCCC's largest workforce pipeline.
- April FY26 enrollments (291) represented a substantial monthly contribution to the year-to-date total, reinforcing the pathway's sustained momentum following strong January–March performance.

- Demand continued to center on patient care, clinical support, and emergency services roles across hospitals, long-term care facilities, EMS, and pharmacy and allied health settings.
- Programs emphasize stackable credentials, clinical alignment, and employer placement, supporting both immediate employment and career advancement.

Transportation & Skilled Trades

- The pathway has recorded 215 enrollments (12%) this year, with 68 additional students enrolling in April. This reflects continued and steady demand following consistent participation during January–March.
- Growth was primarily driven by commercial driving and logistics-focused programs, which continue to lead directly to licensure and rapid employment aligned with regional transportation and infrastructure needs.

Information Technology & Cybersecurity

- Enrolling 293 students (16% of total) from January through April, this pathway showed stable growth, with 68 students enrolling in April.
- April activity mirrored earlier enrollment patterns, signaling sustained interest rather than short-term spikes, particularly in certification-aligned IT and cybersecurity offerings.
- Programs continue to support entry-level hiring and career mobility in IT support, networking, and cybersecurity roles.

Education & Human Services

- With 248 enrollments (14%) year-to-date, this pathway experienced a notable April increase, as 116 students enrolled in April alone, representing nearly half of the cumulative total.
- The April surge highlights accelerating demand for childcare and early childhood education training, building upon more modest participation from January to March.
- Programs prepare students for essential community-based roles, addressing persistent workforce shortages that support family stability and labor force participation.

Strategic Impact for BCCC

- April FY26 enrollments strengthened year-to-date performance across all pathways, either sustaining steady demand (Healthcare, IT, Transportation) or accelerating growth (Education & Human Services).
- Noncredit workforce programs continue to function as a primary on-ramp to employment, particularly for adult learners seeking short-term, credential-aligned training.
- Overall enrollment trends from January through April closely align with regional labor market needs, reinforcing BCCC's role as a central workforce development and economic mobility engine.

WORKFORCE DEVELOPMENT CAREER SERVICES

Career Services assists current workforce students, degree-seeking students, transfers, and recent alumni with career path planning, workplace skills, job search, and employment placement. Expanding partnerships with local organizations, city agencies, and employers remains vital to providing comprehensive support and employment to students. New employer prospecting for April includes:

- Baltimore County Sheriff's Office – Cadets, Administrative Coordinators
- Phoenix Health Services – PRP Counselors, LPCs, Social Workers, Community Health Workers
- Wide Angle Youth Media – Social Media Technicians, Internships
- Songbird Dental Services – Dental Hygienists, Office/Administrative Managers
- URM Music – Musicians, Recording Artists, Music Producers
- Maritime Institute of Technology and Graduate Studies (MITAGS) – Apprenticeships, Commercial Mariners
- CollegeBound Foundation – Internships, Instructors
- WMAR-TV – Internships, Multimedia Technicians
- Brown Plus Accountants and Advisors – Accountants, Bookkeepers, Internships
- Liberty's Promise – Immigration Assistants, Resource Assistants, Internships

By deepening relationships with area employers, the Career Services office not only advocates for living wage opportunities for students but also invites employers to partner with BCCC as paid and unpaid internship host sites. These collaborations create valuable pathways for BCCC students to gain hands-on, real-world experience while building skills aligned with industry needs. In many cases, these internships can lead directly to employment upon completion, helping students transition smoothly into sustainable career opportunities. In April, Career Services intentionally focused on cultivating relationships with Phoenix Health Services for mental health counselors and PRP Counselors and Songbird Dental Services for dental hygienists and office managers.

Career Services delivers comprehensive career preparation and job search support designed to ensure Workforce Development & Continuing Education (WDCE) completers are fully prepared for their next step. Services provided include individualized coaching, group sessions, and structured workshops focused on career development and job readiness.

This month, Career Services continued to provide individualized services that promote student success. The office emphasized remediation and intensive career support for 22 students. Students presented unique employment barriers, including difficulty securing employment due to background check concerns or limited work and volunteer experience. These sessions focused on rebuilding employment strategies, identifying alternative pathways, strengthening résumés, and providing individualized strategies to improve overall employability.

Student Services Provided in April

- Mock Interviews: 4
- Résumé Review: 8
- Internship: 3
- GED Assistance: 2
- Job Search / Employment Assistance: 8
- Advisement: 4
- Interest in Workforce Program: 2
- Job Readiness Course Assistance / Remediation: 22
- Follow-up: 12
- Wraparound Services Referrals: 1

In addition to remediation, the team actively participates in community hiring events, collaborates with workforce and employer partners, and delivers direct career services such as resume reviews, job search assistance, and enrollment guidance. These continuous efforts ensure that students and community

members have access to the tools, resources, and opportunities necessary to successfully navigate today's workforce.

Presentations / Workshops / Employment Events

- Resume Development Workshops (2) for BCCC's Office of Student Affairs Professional Development Day.
- Job Readiness / Resume Development Workshop for Mayor's Scholars Program's "Panther Talks" Seminar Series.
- Conducted Mock Interviews for BCCC Associate Degree Nursing Program – 3
- Benjamin Franklin High School Career Expo
- Mayor's High School Job Fair
- Student Government Networking Workshop

Community Outreach Events in April

From April 20 through May 9, the Baltimore City Board of Elections is providing Election Judge Training at the College's South Pavilion location, advancing civic participation and strengthening democratic engagement across Baltimore City. During this period, BCCC will train approximately 1,400 students to serve in critical precinct roles that help ensure free, fair, and accessible elections.

Two training sessions take place each day, Monday through Saturday, from 9:00 a.m. to 5:00 p.m., except for Wednesdays, when sessions are held from 1:00 p.m. to 9:00 p.m., allowing flexibility for students' class schedules as well as working participants. The College encourages students to participate in this meaningful public service opportunity, which combines civic leadership with paid work experience. Participants will earn \$50 for completing the training and \$250 for each day served as an election judge.

BCCC participated in the City of Baltimore's Mayor's Senior High School Career Fair, where Career Services showcased workforce and postsecondary opportunities available to students graduating in June. Through a collaborative partnership with Baltimore City Public Schools and the Mayor's Office of Employment Development, Career Services ensured students had direct access to onsite application opportunities while attending the event, creating a seamless pathway from graduation to employment and career advancement. Approximately 30 students requested more information regarding Workforce pathways.

In April, Career Services helped 24 recent completers secure employment, with an average hourly wage of \$19.08. As shown in the table below, many of these placements were in the healthcare field with employers such as University of Maryland and Good Samaritan Hospital.

April Placement Summary (as of 4/30/2026)

Allied Health - Addictions Counseling	Reflective Treatment Centers	Alcohol and Drug Trainee (ADT)	\$16.25
Allied Health - Addictions Counseling	Phoenix Health Services	Alcohol and Drug Trainee (ADT)	\$17.00
Childcare	Bright Horizons Day Care Center - N. Broadway	Substitute Teacher	\$23.00
Childcare	BrightStar Care	Caregiver	\$15.25

CNA	Sinai Hospital - Aya Healthcare	CNA	\$16.00
CNA	MedStar Health - Good Samaritan Hospital	CNA	\$20.00
CNA	University of Maryland Medical Center	CNA	\$19.00
CNA	Delta School	Health Office/Nurse Assistant	\$17.00
CNA/GNA	Community Angels Nursing Services, Inc.	CNA	\$25.00
Cybersecurity	US Postal Service - Mondawmin	Carrier Associate	\$17.00
Cybersecurity	US Postal Service - Baltimore Main	Carrier Associate	\$17.00
Medicine Aide	Healthcare for the Homeless	Medical Assistant	\$18.15
Nursing - Assoc. Degree	BD Health Services and Opioid Treatment Centers	Dispensing/Medical Technician	\$16.00
Nursing - Assoc. Degree	Capital City Nurses	CNA	\$17.50
Nursing - Assoc. Degree	University of Maryland Medical Center - Midtown	Patient Care Tech. / Certified Nursing Assistant	\$19.00
Nursing - Assoc. Degree	MedStar Good Samaritan Hospital	Certified Nursing Assistant	\$30.00
Office Administration - AAS	Kennedy Krieger Institute	Insurance Verification Rep.	\$16.50
Pharmacy Technician	Catholic Charities	Dispensing/Medical Technician	\$17.00
Pharmacy Technician	RCM Technologies	Registered Behavior Technician	\$18.15
Phlebotomy	Johns Hopkins Hospital	Medication Technician	\$18.15
Warehouse and Logistics	Whole Foods Markets	Warehouse and Delivery Associate	\$19.00
Warehouse and Logistics	Amazon BWI-2	Picker/Packer Associate	\$22.00
Warehouse and Logistics	On Trac / LaserShip Delivery	Warehouse Worker	\$17.00
Warehouse and Logistics	Wayfair - Aberdeen Warehouse	Warehouse Associate	\$27.00
TOTAL		24	\$19.08

FACILITIES

Projects Under Construction

Restrooms Renovation Project – Total (14 Units)

Project Location: Main Building and Student Services Wing

The project consists of the demolition and complete renovation of 14 public restrooms located in the Administration and Student Services wings of the Main Building. The project is in its final review stage, with 8 bathrooms fully completed in the Administration Wing and 6 bathrooms in the Student Services Wing. The list of pending tasks for the 14 bathrooms has been completed, and the final observations have been sent to the contractor; the work has been completed.

Project Status: Complete 100%

Windows and Storefront Replacement

Project Location: West Pavilion

This project involves the removal and replacement of the existing windows and storefront system at the West Pavilion. The window replacement will enhance the building's appearance, improve energy efficiency, increase weather protection, and structural performance, and ensure compliance with current building and safety codes. The asbestos removal work was completed on Friday, March 27. Installation of the fourth-floor windows will begin on May 4, and the project is scheduled to be completed on June 12, 2026.

