



**Northampton
Community College**

Center for Civic and Community Engagement

2020 Democratic Engagement Plan



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Message from the Director



As higher education continually plays an enormous role in preparing the next generation of informed and engaged citizens, the need to instill democratic values in our students has increasingly become of great importance. One of the primary methods to address this need is through community partnership and collaboration.

Northampton Community College (NCC) collaborates with various organizations to systematically engage students in the democratic process. Through NCC's participation in the ALL IN Campus Democracy Challenge, students are encouraged to engage in various opportunities to address societal issues and achieve public goals.

It is an honor to lead the development and continued implementation of the 2020 Democratic Engagement Plan. The successful completion of this plan emphasizes NCC faculty, staff, and Campus Democratic Engagement Coalition members' (CDEC) dedication and commitment to encouraging students to embrace civility and informed citizenship.

I hope that you find this plan resourceful. Please consider joining us in strengthening our community through civic learning and democratic engagement.

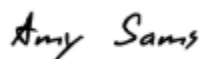
A handwritten signature in black ink that reads "stanleye".

Dr. Stanley Ebede
Director, Center for Civic and Community Engagement
Chair, Campus Democratic Engagement Coalition
Mentor, 2020 Newman Civic Fellowship

Message from the Program Coordinator

The 2020 Democratic Engagement Plan highlights a variety of programs and activities for all students to learn, reflect and act, making an impact on their communities. These activities further offer opportunities for students to develop civically; and make informed decisions in the democratic process.

It is my pleasure to collaborate with NCC colleagues and community partners, to coordinate activities and events which engage our students in the democratic process. I am proud to assist the Center for Civic and Community Engagement be an integral part of the overall education at NCC.

A handwritten signature in black ink that reads "Amy Sams".

Amy Sams
Program Coordinator, Civic and Community Engagement
Coordinator, Campus Democratic Engagement Coalition

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Executive Summary

Overview

Since its establishment in 1967, Northampton Community College (NCC) is where Lehigh Valley residents turn to earn a degree, access workforce training, learn new leisure activities, and bring their children for enrichment. As highlighted in the 2018 to 2019 impact report, NCC is a college **OF** the community (for more than 50 years, the college has served residents of every city and town, transformed lives, and launched bright futures); **BY** the community (one of the most highly regarded community colleges in the country and the most affordable college in Pennsylvania); and **FOR** the community (since 1967, the college serves as invaluable resources to all individuals, businesses and organizations).

At the core of NCC's commitment to civic engagement is the Center for Civic and Community Engagement (CCCE). Founded in 2014, the center supports NCC's commitment to:

- ✓ Help students develop civic literacy as well as self-awareness as citizens.
- ✓ Promote intentional service activities for college students to become democratically engaged in political processes.
- ✓ Enhance dialogues about issues affecting students, the community, and the world.
- ✓ Provide opportunities for students to effect positive change in their communities through knowledge, advocacy, and action.

Democratic engagement is central to student and community development. The center empowers students to be agents of change in local and global communities; strengthens an NCC education as a transformative and deeply relevant force in students' lives; emphasizes the teaching and practice of advocacy and change; embraces the cultural and social contexts of our students with different ways of knowing and understanding; fosters a democratic environment for institutional change, and strengthens our community and improves the quality of life for its members.

History

NCC has a rich history of student democratic engagement practices. The following highlights NCC's efforts to enhance campus-wide civic learning and democratic engagement:

- ✓ Participated in the Help America Vote College Poll Worker grant to fulfill the US Election Assistance Commission's (EAC) primary purpose of assisting state and local governments by recruiting students as poll workers (2014 and 2018).
- ✓ Joined the National Study of Learning, Voting and Engagement (NSLVE) in 2013.
- ✓ Supported a student fellow who organized student engagement in conjunction with political science faculty and student clubs during the 2016 Election Cycle through the Campus Election Engagement Project (CEEP).
- ✓ Joined "All in Campus Challenge" in 2017. Based on voting rates, NCC received the Bronze Seal for a rate of 52% in 2017 and Silver Seal for a rate of 36% in 2018. In addition, NCC gained recognition for having the best action plan for a medium-sized 2-year institution in 2019.
- ✓ Partnered with NextGen and League of Women Voters regularly to facilitate workshops and candidate forums on campus.

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- ✓ Collaborated with The Northampton County Elections and Voter Registration Office to provide opportunities such as poll workers, office assistants, and clerical support, especially during major elections.

As the development and implementation of the Democratic Engagement Plan primarily fall under the responsibilities of CCCE, the 2018 -2019 plan was written by the previous CCCE Director, Deb Bohr in conjunction with members of NCC's CCCE Team composed of students, faculty and administrative staff from each of the College campuses. Deb Bohr retired at the end of spring 2019. The College hired a program coordinator (Amy Sams) in April 2019 and a new CCCE director (Dr. Stanley Ebede) in December 2019.

Future Direction

Voting is critical to the functioning of our democracy; therefore, educating our student voters is of paramount importance. As NCC continues to increase awareness of the importance of democratic engagement, future steps that will be taken to improve civic learning, political engagement, and voter participation include but not limited to the following:

- ✓ Form a Campus Democratic Engagement Coalition (CDEC) comprising of students, faculty, staff and community partners.
- ✓ Collaborate with Indiana University - Purdue University Indianapolis (IUPUI) for the administration of the Civic Minded Scale (CMS) on campus to assess the level of civic-mindedness among students. Data from the CMS will be used to determine trends in previous, current, and future NSLVE reports.
- ✓ Embed the Democratic Engagement Plan in the Civic Action Plan.
- ✓ **Revamp CCCE's mission statement to fully reflect the key focus areas and strategies.**
- ✓ **Develop CCCE's vision and values statement.**
- ✓ Develop and implement "Democracy 101" - a series of co-curricular lectures, discussions, and workshops that focus on the idea and practice of democracy.
- ✓ Establish a "Faculty Fellow for Civic and Community Engagement" that will oversee existing and new initiatives:
 - Newman Civic Fellows Award Nominations (Students Only)
 - Service-Learning Institute - (Faculty Only)
 - Community Engagement Celebration Day - (Campus-wide)

Conclusion

The 2020 Democratic Engagement Plan is effective from December 2, 2019 through December 31, 2020 and serves as a long-term mapping of transformational and innovative democratic activities developed through collaborative efforts. The first draft of the plan was developed by Dr. Stanley Ebede, CCCE Director and Amy Sams, CCCE Program Coordinator in December 2019. The draft was reviewed by CDEC and ALL IN Campus Democracy Challenge and was updated based on the feedback received during the review processes. The final draft was submitted in May 2020.

