

2019

2020

Report to the Community



EMPOWER



ENHANCE



ENRICH

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[WWW.AIMS.EDU](http://www.aims.edu)

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Aims Community College is an equal opportunity institution. The College prohibits discrimination in its practices, programs, and activities on the basis of age, race, color, religion, creed, gender, national origin, sexual orientation, or disability and is committed to maintaining an environment free from sexual or other harassment and retaliation.

Aims Community College is accredited by the Higher Learning Commission. www.hlcommission.org or 800.621.7440
For program costs, as well as student debt and success rates, visit www.aims.edu/academics/ge-disclosures/

COVER PHOTO: Therese Edwards, A.A. Liberal Arts 2020 Graduate, Presidential Medallion Award winner and Aims2UNC transition student. Photo by Allyson Byerly.

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OUR PURPOSE

Build a stronger community.

VISION

First Choice:
The Recognized Leader in Learning and Student Success

MISSION

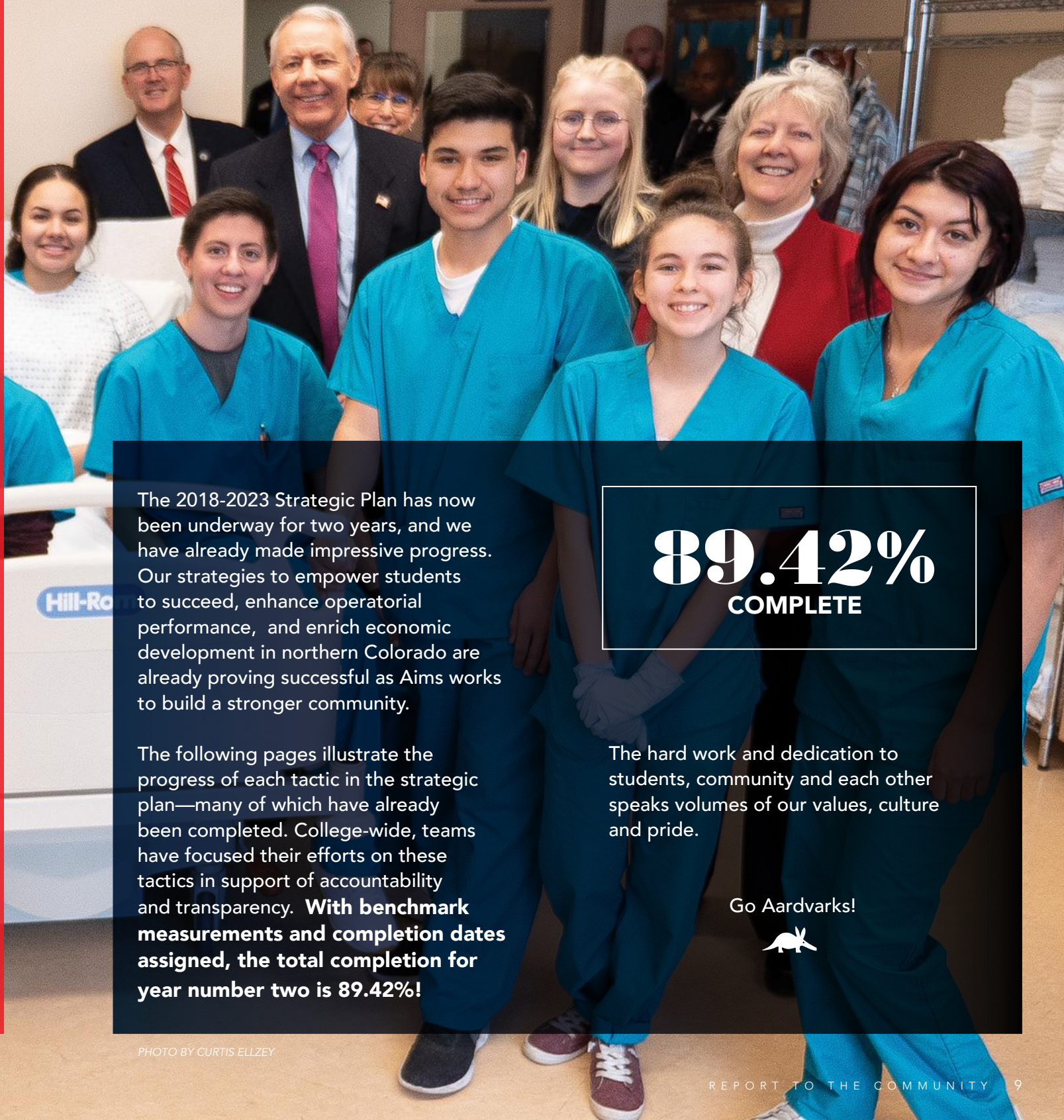
Provide knowledge and skills to advance quality of life, economic vitality,
and overall success of the diverse communities we serve.

