Thank you for demonstrating what it means to be an engaged supporter of Baltimore City’s only community college — a significant contributor to the city’s workforce and economy.

Each day at BCCC brings moments of connection and discovery that change lives — and change our city. Such moments are powered by your generosity. Private contributions make an enormous difference, from supporting scholarships and academic programs to helping the College improve the technology which will prepare our graduates to be effective contributors in the workplace.

This fiscal year, donors committed $503,342 to support BCCC students, faculty, programs and facilities. I am so pleased to share a few memorable highlights of our donors’ 2019 philanthropy with you in this report.

Today and always, the generosity of our donors brightens every new day at BCCC.

Thank you.

John Brothers, PhD
Chairman, Baltimore City Community College Foundation Board
President, T. Rowe Price Foundation
President, T. Rowe Price Charitable Giving
Change is coming to Baltimore City Community College (BCCC). Since arriving on campus May 1, 2019 for my first official day as president, this is the message I have consistently shared with the BCCC community and well beyond.

As of December 2019, BCCC welcomed several new leaders to the President’s Cabinet, each bringing an impressive range of experience and talents: Vice President for Student Affairs, General Counsel, Chief Technology Officer, Vice President for Academic Affairs and Vice President for Administration and Finance.

We continue to break down silos and make substantive decisions collaboratively. As part of that work, we are reviewing all staff positions, reporting structures and department budgets, with a focus on delivering exceptional results for our students and external partners.

With the work outlined in the Maryland General Assembly’s realignment tasks (12 comprehensive statutory mandates) well in hand and so many exciting initiatives taking root, I am thankful to have this solid foundation to build upon. However, we have so much more work to do. If BCCC is going to transform itself and ultimately the lives of our students, we must create learning experiences where all our students can thrive and refocus the college on serving students from the moment they enroll.

Indeed, change has come and change will continue... But we cannot do this important work alone. Only through a strong team and partnerships, friends and supporters like each of you, can BCCC become the college that our students and this city deserve.

Thank you for your support of our College during fiscal year 2019.

Debra L. McCurdy, PhD
President, Baltimore City Community College
"The ultimate measure of our success rests with the achievements of our students and the rich partnerships that we nurture in the diverse communities we serve across Baltimore City."

**Realigning the College to better serve students & the community**

**KEY REALIGNMENT STEPS**

- **Reviewing** and strategically aligning core course offerings of BCCC to meet workforce needs.
- **Revamping** the curricula for continuing education and workforce programs to meet the needs of the region’s employers.
- **Improving** student pathways to career or college transfer success.
- **Partnering** with the Baltimore City Public Schools, other institutions of higher education, and employers.

BCCC has reviewed and restructured its operations and priorities to meet the mandate of the Maryland General Assembly. The College has made important progress and is now better equipped to fulfill the BCCC mission of serving students and the community while meeting the region’s workforce needs.

Dr. Debra L. McCurdy
President, Baltimore City Community College
Baltimore City Community College is experiencing a re-emergence of vision and core values that exemplifies our existence as an urban community college.

Scott Olden M.S., RN
Dean of the School of Nursing and Health Professions,
Baltimore City Community College

An estimated 81,000 Baltimore City adults (age 18 and over) are lacking a high school diploma—the absence of which leaves them at a considerable disadvantage in the current economy.

According to the U.S. Census American Community Survey, those with a high school diploma or its equivalent in Baltimore earn about $7,000 more a year than those without one.

BCCC offers General Educational Development (GED®) Test Preparation classes designed for adults 18+ years of age who have not earned a high school diploma and not currently enrolled in a school program. Instruction helps students prepare to take the GED® Test to earn a Maryland high school diploma.

BCCC’s English Language Services & Basic Skills department offers a variety of English as a Second Language (ESL) curricula at all levels to English language learners. Through these programs, students can prepare for academic and career success, as well as citizenship.

The college is a leader in helping adults achieve functional literacy and important life skills. BCCC is the largest provider of literacy services in Baltimore.

Investing in BCCC is investing in equity for Baltimore, creating opportunities for many who need them most.

