

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

MEETING MINUTES

**Thursday, April 4, 2024
12:30 p.m.
Hybrid**

**Zoom
&
Library Learning Commons, L1-13
1700 Spring Garden Street
Philadelphia, PA 19130**

- Presiding:** Ms. Chekemma Fulmore-Townsend
- Committee Members:** Ms. Mindy Posoff, Mr. Patrick Clancy
- Board Participants:** Mr. Harold Epps
- College Members:** Dr. Donald Generals, Dr. Alycia Marshall, Dr. Mellissia Zanjani, Dr. David Thomas, Danielle Liautaud-Watkins
- Guests:** Dr. Judith Gay, Consultant to the Board of Trustees
Dr. Lisa Sanders, Dean of Liberal Studies
Dr. Amy Birge-Caracappa, Director of Assessment
Elizabeth Gordon, Assessment and Evaluation Coordinator
Brian Morrison, Associate Professor, ASL/English Interpreting

I. Public Session

- (a) Introductions (I)
- (b) Approval of the Minutes March 14, 2024 (A)
- Trustee Fulmore-Townsend asked for a motion to approve the minutes from the March 14th meeting. She voted 1st in approval, and Trustee Clancy seconded the motion. All were in favor.
- (c) American Sign Language/English Interpreting A.A.S. Program (A)

Dr. Marshall opened by sharing introductory remarks about the American Sign Language (ASL) program APR. The ASL program experienced a few challenges due to COVID-19, primarily because American Sign Language is a 3D language that was difficult to communicate remotely. Since then, there have been several interventions to support student

success and improve outcomes regarding graduation and transfer. The faculty has also been working very closely with developing relationships with four-year partners. Dean Lisa Sanders, Dean of Liberal Studies shared with the Board that the program targets and manifests DEIB (Diversity, Equity, Inclusion, Belonging), which includes the Deaf and hard-of-hearing community. Through the program's offerings and leadership, that community has been brought into the mainstream in a way that historically they haven't been. The students who complete the program emerge as leaders in the ASL community, able to bring people together.

Brian Morrison, Associate Professor and Program Coordinator of American Sign Language and English Interpreting, spoke next. He has been with the College for 14 years and has been teaching interpreting for close to 25 years. Per Mr. Morrison, the ASL program supports the broader College's mission by working to get enrolled students to graduate with an Associate in Applied Science or with a Post-Baccalaureate certificate. These graduates possess both a bilingual and bicultural fluency that enables them to work in the field as sign language interpreters.

Dr. Amy Birge-Caracappa, Director of Assessment, stated that the ASL program has seen a growth in enrollment since the pandemic. Growth within the program is tracking for a population of students who already have Bachelor's degrees. Initially, the program displayed a shift in its demographics, with a larger-than-the-College-average proportion of students who identify as white females, and a smaller proportion of students identifying as Black females. However, those numbers have changed over time. The proportion of white females has gone down from 73.7% in spring 2018 to 28.5% in fall 2023, and the percentage of Black females has increased from 10.5% to 26.9% in that same time. The program also enrolls a larger-than-average proportion of students over 30 years of age, almost 50%, than the College average overall, which is about 25%. Mr. Morrison explained that the program demographics mirror the national statistics of growth. The ASL industry overall is a white female-driven profession.

As a three-dimensional language, ASL goes beyond being a language that is learned in a classroom learning environment, to being one that also requires students to observe and learn within a cultural and linguistic community. Mr. Morrison explained that since the pandemic, there has been a growing need for interpreting agencies to fulfill requests for online jobs. When Trustee Posoff asked if the jobs were full-time jobs or event jobs, Mr. Morrison informed the Board that interpreters typically work as independent contractors. Trustee Posoff also inquired whether students are taught business skills. Mr. Morrison stated the weekly internship classes may cover various topics such as accounting. However, business courses are not offered. Additionally, Mr. Morrison shared those students are paired with one-on-one deaf and interpreter mentors with whom they share the same demographic background. The students and the mentors collaborate on projects. Mentors are also provided guidance on cultural competence and understanding intersectionality. The mentorship opportunities are covered by Perkins funding.