PHOTO BY CURTIS ELLZEY

“A vision
without a
strategy
remains an
illusion.”

LEE BOLMAN

STRATEGIC PLAN UPDATE



The 2018-2023 Strategic Plan has now been underway for two years, and we have already made impressive progress. Our strategies to empower students to succeed, enhance operational performance, and enrich economic development in northern Colorado are already proving successful as Aims works to build a stronger community.

The following pages illustrate the progress of each tactic in the strategic plan—many of which have already been completed. College-wide, teams have focused their efforts on these tactics in support of accountability and transparency. **With benchmark measurements and completion dates assigned, the total completion for year number two is 89.42%!**

89.42%
COMPLETE

The hard work and dedication to students, community and each other speaks volumes of our values, culture and pride.

Go Aardvarks!



PHOTO BY CURTIS ELLZEY

STRATEGY 1

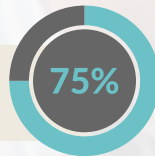
EMPOWER STUDENTS TO SUCCEED

Transform Student Pathways from Access to Completion to Support Increased Enrollment and a Diverse Population.

YEAR TWO TACTICS / INITIATIVES STATUS

ACCESS ::

Implement and launch #UBelong Initiative for a more holistic onboarding of students.



Maintain College infrastructure.



Expand Career & Technical Education (CTE) post-secondary opportunities partners.



Reduce barriers to learning resources.



Expand alternative course and service delivery schedule options (such as nights, weekends, condensed semesters).



Implement Developmental Education Task Force recommendations for placement and support.



Increase degree attainment by adult learners.



COMPLETION ::

Research, develop, and implement "12+12+6 Initiative" designed to support students completing 30 credits per academic year.



Design and implement Guided Pathways programs and services.

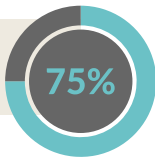


DIVERSE POPULATIONS ::

Expand partnerships with community/school district agencies/programs that serve underrepresented populations.(i.e., Dream Team, Boys and Girls Club).



Develop academic programming that targets enrollment, retention, and completion for our Latinx community.



RETENTION ::

Research, develop, and implement a 4-part "Funding Your Future" Initiative focused on decreasing the financial burden of student who attend Aims.



Develop comprehensive wellness programming series for students during 1st and 2nd year.



Development of an Academic Honors program.



Increase online student retention.



Create "Writing Across the Curriculum" (WAC) task force and implement recommendations to provide writing support for students.



Enrich food services.



STRATEGY 2

ENHANCE OPERATIONAL PERFORMANCE

Maximize Sustainable Processes, Systems, Resource Management, and Employee Support.

YEAR TWO TACTICS / INITIATIVES STATUS

DATA ANALYTICS ::

Develop specific systems to improve the collection, dissemination, analysis of data through the data cleanup project (CampusWorks) and data visualization by program (Dashboard) project.

100%

Develop the leading and lagging indicators, benchmark, and targets related to the Core Measures.

100%

Enhance data training regarding data availability, usability, and analysis.

