



**NORTHERN
PENNSYLVANIA**
REGIONAL COLLEGE

ANNUAL REPORT 2024

*Amplifying opportunity.
Committed to success.*

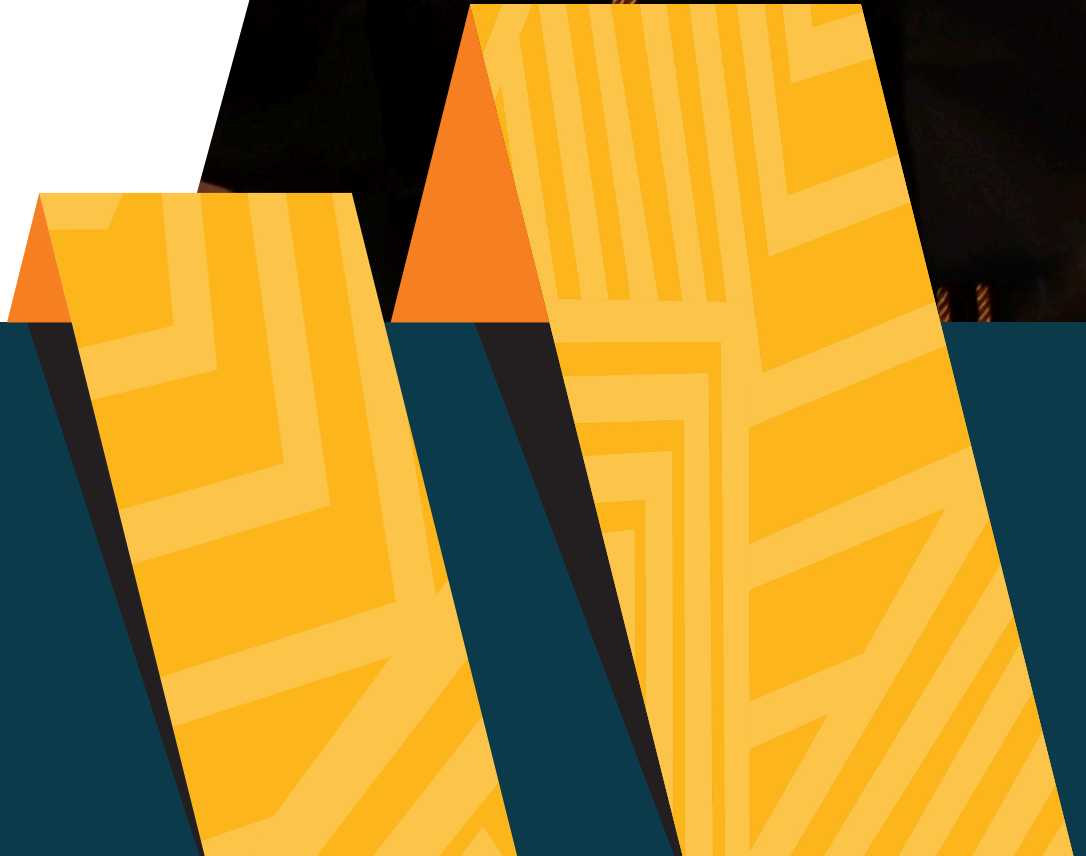




TABLE OF CONTENTS

Dedication.....	4
President’s Letter	6
Who We Are	8
Where We Are.....	9
Chairperson’s Letter.....	10
Administration & Board of Trustees	12
Student Data.....	14
Financials.....	16
2023-24 Highlights	18
Support NPRC	20

DEDICATED TO — THE ORGANIZATIONS IN OUR SERVICE REGION

Success of communities often takes the work of so many. There are a great deal of tasks that need to be completed to serve students in the best way possible. But when board members, communities, local organizations, and many others step up to assist students, it provides a substantial impact. There is true strength in numbers.

Northern Pennsylvania Regional College cares deeply about each and every community in their footprint. They execute their mission to provide education and training where and when it's needed. Two very special initiatives were started with the specific intent to help meet critical workforce needs throughout the region in healthcare and education. Specifically, these initiatives targeted emergency medical responders, emergency medical technicians, and special education teachers.

NPRC's Board of Trustees took a bold step to do their part in addressing the critical shortage of emergency medical services staff and volunteers. They agreed to cover the cost of the instruction in each of our counties by offering emergency medical responder and emergency medical technician courses. The institution had an overwhelming response from each county and secured additional support from various entities in each of the areas where courses were offered.

The generosity of many, including county commissioners, state legislators, emergency management agencies, fire departments, career and technical centers, and others, made these low-cost courses possible. With a shortage nationally, NPRC's workforce development division and its partners have worked hard to shrink this gap and ensure access and affordability of these courses were no longer a barrier for those interested in public safety.

Over 60 emergency medical responder and emergency medical technician students were served in these programs so far, with more learners set to begin their education in emergency medical services soon.

NPRC's academic division has also made impressive strides, again, with strong partnership support. One of the institution's strongest programs is the Paraeducators Pathways Program, which began in January 2024. This program is helping paraeducators throughout the region, with the majority in the Seneca Highlands IU9 service region, begin an associate degree in early childhood education at either low or no cost. In the Spring 2024 term, NPRC welcomed 30 paraprofessionals as a part of the first group of paraeducators. These students will complete their associate degrees through NPRC in December 2025.

These 30 paraeducators from across 14 different school districts had the opportunity to join the remote program as part of its first cohort. NPRC is excited by the interest and will expand the program in 2025. Those interested from across Pennsylvania will be welcomed to the program starting in January to complete an Associate of Applied Science in Early Childhood Education with a specialization in Special Education and Paraprofessional Practice in a total of six academic terms.