Leadership

CCCE is not solely responsible for the development, implementation, and promotion of democratic initiatives. As previously mentioned in the "Future Directions" section, CCCE will form a nonpartisan workgroup named CDEC (Campus Democratic Engagement Coalition). As

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of January 2020, the coalition (CDEC) was established and consisted of the following stakeholders:

Dr. Stanley Ebede – Chair

Amy Sams - Coordinator

Dr. David Ruth – Vice President, Chief of Staff

Scott Blair – Chief Diversity Officer

Dr. Nathan Carpenter – Director, Global Education and International Services

Tyler Russell – Student Life & Leadership Development Administrator

Kristie Miers – Grants Specialist

Belinda Austin – Associate Dean, Student Services - Monroe Campus

Samuel Chen - Adjunct Faculty, Political Science & Advisor, Political Science Club

Amy Porter - Assistant Director, Housing and Residence Life

Brandon Andrews – Professional Assistant, English as a Second Language (ESL)

Dr. Precie Schroyer – Associate Dean, Monroe Campus

Frances Boshell – Assistant Dir., Student Life & Leadership Development - Monroe

Erin Lindenmuth – Enrollment Services Assistant, Financial Aid Office

Judy Fiske – League of Women Voters, Monroe

Autumn Cunningham – Student Representative

Courtney Steinruck - Student Representative

Annerys Ibes Rivera - Student Representative

Adam Broggi – Student Representative

Dr. Stanley Ebede, CCCE Director chairs the coalition and takes the lead in brainstorming, developing, planning, and implementing new and existing programming, partnerships, and all voter/democratic engagement related activities. Under the supervision of the director, CCCE Program Coordinator, Amy Sams coordinates the activities outlined in the plan. The other members of CDEC consist of representatives from both external and internal groups/clubs, offices, and divisions that have a major focus on democratic engagement. In February 2020, CDEC held its first meeting to review the 2020 plan (first draft) and explore other initiatives in assisting students to develop the habits of active and informed citizenship.

Commitment

Educating for civic learning and democratic engagement is a hallmark of NCC's institutional culture. NCC is committed to inspiring our students to be informed and active citizens through a myriad of engagement opportunities coordinated by CCCE. The following highlights NCC's efforts and strategies to foster civic/democratic engagement among students, faculty, and staff:

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Strategic Planning

In 2012, NCC's newly inaugurated President, Dr. Mark Erickson led the campus through a comprehensive strategic planning process that identified Student Outreach and Community Engagement as strategic focus areas for NCC. This strategic planning process led to the creation of the college's CCCE and the development of the center's mission statement in alignment with NCC's mission.

- ✓ **NCC's Mission** - *Recognizing that students are the primary reason that Northampton Community College exists, we seek to provide excellent, accessible and comprehensive learning experiences in partnership with the dynamic, diverse communities we serve.*
- ✓ **CCCE's Mission** - *To coordinate learning opportunities and mobilize resources that will foster the personal and professional development of our students and our community.*

NCC's mission serves as the foundation of the college's commitments to meet the needs of our students through numerous programs and projects that align with the college's six Strategic Focus Areas:

- i. **Enhancing Student Access:** Create multiple pathways and reduce barriers to college entry through collaborative work with our school district and workforce partners, while offering quality, affordable, and responsive educational opportunities for all of our student populations.
- ii. **Inspiring Academic Excellence:** Engaging students with high-quality instruction delivered by experienced, professional, and dedicated faculty following best practices in an engaging, dynamic, and collaborative environment to support learning.
- iii. **Fostering Diversity and Global Engagement:** Encourage and expand the vast diversity we celebrate at NCC and learn from our unique perspectives while preparing our students to navigate the complexities and nuances of our world.
- iv. **Engaging with our Communities:** Engage and develop the internal and external communities we serve in unique and collaborative ways, helping students to become better citizens and to further address the needs of our communities.
- v. **Advancing Excellence in Technology:** Supporting our students, by providing faculty and staff with technology that will empower and inspire them to deliver the most effective teaching and instructional support for all learners.
- vi. **Increasing Student Retention, Completion, and Transfer:** Align the College's practices, strategies, policies, and procedures to provide a comprehensive student experience that will promote students' success in attaining the degree, credential, or endeavor sought.

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While the strategic plan has 6 areas of focus, the overarching goal of CCCE closely aligns with Strategic Area Focus #4 (engaging with our communities). As programs offered by the CCCE have increased, democratic engagement activities have become a core aspect of our student offerings and spurred campus-wide involvement in similar initiatives. Programs and events are based on current issues that affect local, state, national and global communities. Figure 1 highlights (a) summary of activities supported by CCCE over the past three years; (b) expected outcomes for future planning; and (c) commitment to opportunities that effectively impact democratic engagement.