100%

Establish reporting cycle for programmatic and common learning outcome assessment.

100%

POLICIES, PROCEDURES, PROCESSES ::

Develop processes and procedures for facilities maintenance cycle.

100%

Ensure credit-to-clock-hour compliance.

100%

Identify business process reviews (BPR) that are more efficient, accessible, and ease processing bureaucracy.

100%

Implement SEIS Council for Advancement of Standards (CAS) assessment.

80%

TALENT DEVELOPMENT

Create Employment Life Cycle Dashboard.

100%

Expand professional development opportunities.

78%

Utilize Electronic Performance Management.

100%

Expand faculty training opportunities.

100%

Determine standard operating procedures for evaluation and training of Concurrent Enrollment faculty.

100%

TECHNOLOGY

Improve the efficiency and effectiveness of the IT operations.

100%

Implement technological advancements to promote instructional programs.

100%

Improve IT environment to protect sensitive data and to ensure compliance with regulatory agencies.

100%

Implement Customer Relationship Management (CRM) software for strategic community outreach efforts.

80%

ENRICH NOCO ECONOMIC DEVELOPMENT

Develop Programs and Partnerships that Meet Evolving Workforce, Demographic and Population Growth Needs.

YEAR TWO TACTICS / INITIATIVES STATUS

ASSESSMENT AND DEVELOPMENT ::

Create Academic Programming Plan.

85%

Increase non-credit offerings to complement existing for-credit programs.

100%

Re-envisioning the emphasis of the satellite locations.

60%

PARTNERSHIPS ::

Design and implement Aims2UNC Transition Program.

100%

Strengthen relationships with service area communities, including educational institutions, business/industry and civic organizations to create seamless pathways for students.

70%

For a comprehensive look at our Strategic Plan, go to www.aims.edu/about/values.