Project Status: Complete 30%

Restrooms Renovation Project

Project Location: West and South Pavilions

This project includes the renovation of the existing public restrooms located in the West and South Pavilions. The renovation will update outdated fixtures and finishes, improve accessibility and sanitation, enhance energy and water efficiency, and ensure compliance with current building and ADA standards. TMG Construction Corporation's asbestos removal work in the restrooms will begin on May 4 and will last one week. Demolition will begin on May 11. The West Pavilion project will be completed on July 21, 2026. Demolition work on the South Pavilion will begin on July 22, and the project will be completed on December 29, 2026.

Project Status: Complete 5%.

Projects In Design Phase

Dental Hygiene Clinic Renovation

Project Location: Life Sciences Building

The renovation of the dental clinic is essential to ensure that the College's program continues to meet current academic, clinical, and regulatory standards. Colimore Architects has submitted 100% design and construction documents (CDs). The project's bidding package has been forwarded to the Procurement Department, and a competitive bidding process will be initiated in accordance with procurement guidelines.

Project Status: Bidding Process

Roof Replacement Project

Project Location: Physical Education Center

This project involves the removal and replacement of the existing 60-year-old roof system at the Physical Education Center. The roof replacement will address persistent leaks, improve insulation and drainage, extend the roof's service life, and ensure compliance with current building and energy codes.

The project is expected to last 90 days.

Project Status: Design Process 100% Complete - Bidding Process

Restrooms Renovation Project (DGS)

Project Location: Life Sciences 1st, 2nd, 3rd and 4th Floors

This project involves the complete renovation of the existing public restrooms. The goal is to modernize the facilities, improve sanitation and accessibility, upgrade the plumbing and electrical systems, and

ensure full compliance with current building codes and ADA standards. A marked-up set of drawings from DGS-DCE have been submitted back to AE for their review and resubmission by 5/10/2026.

Project Status: Design Process 95%

Windows Replacement Project (DGS)

Project Location: South Pavilion

This project involves the removal and replacement of the existing windows and storefront system at the South Pavilion. Window replacement will enhance the building's appearance, improve energy efficiency, increase weather protection, and structural performance, and ensure compliance with current building and safety codes. DGS is reviewing all construction documents to be sent to the Procurement Department for tendering, which will take place at the end of May.

Project Status: Design Process 100%

Curtainwall, Roof Replacement and IT Offices Relocation (DGS)

Project Location: Fine Arts Wing

This project involves the removal and replacement of the existing curtainwall system at the Fine Arts Wing. The work will enhance the building's appearance, improve energy efficiency, increase weather protection, and structural performance, and ensure compliance with current building and safety codes. Additionally, the project includes redesigning the interior to accommodate the IT offices and replacing the roof, which dates to 1965. DGS is reviewing all construction documents to be sent to the Procurement Department for tendering, which will take place at the end of August.

The project is expected to be completed in 270 days.

Project Status: Design Process 100%

Learning Commons Renovation and Addition Project (DGS)

Project Location: Library

The BCCC Library, constructed in 1968, has served students, faculty, and staff for over five decades. Over time, the facility has become outdated and no longer meets current educational, technological, and accessibility standards. Renovation is essential to provide a modern, safe, and functional learning environment that supports the evolving needs of students and staff. Cannon Design will provide DGS with 50% of the construction documentation by July 9, 2026, for review, while the full construction documentation package is scheduled to be submitted by November 8, 2026.

Project Status: Design Development Phase

Wellness Center Project (DGS)

Project Location: Next to the Physical Education and Facilities buildings

BCCC plans to remove the existing temporary Facilities Building and construct a new Wellness Center on its main Liberty Heights Campus, totaling 137,000 gross square feet (GSF) and 95,000 net assignable square feet (NASF). Once completed, the state-of-the-art Wellness Center will provide highly flexible, specialized environments for welcoming and orienting users, supporting the College's wellness and fitness programs and activities, accommodating related instructional facilities, and housing the building's support functions. Colimore Architects is working on Part I of the programming phase, which must be submitted before May 8, 2026.

Project Status: Program Phase I will be reviewed on 5/8/2026

New Facilities Building Project (DGS)

Project Location: At the rear of the Fine Arts Wing

BCCC has requested the construction of a new Facilities building to support the institution's operations and maintenance. The project includes the demolition of the current building, an older, prefabricated structure that has exceeded its lifespan. DGS-BCCC is working on Part I, which will be completed on June 6, 2026.

Project Status: Part I Program**Nursing Building Renovation and Addition Project (DGS)****Project Location: Nursing Building**

The college needs to renovate and expand the 46-year-old facility, which is beyond its useful life and no longer serves the needs of students today. This is the second project in the Facilities Master Plan to transform the Liberty Campus. Creating modern nursing simulation lab space will prepare our students for the ever-growing healthcare field in this region. DGS Procurement Department will begin the bidding stage in eMMA on May 21, 2026

Project Status: The bidding process will begin in May 2026.

North Pavilion Demolition Project (DGS)**Project Location: 3101 Towanda Avenue**

The College has proceeded with studies and plans to demolish the currently vacant and uninhabitable North Pavilion to eliminate the safety risk it poses and expand student parking space.

Project Status: Based on DBM's response, as the start date for this project has been deferred to FY 2028.

Wayfinding Signage Project**Project Location: Campus Wide**

This project involves design, fabrication, and installation of new wayfinding signage throughout the BCCC Campus. The signage will improve campus navigation, provide clear and consistent directional information, enhance the visitor experience, and strengthen campus identity through cohesive signage design. The architectural firm Quinn Evans has been awarded this contract to carry out the designs and technical specifications for the project.

Project Status: The A/E proposal will be submitted on May 1, 2026.

Emergency Generators Upgrade Project**Project Location: Campus Wide**

This project involves the removal and replacement of the existing aging emergency generators at the Main Building, Life Sciences Building, and West Pavilion. Upgrading the generators will ensure reliable backup power for essential building systems, improve system performance, comply with current electrical and environmental standards, and enhance the facility's emergency power capacity. Additionally, the project includes the installation of new emergency generator systems in all other BCCC buildings to ensure comprehensive backup power coverage across the campus.

Project Status: **Southland Industries** must submit their proposal to BCCC for review and approval by May 7, 2026.

Replace Two Heating Boilers Project**Project Location: Main Building**

This project involves the -efficient heating system that meets current safety and performance standards, improves occupant comfort, and reduces maintenance and fuel costs.

Electrical Grid Update Project**Project Location: Campus Wide**

This project involves the upgrade and modernization of the existing electrical distribution system across the BCCC Campus. The grid update will improve electrical reliability, safety, and capacity to meet current and future campus power demands. The upgrade will replace aging infrastructure, improve energy efficiency, and ensure compliance with modern electrical codes and standards.

STUDENT AFFAIRS + REALIGNMENT TASK #5**Office of the Vice President for Student Affairs**2025-2026 Priorities

Priority One: Strengthen student retention and completion through implementation of a first-year experience (FYE) program that includes mandatory advising & orientation sessions, peer mentoring, and success workshops (i.e., time management, financial literacy, and career planning). In collaboration with Academic Affairs, develop and implement an early alert system to identify at-risk students to improve student persistence and degree attainment.

Priority Two: Rebrand and enhance external partnerships with Baltimore City Public Schools to develop targeted developmental coursework that supports college readiness and expands dual enrollment access. This initiative aligns with the Blueprint for Maryland's Future by creating structured academic pathways for high school students, particularly those who need additional preparation to succeed in college-level work.

Priority Three: Develop and implement the Strategic Enrollment and Retention Plan “*Building Bridges to Success: Strategic Enrollment and Retention Framework*” to support institutional growth and student success. This initiative will focus on data-informed decision-making, targeted outreach to underserved populations, and the integration of academic and student support services.

Priority Four: Complete a comprehensive review of existing student policies to identify outdated or inequitable practices and, where necessary, lead to the development of new policies that better support student success, engagement, and well-being.

Priority Five: Collaborate with Academic Affairs to assess the current academic advising model and develop a more integrated, student-centered approach. This initiative will involve a comprehensive evaluation of advising structures, practices, and outcomes, with the goal of implementing a new model that is proactive, equitable, and aligned with national best practices.

Priority Six: Rebrand the Mayor's Scholars Program to “*City Scholars Program*,” reflecting a broader, more inclusive identity that resonates with Baltimore City students and families. This reimagined initiative will include enhanced programming, proactive advising, and targeted student recruitment strategies to strengthen the dual enrollment pipeline and improve student outcomes.

Priority Seven: Streamline student services to improve student experience. Priorities include developing a student handbook, enhancing new student orientation experience (virtual, online, in-person), implementing chatbots, automated phone services, and mental health services or accommodations, as well as developing integrated service models that reduce barriers and improve responsiveness.

Priority Eight: Implement a comprehensive professional development plan focused on enhancing staff competencies, student engagement, and service excellence. Development of a student-centered customer service model that promotes consistency, responsiveness, and care across all student touchpoints.

Area Highlights**Realignment Task #5**

Align the budget of BCCC with realistic enrollment projections.

RECRUITMENT & ADMISSIONS

During April 2026, the Admissions and Recruitment team participated in 38 outreach and recruitment activities across Baltimore City, Baltimore County, community organizations, workforce partners, and college access programs. These activities supported student recruitment, application completion, admissions awareness, testing, campus engagement, and community visibility.

The month reflected a strong focus on meeting students where they are. The team supported high school application blasts, decision day events, campus tours, information sessions, career fairs, community resource fairs, and workforce-related outreach. Several events also included direct admissions support, testing opportunities, and collaboration with workforce development partners.

A major highlight for April was the continued engagement with Baltimore City and Baltimore County schools, including Baltimore Polytechnic Institute, Forest Park, Benjamin Franklin High School, Western High School, Digital Harbor, City College, Milford Mill Academy, Reginald F. Lewis High School, and other partner schools.