Figure 1

Strategic Focus Area #4 – Engaging with our Communities

Initiatives:

Initiatives	Key Personnel	Status	Notes
Support the professional development & engagement of all members of the college community	President/Cabinet/HR/CTLT	↑	CTLT opened on Bethlehem Campus and Monroe
Increase the breadth and depth of community partnerships – school districts, strategic employer engagement, NCC community, Center for Civic Engagement	VPAA/VP-CMED&WF	↑	Trending toward goal
Increase student, faculty, and staff participation in service learning	Cabinet	↑	Successful "Day of Service" in April

Key Performance Indicators for this SFA:

Success Indicators	Data Source	Actual (2016-17)	Projected Baseline (2017-18)	Status	1-Year Target (2018-19)	2-Year Target (2019-20)	3-Year Target (2020-21)	Notes
4.1 # of faculty members engaged in service learning	CCCE	37	39	↑	46	50	53	Trending toward goal
4.2 # of students participating in service learning	CCCE	565	667	↑	680	700	720	Trending toward goal

Recognition and Achievement

Over the years, NCC has been recognized for its commitment to civic and democratic engagement. The U.S. Department of Education and the Corporation for the National Community Service has awarded NCC designation on the President's Higher Education Community Service Honor Roll for the past ten years. This award is granted to colleges like NCC for their extraordinary and exemplary community service contributions of its students, faculty, and staff in meeting critical community and national needs. In 2017, NCC was part of the All IN Campus Challenge and received the Bronze Seal for our voter engagement rate – 52% and received a Silver Seal for having a voting rate between 30-39% in 2019. Further, NCC gained recognition for having the best action plan for a medium-sized 2-year institution in 2019.

NCC is one of the 240 colleges and universities in the country to have earned the prestigious Carnegie Community Engagement Classification in 2008 and again in 2015 through 2025. The Carnegie Community Engagement Classification recognizes a college's commitment to community engagement. Drawing its criteria heavily from Campus Compact's Indicators of Engagement Project, the classification reaffirms institutional commitment to deepen the practice of service and to further strengthen bonds between campus and community. This classification was conferred to NCC after a rigorous submission and evaluation process including accreditation

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review of documented materials describing the nature and extent of our engagement with the community locally or beyond. Achieving the Carnegie Classification signifies that NCC is a campus where community engagement is not just a priority, but also a practice that is demonstrated in outstanding and meaningful ways.

CCCE Focus Areas

To help students become Engaged Citizens, CCCE focused on three key areas: service-learning, community service and volunteerism, and civic engagement. To help students identify the similarities and differences between these three focus areas, the following distinguishing characteristics were established and embedded in CCCE's webpage.

Figure 2

Distinguishing Characteristics between Service-Learning, Community Service and Volunteerism, and Civic Engagement

Characteristics	Service Learning	Community Service/Volunteerism	Civic Engagement
Primary Beneficiary	Student and Community Partner(s)	Community Partners and Clients/Recipients	Student and Community
Primary Focus	Intentional Learning and Meaningful Service	Meaningful Service	Political Participation/Advocacy
Intended Educational Purpose/Benefits	Academic Learning and Enhanced Intellectual	Moral, Personal and Social Growth and Development	Sense of Citizenship and Awareness of Complex Social Issues
Nature of Activity	Based on Discipline or Student Career Objective	Based on Student Interest	Based on Student Passion or Motivation
Curricular Integration	Full integration within the curriculum	None	Supplemental
Reflection	Includes Structured Reflection	Generally not Included	May Include Reflection

Integration of Democratic Engagement in Curriculum and Co-Curriculum

Evidence of NCC's commitment to embedding the ideals of civic learning and democratic engagement in students' academic programs and co-curricular activities include, but not limited to the following:

Curriculum

- i) **Political Science:** Focuses on basic issues including political theory, comparative political institutions, dominant ideologies and ideas, the importance of law, the domestic and Third World struggles for civil and political equality and international relations.
- ii) **Sociology:** Examines current social problems in the United States from the major theoretical perspectives in sociology; substance abuse, crime and violence, family problems, ageism, sexism, racism, problems relating to work, education, urbanization, technology, health care, population and the environment.

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Co-Curriculum

- i) **Political Science Club:** A non-partisan group open to all NCC students regardless of major. It promotes student awareness in the political process and world events through panel discussions, voter registration drives, and educational trips.
- ii) **NCC Pride Gay/Straight Alliance:** Promotes social opportunities for gay, lesbian, bisexual, transgendered, and questioning students and their straight allies. We participate in local and national campaigns to raise awareness and educate our school and local community on LGBTQA issues.
- iii) **Model United Nations:** Promotes an understanding of the United Nations and issues affecting the global community. The Model United Nations shall emphasize global citizenship, diplomacy, collaboration and conflict resolution.
- iv) **People Actively Contributing Together:** "Celebrating diversity and unity among many people." P.A.C.T. serves as an organization dedicated to the purpose of creating a network of people committed to real and sustainable change. Through active contributions to community building, P.A.C.T members strive to share information and experiences which enhance the development of all people.

Collaboration and Partnership

The pursuit of these ideals, and the participation of all stakeholders, show the institution's desire to create sustainable and systemic policies that are responsive to the important topics that will impact the lives of our students and the entire college community. NCC maintains a non-partisan stance and welcomes all parties to campus for various events. Through collaborations with various internal and external entities, NCC hosts a variety of events and activities such as campus voter registration drives and candidate debates. NCC has hosted John Kerry, Chelsea Clinton, and President Clinton; and was slated to host Mike Pence. In May 2018, prior to the Pennsylvania Primary, the League of Women Voters held a congressional candidate's forum on campus in which seven candidates presented their platforms to a large audience from the college and local communities.

In May 2018, NCC was designated a "Voter Friendly Campus" through a partnership between Fair Elections Center's Campus Vote Project and NASPA - Student Affairs Administrators in Higher Education. Through participation in the Voter Friendly Campus process, NCC proposed to create a strategic plan for meaningful, non-partisan student learning and participation in the democratic electoral process; develop clear and coherent non-partisan voter information in a variety of formats to improve student voter knowledge; and provide positive political engagement experiences using campus and community resources where students may explore and form their political beliefs.