STUDENT SUCCESS

“NPRC gave me the experience, knowledge and opportunity to follow a passion and turn it into a career. I enjoyed how hands on the program was because it prepared me to use these skills every day. It also helped me to feel prepared for my class exams and the National Registry exam. Working in EMS has been rewarding and there’s no career I would rather pursue than being a first responder.”

-Nicole Atkinson

READ
NICOLE'S
STORY:



Seneca Highlands IU9 Executive Director, Brock Benson, has been an important advocate for NPRC and a leader in selecting the College as the educational provider for these special education initiatives. His dedication and commitment to supporting education in the Seneca Highlands IU9 region deserves recognition. He has successfully worked to secure additional funding for students in the IU9 area who are interested in beginning their education in the spring 2025 term. His forward-thinking to address the needs of many school districts will be felt for years to come. It has also inspired the College to expand these offerings to well beyond the IU9 area.

Without the support of amazing people and organizations, these programs at Northern Pennsylvania Regional College would not be possible. The growth that the institution is experiencing, and will continue to experience, is a true testament to the board of trustees, community members, employees, and many organizations who want the region to thrive and have chosen NPRC to help.

We thank all our contributors, community stakeholders, and advocates for helping support the mission of NPRC. These initiatives and strides would not have been made possible without you.

IN FISCAL YEAR 2023-24, NPRC SERVED

756

ENROLLED STUDENTS IN

997

LEARNING OPPORTUNITIES.

PRESIDENT'S LETTER

As we reflect on another remarkable year at Northern Pennsylvania Regional College, I am filled with gratitude for the collaborative spirit and unwavering dedication that defines our community. Our mission to provide affordable and accessible education is made possible through the invaluable support of our team, Board of Trustees, and stakeholders—community members, local businesses, educational partners, and many additional champions of our institution. Together, we are making a lasting impact on the lives of our students and the future of our region.

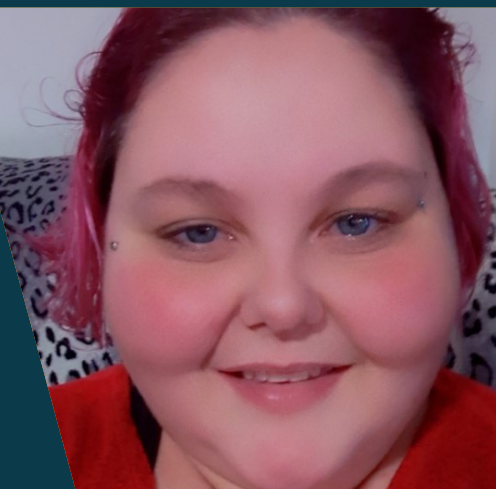
Our dedicated team of highly accomplished and driven professionals has been at the forefront of this effort, working tirelessly every day to ensure that our learners receive the best possible education and gain a valuable support system and community of peers along the way. The NPRC faculty and staff's commitment to excellence is evident in our successful programs; including the newly launched Culinary Bootcamps I and II. These courses have equipped aspiring culinary professionals with essential skills to begin a successful career, while also helping to fill employment gaps our region faces in the food service industry. The workforce development division has also continued their excellence in public safety, which has grown to include courses that involve safety planning for organizations as well as a Keeping Churches Safe Seminar to protect places of worship around the state.

In academics, our Paraeducator Pathways Program is educating professionals and helping them to fill crucial roles as special education teachers in our public education system across Pennsylvania. Our focus on work-ready skill sets is essential in today's rapidly changing job market. We are proud of the work we're doing to address these workforce shortages through targeted training and short-term education initiatives. They will continue to be essential in filling employment gaps across our region, state, and even the nation.

We have also increased our investment into our dual enrollment program. We continue to open doors for high school students; allowing them to earn college credits at a young age and at an affordable cost. This pathway not only enhances their educational journey as part of their high school experience, but it also prepares these amazing minds for successful futures in a world that features immense competition for future education and employment.

As we move forward, it continues to be a priority to strengthen our degree paths and courses in the eyes of industry and peers in higher education. To do so, we are diligently working through our self-study process to be elevated from a candidate for accreditation to affirmation of accreditation by the Middle States Commission on Higher Education (MSCHE). This work will ensure that NPRC maintains impressive rigor and the highest standards of educational quality and institutional effectiveness. Continuing this process reaffirms our commitment to continuous improvement and accountability to our students and community. Becoming an accredited college in the coming years will reassure the strength of NPRC and has the potential to lead to increased academic agreements and important funding pathways to support our students.

Through our strategic program offerings, our strengthening reputation, increasing number of community partners, and the dedication by our team, we have seen impressive growth in our student population over the last year.



STUDENT SUCCESS

"From the first time I found out about NPRC, I knew attending college was something I wanted to pursue because of how genuine the first interaction was. I'm proof that finding the right path can be done. It's worth it to find ways out of situations you do not want to be in for better ones. I can't say enough about how NPRC's employees have empowered and advocated for me."

-Amanda Conklin

READ
AMANDA'S
STORY:



By continuing to develop more program offerings and continuing the excellent work towards becoming accredited, there's great reason to believe our growth as an institution will continue year-over-year for the foreseeable future. Every decision we make has our communities and students at the forefront, and these strategic decisions made have made our expansion and growth possible.

At NPRC, we understand that a culture of support is essential for employee well-being and overall institutional success. The core of who we are and what we do as a college community starts with the amazing team of professionals who serve our communities and students. When staff members feel valued and appreciated, it fosters a positive work environment that enhances collaboration, creativity, and job satisfaction. We take great pride in cultivating an atmosphere where open communication and mutual respect thrive. By prioritizing professional development, recognizing individual contributions, and encouraging work-life balance, we empower our employees to excel in not just their roles at work, but the positions they play in other aspects of their lives.