AT A GLANCE

9,235 STUDENTS



58% FEMALES



42% MALES



TYPES OF COURSES TAKEN

73% TOOK GENERAL EDUCATION

57% TOOK CAREER & TECHNICAL

9% TOOK BASIC EDUCATION



29.66%

OF OUR STUDENTS ARE CONCURRENT ENROLLMENT HIGH SCHOOL STUDENTS

SEEKING COLLEGE LEVEL

3,655 SEEKING DEGREES

554 UNDECLARED

306 CERTIFICATES

OUTCOMES



69% CERTIFICATES

31% DEGREES

SOURCE: Annual Report Dataset 2019-20

AT A GLANCE

AFTER GRADUATION
EMPLOYMENT OUTCOMES
ALL GRADUATES 2018-19

82.7%
EMPLOYED

47.13%
EMPLOYED IN
RELATED FIELD

13.5%
UNEMPLOYED
NOT-SEEKING

62.61%
CONTINUING
EDUCATION

VE-135 FOLLOW-UP SURVEY 2020 DATA
GRADUATES DURING AY 2018-19

AIMS EMPLOYEES

847
EMPLOYEES
FULL-TIME + PART-TIME

52%
INSTRUCTIONAL STAFF

ANNUAL REPORT DATASET USING IPEDS
HR SURVEY SNAPSHOT OF NOV. 2019 PAYROLL

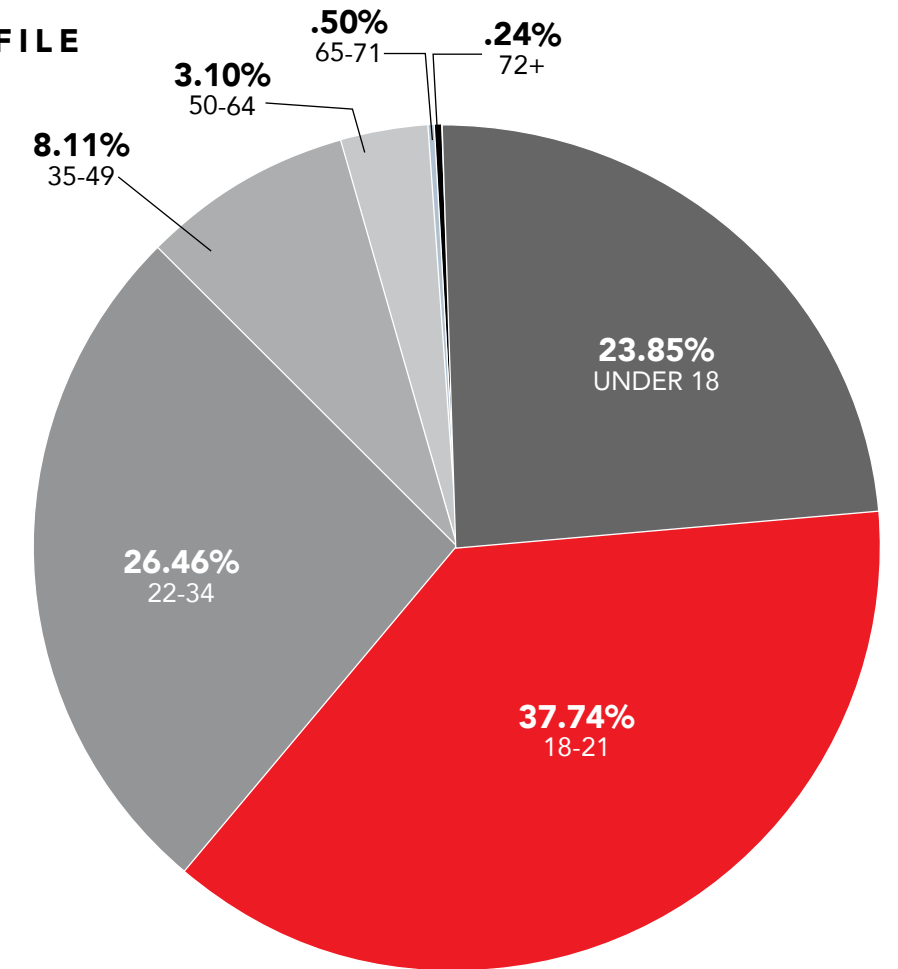


2,466
2019-20
CONTINUING
EDUCATION
STUDENTS



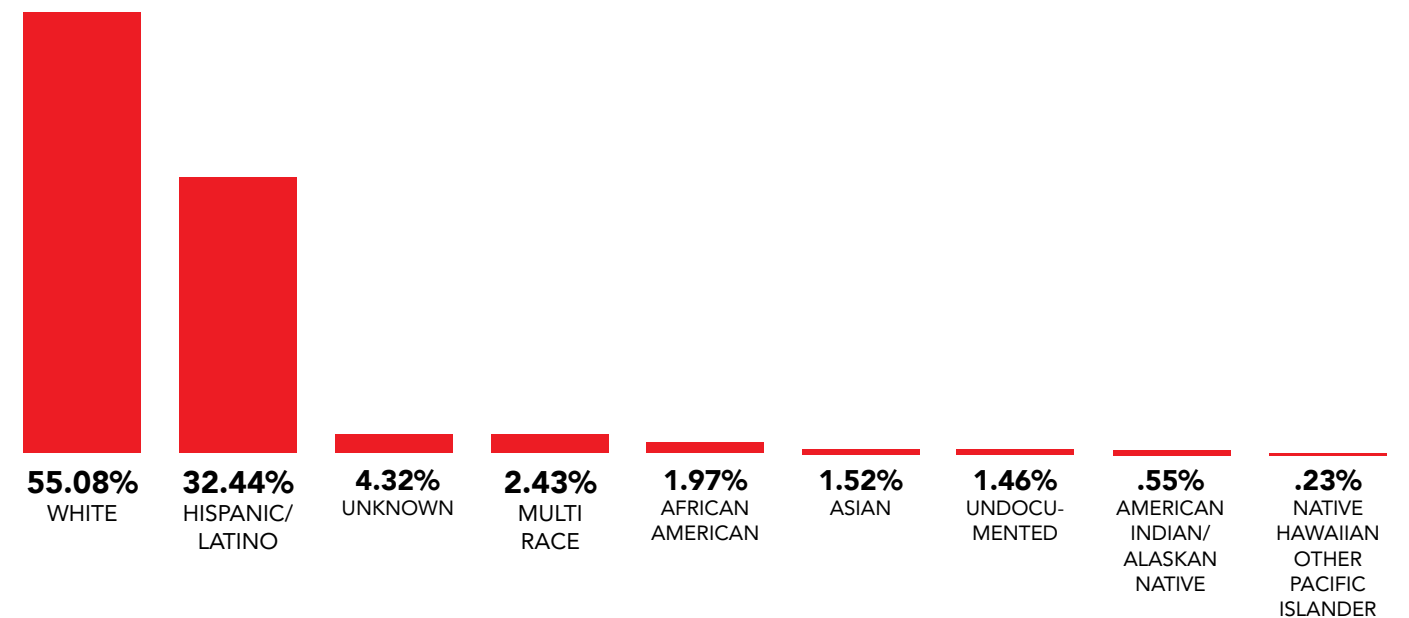
STUDENT AGE PROFILE

ANNUAL REPORT DATA
2019-20



ETHNICITY PROFILE

ANNUAL REPORT DATA
2019-20





CERTIFICATE TO BACHELOR'S DEGREE DREAMING BIG WITH AIMS2UNC

For many students, dreams about college develop and evolve one step at a time.

Therese Edwards (A.A. Liberal Arts, 2020), started at Aims Community College to earn a Business Technology Certificate, thinking that she'd only earn her certificate — nothing more, nothing less.

"I never thought I could get a degree," explained Edwards.

As she worked toward her certificate, Edwards found herself in conversations with Aims staff and faculty about her college and career goals. Often, they would discuss the options beyond her certificate, talking about associate's degrees, bachelor's degrees and more coursework that she was incredibly passionate about.

"Something happens that's crucial but wouldn't happen if you weren't having those conversations," said Edwards. Discussing her options helped her to see that furthering her education was within the realm of possibility. "It just doesn't seem quite so hard — you can imagine yourself doing it"