As one of Campus Compact's Member Institutions, NCC regularly nominates its students for the Campus Compact's Newman Civic Fellowship. This fellowship recognizes and supports community-committed students who are change makers and public problem-solvers. Through

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this yearlong program, students are provided with training and resources that nurture their assets and passions and help them develop strategies for social change. Adam Broggi was nominated as the 2020 Newman Civic Fellow representing NCC.

CCCE partners with NCC Political Science Club on George S. McElwee Forum for Excellence in Public Service. Hosted by the Political Science Club, this forum aims to educate and set an example for the community on issues of public service. Various leaders are hosted for lectures and conversations pertaining to public service and its intersection with government and politics. Past forums have featured Former State Representative Jeff Coleman, defense attorney Gavin Holihan, and former Congressional Chief of Staff and United States Naval Reserve Lt. Commander George S. McElwee, a Northampton Community College alumnus and the namesake of the forum.

Furthermore, CCCE recently partnered with Andrew Goodman Vote Everywhere (“VE”) - a nonpartisan, experiential program that recruits, trains, and supports emerging leaders at colleges and universities in the United States. Through this program, NCC students will be encouraged to strengthen democracy by leading long-term voter engagement, public policy, and advocacy initiatives.

Assessment and Report

Assessment is of great importance in examining various efforts in increasing student participation in the areas of voter registration, education, and participation. NCC is continually improving in their assessment efforts in the area of civic and community engagement through the following:

National Study of Learning, Voting, and Engagement (NSLVE)

NCC assesses students’ voter engagement through the data from National Study of Learning, Voting, and Engagement’s (NSLVE) study and signed up to participate until 2023. According to the NSLVE’s 2014 and 2018 Campus Report published in September 2019, NCC students’ voting engagement improved. As indicated in Figure 3, an overwhelming majority of students - 98.5%, opted to vote in-person on Election Day as opposed to 1.1% who cast absentee ballots.

Figure 3

Overall Student Voting Rate

	2014		2018		Change
	Voted	Rate	Voted	Rate	
Absentee	15	1.1%	33	1.1%	↓ -0.1
Early Vote	0	n/a	*	n/a	n/a
Mail	*	n/a	*	n/a	n/a
In-Person, Election Day	1,313	97.9%	3,051	98.5%	↑ 0.6
Unknown	12	0.9%	*	n/a	
Total	1,341		3,097		

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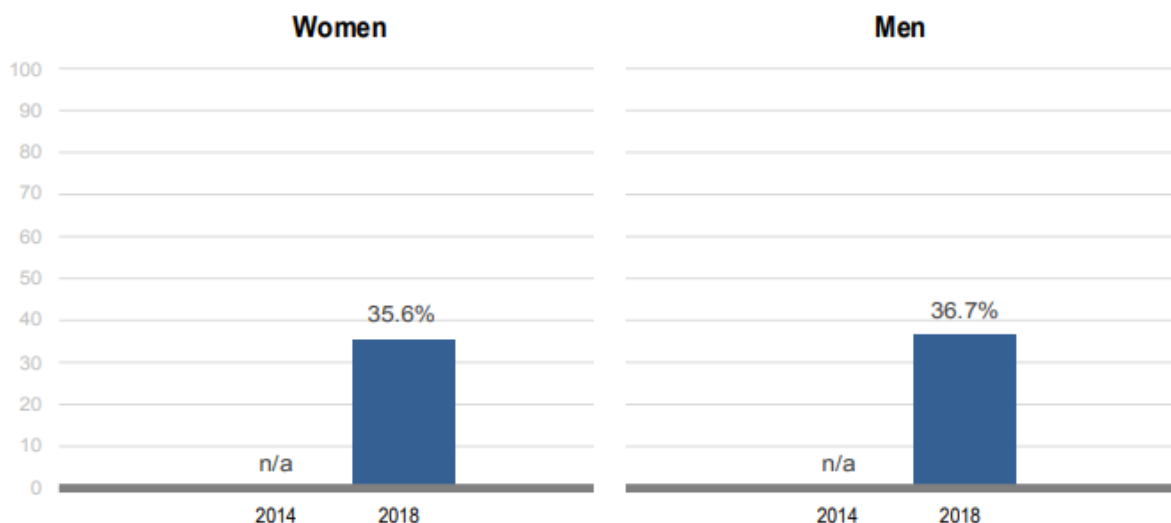
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The NSLVE report indicates that the student voting rate in midterm elections increased by 22.4 % between 2014 (14.05) and 2018 (36.4%). Regarding gender differences in voting rates, there is a slight difference in voting between men and women. As highlighted in Figure 4, more men (36.7%) voted than women (35.6%) in the 2018 midterm elections.