This commitment helps ensure we maintain an engaged and fulfilled staff that is equipped to provide exceptional educational experiences and impressive service to local businesses, communities, and learners alike. Together, we all have a hand in building a vibrant college community that reflects our core values and remains dedicated to continually achieving excellence.

In closing, I express my heartfelt appreciation to everyone involved in our mission. The support and engagement from those in our college community and beyond are vital to our success now and in the future. Together, we are shaping the future of northern Pennsylvania, one business, one community, and one student at a time.

Thank you for being an integral part of all we have done and continue to strive for at NPRC.

Sincerely,

Your President

WHO WE ARE

Who are we? We're NPRC! We're northcentral and northwestern Pennsylvania's local institution offering associate degrees and workforce training to those looking to change their life and brighten their future.

We're an institution that creates opportunities for individuals with few previous options in their career and life paths. We provide opportunities and pathways for people from all stages of life to envision a brighter future. NPRC is an institution breaking down barriers in the region and across the state to create amazing possibilities for the future.

The priority of Northern Pennsylvania Regional College is not just to lead our amazing student body towards thriving careers, but also to aid in economic development and growth opportunities to sustain current industries and encourage new ones to invest in our area and state.

With the gracious help of community partners, we combine classroom instruction and interactive technology to enable face-to-face learning. By utilizing community space, working alongside local school districts, and even training alongside industry-leading businesses, we meet learners right where they are. In doing so, it allows students to remain in a comfortable environment for this chapter of their life, surrounded by their loved ones and the community they are proud to call their home.

NPRC's growing network is what helps the institution live out its mission. The College educates, inspires, and serves others in a way that's adaptable, non-traditional, and unique. We are much more than a traditional college. NPRC is here for all as a second chance, a necessity, and as an opportunity to ensure that learning and growth never stops.

FULL-TIME EQUIVALENCY (FTE)

A unit of measurement equal to one student enrolled in 15 credits.

FALL 2023

47.33

SPRING 2024

55.67

RETENTION

A degree-seeking student continues enrollment from one academic year to the next academic year in at least one term, thus maintaining their catalog of record.

66.10%



WHERE WE ARE

Our service region spans 10 counties in northwestern and northcentral Pennsylvania.



CHAIRPERSON'S LETTER

From my vantage point as Chairperson of Northern Pennsylvania Regional College's Board of Trustees, the 2023-2024 fiscal year has been an energizing and fulfilling one. Our enrollments continue to grow, especially in workforce development. Our journey toward Accreditation with the Middle States Commission on Higher Education (MSCHE) continues at a steady pace as we continue to offer high quality education and services. Many additional exciting opportunities loom on our horizon.

Due to our interesting and varied offerings available in our Workforce Development Division, the committed leadership of our administration, and the dedication of our highly qualified instructors, we can tailor our classes to meet the work needs of community businesses. This innovative collaboration with local industries has been fruitful for both entities. Our academic course offerings provide the pathway to many different associate degrees and the College has recently received approval from the Department of Education to offer continuing Act 48 Education Credits for Pennsylvania educators.

A very successful on-site visit by our MSCHE liaison in June affirmed that the College is addressing all necessary aspects of the accreditation process as we work toward accreditation in the near future. This outstanding progress is due to the excellent work of the entire staff, and on behalf of the Board, we sincerely thank you.

Two of NPRC's original Board members are approaching the end of their legislatively mandated term limit of 10 years of service. Greg Mahon and Amanda Hetrick have served the College since its inception. Their passion for the College has manifested itself in their outstanding work. Without these individuals' selfless service to the mission of NPRC, making this College a reality would not have been possible.

It is with utmost appreciation and respect that we wish them the best in the future.

Accordingly, we welcome two new board members: Aaron Singer from Tioga County and Kat Thompson from Venango County. They join an already dedicated, volunteer Board of Trustees with a wide variety of talents representing private, educational, and professional businesses in the 10-county area of the College. NPRC continues to grow and evolve as one of the most unique post-secondary institutions in existence. Led by our President, Susan Snelick, and her very talented team of vice presidents, directors, and staff, the future is unlimited.

Among their accomplishments are a very positive climate survey published this spring; the implementation of Ellucian, Element 451, and Modern Campus systems; agreements and subleases reached with additional post-secondary schools; and successful grant work. One grant will put new educationally purposed vans for vocational and technical classes in service soon and has a continued focus on meeting the goals of the strategic plan.

Additionally, President Snelick has been selected to serve on several noteworthy state and national Boards which provides her opportunities to showcase what NPRC is doing and pioneering, and to integrate the College into working with these key organizations.



STUDENT SUCCESS

"NPRC's faculty, staff, and professors do everything they can to see the students succeed and provide us with exactly what we need to do our best both inside the classroom and out. The early childhood education program is phenomenal. It was a school that aided me in balancing class, schoolwork, and my career. From the start and throughout my time, NPRC made me feel like I was at the right place."

-Savannah Nichols

READ
SAVANNAH'S
STORY:



She received distinctive individual recognition and honors throughout the year and helped the institution be selected for an exclusive opportunity on the national public television series Viewpoint with Dennis Quaid. The Board commends President Snelick and the entire NPRC staff on an outstanding year and pledges its support as we move forward into 2025.

In closing, it has been my honor and privilege to serve as the Chairperson of this Board of Trustees. Following in the outstanding footsteps of the previous board chairs, Senator Mary Jo White and Kate Brock, was an enormous task as they set the bar very high. When the College was just an idea of several area educational experts and one dedicated state Senator who launched the Education Consortium of the Upper Allegheny, I served as its President.

Following the passage of the legislation that created the Rural Regional College, which now does business as the Northern Pennsylvania Regional College, I served first as Project Director, and then Chief of Staff.