The team also expanded visibility through community-based events with organizations such as the Mayor's Office of Employment Development, Baltimore County Department of Economic and Workforce Development, Morgan State University, Turner Station Conversation Teams, and HBCU Money Guide.

These efforts helped strengthen BCCC's presence with prospective students, families, school counselors, community partners, and workforce organizations while supporting the College's enrollment, access, and community engagement goals.

Admission Operations

	Number of Visits
April	351

Visits by Day of the Week: March 1 – March 31, 2026

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Total Visits
Admissions Visits	69	84	81	71	42	4	351

The peak visiting day was Tuesday.

EARLY COLLEGE ACCESS & PROGRAMS

The Early College and Access Program continues to expand its impact and reach across Baltimore City. In addition to securing multiple dual enrollment course offerings for Fall 2026, the College is currently developing an innovative pilot partnership with a Baltimore City high school (Paul Laurence Dunbar

High School) that would allow seniors to participate in dual enrollment courses through a full-release model during the academic day. While the initiative is still being refined, the partnership is designed to expand access and provide students with increased time and flexibility to earn workforce credentials and/or an associate degree while concurrently pursuing their high school diploma.

As part of the pilot, juniors at the participating high school will also enroll in dual enrollment courses either on their high school campus or at BCCC, further expanding early college access and exposure to postsecondary learning environments. Equally important, a second Baltimore City high school (Academy for College and Career Exploration- ACCE) is preparing to send approximately 20 students to BCCC to participate in dual enrollment coursework during the final class period of the school day.

Additionally, the Dual Enrollment program continues to expand course offerings across multiple campuses and instructional locations. Through these efforts, BCCC remains committed to increasing college access, strengthening workforce readiness, and creating lasting opportunities that support long-term student success throughout Baltimore City.

INTERNATIONAL STUDENT SERVICES

International Student Services (ISS) at Baltimore City Community College (BCCC) manages the full lifecycle of international students from admissions through graduation and beyond, including post-graduate employment and transfer out processes. ISS provides comprehensive support and ensures institutional compliance with federal regulations governing non-immigrant students, while fostering academic success, personal well-being, and intercultural engagement. By integrating international admissions, immigration compliance, and student development, ISS supports the recruitment, enrollment, and overall success of BCCC's international student population.

Operational Highlights

a. International Student Services

- Individual Meetings: ISS staff held 95 meetings with F1 students/representatives & other non-U.S. citizens to address residency concerns; and 17 general students. International student visits to Admissions (n=127) comprised 35% of Admissions meetings (n=363).
- International applications for April (38) were down (-229%) compared with April 2025 (125). Applications from visa ban countries were down as well (6:23 = -283%).
- Federal Compliance: ISS continued to research F-1 regulatory compliance in Allied Health programs, conducting thorough search of 20 years of F-1 Nursing student records.
- International Students Club (ISC):
 - 4/09/2026: Held successful "BCCC's Got Talent" event, scheduled for April during Panther Pride Week, in collaboration with the Theatre program
 - 4/24/2026: ISC coordinated Earth Day cleanup in collaboration with Facilities, Student Life & Engagement, and four clubs: Anthropology & Sociology, Environmental Science, History, Plant-Based Living
 - Held two weekly meetings of the club.
 - ISS staff represented ISC at SGA monthly meeting on 4/1/26.

b. Collaboration

- ISS staff met with ITS staff and Ellucian trainers to improve processes.
- ISS attended Mayor's Office of Immigrant Affairs stakeholder meeting on 4/17/2026.

Next Steps

Study Maryland: ISS has proposed hosting “Discover Maryland Tour,” along with other Study Maryland member institutions in July 2026. Participants from 8 countries will be in the USA at a conference for admissions counselors.

MAYOR’S SCHOLARS PROGRAM (MSP)

The Mayor's Scholars Program (MSP) Summer Bridge Program has reached a current enrollment of 260 scholars, with approximately 20 additional students expressing interest in workforce development programs. We are continuing to recruit and expect to exceed 300 plus students. The continued growth in enrollment reflects strong engagement with Baltimore City students and families and highlights increasing interest in BCCC pathways and opportunities. Further, the shift reflects a need to make Summer Bridge a requirement to promote a trust gateway program from high school to college to ensure students are outfitted with the tools necessary for college success.

In celebration of students committing to BCCC, all Summer Bridge MSP students who confirmed participation were offered Decision Day t-shirts. MSP and Recruitment staff members also participated in Decision Day celebrations held across Baltimore City schools, with many t-shirts personally hand-delivered to students at their schools. These events provided a meaningful opportunity for BCCC staff to celebrate students’ accomplishments, honor their commitment to higher education, and strengthen connections with school communities.

Planning for the Summer Bridge Program is actively underway. Current preparations include:

1. Training staff in food handling procedures, as BCCC will serve as a summer meal site providing free breakfast and lunch to participating students;
2. Training related to payroll processing for students participating in Youth Works who will be assigned to BCCC during the summer program;
3. Scheduling both online and in-person opportunities for students to register for summer classes; and
4. Finalizing the Summer Bridge orientation schedule and extracurricular activities designed to support student engagement and successful transition experiences.

In addition, students are receiving regular communications to ensure they remain informed about upcoming deadlines, opportunities, and program events throughout the summer.

STUDENT SUCCESS CENTER***Advising Sessions:***

- Most visits were on Wednesdays.
- More students arrived between 10:00 am and 1:00 pm.
- Most students presented for assistance with Academic Planning, Career Advising, and “Other” services.
- As compared to April 2025, the number of visits was more than 50% higher. This may be due to the earlier opening of Fall registration.

Advising Sessions Raw Data:

Month	April 2025	April 2026	Change (+/-)
Advising	603	937	+55.3%

April: Week Of	Count	Average Wait Times	Average Session Times
4/1/26 - 4/2/26	25	6	30
4/5/26 - 4/10/26	159	10	25
4/13/26 - 4/18/26	321	22	27
4/20/26 - 4/25/26	273	14	37
4/27/26 - 4/30/26	159	13	25
Total/Average	937	13	28.8

****Week of Spring Break***

Service Name	Total Services
Academic Planning	630
Academic Standing (Warning and Probation)	27
Career Advising	77
Completion/Graduation	28
Group Advising	3
No Response	78
Other	110
Panther Success	5
Satisfactory Academic Progress (SAP)/Financial Aid	12
Transfer Advising	35
Withdrawal/Drop Class	9
Total of Department Services:	1014**

**** Students may present for more than one service.**

Operations Highlights:

- **Career in Education Webinar:** On April 7, 2026, in conjunction with Academic Affairs, the SSC offered a webinar for students who are interested in entering the field of education. There were two students in attendance.
- **Ready? Set. Graduate! Webinar Series:** On April 7, 2026, the third in the *Ready? Set. Graduate!* webinar series, “Graduate: You’re Almost There”, took place. During the webinar, Ms. Kiana Harvey presented information regarding the logistics of commencement and commencement day. There were 15 students in attendance.
- **Transfer Tabling Session:** On April 28th, SSC hosted a tabling session for four-year universities with a specific focus on nursing programs. University of Maryland School of Nursing, Frostburg State University, Towson University, and Trinity Washington University participated.

Operations Next Steps:

- **Transfer Tabling Session:** On May 6, 2026, Student Success Center will host a Tabling Session for colleges and universities with a focus on Technology and Engineering programs. To date we expect the following schools to participate: Morgan State University, University of Maryland Global Campus, and Frostburg State University.

DISABILITY SUPPORT SERVICES CENTER

During the month of April 2026, the Disability Support Services Center (DSSC) continued its commitment to providing exceptional accessibility services and care to students. This report highlights the key activities and achievements of the center during this period.

Month	Spring Semester 2026	
	Renewal Accommodations	Intakes
January	40	5
February	9	11
March	5	13
April	1	1
Total	55	30

Spring 2026 Total: 85 students receiving Accommodative Services

Director Engagement:

The Director of the DSSC played a pivotal role in fostering accessibility and care. He conducted a total of 40 in-person meetings, Zoom sessions, and video conferences with prospective students, parents, faculty members, and departmental Associate Deans/Deans. These engagements addressed concerns and ensured a seamless experience for students requiring accommodative services. The MSW graduate students effectively facilitated the termination and discharge process by providing closure support to students, staff, and faculty, while also experiencing their final assessments and evaluations to ensure a smooth and professional transition.

Educational Outreach:

Classroom presentations were conducted in two Pre-100 classes and two RENG 91 classes, reaching approximately 35 students. These presentations aimed to inform students about the services offered by the DSSC.

Enrollment Activities:

Enrollment efforts for summer sessions I & II were robust, including weekly phone banking, texting campaigns, and social media publishing. These initiatives target existing and new students, ensuring they are aware of and have access to the comprehensive support provided by the Disability Support Services Center.

STUDENT SUPPORT & WELLNESS SERVICES

During the month of April 2026, the Student Support and Wellness Services office (SSWS) served approximately (41) students, virtually and in person via office visits, intakes, and scheduled counseling sessions with (12) new student service requests. The Counselors conducted counseling intakes and facilitated (29) in-person (in-office) and virtual (telehealth) individual counseling sessions. Students presented this month with issues surrounding school- related stress and anxiety, depressive symptoms, struggles with basic needs and resources, interpersonal and relationship (family, romantic, platonic) issues and grief, mental health symptoms. During this month there was an above average request for support with securing resources (housing, food, and financial).

SSWS was represented at (24) on/off campus planning and routine meetings. These meetings ranged from: weekly check-ins with key staff, professional development, and Student Affair, Academic Affairs, & Workforce Development departmental collaborations. We continue to partner with Student Life and Engagement and their BCCC community events, AED-GED, Pre-100.

SSWS counselors attended (17) off-campus meetings and continuing education events to continue attaining knowledge, competencies and build community partners & resources to best serve students. The continuation of identifying basic needs, resources and campus support is active. Further efforts will continue in hopes of creating personalized resources for the BCCC community.