Figure 4

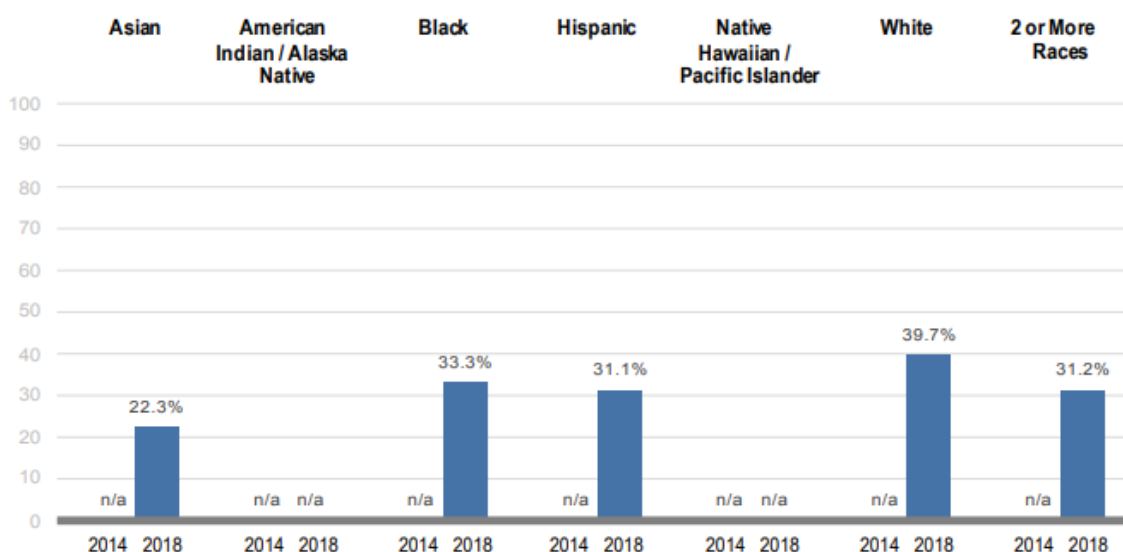
Comparison of Student Voting by Gender



Reviewing NCC student voting by race and ethnicity, a high rate of voting was seen among white students in the 2018 midterm election. It is interesting to note that there was a close tie in voting rates between Hispanic students and those who identified as two or more races. As shown in figure 5, a low voting rate was found among Asian students.

Figure 5

Comparison of Student Voting by Race and Ethnicity



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Unlike student voting by gender and race/ethnicity, the NSLVE data reported the student voting rate based on age groups for both 2014 and 2018 midterm elections. Based on the data highlighted in Figure 6, student voting among all age groups increased significantly between 2014 and 2018 midterm elections. Students between the age of 18 and 21 reported the highest increase (23.8%) in voting between 2014 (10.1%) and 2018 (33.9%).

Figure 6

Comparison of Student Voting by Age

	2014			2018			Change
	Enrolled	Voted	Rate	Enrolled	Voted	Rate	
18-21	4,906	494	10.1%	4,471	1,515	33.9%	↑ 23.8
22-24	1,440	171	11.9%	1,195	403	33.7%	↑ 21.8
25-29	1,169	146	12.5%	1,124	395	35.1%	↑ 22.7
30-39	1,143	211	18.5%	1,021	375	36.7%	↑ 18.3
40-49	662	179	27.0%	537	252	46.9%	↑ 19.9
50+	329	140	42.6%	255	157	61.6%	↑ 19.0
Unknown	0			*			

Community College Survey of Student Engagement (CCSSE)

NCC also utilizes information from CCSSE to assess civic engagement. CCSSE is administered every three years with the last administration being in 2016. The responses from the 2018 Survey will be compared to those from 2016 to determine if there is any change in the engagement of students over time.

Civic Minded Scale (CMS)

To better understand the concept of civic-mindedness and to assess the extent to which students are civic-minded, NCC adopts the Civic-Minded model developed by the staff from the Center for Service and Learning (CSL) at Indiana University - Purdue University Indianapolis. The goal of this model is “to measure civic learning outcomes by assessing the extent to which respondents perceive themselves to have the capacity and desire to work with others in a democratic way to improve their community or to achieve public goods”. As highlighted below, the model has four main domains: knowledge, skills, and dispositions. Data from the Civic Minded Scale will be used to determine trends in previous, current, and future NSLVE reports as well as describing how NCC students develop civic mindedness.

Knowledge

- Volunteer Opportunities*: Understanding of ways to contribute to society, particularly through voluntary service, and including knowledge of nonprofit organizations.
- Academic Knowledge and Technical Skills*: Understanding of how knowledge and skills in at least one discipline are relevant to addressing issues in society.
- Contemporary Social Issues*: Understanding of current events and the complexity of issues in modern society locally, nationally, or globally.

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Skills

- a. *Communication and Listening*: Ability to communicate (written and oral) with others, as well as listen to divergent points of view.
- b. *Diversity*: Understanding the importance of, and the ability to work with, others from diverse backgrounds; also appreciation of and sensitivity to diversity in a pluralistic society.
- c. *Consensus-Building*: Ability to work with others, including those with diverse opinions, and work across differences to come to an agreement or solve a problem.

Dispositions

- a. *Valuing Community Engagement*: Understanding the importance of serving others and being actively involved in communities to address social issues.
- b. *Self-Efficacy*: Having a desire to take personal action, with a realistic view that the action will produce the desired results.
- c. *Social Trustee of Knowledge*: Feeling a sense of responsibility and commitment to use the knowledge gained in higher education to serve others.

Behavioral Intentions

- a. A stated intention to be personally involved in community service in the future.

Landscape

NCC has not encountered any external barriers (election laws, voter ID laws, lack of proximity to polling location) that have prevented the college from being successful in their civic learning and democratic engagement efforts. Within NCC, civic learning and democratic engagement initiatives have been fully supported by all levels of administration in terms of leadership, funding, and staff or faculty assistance. Through the Center for Civic and Community Engagement (CCCE), NCC currently participates in several activities and events related to civic learning and democratic engagement. Those activities include, but not limited to the following:

Election/Governmental Related Events

CCCE has supported voter registration drives and Get out the Vote tabling; hosted congressional representatives for deliberative dialogue events as well as debate watches; supervised a Campus Election Engagement Project (CEEP) student fellow who supported election activities during the fall 2016 semester; facilitated a dorm event that brought leaders of the local political parties together to discuss their presidential candidates; and organized activities that recognized Constitution Day, based on the federal mandate.

Lobby Day

NCC students are encouraged to participate in Pennsylvania Commission for Community Colleges' Annual Lobby Day at the Capitol by visiting their local legislators to advocate on behalf of the colleges' budget request. It is a great opportunity for students to get involved and make their voices heard. Through participation in Lobby Day, students gain experience in advocacy work. In April 2019, thirteen Northampton Community College (NCC) students, along with NCC staff: President Mark Erickson, Board of Trustees Chairman - Robert Fehnel, Former CCCE Director - Debra Bohr, Chief of Staff – Dr. David Ruth, and Vice President of Student Affairs and Enrollment – Dr. Sedgwick Harris, participated.