Following my retirement, I served on the Board of Trustees, and this year as its Chairperson. As I look back, I am filled with wonder and amazement at what this institution has become and the great promise and potential it has for the future. I believe its affordable opportunities are endless!

With gratitude,

Duane Vicini

PERCENT OF NPRC STUDENTS IN GOOD STANDING

SPRING 2023

80.88%

SPRING 2024

85.34%

NPRC ADMINISTRATION & BOARD

ADMINISTRATION



SUSAN SNELICK
President



BEN MALCZYK
Vice President of Academics
and Accreditation Liaison
Officer



**JENNIFER
CUMMINGS-TUTMAHER**
Vice President of Enrollment
and Student Services



ADAM JOHNSON
Vice President of Workforce
Development



MICHAEL GIAMBRONE
Vice President of Finance and
Operations

WHO WE SERVE

RECENT GRADS



MITCHELL BALDWIN

"NPRC provided me with the opportunity to achieve further education. It was local, affordable, and had a great selection of degrees to choose from."

PARENTS



JANESSA WAGNER

"NPRC taught me how important playing to learn and providing children with tools and support for successful learning is."

SECOND-CHANCERS



BRITTANY GRAJEK

"Attending NPRC was truly life-changing for me and provided a foundation to pursue my passion for early childhood education."

BOARD OF TRUSTEES



DUANE VICINI
Chairperson | Warren, PA



ROBERT ESCH
Vice Chairperson | Bradford, PA



HENRI LEMEUR
Secretary | Warren, PA



KATE BROCK
St. Marys, PA



ADRIENNE DIXON
Erie, PA



HEATHER EVANS
Erie, PA



JAMIE EVENS
Port Allegany, PA



JENNIFER GESING
Warren, PA



AMANDA HETRICK
Tionesta, PA



GREG MAHON
Harrisburg, PA



KIMBERLY REES
Austin, PA



AMY SHIELDS
Kane, PA



HOLLI WOLFE
Titusville, PA

BOARD EMERITI

Richard McDowell
Ed Pitchford
Mary Jo White

ACADEMICS

TOTAL: 167

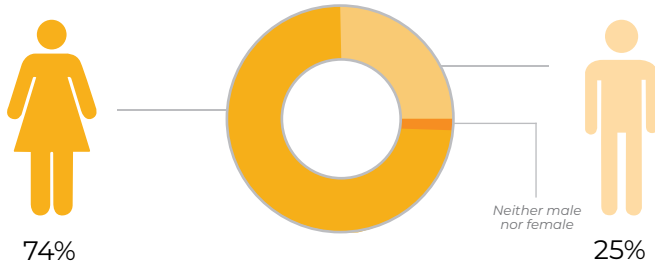
Our Students

ACADEMIC YEAR 2023-24

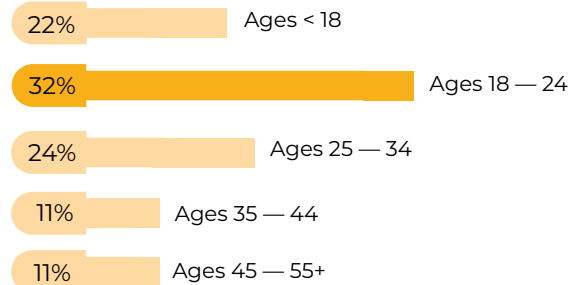
**This number reflects an unduplicated headcount where the total number of individual students who have attended NPRC during the 2023-24 Academic year are counted.*

The following graphics illustrate the demographic distribution of students where data is available.