Nine members of faculty and staff contacted SSWS for counseling support, event planning or community resources. Three classroom presentations were facilitated. We continue to partner with the staff/faculty at Harbor Place to ensure all students are being served and we conduct bi-weekly healthy relationship building workshops at the Harbor campus location, and we conducted 7 workshops for students this month.

TRIO STUDENT SUPPORT SERVICES PROGRAM

In April, the TRIO Student Support Services (SSS) Program advanced student success through targeted outreach completed all recruitment goals

Number Funded to Serve: Objective Met

- **Target Enrollment:** 230
- **Actual Enrollment:** 230 students (100% capacity)

Advising And Student Support

Staff continued making progress with ongoing student check-ins by reviewing degree audits, discussing career pathways and workforce opportunities, exploring transfer options to four-year partner institutions, and assessing tutoring and technology needs. Staff also continued connecting students with appropriate campus and community resources to support their academic and personal success. Staff conducted 35 student *check-ins* – reviewing degree audits, career paths, workforce options.

StudentLingo Engagement:

Student engagement with Student Lingo resources continued in April. Data showed that 201 learners accessed the platform, with 3 visits and 1 completion. Staff noted that engagement is impacted by external barriers such as limited technology access and competing responsibilities.

To address this, staff are working to expand access to loaner computers each semester and increase use of the SSS computer lab. A TRIO SSS marketing campaign is also being developed to boost awareness and participation. Continued promotion of Student Lingo is expected to improve engagement and module completion rates.

Student Engagement and Outreach

SSS College Tour: Drexel University, April 1, 2026

Students and Staff participated in a college tour of Drexel University in Pennsylvania, marking the first visit to a Pennsylvania college for all SSS students. During the visit, students experienced campus life firsthand by dining in the university dining hall and engaging with campus representatives. They also learned about available academic majors, internship opportunities, and transfer scholarship options designed to support community college students transitioning to four-year institutions. The tour provided valuable exposure to higher education pathways and helped students better understand future academic and career possibilities.

Cultural Event: The Wonderful Wizard of Oz Play at UMBC, April 2, 2026

Students and staff attended the production that featured innovative use of modern media technology and visual effects that enhanced storytelling and created an engaging, immersive experience. Students were exposed to a creative blend of traditional theater and contemporary production techniques. Following the performance, students participated in a reception where they had the opportunity to meet members of the cast, ask questions, and gain insight into the production process.

BCCC Leadership Academic Advising Meeting, April 9, 2026

A leadership advising meeting was held to discuss new tools designed to help students better assess their academic skills and identify areas of interest. The session focused on exploring resources that support students in understanding their strengths, aligning them with potential career paths, and making more informed decisions about academic and workforce goals. Staff reviewed how these tools can be integrated into advising practices to enhance student self-awareness and guide meaningful planning conversations.

TRIO SSS Open House, Monday, April 13, 2026

The TRIO SSS Open House was held in the atrium of the main building at the BCCC campus, a high-traffic area that provided strong visibility for the event. The purpose of the open house was to showcase the SSS program and share available resources with the BCCC community, as well as recruit and engage potential new participants. Attendees were able to learn about program services, receive informational materials, and explore college and support resources. The event also included interactive activities such as a prize wheel, along with free giveaways to encourage participation. Snacks and pizza were provided, creating a welcoming and engaging environment for students and visitors. Nine new students were placed on the waitlist.

BCCC Excellence Awards Ceremony, April 16, 2026

TRIO staff attended the BCCC award ceremony recognizing staff and faculty achievements. During the event, UBMS Director Edwards was nominated for an Excellence Award honoring outstanding staff, and awards were presented to celebrate excellence, service, and professional contributions across the college.

Understanding Student Lingo Workshop, Thursday, April 30, 2026

The “Understanding Student Lingo” workshop was facilitated by Coordinator Evans. The session introduced students to the Student Lingo platform and guided them on how to effectively navigate and utilize its online workshops and academic support resources. Staff demonstrated key features of the platform and highlighted how it can support student success in areas such as study skills, time management, and academic planning. The workshop also encouraged students to actively engage with the resources to strengthen their academic performance and persistence.

Administrative Updates

- In April, the TRIO team continued participating in staff panel interviews as part of the TRIO SSS Director search. Staff contributed valuable feedback to help identify the most qualified candidate to lead SSS and continue TRIO’s mission of improving retention, graduation, and workforce outcomes for marginalized, first-generation students.
- Staff also continued reviewing the TRIO Blumen database, using student data to inform strategies aimed at improving college and career outcomes for the 2025–2026 academic year.
- Planning for the 2026 SSS Recognition Day is complete. Staff continue to support the preparation for the review and distribution of the SSS Book Award and Grant Aid.

TRIO UPWARD BOUND MATH & SCIENCE (UBMS) PROGRAM

Number Funded to Serve: Objective Met

- **Target Enrollment:** 62
- **Actual Enrollment:** 62 students (100 % capacity)

Outreach and Recruitment

During April, recruitment concluded as we reached our target population last month. Staff continue to visit Target Schools for check-ins and to provide program updates regarding upcoming events on and off campus.

BCCC Engagement & Outreach

BCCC Excellence Awards Ceremony, April 16, 2026

TRIO staff attended the BCCC award ceremony recognizing staff and faculty achievements. During the event, UBMS Director Edwards was nominated for an Excellence Award honoring outstanding staff, and awards were presented to celebrate excellence, service, and professional contributions across the college.

Community Service-Learning beautification project Belmont Elementary, April 24, 2026

TRIO staff and students participated in a service-learning community project in partnership with Temple X. Together, they took part in a school clean-up initiative at Belmont Elementary School, located near the BCCC community. The project provided students and staff with an opportunity to support the local neighborhood, promote community engagement, and contribute to creating a cleaner and more welcoming environment for elementary school students and families.

UBMS Summer Planning

UBMS staff are continuing to develop enriching academic, cultural, and service-based experiences that support first-generation and marginalized students in building confidence, strengthening leadership skills, and fostering a sense of belonging beyond the classroom. In April, staff continue to finalize summer programming for the summer residential program at Towson University.

Towson University Summer Planning meeting, April 10 & 28, 2026

Director Edwards met with the Towson liaison to negotiate reduced housing costs for the summer program while also securing newer dorm accommodations located closer to the assigned classroom buildings. In addition, staff finalized program details and coordinated logistics to prepare the final estimated contract for summer activities.

Administrative Updates

- UBMS staff continued collaborative planning efforts for academic and enrichment activities for the 2026 Summer Residential Program, scheduled to take place at Towson University from June 22, 2026, through July 31, 2026. Progress was made in coordinating logistics programs, including BCCC shuttle transportation, student engagement opportunities, and instructional planning
- UBMS staff continued utilizing student data to guide decision-making and strengthen high-impact practices that support student achievement, engagement, and overall program success.
- Planning for summer staffing advanced as staff began preparing and organizing job postings and hiring needs for the 2026 Residential Program at Towson University. All core summer teachers are returning, and few new positions are available.

TESTING CENTER

The Baltimore City Community College (BCCC) Liberty Campus Testing Center administered 290 exams for BCCC students and community members. This month's collaborations included: both internal offices and external entities that include: *Maryland College Testing Association, Baltimore City*

Teacher's Union, Baltimore City Public Schools, Maryland Department of Labor, NC State University, College of Southern Maryland, Southern Illinois University, University of Alabama, Oklahoma State University, Ohio University, University of South Dakota, Bellevue University, North Dakota State University, Allegany College of Maryland, University of West Indies Mona, Excelsior Community College and University of Technology, Jamaica. The data table below provides a breakdown of the testing appointments that occurred in April 2026.

Exam Name	Exams Administered	Revenue
Accuplacer	134	
Accuplacer ESL	2	
Accuplacer MSP	1	
Accuplacer MSP ESL	1	
Accuplacer ATB	0	
Accuplacer HS Testing	25	
Accuplacer Retest	6	
BCCC Course Exams	21	
Biology Exemption	3	
Biology Exemption Retest	0	
CLEP	9	\$165.20
Computer Literacy	4	
Computer Literacy Retest	1	
External Accuplacer	0	
External Course Exams	3	\$101.85
GED	23	\$213.75
PearsonVue IT Exams	2	\$10
Parapro	27	\$984.55
Placement Bonanza Event	0	
TEAS	25	\$882.70
Total Exams Given	287	
Total Revenue Generated	\$2,358.05	

Data Breakdown

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
38	64	65	74	36	10

Updates and Collaborations Efforts towards Goals

1. BCCC Testing Center Staff administered group testing in preparation for summer/fall registration:
 - a. Administered the English, Math and ESL Accuplacer for **7 Carver Vocational-Technical High School on April 9, 2026**
 - b. Administered the English, Math and ESL Accuplacer for **9 National Academy Foundation on April 16, 2026**
 - c. Administered the English, Math and ESL Accuplacer for **9 City Neighbors School on April 27, 2026**

- a. Aligns with Test Center's Enrollment Goal #2: **Offer Accuplacer testing to prospective students as a recruitment effort.**

STUDENT LIFE & ENGAGEMENT

The Office of Student Life & Engagement spent the month of April highlighting several different awareness initiatives and acclimating students to the engagement opportunities for Baltimore City Community College.

Logistics Planning Committee Meetings

The Assistant Dean of Student Life & Engagement continued hosting the bi-weekly logistics meetings. These meetings include representatives from all departments on the main campus and partners at the Harbor and RPC locations. The committee discusses upcoming events each month and coordinates logistics for each event. Many collaborations and new events occur because of these routine meetings. This semester, Assistant Dean has started working closely with representatives from the Harbor Location to increase engagement and resources. The Assistant Dean of Student Life & Engagement has been working with staff at the Harbor Location to identify the needs and use of resources, as well as a review of data that shows the increase in student traffic at programs, to create a strategic plan for enhancing programming and engagement at that location.

Graduate Advisory Committee

The committee is another ad hoc committee of the Student Government Association, focused on getting a pulse on the seniors throughout the year and assisting with graduation requirements for students as well as activities. During the month of April, the committee continued to give feedback from student input regarding Graduation activities and were able to successfully volunteer to execute events held to celebrate BCCC's 2026 graduates.