### Baltimore City Residents (Age 18 and Over)

<table>
<thead>
<tr>
<th>Subgroup</th>
<th>Estimated Number Without a High School Diploma or Equivalent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residents ages 18-24</td>
<td>10,929</td>
</tr>
<tr>
<td>Residents ages 25 and over</td>
<td>68,839</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>80,768</strong></td>
</tr>
</tbody>
</table>
In partnership with the Baltimore City Mayor’s Office, BCCC launched the Mayor’s Scholars Program (MSP) in 2018. The program provides a “last-dollar” scholarship allowing many Baltimore City high school graduates to study at BCCC and not pay tuition. Mayor’s Scholars take part in a Summer Bridge Program that prepares them to integrate into college-level courses when college begins in the fall.

Different than other promise programs, the Mayor’s Scholars Program has no GPA requirement, income limit or work commitment after graduation.

MSP students have 3 or more of the following academic risk factors:
- 76% employed
- 67% do not have money for college expenses
- 50% selected for FAFSA verification process
- 20% housing instability
- 18% care for dependents
- 6% food insecure
- 60% first-generation to attend college
- 45% do not own a computer
- 41% experience high academic stress
- 40% English as second language
- Students need $350-$550 for books each semester
- All could use bus, subway, and light rail monthly access passes

WBJC is a non-commercial, public FM radio station licensed to serve Baltimore, Maryland and owned by Baltimore City Community College. WBJC broadcasts a 24 hour-a-day schedule of classical music and arts information programming at 91.5-FM. The station’s 50,000-watt signal reaches more than 200,000 listeners weekly across Maryland, the District of Columbia and portions of the surrounding states.

WBJC’s broadcast schedule includes locally produced and hosted classical music programming, interviews, and information about music, dance, drama, film and visual arts events occurring in Maryland and the surrounding region.

WBJC regularly broadcasts programs featuring internationally renowned orchestras, opera companies and chamber ensembles. The radio station also provides internships for BCCC students interested in the field of radio broadcasting.
Employers have long emphasized the connection between education and economic development. A key challenge for the city is helping lower-income young adults continue their education, become job-ready, and build productive lives.

The educational and workforce challenges facing Baltimore City are steep. Lack of economic opportunity, pervasive poverty, and high unemployment have left many people feeling disenfranchised and adrift.

At the same time, Baltimore businesses often cannot find qualified applicants for job openings. BCCC is expanding its role to address this challenge and help more Baltimore area residents move successfully through training and education programs, fulfill their potential, and participate in the region’s economic growth.

Investing in BCCC is investing in equity for Baltimore, creating opportunities for many who need them the most.

“Baltimore City is fortunate to have a strong community college in BCCC, offering two-year degrees, industry credentialed certificates, job training, GED courses and English language instruction for anyone looking to improve their situation in life.”

Kurt L. Schmoke
President, University of Baltimore,
Chair, Board of Trustees, BCCC
Former Mayor of Baltimore City
With the change in the healthcare system and the aging of the country’s “Baby-Boomers”, nursing is an in-demand profession. Baltimore City Community College’s Nursing Program is a highly sought after program for students desiring to enter the healthcare arena.

The goal of the nursing program is to develop students to become excellent entry level practicing nurses. Students who have matriculated through the School’s nursing program have passed their boards exams on the first attempt at rates above the Board of Nursing national average.

Research shows that experiential learning enhances student engagement and success. The Nursing department has increased its use of instructional technology throughout the nursing program as is evidenced by its three simulation labs. Patient simulation, via robotic mannequins, gives students repetitive skills practice within a variety of clinical reenactments, encouraging safe nursing care, teamwork, collaboration, and effective communication. Students and faculty alike benefit from the integration of technology, including embedded cameras, microphones, and video-teleconferencing capabilities for learning at a distance.

One of the School’s ongoing goals is to increase the quality and size of its simulation labs and instructional classrooms. These specialized labs and classrooms will allow the School to continue to graduate students who are clinically competent leaders in the nursing field.

PREPARING TODAY’S NURSES TO MEET DEMAND

77* Practical Nursing Certificates
568* Nursing Degrees

*Since FY2010. Baltimore City Community College Office of Institutional Research
Developing Maryland's Biotechnology Workforce

Started in 1987, the Life Sciences program is one of the nation’s oldest and foremost community college biotechnology training endeavors. In 2009, it was relocated to the University of Maryland BioPark (UM BioPark) in Baltimore as the forward-thinking and innovative university partnership we know today. The Life Sciences Institute (LSI) is a pipeline to the state’s growing need for skilled biomedical and health science workers and partners with biotech businesses. LSI is the only community college biotechnology training program integrated with the employers it serves.