Currently, Mr. Morrison is working with an interpreting agency, Deaf Hearing Communication Center, and the state chapter of the National Interpreter Organization on a

pilot program that will begin in June. The collaborative plan will provide a professional onboarding experience, partnering prospective students with interpreters. The program has also increased mock interpreting opportunities.

Additionally, the ASL program has worked with the Pennsylvania Department of Education's training and special education department and the Pennsylvania Training and Technical Assistance Network. Students from the College were invited along with other interpreting programs in the state, such as Bloomsburg, Mount Aloysius, and Community College of Allegheny County to have real-world interpreting experiences and receive feedback on their skills from a group of instructors.

Dr. Birge-Caracappa explained that the ASL program is not designed for students to transfer, because it is an Associate in Applied Science degree program. However, the program has articulation agreements with both St. Joseph's University and Bloomsburg University. There are also potential online Bachelor of Arts programs in development that our graduates can transfer into. Dr. Birge-Caracappa stated that 38.5% of ASL-INT program graduates transferred to another institution, as compared to 44.4% of Associate in Applied Science graduates at the College, and 58.2% for the College overall. When CCP's graduates complete their studies at their transfer institution, 40% of the ASL INT graduate from their transfer institution, as compared to 35.2% of Associate in Applied Science graduates overall, and 29.7% for the College overall.

Mr. Morrison discussed prior audit recommendations, which included examining data about students who depart with fewer than 24 credits.

The program is small and functions similarly to a cohort, with classes offered in the fall and companion courses offered in the spring. The deaf ASL professor teaches students in the program for a year prior to Mr. Morrison teaching those students the following year. Due to the program's small size, if students don't return to the College due to e.g., their work schedule or family matters, the number of students in the program is impacted.

The College has begun outreach efforts with universities within the state to connect with prospective ASL students. Some of those universities include Temple University, where ASL is a minor; Villanova University; and West Chester University, where ASL is a minor. An interpreting program at Camden County Community College ended a year or two ago, although the ASL program is still offered; Mr. Morrison stated there could also be an opportunity to recruit students from Camden County Community College, as currently there are no interpreting training programs in South Jersey.

Mr. Morrison shared efforts regarding a recommendation about constructing a plan to achieve opportunity and achievement across race, ethnicity, gender, and age. He mentioned how mentorship offered through the program works toward this goal. There will also be mini-workshops with presentations focused on communities such as Black and LGBTQ deaf and ASL interpreters to increase student outcomes and experiences. Students are also encouraged to volunteer with groups such as the Philadelphia chapter of the Black Deaf

advocates, a West Chester-based organization called DeafCAN! that works with deaf immigrants for whom ASL might not be their first language.

Prior to offering post-Baccalaureate certificates, the college only offered the Associate in Applied Science. Now, the college offers the two certificates and prepares students for the National Interpreting Organization exams. Post Baccalaureate I is an ASL set of courses, and Post Baccalaureate II is an interpreting portion of the program. Both are only available to those with a previous bachelor's degree, as the exam requires.

With regards to the recommendation to increase graduation and program completion, Mr. Morrison highlighted the success of the mentorship program, which provides students with mentors during both the fall and spring. He stated that the interpreter training program offered at the College is one of the oldest programs in the country. For the last 18 years, he has been the President for two of the main national organizations for Interpreter Education: one membership-based for instructors and educators, and the other an accreditation organization for interpreting programs. While presiding, he has worked diligently to keep his network informed of the College's progress in the field.

- Trustee Epps inquired about whether there were industry dollars in the ASL field. Mr. Morrison informed him that there are not many grants in the field. However, the program does qualify for a Perkins grant that funds program development, course development, and mentors. Funds have also been used to buy equipment for the dedicated ASL interpreting computer lab and software updates.