Inter-department Collaborations

Admissions

The Office of Student Life & Engagement and the Office of Admissions collaborated with Admissions to assist with several tours throughout the month. The Student Leaders assisted with guiding prospective students through the campus.

Academic Affairs

The Office of Student Life & Engagement collaborated with Academic Affairs to continuously advise Phi Theta Kappa National Honor Society. During the month of April, the Office of Student Life & Engagement assisted with planning the All-Maryland Recognition Dinner. A dinner designed to recognize high-achieving students from 16 community colleges in the state of Maryland.

Graduation Activities 2026

The Office of Student Life & Engagement collaborated with the Commencement 2026 Planning Committee to execute Graduation Events for the Class of 2026.

Below are some of the highlights showcasing the over 150 students who participated in Grad Image Photos and Cap Decorating on the following dates:

- April 10, 2026
- April 18, 2026
- April 22, 2026

This year the committee hosted “The Royal Exit”, an event that hosted inflatables, live music, food, games, t-shirt and hat painting, and more for the over 100+ graduates that attended on April 21, 2026.

HBCU College Experience Conference

The Historically Black College and University Civic and Community Engagement Conference, sponsored by Transform Mid-Atlantic, provided a powerful opportunity for students to deepen their understanding of leadership, civic responsibility, and community impact. As the only community college in the region invited to participate, Baltimore City Community College joined several four-year HBCUs in meaningful dialogue about how institutions can continue serving as steadfast anchors for their campuses and surrounding communities during challenging times. This experience took place on Wednesday, April 15, 2026, and Thursday, April 16, 2026, where four BCCC students, and one BCCC staff member engaged with peers across the HBCU community, while gaining new perspectives on civic engagement, and returned to campus empowered to strengthen service, leadership, and community involvement within their own college experience. Students from BCCC’s Student Government Association, Student Leadership Club, and Men’s Mentoring Club attended and represented BCCC at Bowie State University’s campus and were featured in the Transform MidAtlantic Newsletter as the only community college to attend this conference.

Community Service

Community Organization	BCCC Organization	Date(s)	# of Hours
Project Love Yourself	Student Leadership Club	Ongoing	3
Paul’s Place	Student Leadership Club	Ongoing	2
		Total Hours	5 hours

Activities and Events

Event Title	Sponsoring Organization	Date	Attendance
Future Funded: M&T Bank Event	Student Life & Engagement	4/6/2026	11
Panther Pride: Game Day	Student Life & Engagement	4/6/2026	19
Mind & Motion Monday	Student Life & Engagement	4/6/2026	19

Voter Registration	Student Life & Engagement	4/7/2026	13
Panther Pride: Color Escape	Student Leadership Club	4/7/2026	59
Panther Pride: Networking Soiree	NSLS, PTK, Student Life	4/7/2026	41
Panther Pride: Block Party	Student Life & Engagement	4/8/2026	207
Leadership in Color	Phi Theta Kappa	4/13/2026	15
Men on the Move Luncheon	Student Life, Brothers of Class	4/22/2026	31
Make it Take it Thursday	Student Life	4/23/2026	14
Keeping it Real Lecture Series	Student Life & History Club	4/24/2026	26

INFORMATION TECHNOLOGY + REALIGNMENT TASK #9**Office of the Chief Information Officer**2025-2026 Priorities

Priority One: Create an automated phone service that would connect students with the appropriate office and also an AI/chatbot with web-based functionality.

Priority Two: Develop internal communication and centralized intranet locations for employee resources.

Priority Three: Conduct a needs assessment that will determine operational technology. Identify the departments that require immediate attention and begin addressing technology needs in a tiered approach.

Priority Four: Create a data-governance committee that continuously updates policies and procedures and cross communications with all faculty and staff.

Priority Five: Implementation of Data Center Modernization II which backs up College data at the Liberty Campus, BioPark location to the cloud as an additional safety measure

Area Highlights**AREA HIGHLIGHTS**

This update highlights progress under **Realignment Task #9**, which is focused on addressing the College's evolving IT and infrastructure needs. The overview below summarizes key advancements across infrastructure modernization, enterprise systems, and disaster recovery, reflecting our continued commitment to strengthening the College's technology environment.

With a sustained focus on advancing the BCCC IT landscape and aligning with Realignment Task #9, Information Technology Services (ITS) is actively progressing several strategic initiatives. These efforts center on infrastructure modernization, enterprise systems optimization, and enhanced disaster recovery preparedness to support institutional resilience and long-term operational effectiveness.

Information Technology & Infrastructure

Over the **past period**, ITS has made meaningful progress on several high-impact **infrastructure initiatives** aimed at improving campus technology services, security, and overall operational efficiency.

Notable accomplishments include the deployment of student **Verkada access cards** and the continued decommissioning of the legacy **Lenel system**, a transition that significantly strengthens campus security and modernizes access management capabilities.

In parallel, ITS has completed a comprehensive, campus-wide Wi-Fi assessment and vendor selection process, positioning the College to deliver more reliable and higher-performing wireless connectivity. Strategic investments in Microsoft lab upgrades are further enhancing the student learning environment by providing access to modern tools and resources. Additionally, the expansion of disability support software services ensures more inclusive access to technology, reinforcing the College's commitment to accessibility and equitable student support.

ERP & Enterprise Applications (Advisory Services)

The College continues to make measurable progress in optimizing its Enterprise Resource Planning (ERP) environment through its Advisory Services engagement, with a focus on improving system functionality, integration, and user experience.

Current Banner priorities include supporting Human Resources in testing the **"Leave Request"** functionality, advancing the migration of Workforce and Continuing Education programs into Banner, and partnering with Finance and Administration to enhance approval workflows and streamline business processes.

In addition, ITS is reviewing remaining contract deliverables for 2026 and assessing ERP support service needs through 2027. This forward-looking approach is designed to ensure system continuity, strengthen long-term **support structures, and maximize the value of the College's ERP investments. Collectively, these efforts are driving improved system adoption, operational efficiency, and more informed institutional decision-making.**

Disaster Recovery (DRP)

The College continues to strengthen its disaster recovery posture through close collaboration with the Maryland Department of Information Technology (DoIT). Recent progress includes participation in a full-day, hands-on working session with DoIT engineers at the State backup site, focused on validating BCCC's disaster recovery capabilities and overall readiness.

Looking ahead, ITS will continue working to ensure that critical data remains protected and accessible during emergencies. Upcoming efforts include identifying opportunities to optimize and reduce disaster recovery costs, as well as planning and executing a **Tabletop Exercise** to test incident response readiness, coordination, and communication across teams.

These initiatives are designed to enhance institutional resilience, reduce operational risk, and ensure continuity of services in the face of potential disruptions.

FINANCE & ADMINISTRATION + REALIGNMENT TASKS #5, #6, #10**Office of the Vice President of Finance & Administration**2025-2026 Priorities

Priority One: Institute the College's comprehensive unit/program level budget process and allocation. This process guides important decisions regarding academic priorities, academic restructuring, budget/resource allocation, and planning.

Priority Two: Develop master financial planning and documents that are cross functional and refine processes for assessing operating and capital projections and resources.

Priority Three: Maintain central business activities, resources, policies, procedures, and information through a Business Continuity & Disaster Recovery Plan developed, tested and ready for use in the event of a disaster or major disruption of operations.

Priority Four: Prioritize talent acquisition and faculty, staff and leadership development to attract new and retain current employees. Support a welcoming and respectful workplace environment that drives and acknowledges excellence and innovation by supporting talent, engagement, and employee work experience.

Priority Five: Enhance strategic and sustainable auxiliary services (e.g. Barnes & Noble College Bookstore) to support a robust student experience. Expand partnerships to promote service excellence, sustainable practices, and financial viability and stability.

Area Highlights**Realignment Task #6**

Engage in a comprehensive review of all positions, faculty, and staff at BCCC.

Office of Human Resources

The Office of Human Resources continues to work closely with the Maryland Department of Budget and Management (DBM) and the Central Payroll Bureau (CPB) to improve payroll processing and ensure employees are paid accurately and on time.

The Office is pleased to report that we have successfully processed and submitted the Gross Pay file for contractual employees with no errors or rejections as of Wednesday, May 6, 2026. We are continually refining our internal processes to maintain alignment with the state's mandates in submitting Gross Pay files as well as the personnel file.

Human Resources is continuing our training efforts for Banner Web Time Entry (WTE) through the end of May to ensure that all contractual employees can complete and submit electronic timesheets. Training will continue for both employees and supervisors to further assist in this transition.

The Office has successfully administered two trainings during the President's Form with regards to Title IX and Preventing Sexual Harassment. Two sessions of each training were offered for both faculty and staff to attend on Monday, May 11th and Tuesday, May 12th. We are currently identifying other training

courses that will be provided to the BCCC Community with respect to ADA, FMLA, PFML, and Performance Evaluation for Employees and Supervisors.

Realignment Task #5

Align the budget of BCCC with realistic enrollment projections.

Office of Budget and Financial Analysis

Budget Office Summary for the Board of Trustees

The Budget Office is advancing several key internal and external initiatives aimed at strengthening fiscal stewardship, operational efficiency, and strategic decision-making in support of the College's long-term financial sustainability.

Internal Financial and Operational Initiatives

The FY27 Budget Development Process is underway, with FY27 serving as a transitional year with the theme of 'Education, Insight, & Participation.' This change represents a shift in how we manage the budget process and sets the foundation for long-term strategic decision-making.

FY27 is designed to educate leadership, strengthen process discipline, and collect the data necessary to transition to a strategic budget model in FY28.

In conjunction with the FY27 Budget Development Process, collaborative efforts between the Budget Office and Institutional Research have begun to analyze enrollment trends, comparing Fall 2025 to Fall 2026 outcomes. These efforts are to address BCCC Realignment Task #5, and to better align the BCCC budget with enrollment projections.