Renowned for integrating academic and technical education, LSI offers two-year associate’s degrees, one-year certificates, and noncredit health care and industry-specific training programs.

“I am looking forward to the resurgence of growth in BCCC; growth in terms of enrollment, opportunities, achievements & networking with partner institutions and businesses. BCCC has the potential to establish itself as a major force in bringing positive change in Baltimore City.”

Amrita Madabushi, PhD
Associate Professor, Biotechnology
Baltimore City Community College
LOUISON KAUGANG

Louison Kougang, a native of Cameroon, came to the BCCC Biotech program by way of France. He completed his Biotech A.A.S. degree in 2014. Before his graduation, the program was asked to send its brightest student to PathSensors, a leading biotechnology solutions and environmental testing company located in the building where the BCCC Life Sciences Institute is housed.

In 2015, Louison was made a permanent full-time employee at PathSensors. Since 2015, he has received multiple promotions and additional responsibilities. He has personally trained a significant number of interns sent to PathSensors from the BCCC Biotech Program. Louison recently became Manager of Asset Development at PathSensors and is currently pursuing a bachelor’s degree in Biology at the University of Maryland Baltimore County (UMBC).

CHARITY ENSOR

Charity Ensor graduated from a small public charter school in the heart of Baltimore's Hampden community. She began her associate degree at BCCC in 2015 and switched to the Biotech Program in 2016. She completed her Biotech and Lab Animal Science Certificates in 2017 and was immediately selected to intern at UMBC’s Biofuel Engineering department.

In 2018, Charity completed her Biotech A.A.S. degree. Thereafter, she was selected as a research lab intern at Hussman Institute of Autism and now works there full-time. Charity is enrolled at University of Maryland Global Campus (UMUC) to complete her Bachelor’s degree. Her career journey—from first generation college graduate to working in autism research while pursuing a higher academic degree—is truly an inspiration.
In addition to BCCC’s Nursing Program (page 7) and BioTechnology Program (page 8) other Workforce Development initiatives include:

- **The College’s Robotics/Mechatronics Technology Program** trains students to be robotics, automation, manufacturing, and electronics technicians who can program, troubleshoot, and repair robots or mechatronics devices in different applications. The College is home to the only two-year Associate Degree Robotics Program in Maryland.

- BCCC has partnered with the Baltimore Department of Public Works on apprenticeship programs and launched, with Conscious Ventures Lab and Innovation Village, a Business Incubator Lab in 2017 that houses companies ranging in maturity and focus, from software building to bag making, in the newly renovated facility.

- **BCCC’s Cyber Warriors Program** provides students with superior noncredit training that prepares them for careers in cyber security through defined career and education pathways. BCCC joins Bowie State University, Coppin State University, Morgan State University, and the University of Maryland Eastern Shore to train students in computer networking and cyber security, including training to achieve specified Computing Technology Industry Association certifications.

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**DENTAL HYGIENE PROGRAM**

BCCC’s Associate Applied Science Degree in Dental Hygiene Program is designed to prepare graduates for careers as Registered Dental Hygienist in a variety of health care settings. The Dental Hygiene Program provides an exceptional opportunity for students interested in immediate entry into the field of dental hygiene and who also have the goal of furthering their education and professional advancement.

Students in the Dental Hygiene Degree Program gain patient care experience at the on-site Dental Hygiene Clinic on BCCC’s Liberty Campus as well as with external health care agencies.

BCCC’s Dental Hygiene program graduates have achieved a 100% pass rate on the Dental Hygiene National Board licensing exam for five years (FY 2014 – FY 2018).

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Our Workforce Development and Continuing Education Division partners with local business and industry to offer cost effective, state-of-the-art contract and customized training, occupational training, industry certifications, and lifelong learning opportunities to help build a competitive workforce.
The College is proud to partner with Year Up, a one-year intensive technical and professional skills development experience serving predominately low-income 18-24-year-olds who have a high school diploma or GED. The program offers six months of college credited skills at BCCC and a six-month internship with a major corporation.

The Panther Career Center provides workplace readiness, career guidance & counseling, job-placement, and transition services for students and graduates. The Center is focused on expanding employer partnerships, increasing student access to career development services, exploring new options for apprenticeships and workforce development.