Mr. Morrison discussed another program recommendation suggesting that they work with an advisory committee. There will be a meeting in June to begin working on the revitalization of the advisory committee, with representatives from local interpreting agencies, state government, school districts, and community organizations, such as the Office of the Deaf and Hard of Hearing, and the Black Death Advocates organization. The ASL community is small, and as a result, Mr. Morrison has access to a lot of the advisory board members and their respective organizations outside of a formal annual meeting.

The final ASL program recommendation was to determine the ideal size of the program based on course offerings, physical/space constraints, and class size restrictions, and to create an action plan to achieve that size. The program feels that the ideal size would be 60-65 students. The program has been designed to operate very much on a cohort-like structure and offer courses on a staggered schedule. The ASL and interpreting students are held to a high standard to ensure a positive impact on Deaf individuals' lives. Mr. Morrison has an interpreting agency that specializes in theatrical performing arts, which contracts interpreters to provide services for the performing arts as a DEI issue, and requests have been increasing. Philly is one of the most accessible cities in terms of ASL interpreting.

- Trustee Posoff asked how much an interpreter makes in an hour. Mr. Morrison explained that hourly rate ranges from \$40 to \$80 as an independent contractor. The rate varies by different types of work. Trustee Posoff encouraged more workshops around business structure.
- Trustee Fulmore-Townsend stated that the program was on the right trajectory and praised its commitment to DEIB and having a diverse set of options. Its catering to

- differently abled students in the community in an intentional way is excellently reflected.
- Trustee Posoff asked how faculty members were teaching within the college's program. Dr. Marshall informed her that the number of full-time faculty is small, in alignment with program enrollment. If the program can be built and grow substantially, the College could invest in hiring a few more faculty members. Trustee Posoff suggested that Mr. Morrison create a resource guide for the department to institutionalize his knowledge, process, and ecosystem.

Trustee Fulmore-Townsend moved a vote to approve the American Sign Language/English Interpreting A.A.S. program for five years. Trustee Clancy seconded. All were in favor.

Dr. Marshall shared a few events happening in the Academic and Student Success division.

- There was a Technology Expo on campus in the Great Hall. The expo focused on ways to intentionally integrate Virtual Reality into the College's curriculum.
- CCP created an articulation agreement allowing Lincoln University students interested in nursing to come to the College for a Post-Baccalaureate Associate in Applied Science in Nursing.
- This month is STEM Month, and the following events will be taking place:
 - o Student Posters – What Have Science Students Been Studying? | April 1–12, 9 a.m. to 9 p.m. | NERC, First Floor and West Building. There will be topical and research-based posters created by students on display.
 - o Creating Your Path to Medical School | April 4, 4 to 5 p.m. Students from the Drexel University College of Medicine will discuss their path to medical school in this virtual session and provide insight into how you can prepare for your journey to becoming a doctor.
 - o Women in Technology | April 5, 10 a.m. to 12:30 p.m. | Center for Business and Industry, Room C2-28. Students can learn about professionals in a variety of careers, how they're contributing to their fields, and what career options are available to them.
 - o Alumni Panel Discussion | April 6, 11 a.m. to 12 p.m. There will be panels with alumni from science, technology and health care programs as they discuss their days as CCP students and their current careers.
 - o Personal Training Proficiency Certificate Information Sessions | April 10, 10 to 11 a.m. | West Building, Room W3-36. Students will learn how to create individualized exercise plans and how to interact with clients for their career, a second job or to start their own business.
- A Student Art Exhibit took place in the Rotunda in the Mint Building.
- There is an on-campus theater production entitled *Glass Slippers*, “a Cinderella story for the social media age,” opening April 16th. The writer, Quinn Eli, also CCP faculty, was nominated for a Pulitzer.

The meeting adjourned.