Additionally, the Business Office has developed a comprehensive financial forecast model to project year-end financial performance. This model supports proactive fiscal management and early identification of potential budget variances for leadership decision-making based on evidence while guiding future year planning cycles.

Significant progress is being made toward full utilization of the Banner Financial ERP system. This includes implementation of the complete requisition lifecycle, elimination of duplicative approvals, and formalized approval queues developed in partnership with Ellucian Advisory Services. These enhancements are expected to generate operational efficiencies across divisions and strengthen internal financial controls.

External and Regulatory Matters

The College is preparing its 2028 Maryland Financial Report (MFR) response to the Department of Budget and Management, with an expressed intent to submit updates as financial assumptions evolve.

The current legislative session concluded on April 13 (Sine Die). In the original legislation submitted in Fall 2025, the state acknowledged a commitment of \$49.26M to BCCC, which resulted in an increase of \$900K for FY27. Despite our advocacy efforts, the funding formula was adjusted during the legislative cycle from 68.5% to 67.5%. The reduction represents a change of \$713k; however, with the original legislation changes, the college will gain an additional \$189K over FY26.

Barnes & Noble College Partnership Review

Ongoing discussions with Barnes & Noble College (BNC) are focused on streamlining operational and invoicing processes. As part of this effort, the BNC Lead Finance Manager and the College's Budget Director have scheduled post-census meetings to review components of term-based invoices and improve financial clarity and timeliness.

CONTROLLER'S OFFICE/GENERAL ACCOUNTING/GRANTS/FOUNDATION

The Controller's Office continues to advance multiple audit activities while strengthening coordination across Finance, Grants, and Financial Aid.

FY2025 College Audit

The FY2025 Institutional audit of Baltimore City Community College is in the final stages of review with its external auditors, SB and Company. The College is expecting the Financial Statements to be issued in May, and the College is expecting a 'clean' unqualified opinion.

The FY2025 Annual Financial Report to the Maryland Higher Education Commission of Baltimore City Community College (CC4) is in the final stages of review with its external auditors, SB and Company. The College is expecting the CC4 to be issued in May, and the College is expecting a 'clean' unqualified opinion.

As this is the first year SB and Company is conducting the audit, additional procedures were required to establish baseline documentation. Current audit review efforts are focused primarily on Tuition Receivable and the Allowance for Doubtful Accounts, and draft financial statements are under review by the auditors.

Significant progress has been made addressing areas previously affected by the ERP conversion, particularly in Grants and Tuition Receivable. Some remaining work involves technical Governmental Accounting Standards Board (GASB) reporting calculations, and the College is pursuing specialized software to improve the efficiency and timeliness of these calculations going forward.

Foundation and Affiliated Audits

The BCCC Foundation audit, conducted by CLA, has been issued with a 'clean' unqualified opinion. The Foundation's Form 990 tax return information is in the final stages for the final draft to be provided and then filed. The audit process progressed more smoothly this year following the addition of dedicated Finance staff supporting Foundation accounting.

Additional audits are progressing as follows:

WBJC Audit: Draft financial statements are being finalized for auditor review. All requested documentation has been provided. WBJC-FM Audit will be finalized after the College and CC4 Audits are issued.

Grants and Title IV Reporting

Finance continues to support compliance and reporting for several active grants, including programs funded through the Maryland Department of Labor and Licensing, TRIO Student Support Services, Upward Bound, Perkins, and the CCCPDF Childcare Grant. Finance staff coordinate program leadership to ensure timely and accurate financial reporting.

Finance also works closely with the Office of Financial Aid to process federal Title IV drawdowns, including PELL, FSEOG, and Federal Work Study, ensuring funds are requested and recorded in accordance with federal requirements.

Rents

A summary of BCCC's leased space is below.

Location	Vendor Name	Amount Paid FY2026	Monthly Base Amount
BioPark	Wexford (Ventas, Inc)	\$2,048,157.54	\$ 118,661.56
Workforce (Downtown)	MarketPlace	469,823.60	42,000.00
Student Parking Lot	Back to the Bible	68,530.00	6,853.00
Reisterstown Plaza (College)	TRC RRP IV	220,324.64	25,018.94
Reisterstown Plaza (WBJC-FM)	TRC RRP I	82,960.44	8,253.98
Totals		\$2,889,796.22	\$ 200,787.48

Accounts Payable Aging Report

Overall, outstanding invoices decreased \$704,000 from the previous month, representing a 77.6 percent decrease. This substantial reduction in the number of invoices and total dollars owed has improved our relationship with our vendors. Most notable is the decrease of the 91-180 days by 37.3 percent and the 31-60 days by 71.1 percent. The majority of the balance is current (30 days or less) or 74.1 percent of the total. Communication with various departments and vendors is ongoing to ensure invoices are received and processed in a timely manner.

Aging	Invoice Amount	Adjusted Invoice Amount	Percentage Due
0-30 days	\$ 150,387.10	\$ 150,387.10	74.1%
31-60 days	6,291.04	6,291.04	3.1%
61-90 days	8,193.37	8,193.37	4.0%
91-180 days	2,560.84	2,560.84	1.3%
'> 180 days	35,499.80	35,499.80	17.5%
Grand Total	\$ 202,932.15	\$ 202,932.15	100%

Office of Procurement

Procurement Awards

For the month of April, 22 procurements were awarded, amounting to \$398,363.70. These procurements were awarded in the following categories:

Work Category	Amount
Commodities	\$ 59,339.21

Services	\$ 64,842.42
Maintenance	\$ 274,017.07
Student Events	\$ 165.00
Total	\$ 398,363.70

For the month of April, 177 credit card transactions were processed, amounting to \$ 92,271.99.

Socio-Economic Quarterly Reports

For the third quarter of the fiscal year, the College is currently achieving 13.87% Minority Business Enterprise (MBE) participation. This percentage does not yet reflect all payments received from prime contractors or pending contract awards that include MBE goals. By the end of the fiscal year, the College anticipates increasing this percentage by an additional three percentage points.

While recognizing that opportunities may be limited in certain areas, the College remains committed to identifying procurement opportunities to further increase MBE participation and will continue to strengthen and advance these efforts.

For the third quarter of the fiscal year, through its voluntary participation in the Maryland Small Business Reserve (SBR) program, the College is achieving 16.11% participation in designated SBR procurements and 21% in actual payments to certified small businesses.

The College remains on track to meet the State's 20% goal by the end of the fiscal year and is committed to continuing efforts that support and expand opportunities for certified small businesses.

Bookstore

The College, in close and ongoing collaboration with Barnes & Noble College (BNC), continues to advance its transition to the First Day Complete program and has now successfully completed a full operational cycle utilizing the multi-session reconciliation process introduced during the Spring semester. This milestone reflects meaningful progress in strengthening operational efficiency and improving the accuracy of billing and course material distribution. With this foundation in place, the College and BNC are now shifting focus toward expanded marketing and communication efforts to increase awareness, drive engagement, and ensure students fully understand the benefits of the program.

First Day access reached 86-87% in each term of its inaugural year. The program delivered for the large majority of students, but the College and BNC are not yet where we intend. The remaining 13-14% missed materials on the first day primarily because of connectivity issues, delayed orders, and occasional inaccuracies in course material adoptions. Both teams continue to work through these issues and refine the process for future terms.

The shared operational calendar remains central to that work, keeping the College and BNC aligned on marketing campaigns, faculty adoption deadlines, invoice reconciliation cycles, and return timelines. Continued coordination and tighter communication should produce higher access rates and a better first-day experience for students in future terms.

ADVANCEMENT + REALIGNMENT TASKS #7, #8

Priority One: Expand Institutional Access & Community Partnerships by developing a strategic, fiscally viable and sustainable industry and community partnerships plan to foster programmatic innovation and long-term collaboration igniting strong public/private funding sources. This includes promoting our brand and spreading our message as we develop a marketing strategy for seamless credit and non-Credit program pathways to promote upskilling opportunities.

Priority Two: Promote BCCC students and their stories in spaces that raise visibility and institutional impact by creating 3 premier partnerships with Baltimore City institutions that result in increased traffic to our website, increased interest in our academic and workforce programs, and increased enrollment. These partners will help establish a community outreach committee comprised of internal and external stakeholders who address academic, workforce and training needs of students seeking pathways to success.

Priority Three: Foster an internal culture of community engagement between faculty, staff and students centered on the College's core values. Host public and private community events and house community services on campus to increase the College's geographic footprint, awareness and service. This includes highlighting WBJC and its function in elevating student experience and enhancing community collaboration.

Priority Four: Expand and reimagine the Alumni experience at BCCC by accessing current alumni databases, create an Alumni Alliance and host alumni events. Develop a culture of lifelong engagement between students and alumni from enrollment to graduation.

Priority Five: Refine development and giving that focuses on donor stewardship and engagement. Onboard a development team to enhance donor relations, retention and secure future gifts. Complete donor database audit and segmentation and implement a strong stewardship and recognition strategy.

Area Highlights**Realignment Task #7**

“Establish strong relationships with key stakeholders.”

COMMUNITY OUTREACH***BCCC participates in State Senator Antonio Hayes’ District 40 End of Session Community Conversation***

Senator Hayes, along with Delegates Melissa Wells and Marlon Amprey, met with over 40 community leaders at BCCC to wrap up the Maryland Legislative Session. Representing more than 20 neighborhoods, the group discussed key legislative updates and their direct impact on Baltimore City. Senator Hayes used the opportunity to promote BCCC registration and tout recent achievements related to Commencement, Honor Awards, and Campus facility updates.

Congressman Kweisi Mfume serves as Commencement Speaker

BCCC continues its outreach to members of the Baltimore Delegation at the federal, state, and local levels. Due to ongoing relationship building with Congressman Mfume and his office, President McCurdy welcomed Rep. Mfume as BCCC’s Commencement speaker. This event included joint media & social media announcements between BCCC and the congressman’s office.