The College is focused on seven Career Pathways that have a high demand for skilled employees in the workplace: Business Management & Professional Services; Health & Biosciences; Human Services, Law Enforcement & Hospitality; Information Technology & Cyber Security; and Manufacturing, Construction & Engineering Technologies.

TOP IN-DEMAND JOB TRAINING PROGRAMS

- Pre-Cyber Security
- Diesel Mechanic
- Construction Pre-Apprenticeship

plus other in-demand fields
Private support for committed students is the ultimate talent accelerator, easing the financial burdens that can keep even the most motivated from achieving their dreams.

BCCC friends and supporters understand the importance of investing in student success. That’s why the Foundation has been able to manage 96 active scholarship funds for its donors.

Scholarships provided critical support to achievement for 128 students in the amount of $51,108 this Fiscal year.

The Baltimore City Community College Foundation is a separate 501-C3 corporation which advances the mission of BCCC by developing and sustaining strong partnerships with the business and philanthropic communities of Baltimore. The Foundation supports students with scholarships so they can build their careers, strengthening families and communities, and advances the College as a vital part of Baltimore City’s economy and community. Our philanthropic partners are key contributors to the success of our remarkable students and programs.

Our Scholarship Campaign, “2 by 2022”, aims to raise $2 million in donations earmarked for scholarship awards by 2022.
Our Scholarship Campaign, “2 by 2022”, aims to raise $2 million in donations earmarked for scholarship awards by 2022.
DONATIONS BY DONOR TYPE

<table>
<thead>
<tr>
<th>FY 15</th>
<th>FY 16</th>
<th>FY 17</th>
<th>FY 18</th>
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- Corporation
- Foundation
- Individual
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<tr>
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<th>2019</th>
<th>2018</th>
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<td><strong>ASSETS</strong></td>
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<td>Cash and Cash Equivalents</td>
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<td>Due from Related Party</td>
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<td>Student Loans Receivable, Net</td>
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<td>Prepaid Expenses and Other Assets</td>
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<td>2,375</td>
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<tr>
<td>Property and Equipment:</td>
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<tr>
<td>Computer Equipment and Software</td>
<td>21,789</td>
<td>21,789</td>
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<tr>
<td>Less: Accumulated Depreciation</td>
<td>(21,789)</td>
<td>(21,323)</td>
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<tr>
<td>Total Property and Equipment, Net</td>
<td>-</td>
<td>466</td>
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<tr>
<td>Total Assets</td>
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<td>$1,484,698</td>
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<tr>
<td><strong>LIABILITIES AND NET ASSETS</strong></td>
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<tr>
<td><strong>LIABILITIES</strong></td>
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<tr>
<td>Accounts Payable</td>
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<td>Deferred Revenue</td>
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<td>Total Liabilities</td>
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<td><strong>NET ASSETS</strong></td>
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<tr>
<td>Without Donor Restrictions</td>
<td>84,420</td>
<td>60,201</td>
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<tr>
<td>With Donor Restrictions</td>
<td>1,268,303</td>
<td>1,274,480</td>
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<td>Total Net Assets</td>
<td>1,352,723</td>
<td>1,334,681</td>
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<tr>
<td>Total Liabilities and Net Assets</td>
<td>$1,625,439</td>
<td>$1,484,698</td>
</tr>
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</table>
BCCC 2019-20
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T. Rowe Price Program for Charitable Giving
T. Rowe Price Foundation

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League of Women Voters

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Laura Harpool
Donor Records Specialist

Stacey Hubbard
Senior Accountant
Dr. Debra L. McCurdy

President, Baltimore City Community College

Dr. McCurdy became the 14th President of BCCC in May 2019. Prior to joining BCCC, she served as President of Rhodes State College; Provost and Chief Operating Officer for the Dunwoody Campus at Georgia Perimeter College; and held leadership positions at Clark Atlanta University; Paul Quinn College; and Brandeis University.

Dr. John Brothers

Board Chair, Baltimore City Community College Foundation

Dr. Brothers is President of the T. Rowe Price Foundation and President of T. Rowe Price’s Program for Charitable Giving. He came to T. Rowe Price from Quidoo Consulting, an international consulting firm he started and led for over a decade. He serves on the boards of several nonprofit organizations, locally, nationally, and internationally.

Kurt L. Schmoke, J.D.