Eventually, Edwards found herself looking at different degrees and wider paths of study. Taking more general education courses and continuing the conversation with staff and faculty at Aims, Edwards' interests expanded until she found herself working toward a bachelor's degree in sociology.

"It's a process as you have these successful dreams and build on them," said Edwards. "You start thinking 'Wow, this is possible — I do have something to

offer and there is something that I can do with what I'm learning and what brings me happiness and joy."

With a new degree plan in mind and graduation approaching, Edwards knew that she would be transitioning to another college, but was worried about how to start the transition. At Aims, she had found a support system and community, and she knew that would be valuable as she continued her education.

"Aims2UNC gives you support — you're not this solo student who's trying to navigate this transition; going to a whole new university when you're so used to the support," explained Edwards about her choice to apply for Aims2UNC. "You're not trying to figure it out and navigate it alone which is huge."

The addition of Aims2UNC to Edwards' transition gave her the opportunity to become a part of UNC before she transitioned, giving her the opportunity to become familiar with campus resources and be welcomed by campus communities.

"These activities that you have to do to be in the Aims2UNC program — like finding the Cesar Chavez center — those help you start to get in there and get familiar with UNC, rather than trying to learn it two weeks after the semester starts," explained Edwards. "You just feel like you're already a part of UNC, instead of feeling like an outsider."



"You're not trying to figure it out and navigate it alone."



117
total program participants

35
students will transition in fall 2020

47%
underrepresented minority

TOP THREE AIMS2UNC MAJORS

ELEMENTARY EDUCATION

HUMAN SERVICES

PSYCHOLOGY

72.57% female
27.43% male

70%
first generation

\$27,625
to
58
students

Aims2UNC Scholarship Dollars Awarded

97%
retained to spring

66%
of fall cohort



"This program has taught me the ways to start my new path from an Aardvark to a Bear."