Neighbors United University (NUU, an initiative of United Way of Central Maryland)

United Way of Central Maryland (UWCM) has invited Vice President Augustus to deliver the commencement address for NUU's second graduating class. As an original architect of the program—which now includes partnerships with UMBC and a pilot project in Chicago—VP Augustus is instrumental in NUU's expansion. BCCC aims to build on this momentum by establishing a robust partnership with UWCM, creating clear academic pathways for NUU participants.

Greater Mondawmin Coordinating Council (GMCC) Strategic Planning

The Greater Mondawmin Coordinating Council has invited BCCC to participate in its Strategic Planning as it celebrates its 50th anniversary. This is the first phase of a series of meetings that include community leaders from various neighborhoods to discuss best practices in addressing upstream issues like: crime, grime and education, homeownership, and the future of GMCC.

WBJC

Staff Community Engagement

The station created opportunities to extend the BCCC brand in the community while establishing partnerships and engagement opportunities with organizations such as Towson University, Shriver Hall Concert Series, Avila Home Care, Manor Mill Playhouse, Baltimore Story Fest, Ballet Theatre of Maryland, Center Stage, Baltimore Choral Arts, Strand Theater Co., In Series, Mosaic Theater, and the Hadassah of Greater Baltimore.

Corporate Support Partnerships

The Station developed underwriting partnerships and content on WBJC from numerous clients, including returning clients such as Baltimore Symphony Orchestra, Culligan Water, Elville and Associates, Opera Baltimore, Blue Pitt BBQ, Cynipid Fund, Trump Kennedy Center, In Series, Peabody Institute/Johns Hopkins, Roggenart Cafe, Community Concerts at 2nd, Ballet Theatre Of Maryland, Chamber Music Maryland, Baltimore Choral Arts, Washington Performing Arts, First Church of Christ Scientist, UMBC, Pro Musica Rara, Shriver Hall Concert Series, Everyman Theater, Vocal Arts DC, and Zekes Coffee.

Program Highlights

WBJC programs and content of note for the month included live performances from some of Maryland's finest classical ensembles and other arts groups, made possible by a generous grant from the Maryland State Arts Council. Featured artists included Baltimore Symphony Orchestra, the Baltimore Chamber Orchestra, Pro Musica Rara, Conductors David Zinman & Marin Alsop, and Maryland poet Elizabeth Hazen.

REALIGNMENT TASK # 8

“Develop and market a brand for BCCC.”

WBJC

BCCC Event Promotion

BCCC cobranded the station with BCCC and promoted campus events and initiatives on-air, including hourly public service announcements as “The Classical Radio Voice of Baltimore City Community College” and public service announcements for various programs and projects at the College.

Marketing

The department continues to refine and develop new outreach tactics to expand opportunities for recruitment utilizing various mediums including but not limited to refining edits for a new website, creating digital ads to support enrollment growth, general advertising to market specific credit and continuing education programs.

Marketing Summary

In January, the College accelerated its brand growth with a multi-channel marketing push. Key initiatives included the debut of our modern website, targeted digital ads, and increased social media activity. These efforts centered on driving enrollment for Workforce Development and Continuing Education programs while increasing visibility for campus events.

Expanding Our Reach

Digital Marketing

The College implemented summer and fall digital advertising to build interest in applying, registering, and the Mayor's Scholars Program for Summer and Fall 2026. A summary of results is shown below.

Summer/Fall Digital Ads	Reach	Clicks	Unique Click	Frequency	Cost
Summer Apply	224,801	10,299	7,957	4.04	0.29
Summer Register	318,191	10,592	10,284	2.05	0.27
Summer Register (Video)	25,661	597	551	1.12	0.38
Summer MSP Apply	117,320	8,818	6,640	11.67	0.3
Fall Register	34,573	757	1,001	1.53	0.47
Average Total	720,546	31,063	26,433	43.08	0.342

To date, the College has achieved a reach of more than 720,000 constituents in the target area, with ad clicks leading to the landing page of more than 31,000 in the 45 days since the campaigns began going live. Of such, more than 26,000 constituents are unique, first-time visitors to BCCC's landing page.

Google Analytics indicate that the College has achieved 21,580 views of digital ads since Summer and Fall 2026 promotions started on March 13, 2026. Active users are 19, 293 with 1.12 views per active user.

Social Media Platforms (Brand & Enrollment)

During April 2026, the College focused on brand building and expanding our reach by promoting posts, stories and reels dedicated to credit and non-credit programs, Commencement 2026 related events and congratulatory videos, promoting applying or registering for Summer and Fall 2026, and student life activities and events. For the month, the College achieved views of 2.3 million, posts views of 675,000, interactions of 3,237, clicks from posts of 20,100, visits of 3,900, and a gain of 208 new followers.

Building Engagement

The College dedicated significant effort to enhance Commencement 2026, building awareness, supporting cap & gown pickup, signage, event logistics, programs, invitations, and more. The College created deliverables for the annual PTK event, Excellence Awards, and end of semester pinning ceremony needs. Additionally, the College provided social media and website communication to students to reinforce returning physical textbook rentals through BNC.

Brand Building & Rebranding

The College provided branding and rebranding efforts in support of Commencement 2026, including signage, t-shirts, bags, social media campaigns, videos, and more. In addition, The College branded the 2026 Dental Hygiene pinning ceremony, PTK Honors Program, and website, signage, digital signage, and email drafts in support of the end of semester book returns at BNC and launch of the Summer Session book purchasing process.

INSTITUTIONAL EFFECTIVENESS, RESEARCH & PLANNING + REALIGNMENT TASKS #5, #12**Office of the Vice President for Institutional Effectiveness, Research & Planning**2025-2026 Priorities

Priority One: Lead data-informed decision making through operational and strategic planning and assessment for academic and non-academic units. Unit plans will align with the institutional budget process and be evaluated using MHEC, DBM/MFR and other key performance indicators.

Priority Two: Support the development of Master Plans (Academic, Enrollment, Information Technology, Marketing, Communications/Public Relations, Business Continuity/Disaster Recovery) for global alignment with the College's Strategic Plan and Realignment Tasks.

Priority Three: Continue supporting the establishment of the institutional Shared Governance infrastructure which facilitates faculty, staff, and student engagement in the College's planning, programs, policies and procedures. This collaborative decision-making structure will yield a manual, professional development, communication mechanisms and management tools.

Priority Four: Collaborate with the Office of Advancement to increase in-state and out-of-state grant funding from public and private sources. Efforts to collaborate on multi-stakeholder grants will enhance the College's competitive marketplace advantage and increase restricted and unrestricted revenue.

Priority Five: Create and implement a comprehensive compliance management model to maintain compliance with external accreditors and regulatory agencies ensuring that students are well served. The external standards typically include reviews of instruction rigor, specific academic requirements dictated by the industry served, ethical practices, institutional and student performance, and resources.

Priority Six: Enhance student academic performance through a comprehensive institutional (academic and non-academic) assessment model. The College's assessment tool will manage the Plan's goals, objectives, unit-level goals, performance metrics and budget development.

Area Highlights**Realignment Task #12**

The Board of Trustees shall review and, if necessary, revise the strategic plan.

Strategic Planning Next Steps (July–December 2026)

Pending Board of Trustees' approval of the Strategic Plan, BCCC will enter Step 1 of its Strategic Planning Implementation Continuation, focused on sustaining momentum and strengthening institutional capacity. This phase includes a kickoff professional development session, campus-led review and refinement of strategic initiatives, milestone development and tracking in Strategic Plan Online (SPOL), and alignment with ongoing institutional optimization efforts. Ongoing support will be provided through monthly implementation engagements.

Step 2 will emphasize institutionalization of the strategic plan by supporting leadership in translating priorities into unit-level plans, integrating budgeting, assessment, and planning within SPOL, and reinforcing a culture of accountability through continued coaching, monthly sessions, and implementation support.

Master Planning (December 2026-May 2027)

The development of four complementary master plans (Academic, Enrollment, Marketing, and Business Continuity) represents a critical next phase in operationalizing the College's strategic plan while directly supporting the College's legislative realignment mandate. Together, these plans will translate high-level priorities into coordinated, data-informed actions that improve student outcomes, strengthen institutional effectiveness, and ensure long-term sustainability.

To support Realignment Tasks #1, #2, #3 and #4, the Academic Master Plan will define BCCC's long-term academic vision, aligning program offerings, curriculum innovation, and faculty development with workforce demands and regional economic priorities. Through market demand and financial analysis of the Academic Affairs and WDCE portfolios, the College will be better positioned to streamline or expand programs in alignment with legislative priorities for efficiency, relevance, and return on investment. This work directly supports realignment goals by ensuring that academic offerings are both high-quality and strategically aligned with student and labor market needs.

In support of Realignment Task #5, the Enrollment Master Plan will provide a comprehensive assessment of BCCC's internal capacity and external market position, identifying clear enrollment goals, target populations, and measurable performance indicators. Through robust research of prospective students, families, and community influencers, the College will gain actionable insights into its brand, reputation, and competitive standing. These insights will be essential to addressing legislative expectations around enrollment growth, access, and responsiveness to community needs, particularly in serving Baltimore City residents.

To strategically enhance the impact of Tasks #7 and #8, the Marketing Master Plan will serve as a strategic guide to strengthen the College's visibility, reputation, and enrollment pipeline. By aligning messaging, outreach strategies, and branding with enrollment and academic priorities, the plan will address challenges related to awareness, perception, and student engagement. This is particularly important in the context of legislative realignment, where demonstrating growth, community impact, and a strong institutional identity is critical.

The Business Continuity Plan will ensure that BCCC can sustain operations, including Task #9, and student services during disruptions, including technological, environmental, or public health crises. By integrating continuity considerations across the Academic, Enrollment, and Marketing plans, the College will create a resilient and coordinated framework that safeguards progress toward strategic and legislative goals. The Plan will also coincide with the State requirements for continuity.