Chair, Baltimore City Community College Board of Trustees

Kurt Schmoke, former Mayor of Baltimore City, has been President of the University of Baltimore since July 7, 2014, and brings a wealth of experience in public service, higher education and leadership to the College.

ENDNOTES


2 Baltimore City Community College: A Long Way to Go Two Years Yield Few Meaningful Reforms, Underscore Deep-Seated Challenges Facing City Residents’ Largest Provider of Post-Secondary Education - The Abell Foundation, MAY 2004

3 Maryland Department of Legislative Services, Analysis of the fiscal year 2017 Maryland Executive Budget, 2016, p. 18.


5 Baltimore City Community College, 2015, Monitoring Report to the Middle States Commission on Higher Education, p. 92.
OUR DONORS

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$100,000+
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CareFirst BlueChoice

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Mary E. Lennon
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Milton A. Mayo, Jr
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Wilfredo Nieves
Scott Olden
Mary E. Owens-Southall
Lynne B. Porter
Bryan Perry
Sylvia E. Rochester
Daniel A. Schlozman
Elizabeth Schmidt
Jenna Scott
Jose Serrano
Christina Smith
Jane Santoni Smith
Phil H. Stewart
Charles M. Thomas
Michael Thomas
Eileen S. Waitsman
Yohannes Weldegiorgis
Thomas Williams
Patron's Club
$1 - $99

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Monument City Brewing Co., LLC
Oracle Financial Group
PayPal Giving Fund

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Jean W. Adams
Marjorie G. Adams
Adetayo Adebayo
Martha Ames
Lucretia H. Billups
Elizabeth C. Bobb
Charlene Cooper Boston
Bosede Briggs
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Erin R. Drew-Spruill

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Cammie Griffin
Rosa L. Griffin
Laura R. Harpool
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Gloria F. Henderson
Dorothy Holley
Tracey Holmes
Zoe Hruban
Patrice Hutton
Rubeena Ismail
Daniel Izume
Katherine Jakuta
Elizabeth Jenkins
Georgina Jimenez
Clara Joyner
Wloeteh Kipi
James Knighton
Jeffrey Kaplan
Cecelia L. King
Adewale A. Laditan
Brittany Lawson
Myrna Lesane
Ye Liu
James P. Lynch
June C. Mabrey
Amrita Madabushi
Anil Malaki
Elizabeth Massanopoli
Eleanor P. Matthews
Sarah McCann
Myra McCullough
Frankie McCurdy
Isabel McLain
Grace McNeal
Chen Megumi
Natasha N. Merritte
Charles K. Mills
Mattie Mumby
Gregory R. Muolo
Josef Nathanson
Lolita Nidadavolu
Gina Palau
Frederick Paraskevoudakis
Martha Powers
Sophie Priestley
Matt Purdy
Phyllis T. Reese
Hicham Ridouane
Patricia Roberts
Barry Salter
Jasmine Scott

Tesa Sheffield
Clare Shreve
Sibyl E. Snow
Claire Solinsky
Katharine S. Swiggett
Mildred Taylor
Amy Tenney
Carla Thomas
Patricia Thomas
Clinton G. Turner
Chimaroaoke Ugah
Debra Vines
Stephanie Ward
Joan Wharton
Brenda Wiley
Maceo M. Williams
Suzette Young

NOTE: We apologize for any errors or omissions. If your name has been omitted or reported incorrectly, please notify the BCCC Foundation at 410-462-7754.
Building on over a 70 year legacy, BCCC has spent the past year rethinking and strengthening operations, and rededicating resources to focus on our most important strategic goals. This includes embracing and implementing a range of State mandates that are making us a better College.

We are building and expanding partnerships with the business community and workforce development field. BCCC continues to offer high-quality academic preparation leading to two-year associate degrees and certificates in high-demand career areas.

We are taking steps throughout the institution to focus the administration, faculty, and staff on providing a high-quality, relevant education linked to the needs of employers and students. This is fueling a new competitive posture at the College—one where strategic measures of effectiveness are assessed and reassessed on a continual basis.

The College also continues to build its brand and reputation. We are making important changes to address long-term challenges for the institution and connecting the College to new external partners in meaningful, sustainable ways. We believe this revitalized direction and new leadership will help the College become an even more valued partner in Baltimore’s economic and workforce development.