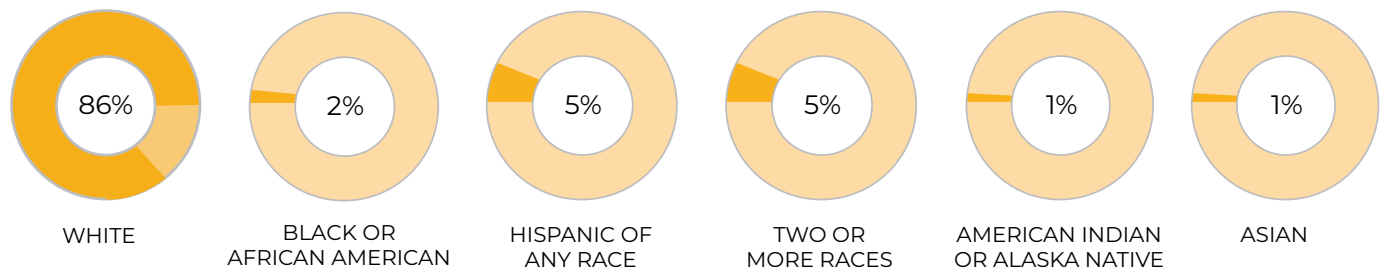
GENDER



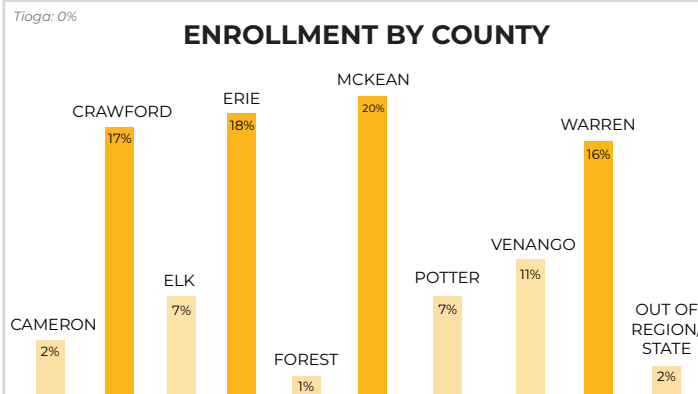
AGE



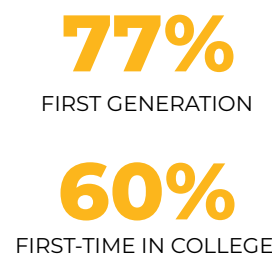
ETHNICITY



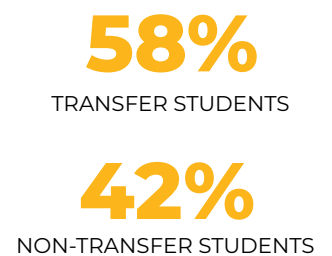
ENROLLMENT BY COUNTY



FIRST GENERATION / FIRST-TIME IN COLLEGE

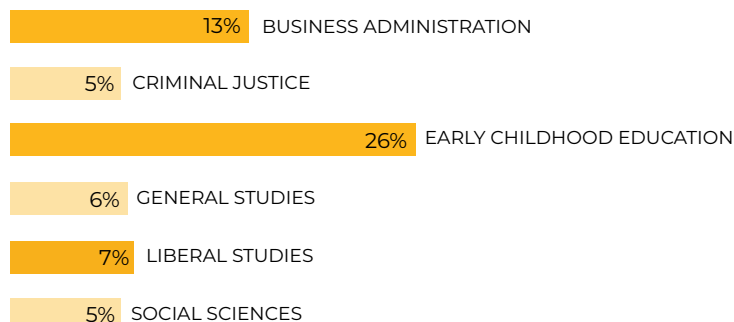


DEGREE-SEEKING TRANSFER STUDENT DISTRIBUTION

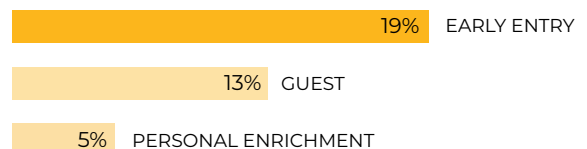


STUDENT TYPE BY PROGRAM

DEGREE-SEEKING



NON-DEGREE-SEEKING



WORKFORCE DEVELOPMENT

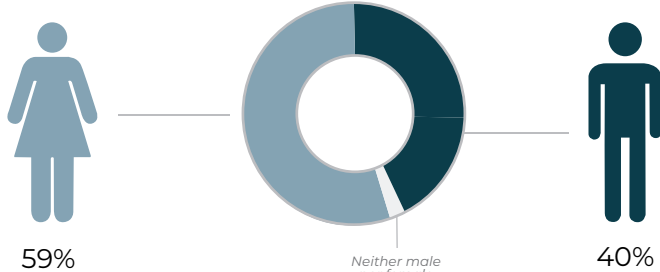
TOTAL: 590

Our Students

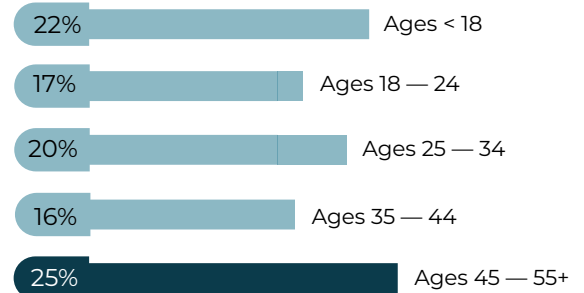
**Please note that all Workforce Development demographic data is based on the 2023-24 fiscal year unduplicated headcount and includes data related to both non-customized and customized training.*

The following graphics illustrate the demographic distribution of students where data is available.