Collectively, these master plans will provide BCCC with an integrated planning architecture that aligns strategy, operations, and resources, strengthens accountability, and positions the College to successfully meet the expectations of legislative realignment while advancing student success and institutional transformation.

Office of Institutional Research

BCCC aligns its planning and accountability efforts with the State of Maryland's Department of Budget and Management (DBM) Managing for Results (MFR) framework, a performance-based system that integrates strategic planning, measurable outcomes, and budgeting to promote accountability, efficiency, and continuous improvement. Through the MFR, BCCC defines and tracks key performance indicators such as enrollment, retention, and credential attainment to guide decision-making and resource allocation, while demonstrating progress toward institutional and statewide priorities. This approach directly supports the College's legislative realignment mandate, which requires strengthened governance, operational efficiency, and regular reporting to the State on progress toward strategic and structural improvements.

In addition, BCCC participates in the Maryland Higher Education Commission's (MHEC) annual Performance Accountability Report (PAR) process, which is reviewed by the Board of Trustees each September and provides further assessment of institutional effectiveness, student success outcomes, and alignment with statewide higher education goals. Together, these frameworks reinforce BCCC's commitment to transparency, data-informed decision-making, and continuous improvement in meeting both strategic objectives and legislative expectations. MHEC is preparing its strategic plan for the interim Secretary's consideration.

Office of Assessment

The Strategic Planning Online (SPOL) system will serve as the central platform for managing unit-level planning and assessment, enabling departments to align their plans with institutional priorities, track implementation progress, link budgeting and assessment activities, and monitor performance metrics in a consistent, transparent manner. Together, these integrated frameworks and tools reinforce BCCC's commitment to data-informed decision-making, accountability, and continuous improvement in meeting both strategic, accreditation, compliance and legislative expectations.

The Assessment Office has been working with E-Learning and faculty to develop the assessment module in SPOL. This process intentionally focused on faculty and program coordinator data analysis needs.

The most recent progress demonstration occurred on Tuesday, May 12th, 2026. Seventeen faculty and administrators met to review the status of the assessment module and look at the options available for Program Review and Evaluation data collection and reporting. The presentation was well received and faculty are looking forward to piloting the program this fall, starting with Program Coordinators.

The Accreditation Council for Business Schools and Programs (ACBSP) awarded BCCC with full Accreditation in December of 2024. Their findings identified three areas where additional work was needed.

On Monday May 11th, and Wednesday May 13th, 2026. the Business faculty and administrators met to discuss progress, develop action plans, and organize evidence in preparation for the September 15, 2026 response to ACBSP findings.

ACBSP Findings

Place a note on Standard 3, criterion 3.3: The business unit must provide trend data for pertinent criteria for each student and stakeholder segment listed in 3.1.a. and 3.1.b. (e.g. undergraduate, graduate, online, on-ground, traditional, non-traditional, international students, competency-based, etc.). Examples could include course evaluations, student satisfaction measures, alumni satisfaction measures, employer satisfaction measures, and other student/stakeholder satisfaction measures.

Place a condition on Standard 4: The business unit reported student learning outcomes by course. The ACBSP criterion requests student learning outcomes by program. Table 4.1 provides the ability to report student learning outcomes, goals, results, trends, and improvements made. In your status report, include the Business Unit Outcomes Assessment Plan and Process. Describe the Business Unit's student learning outcomes assessment process. Provide a copy of the Business Unit's formalized assessment plan.

Place a note on Standard 5, criterion 5.2., 5.2.a.: The business unit must provide evidence that faculty are qualified to teach the required business courses. Faculty qualifications in the business unit are defined as Bachelor's, Master's, or Doctorate Degrees.

Work on the response is anticipated to occur over the summer in preparation for the fall submission.
Student Learning Outcome Data Collection Update: Workforce Development and Continuing Education

Workforce Development and Continuing Education (WDCE) coordinators and directors met on May 13, 2026, to review the status of Student Learning Outcome (SLO) data collection across WDCE programs. All WDCE programs established specific Student Learning Outcomes with their respective courses and programs, with SLOs incorporated at the start of the previous academic year.

Office of Grants Development

Program Oversight

The Office of Grants Development maintained comprehensive monitoring of all active grants to ensure fiscal and programmatic compliance. Regular coordination meetings were held with Principal Investigators across key grants, including Childcare Careers and Professional Development Fund (CCCPDF), TRIO Upward Bound Math and Science (UBMS), TRIO Student Support Services (SSS), Hunger Free Campus, Foundation for Women (Vending Machine Grant), Adult Basic Education and Family Literacy Consolidated Grant, Baltimore City Department of Social Services (BCDSS) Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T), Problem Gambling, Panther Success, Maryland State Arts Council (MSAC) Grant, and the four Maryland Office for Refugees and Asylees (MORA) grants.

Compliance and Monitoring

The Office facilitated institutional coordination to support compliance across required areas.

- **Childcare Careers and Professional Development Fund (CCCPDF) Site Visit:** Conducted in February 2026. The College received the report indicating a low-risk determination, reflecting excellent program performance.
- **Maryland State Department of Education (MSDE) Perkins Site Visit (FY 2026):** Conducted on April 22, 2026 (9:00 a.m. – 1:00 p.m.). Review areas included civil rights assurances, administration, recruitment, admissions, financial aid, counseling, disability services, accessibility, facilities, cooperative programs, job placement, and apprenticeship training. The visit went extremely well. The College anticipates a positive outcome within the next 30-45 days.

External Collaboration

The College participated in weekly consortium meetings with 10 community colleges for the Strengthening Community Colleges Training Grants (Round 6). This initiative focuses on expanding short-term training aligned with Workforce Pell, industry needs, and WIOA system integration.

Additional engagements included:

- Maryland Higher Education Commission (MHEC) – Panther Success Program
- Maryland State Department of Education (MSDE) – LEA-CC Perkins monthly meetings

Highlights:

CCCPDF Program

- Six students graduated in May 2026 with associate degrees in early childhood education. These students received grant funds to cover tuition, fees, and textbooks, ensuring their success at BCCC.
- One student demonstrated exceptional resiliency by failing a math class, then returning on her own funds to retake and pass it, securing her degree.

NIH Bridges to Baccalaureate (B2B) – Howard University Partnership

The B2B Program supports formerly incarcerated students (P2P scholars) in completing associate degrees at BCCC and transferring to Howard University to pursue STEM bachelor's degrees. The program provides structured academic and research training to promote STEM career pathways.

- Two scholars graduated in May 2026 (three total graduates since 2025).
- The grant, initially slated to end in July 2027, was temporarily cut and restored for one additional year.
- The program continues to serve as a model for expanding access to STEM education and advancing second-chance opportunities.



HR Active Search List as of May 6, 2026

	Div	Position	Area
1	AA	Director of Academic Achievement Center	Academic Affairs
2	AA	Dean Natural and Physical Sciences, Business, Technology, Engineering and Math	Academic Affairs
3	AA	Assistant Professor/Clinical Coordinator, Health Information Technology	Academic Affairs
4	AA	Assistant Professor & Program Coordinator for Computer Information Systems	Academic Affairs
5	AA	Assistant Professor & Program Coordinator for Business Management	Academic Affairs
6	AA	Assistant Professor of Mathematics	Academic Affairs
7	AA	Assistant Professor & Coordinator for Psychology	Academic Affairs
8	AA	Associate Dean of School of Arts & Social Sciences	Academic Affairs
9	AA	Assistant Vice President, Academic Engagement & Partnerships	Academic Affairs
10	AA	Assistant Professor & Program Coordinator of American Sign Language/ Deaf Studies	Academic Affairs
11	AA	Associate Dean of School of Nursing & Health Professions	Academic Affairs
12	AA	Vice President of Academic Affairs/CAO	Academic Affairs
13	AA	Assistant Professor & Program Coordinator Dental Hygiene	Academic Affairs
14	AA	Director of Library & Learning Commons	Academic Affairs
15	AA	Associate Dean of BSTEM	Academic Affairs
16	AA	Assistant Professor - Nursing (Mental Health)	Academic Affairs
17	AA	Assistant Professor - Nursing (Adult Medical/Surgical)	Academic Affairs
18	AA	Clinical Coordinator for Nursing (ADN & PN) Programs	Academic Affairs
19	AA	Success Coach for Nursing (ADN & PN) Programs	Academic Affairs
20	SA	Assistant Director Financial Aid	Student Affairs
21	SA	Director of TRIO Student Support Services (SSS) Program	Student Affairs



HR Active Search List as of May 6, 2026

	Div	Position	Area
22	SA	Director of Financial Aid	Student Affairs
23	SA	Director of Mayor's Scholars & Special Programs	Student Affairs
24	SA	Financial Aid Specialist	Student Affairs
25	ASP	Director of Development	Advancement
26	ASP	Director of Public Relations-Community Outreach	Advancement
27	ASP	Director of Scholarships & Alumni Relations	Advancement
28	WDCE	Maintenance Supervisor	WDCE
29	WDCE	Assistant Director of Capital Projects	WDCE
30	WDCE	Assistant Vice President for Facilities	WDCE
31	WDCE	Director of Public Safety	WDCE
32	WDCE	Associate Director of English Language Services	WDCE
33	WDCE	ABE Instructional Specialist	WDCE
34	WDCE	ELS Instructional Specialist	WDCE
35	F&A	Senior Budget Analyst	Finance & Administration
36	F&A	Bursar/ Director of Student Accounting	Finance & Administration
37	F&A	Procurement Buyer Specialist	Finance & Administration
38	IERP	Research Analyst	Institutional Effectiveness, Research & Planning
39	OP	Director of Government Relations/Special Assistant to the President	Office of the President
40	OP	Executive Administrative Assistant to the President	Office of the President

		HR Active Search List as of May 6, 2026	
	Div	Position	Area
41	OP	General Counsel	Office of the President
42	OP	Senior Internal Auditor	Office of the President
43	ITS	Project Manager	Information Technology Services
44	ITS	IT Infrastructure Network & Telecommunications Manager	Information Technology Services