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Day of Service

NCC has a rich history of hosting an annual day of service that creates opportunities for students to feel a sense of responsibility for their communities as well as boosting their inclination to be knowledgeable of their communities. In the past years, students, staff and faculty participate in service opportunities in Lehigh Valley. Prior to the Day of Service, projects offered by local non-profits are posted and the NCC community is encouraged to sign up based on their interest. In April 2017, 168 students, staff and faculty committed over 700 hours of service at local 16 non-profits.

Interactive Forums (Formerly Known as Reflection Sessions)

CCCE has hosted various topics to increase understanding of contemporary social issues in our society including (a) Mass Shootings: How has our culture shifted in response to the increase in mass shootings in the United States? (b) STONEWALL: Why does this event in history matter 50 years later? (c) Using Education and privileged to advance social justice; (d) Human Sex Trafficking; (e) Indigenous Peoples of the Americas; (f) Words that hurt when hate speech comes to campus, etc.

Democracy 101

CCCE will facilitate “Democracy 101” consisting of a series of lectures and discussions that are mainly focused on the idea and practice of democracy. Students, faculty, and staff will be encouraged to attend. This initiative will highlight some of the major issues that are prevalent locally, nationally, and globally. Some of the proposed topics of interest include Gun Rights, Democracy and Education, LGBTQIA Rights, Religious Freedom, Student Loan Debt, etc. Each of these topic sessions will highlight and educate attendees on the importance of becoming politically engaged beyond voting (i.e. civic duties do not end after casting ballots).

Constitution Day

NCC hosts “Let’s Celebrate Constitution Day!” - an opportunity to broaden students’ knowledge of the constitution and contemporary issues that have shaped our history and their lives. Information related to “What’s Your Constitution” is incorporated in various Social Media platforms, printed materials and tabling on campus.

National Voter Registration Day at NCC

The National Voter Registration Day at NCC focuses on ensuring that all eligible students have an opportunity to complete the application to cast a ballot in an election. On the last National Voter Registration Day, NCC collaborated with League of Women Voters and NorCo Fact that resulted in 10 new voter registrations in Monroe Campus and 27 new registrations in Bethlehem Campus.

NCC Census Action Day

Through Census Action Day, NCC is aiming to get as many students, faculty and staff to participate in the census. NCC also collaborates with other Census partners including NALEO Education Fund, U.S. Department of Commerce -Northampton County, etc. in increasing census efforts in our local communities.

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Goals

The following tables highlight the two Democratic Engagement goals: Voter/Political Engagement and Civic Education/Learning and timeline for the implementation of the goals and strategies.

Table 1 – Democratic Engagement Goals

Democratic Engagement Goal #1: Voter/Political Engagement		
<i>Increase the voting rates of students for both presidential and midterm election years.</i>		
Long Term Strategies	CDEC Lead Person(s)	Status
Conduct registration drives per semester at both Monroe, Fowler and Bethlehem campuses (Spring 2020 drives canceled due to COVID-19).	Amy Sams, Fran Boshell, Judy Fiske, Courtney Steinruck, Autumn Cunningham and Annerys Ibes	Completed and Ongoing
Explore grant opportunities to offset costs on democratic engagement related activities including voter registrations and promotions	Kristie Miers and Dr. Stanley Ebede	Completed and Ongoing
Upload and post information on voter engagement (FAQs and deadlines) via online format (Blackboard)	Dr. Stanley Ebede and Amy Sams	Completed and Ongoing
Partnered with Andrew Goodman Vote Everywhere Program	Dr. Stanley Ebede, Kristie Miers, Amy Sams, Annerys Ibes Rivera, Autumn Cunningham	Completed
Coordinate students' participation in 2020 Lobby Day	Tyler Russel, Dr. Stanley Ebede, and Dr. David Ruth	Canceled (due to COVID-19)
Host NCC Constitution Day and National Voter Registration	Amy Sams, Dr. Stanley Ebede, Scott Blair, Annerys Ibes Rivera, Autumn Cunningham	Ongoing
Collaborate with Student Life to facilitate at least one voter engagement workshop per year	Amy Sams, Tyler Russel, Adam Broggi and Courtney Steinruck	Not Started
Institutionalize voter registration by embedding voter registration information in new and existing programs and activities.	Dr. Stanley Ebede, Amy Sams, Autumn Cunningham, Adam Broggi and Annerys Ibes	Completed and Ongoing
Collaborate with Financial Aid Office to develop two Civic Engagement Student Ambassadors positions through Federal Work Study (FWS) to support voter/political engagement efforts. *Through Federal Aid, financially support workstudy/financial aid eligible NCC students participating in community services including voter engagement activities.	Dr. Stanley, Erin Lindenmuth, Autumn Cunningham and Annerys Ibes Rivera	Completed and Ongoing
Short Term Strategies	CDEC Lead Person(s)	Status
Solidify a "One Stop Voter Registration" location at each NCC sites	Amy Sams, Fran Boshell, Judy Fiske, and Dr. Stanley Ebede	In Progress
Develop fellowship and internship opportunities	Belinda Austin, Brandon Andrews, Amy Sams and Adam Broggi	Not Started
Encourage participation in Pennsylvania Student Voting Summit	Dr. Stanley Ebede, Amy Sams, and Dr. Precie Shroyer	Completed and Ongoing

(Table Continues)

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Democratic Engagement Goal #2: Civic Education/Learning

Promote learning on ‘Engaged Citizenship’ among NCC students, faculty and staff to increase their understanding and awareness of the Democratic Process, Voter Rights, Census, Our Electoral Process, Impeachment, Civic Duties, etc.