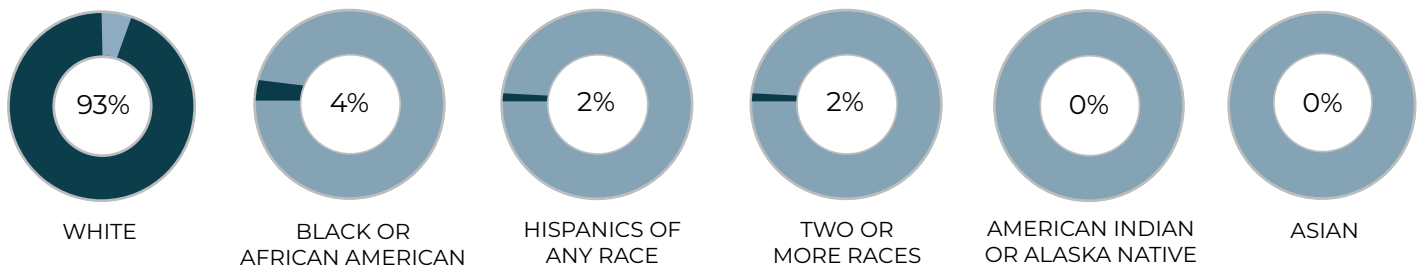
GENDER



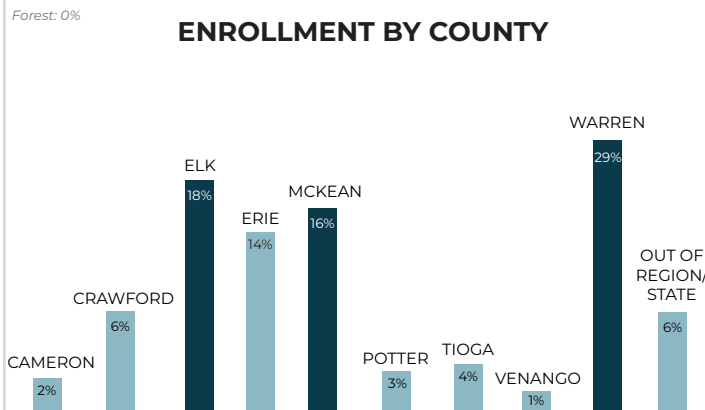
AGE



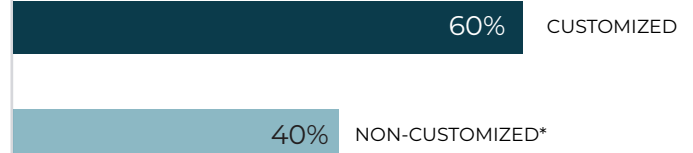
ETHNICITY



ENROLLMENT BY COUNTY



TOTAL ENROLLMENT



% OF WFD STUDENTS WHO RECEIVED EXTERNAL FUNDING

95%

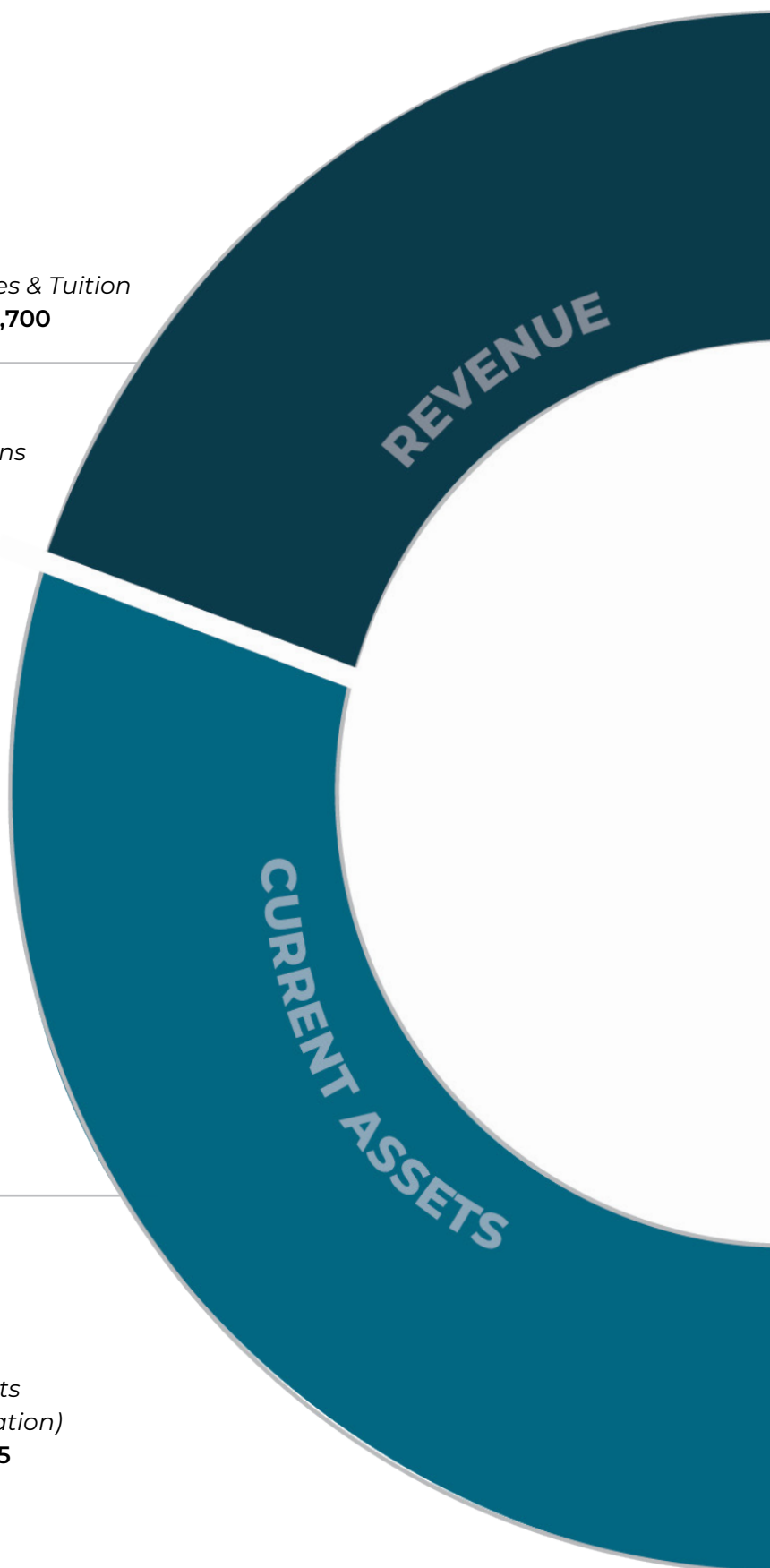
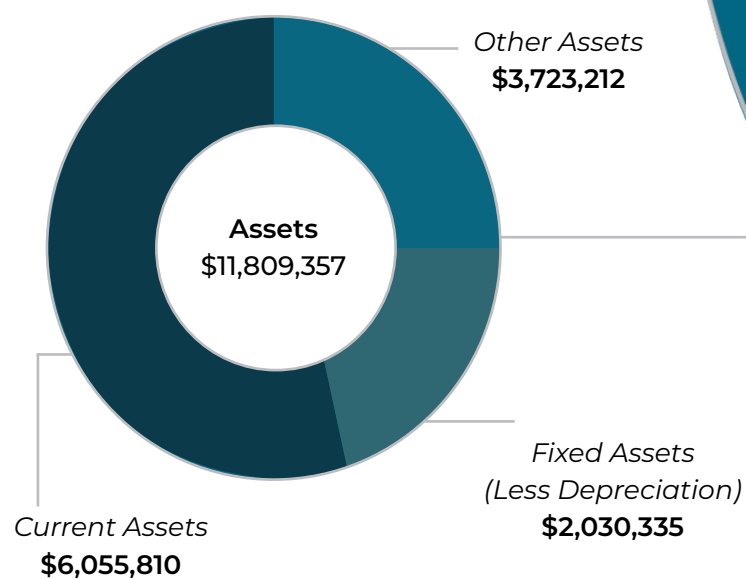
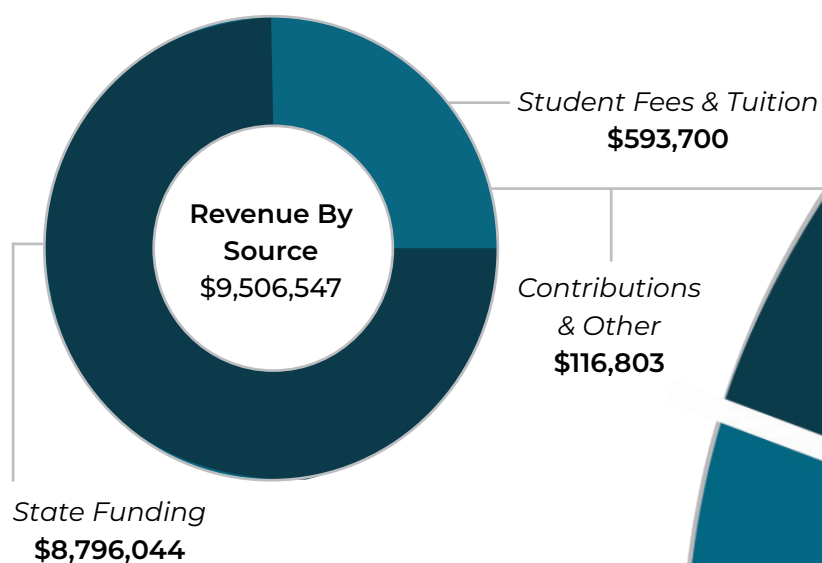
% OF STUDENTS ENROLLED IN COMPANY-SPONSORED WFD PROGRAMS