CRYSTAL ACOSTA-MARTINEZ
AARDVARK TO BEAR



Kickoff Event
Fall 2019



age range

COMMUNITY OF CARE

AIMS CONTRIBUTIONS DURING COVID-19

In March 2020 we were all faced with an unprecedented situation and we had to learn how to move through a global pandemic together. The Aims Family—being a Community of Care—showed up as resilient, strong and saying, "We're all in this together!" Highlighted are some of the ways Aims contributed to the community, to students and employees to help keep our community strong.



COMMUNITY SUPPORT

Aims gathered existing resources from our Allied Health and Wellness programs and donated them to front-line medical workers through the Weld County Office of Emergency Management.

26,905 PAIRS OF GLOVES	995 MASKS	460 GOWNS	123 FACE SHIELDS
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DONATIONS DELIVERED BY: Campus Safety & Security
PROVIDED BY: Allied Health and Public Safety Institute

Harnessing Talent and Resources

An Aims student partnered with the local school district to distribute 3D-printed mask bands to local medical workers.

1,600 MASK BANDS	MADE USING 9 3D PRINTERS
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DONATED TO Banner Health North Colorado Medical Center

3D PRINTED BY

- Ben Logan – Aims Student
- Lee McMains – Industrial Technology
- Howard Hoar – Aims 3D Printing Lab
- Brian Dunning – Graphic Design and Rich Media
- Bill Alexander – Greeley Central High School

Drive-Through Covid-19 Testing Site

Aims partnered with UHealth to open a drive-through COVID-19 test site for the community

AIMS RESOURCES DONATED:

- ▶ Facilities & Operations (F&O) building and truck bays
- ▶ F&O personnel and equipment;
- ▶ IT personnel and infrastructure
- ▶ Safety & Security personnel

STUDENT SUPPORT

Emergency Funding for Students

CARES GRANT FUND

UP TO
\$600
CARES GRANT FUND

AS OF
APRIL 29

708

STUDENTS RECEIVED

\$421,000

STUDENT EMERGENCY FUND

UP TO
\$600

AVAILABLE TO STUDENTS ENROLLED IN 6 OR MORE CREDITS

KEEP THE DREAM ALIVE FUND FOR GRADUATING STUDENTS

52
STUDENTS AWARDED

\$1000

TO GET CLOSER TO GRADUATING IN MAY



Laptop distribution for those without access



New online resources to assist with remote learning

EMPLOYEE SUPPORT

Emergency Paid Time Off

Laptop distribution

Employee Home Offset Stipend

Adjunct Faculty Stipend

Training sessions and resources created for faculty to assist with moving to remote teaching

Access to mental health resources online

Online workouts led by PERC trainers



Aims Community College takes our name seriously as we truly are community in every sense of the word."

*Lyle Achziger,
Aims Board of Trustees Chair*

#AIMSCCFAMILY



“It always
seems
impossible
until it's
done.”

NELSON MANDELA

2020 Commencement went virtual this spring *and with success!*



3,053
VIEWS

806
VIEWERS

1,164
LIVE CHAT
COMMENTS

52
COMMENTS
ON VIDEO

91
LIKES

125
SHARES



Maybe you have avoided taking online classes throughout your Aims journey and suddenly,

Viewers tuned in "live" via the Aims YouTube channel. Graduate Phoenix Elizabeth Ventura gave a powerful and insightful speech of encouragement to her fellow grads.

Blaine Glenn Acheson

A.A. Liberal Arts

I am excited to finish my associate degree this year. This will allow me to get right into my core classes when I enter into Fort Lewis in the fall.



Abi Rodriguez

A.S. Liberal Arts

Huge thank you to everyone who has believed in and supported me throughout this journey! I could not have done it without you. I love you all so much!