Long Term Strategies	CDEC Lead Person(s)	Status
Facilitate Spring and Fall Democracy 101 Sessions: Democracy and Education, LGBTQIA Rights, Gun Rights, Religious Freedom, Student Loan Debt, etc.	Dr. Stanley Ebede, Samuel Chen, Amy Sams, Belinda Austin, Dr. Precie Shroyer, Autumn Cunningham, and Annerys Ibes Rivera	Completed and Ongoing
Regular Participation in Campus Compact’s Newman Civic Fellowship (recently nominated NCC student for 2020 Newman Civic Fellow)	Dr. Stanley Ebede and Adam Broggi	Completed and Ongoing
Review assessment data to update and improve programs and activities (NSLVE Report and Civic Minded Survey)	Dr. Stanley Ebede, Kristie Miers and Amy Sams	Completed and Ongoing
Faculty and Student Panels/Discussions/Workshops/Committees – Civic/Democratic Engagement	Scott Blair, Dr. Precie Shroyer, Brandon Andrews, Amy Sams and Adam Broggi	Not Started
Implement a practice of administrators including CCCE Director sending a letter to all students, faculty, and staff about the importance of being civically engaged.	Dr. Stanley Ebede and Dr. David Ruth	Completed and Ongoing
Partner with NCC Political Science Club on George S. McElwee Forum for Excellence in Public Service	Dr. Stanley Ebede and Samuel Chen	Completed and Ongoing
Coordinate with Student Life, Residence Life, Political Science Club, etc. to Movie Days and Nights with discussions – (All the Presidents Men, Mr. Smith Goes to Washington” (1939), (1957), Wag the Dog” (1997), Bulworth” (1998), The Candidate” (1972), Citizen Kane” (1941), Primary Colors” (1998), Frost/Nixon” (2008), etc.	Amy Sams, Tyler Russel, Fran Boshell, Amy Porter, Scott Blair, Adam Broggi, Autumn Cunningham and Dr. Stanley Ebede	Not Started
Increase social media engagement - frequent distribution of democracy fact sheets & election, video clips, certificates, and other resources via college’s news outlets and social media platforms	Adam Broggi, Tyler Russel, Fran Boshell, Amy Sams, Amy Porter, Autumn Cunningham, Courtney Steinruck.	Completed and Ongoing
Host Reflection Sessions	Dr. Stanley Ebede, Amy Sams, Courtney Steinruck, Autumn Cunningham	Completed and Ongoing
Include Voter Registration Forms and Democracy Fact Sheets in every Admissions packet sent to newly accepted students.	Amy Sams, Courtney Steinruck, and Annerys Ibes Rivera	Not Started
Short Term Strategies	CDEC Lead Person(s)	Status
Host NCC 2020 Census Action Day	Dr. Stanley Ebede, Dr. David Ruth, Tyler Russel, Amy Sams and Autumn Cunningham	Canceled (due to COVID-19)
Collaborate with Academic Affairs division to implement a structure for faculty to incorporate Service-Learning components in their curriculum	Dr. Stanley Ebede, Dr. Precie Shroyer, and Amy Sams	Completed and Ongoing
Establish volunteer activities linked to election candidates – set up a day for party offices to be on campus to sign up volunteers	Brandon Andrews, Amy Sams, Adam Broggi, Fran Boshell, Autumn Cunningham and Dr. Stanley Ebede	Not Started

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Table 2 - 2020 Timeline for Implementation of Goals/Strategies (Spring 2020 – Fall 2020)

Spring – Fall 2020 Timeline			
Spring	Activity Type	Target Audience	Status/Date
January	Nominate 2020 Newman Civic Fellow	Students	Completed (1/30)
	Administer Civic Minded Survey	Students	Ongoing
	Service-Learning Workshop #1	Students	Completed (1/27)
February	Spring CDEC Meeting	Students, Faculty and Staff	Completed (2/4)
	Democracy 101: LGBTQIA Rights	Students, Faculty and Staff	Completed (2/25)
	Eastern Pennsylvania Student Voting Summit	Students, Faculty and Staff	Completed (2/22)
	Service-Learning Workshop #2	Faculty and Staff	Completed (2/24)
March	Democracy 101: Democracy and Education (Virtual)	Students, Faculty and Staff	Completed (3/26)
	Voter Machine Demonstration	Students, Faculty and Staff	Canceled (due to COVID-19)
	NCC 2020 Census Action Day (event)	Students, Faculty and Staff	Canceled (due to COVID-19)
	5 Voter Registration Sessions	Students, Faculty and Staff	Canceled (due to COVID-19)
	Census Awareness via marketing/communication #1	Students, Faculty and Staff	Completed (3/24)
April	Democracy 101: Gun Rights (Virtual)	Students, Faculty and Staff	Completed (4/23)
	Upload and post FAQs on 2020 PA Primary Election/Census on Blackboard and College's news outlets	Students, Faculty and Staff	Completed (4/24)
	2 Voter Registration Sessions	Students, Faculty and Staff	Canceled (due to COVID-19)
	2020 Lobby Day	Students	Canceled (due to COVID-19)
	Census Awareness via marketing/communication #2	Students, Faculty and Staff	Completed (4/1)
	Day of Service	Students, Faculty and Staff	Canceled (due to COVID-19)
	Mentor Orientation – 2020 Newman Civic Fellowship	Staff	Completed (4/28)
	Fellows Orientation - 2020 Newman Civic Fellowship	Students	Completed (4/30)
When We All Vote Virtual #CouchParty 2.0 (Co Host – Michele Obama)	Students	Completed (4/20)	
May	Voting Engagement Awareness	Students, Faculty and Staff	Completed (5/1)
	Coordinate virtual service projects for summer semester	Students	Ongoing