27%

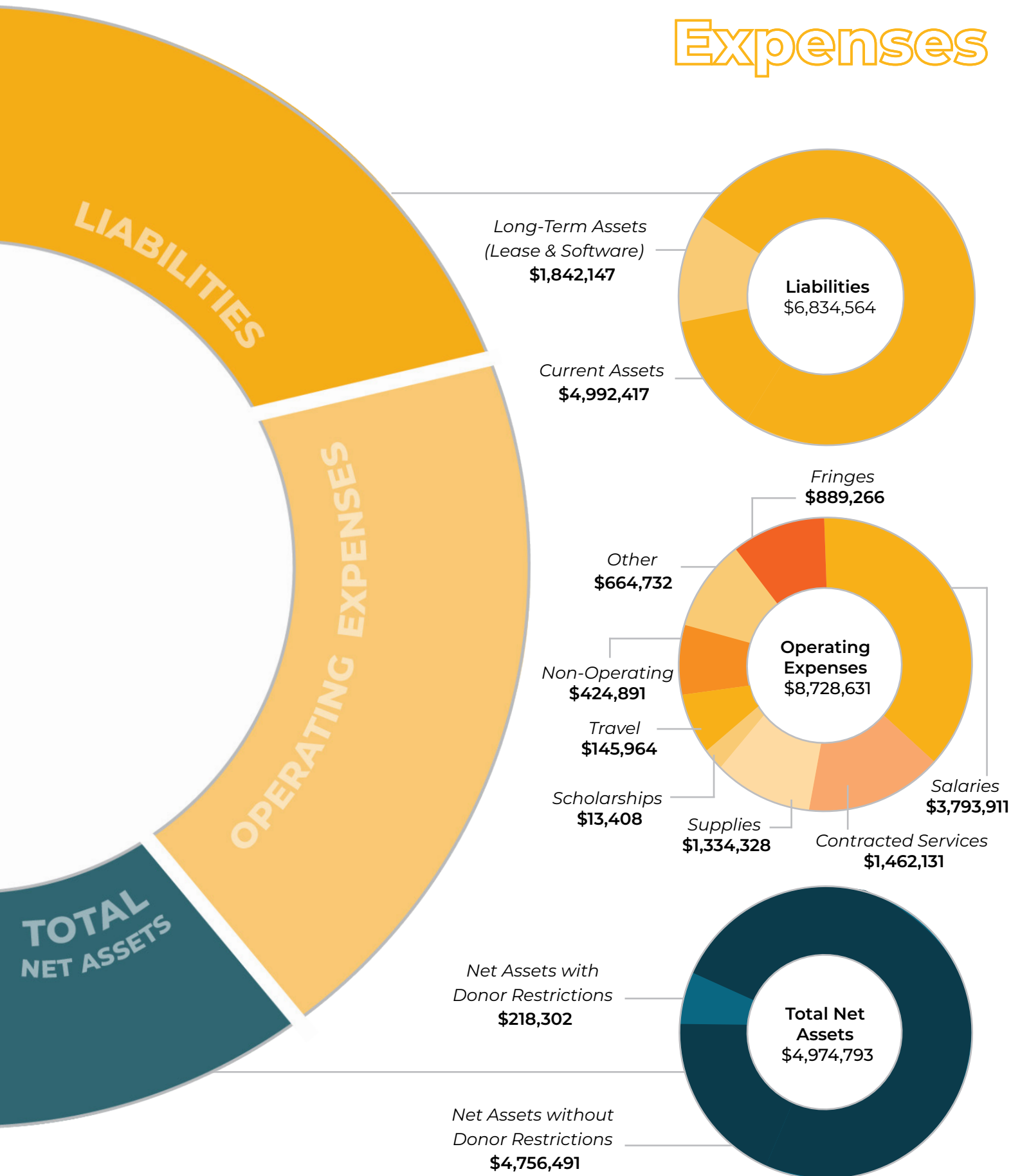
% OF STUDENTS SERVED THROUGH WFD CUSTOMIZED TRAINING CONTRACTS

64%

Revenue



Expenses



2023-24 NPRC HIGHLIGHTS

This past year was an exciting one at the College. Check out some of our top stories and achievements. Want to read more about these milestones and other recent College news? Scan the QR code in the corner!