Olivia Cardenas

A.A. Liberal Arts

Aims my second home, taught me with more than just books, I learned my self-worth.



Graduates' photos and quotes scrolled the screen as viewers cheered in the live chat area.



Faculty watched-on collectively via Zoom in support of their students.



“ This award will help tremendously in my academic goal to obtain a degree in Radiologic Technology. More importantly this award gives me the ability to show my daughter that with hard work, determination, commitment, and a little bit of faith, any goal can be achieved. Thank you for your generosity.”

– Radiologic Technology student

AIMS FOUNDATION

\$274,371
SCHOLARSHIP SUPPORT ▶ **354**
AWARDED

\$28,958
SCHOLARSHIP SUPPORT ▶ **23**
BY GRANTS AWARDED

\$303,329
TOTAL SCHOLARSHIPS DISTRIBUTED

16 ITEMS GIFTED TO ENHANCE
A VARIETY OF PROGRAMS
Vehicles, books and equipment

\$359,225 ▶ **\$4,514.51**
TOTAL FUNDS RAISED FROM
SPECIAL EVENTS

\$35,732
VALUE

\$43,574
COSI GRANTS RECEIVED

NEW SCHOLARSHIP DEVELOPMENT

Double Agent Concurrent Enrollment	\$100
PRIDE	\$500
Rosa Maria Memorial	\$1,000
John Valencia Real Estate	\$1,500
Kenny Samsel	\$1,500
Road Knights (automotive).....	\$1,500
Dairy Specialists, Industrial Tech	\$5,000
Clear the Air Foundation (automotive)	\$5,000
United Way / ECE.....	\$8,000
ECI Construction	\$15,000 (addition)
Connor Gillmore Memorial	\$17,500
Hummel Family Foundation	\$100,000

TOTAL.....\$156,600

2019-20 HANSEN GRANT AWARDS

▶ Early College Academy	\$5,000	250 students
▶ Adult Education and ESL	\$9,925	40 students
▶ Fire Academy	\$4,000	40 students
▶ Police Academy	\$5,460	30 students
▶ Tax Help Colorado	\$2,5000	23 students
		+ 1,200 community members
▶ Paramedic, AMT, EMT	\$3,390	430 students
		<i>(including concurrent enrollment)</i>

MID-YEAR HANSEN GRANT AWARDS JANUARY 2020

▶ EMS/Fire/Criminal Justice	\$4,605	90+ students
▶ Fire Science	\$4,900	24 students