(Table Continues)**Acronyms:** NCC – Northampton Community College

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Summer/Fall	Activity Type	Target Audience	Status/Date
June	Planning - Phase #1	Students, Faculty and Staff	Not Started
	Civic Minded Survey Data Analysis	Students	Not Started
July	Planning – Phase #2	Students, Faculty and Staff	Not Started
	Develop first draft Civic Action Plan	Students, Faculty and Staff	Not Started
August	Community Partner Fair	Students, Faculty and Staff	Not Started
	Newman Civic Mentor/Fellow Quarterly Meeting #1	Student	Not Started
	Voter Registration Tabling Sessions	Students, Faculty and Staff	Not Started
	Fall CDEC Meeting	Students, Faculty and Staff	Not Started
September	Celebrate National Constitution Day and National Voter Registration Day	Students, Faculty and Staff	Not Started
	Democracy 101: Religious Freedom (Tentative)	Students, Faculty and Staff	Not Started
	Movie Days and Nights with Discussions	Students	Not Started
	Reflection Session #1	Students	Not Started
	Voter Registration Tabling Sessions	Students, Faculty and Staff	Not Started
October	Democracy 101: Student Loan Debt (Tentative)	Students, Faculty and Staff	Not Started
	Debate Watch Parties	Students	Not Started
	Reflection Session #2	Students	Not Started
	Voter Registration Tabling Sessions	Students, Faculty and Staff	Not Started
November & December	Newman Civic Mentor/Fellow Quarterly Meeting #2	Student	Not Started
	Democratic Engagement Assessment/Review Process	Students, Faculty and Staff	Not Started

Note: Not Started – indicates that the timeline was developed prior to May 30th submission deadline

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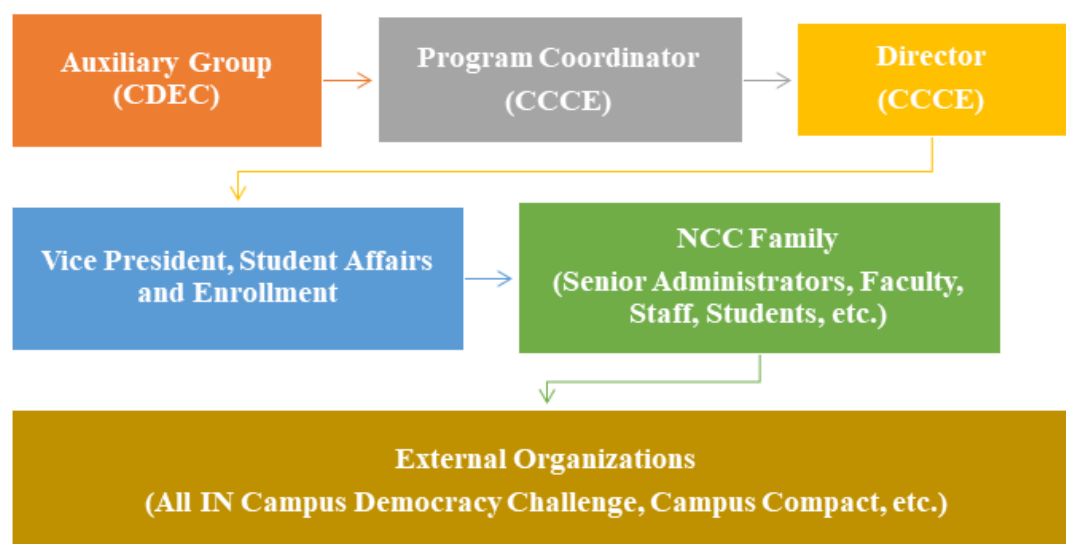
Reporting

The Democratic Engagement Plan will first be shared among administrators and departments/offices that serve as stakeholders in promoting civic engagement. Upon approval by the senior administration, efforts highlighted in this plan will be shared with NCC; uploaded on CCCE's website; and shared externally with the All-In Campus Democracy Challenge and other external organizations. Further, updates and information will be shared through social media channels and other college news outlets.

Regarding the reporting process, CCCE staff in conjunction with CDEC will utilize an Interactive Report model that catalogs the updates and status of the activities outlined in the plan. Figure 5 highlights the reporting structure for this plan.

Figure 7

Democratic Engagement Plan Reporting Model



Evaluation

Evaluation plays an enormous role in our efforts to effectively enhance student participation in voter/political engagement and civic education. The evaluation process consists but not limited to the following steps:

STEP 1 - Develop Problem Statement and Hypothesis

CCCE Director will collaborate with the other staff members of the Center to determine the areas that need to be evaluated (voting rate, civic-mindedness, program/activity impact, etc.). Based on the selected area(s), the relevance of the problem is highlighted. Further, the hypothesis provides a specific direction and a better understanding of the rationale for the evaluation.

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STEP 2 – Engage Stakeholders

CCCE partners with NCC’s Office of Institutional Effectiveness in the administration and analysis of National Study of Learning, Voting and Engagement [NSLVE] and Civic Minded Survey. CCCE Director collaborates with CDEC members to determine whether the evaluation should be conducted using all the datasets or specific dataset(s).

STEP 3 – Identify Models for Evaluation

CCCE and CDEC members determine evaluation questions to ensure that all needs are met. For each evaluation process, two evaluation designs (Cross-Sectional and Longitudinal) are utilized and applied singly or simultaneously. The Cross-Sectional design examines the extent to which different types of students are civically engaged while the Longitudinal design examines the changes in engagement over time (e.g. time of admission – time of graduation).

STEP 4 – Collect and Analyze Data

CCCE collaborates with the Office of Institutional Effectiveness on data collection and analysis efforts. After data collection, strategies to analyze data include conducting and exploring statistical differences and similarities for quantitative data and identifying themes for qualitative data.

STEP 5 – Interpret and Disseminate Data Findings

CCCE members synthesize results to identify the findings that support and/or contradict the hypothesis/rationale of the evaluation. Findings are disseminated using the reporting model highlighted in Figure 7. However, it is important to note that the process for the collection, interpretation and dissemination of NSLVE may not closely align with the aforementioned model.

STEP 6 – Integrate and Apply Evaluation Findings

The findings may or may not reveal gaps that need to be bridged and conditions that need improvement or elimination. Based on the findings, CCCE and CDEC members make informed decisions and adjust programs and services to improve the overall satisfaction and engagement of students at NCC.