PARAPROFESSIONALS PATHWAY

Seneca Highlands IU9 chose NPRC as educational provider for the Paraprofessionals Pathway Program. The program assists current paraprofessionals with earning special education preparedness.



NPRC X EC3

Northern Pennsylvania Regional College and Erie County Community College signed an academic agreement to aid current and future students in their academic journeys between institutions.

VIEWPOINT

The Viewpoint short-form documentary series hosted by Dennis Quaid selected NPRC to be featured on national public television. The season of the series, titled 'Leaders in the Future of Community College Education,' features the impact community colleges make in the United States.



SCHROLL SCHOLARSHIP

NPRC early childhood education student, Christine Schroll, was awarded a scholarship from the Rotary Club of Warren to aid in her educational journey. The organization recently began awarding academic scholarships to Warren County students who are pursuing college or trade programs at the College.

EDUCATION TRAILBLAZER

In recent months, President Susie Snelick was appointed to her position on the Board of Directors for the Rural Community College Alliance and was selected as a 2024 Trailblazer in Higher Education by City & State Pennsylvania.

SCAN ME TO
READ MORE:



ACT 48

The Pennsylvania Department of Education authorized NPRC to offer Act 48 continuing education credits for Pennsylvania educators starting in June 2024. Educators seeking college credits can enroll in any NPRC academic course or customized training requested by their school district.



ED2GO

NPRC launched a partnership with ed2go, part of Cengage Group, to bring online programming to NPRC's workforce development division. Courses bring opportunities to earn credentials and certificates in virtual, asynchronous and synchronous learning formats.

NATIONAL STAGE

Criminal justice student, Shanda Kelsch, and Instructor, Dave Wilson, presented at the Northeastern Association of Criminal Justice Sciences (NEACJS) Annual Conference in Gettysburg in June 2024. The duo shared about their research work titled 'Breaking the Cycle of Violence: Empowering the Survivors of Domestic Abuse.'

SUPPORT NPRC

At NPRC, we believe in the transformative power of education, especially for non-traditional students—those who bring diverse life experiences, ambitions, and perspectives to our communities. By supporting NPRC, donors are not just investing in education; they are investing in the resilience and determination of individuals who are often balancing work, family, and other commitments while they pursue their dreams.

Our commitment to affordability ensures that financial barriers do not stand in the way of our students' success. With accessible learning options, NPRC makes it possible for students from all walks of life to achieve their educational goals without compromising their personal responsibilities.

When the costs for classes are as affordable as they are at NPRC, small donations can make a big impact. For every \$2,220 we raise, we can grant an individual student a scholarship towards one term of full-time study (12-18 credits). For every \$1,300 raised, we can help provide a student with the opportunity to participate in an EMT class so they can save lives in their community. YOU can be the change that blazes trails to bring education right to the doorsteps of the people, businesses, organizations, and communities in our region.

The impact of supporting NPRC extends far beyond the individual. Our graduates are equipped with the skills and knowledge to contribute meaningfully to the region's workforce, fostering economic growth and stability in their communities. As our students succeed, so do the communities they serve - creating a cycle of prosperity and opportunity.

Invest in NPRC today, and help us continue to empower the future leaders, innovators, caregivers, and professionals of our communities.

We encourage your support in helping to build our student scholarship funds for academic, workforce development, and dual enrollment students. Your support is a direct investment in a brighter, more equitable future for all.

Light the way and give today by returning a check to NPRC in the envelope provided, by visiting our website and clicking the "SUPPORT NPRC" button, or by simply scanning the QR code on this page.

SCAN TO DONATE





THANK YOU TO OUR DONORS

Cameron County Commissioners
Keck's Food Service
The Fund for Northern Tier Development
Kelsey Angove
Amanda Beil
Benjamin Blood
Kate Bosko
Kimberly Boyer
Kate Brock
Rose Clarke
Jennifer Cummings-Tutmaher
Carla Cummings
Adrienne Dixon
Joanna Elletson
Heather Evans
Jamie Evens
Dannielle Fickenworth
Jen Gesing
Michael Giambrone
Susan Gleason
Eileen Goodling
Jennifer Rossey

Regina Russell
Carla Gore
Jodi Guisto
Miranda Heller
Desiree Higley
Dawn Hull
Adam Johnson
Andrea Kessler
Kelsey Kirkpatrick
Leigh Anne Kraemer-Naser
Jill Lasecki
Hank LeMeur
Laurel Lucas
Mr. and Mrs. Richard McDowell
Lori McNeal
Madeline Miles
Francis O'Connell
Lisa Pecora
Abigail Petrosky
Ronald Pollock
Sandra Rohlin
Lori Sabatose

Melinda Saunders
Gary Sawtelle
Monica Schloder
Andrea Shene
Susan Snelick
Nathan Steis
Lori Swick
Gregg Trisket
Gregory VanOrd
Duane and Donna Vicini
Lawrence and Deborah Vicini
David Wilson
Holli Wolfe
Nicole Zaun

**PERCENT OF NPRC
EMPLOYEES THAT
DONATED IN 2023-24**

96%







**NORTHERN
PENNSYLVANIA**
REGIONAL COLLEGE

US POSTAGE
PAID
CITY, STATE
PERMIT
ZIPCODE

NORTHERN PENNSYLVANIA REGIONAL COLLEGE
OFFICE OF THE PRESIDENT
300 2ND AVENUE, SUITE 500
WARREN, PA 16365

John Smith
123 Main Street
My Town, USA 0000-0000