TOTAL.....\$40,280
927+ students

TO GIVE, GO TO
WWW.AIMS.EDU/FOUNDATION

FY 2019/20 ANNUAL REPORT DATA UNAUDITED

**“The willingness
to show up
changes us,
it makes us
a little braver
each time.”**

BRENÉ BROWN

**TOP GRANTS RECEIVED BY
AIMS COMMUNITY COLLEGE**

\$1,000 - \$518K
RANGE OF AWARD AMOUNTS

Carl D. Perkins Vocational and Technical Education
Awarded: \$518,232

TRIO Student Support Services Classic *Awarded:*
\$268,802

TRIO Student Support Services STEM
Awarded: \$253,032

Adult Education and Literacy Grant
Awarded: \$94,553

\$3.8M

TOTAL ACTIVE GRANT FUNDS

18

TOTAL ACTIVE REVENUE
GENERATING GRANTS

12

TOTAL ACTIVE
PARTNERSHIP GRANTS

30

TOTAL NUMBER
OF ACTIVE GRANTS



PHOTO BY CURTIS ELLZEY



FINANCIAL AID

\$5,022
AVERAGE AID
AMOUNT

\$2,405,547
INSTITUTIONAL AID

\$3,754,340
STATE GRANT

\$6,483,034
PELL GRANT

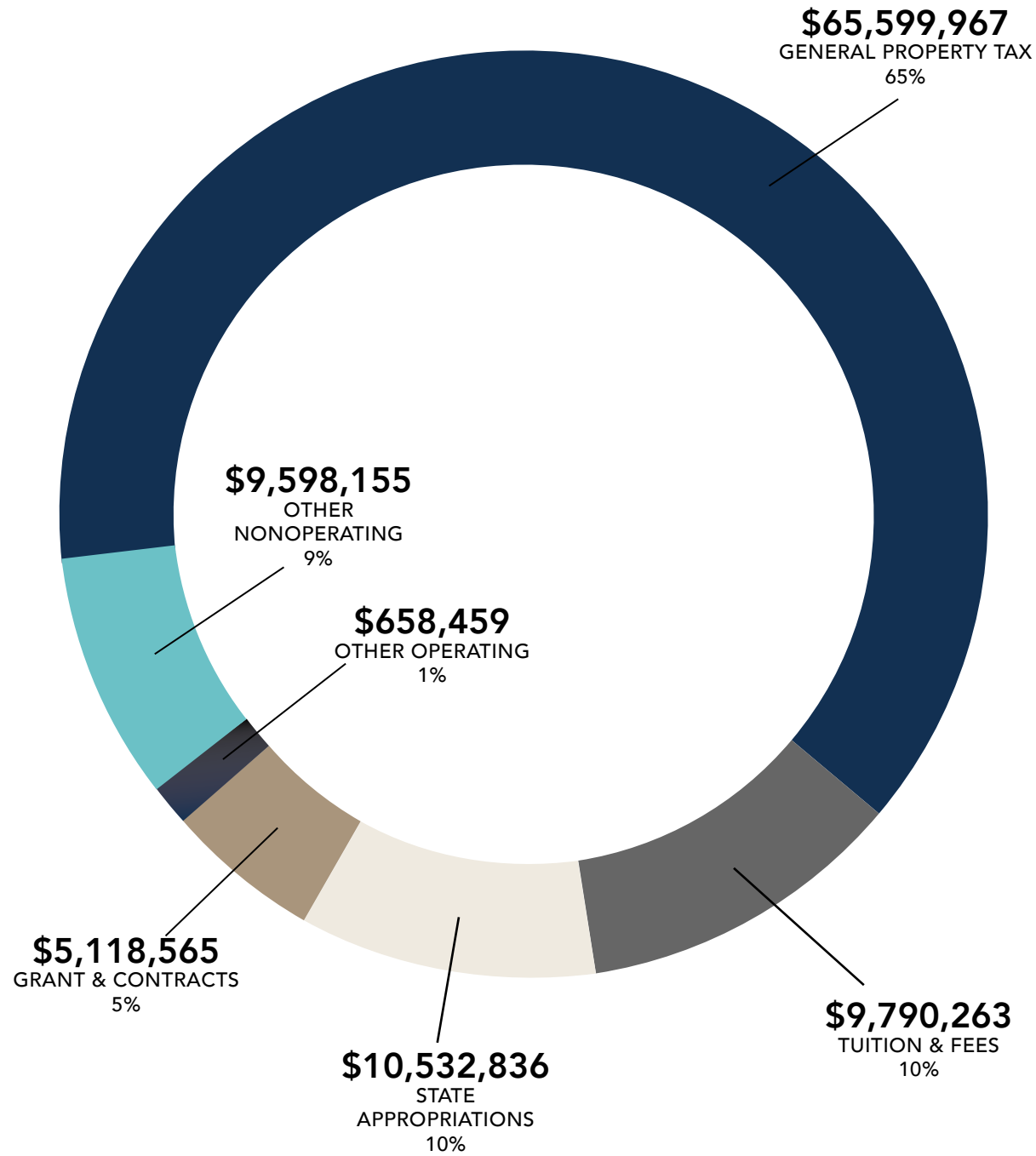
6,192
FREE APPLICATION FOR
FEDERAL STUDENT AID FAFSA
APPLICATIONS PROCESSED

\$16,934,300
TOTAL AID DISBURSED
TO
3,372
STUDENTS

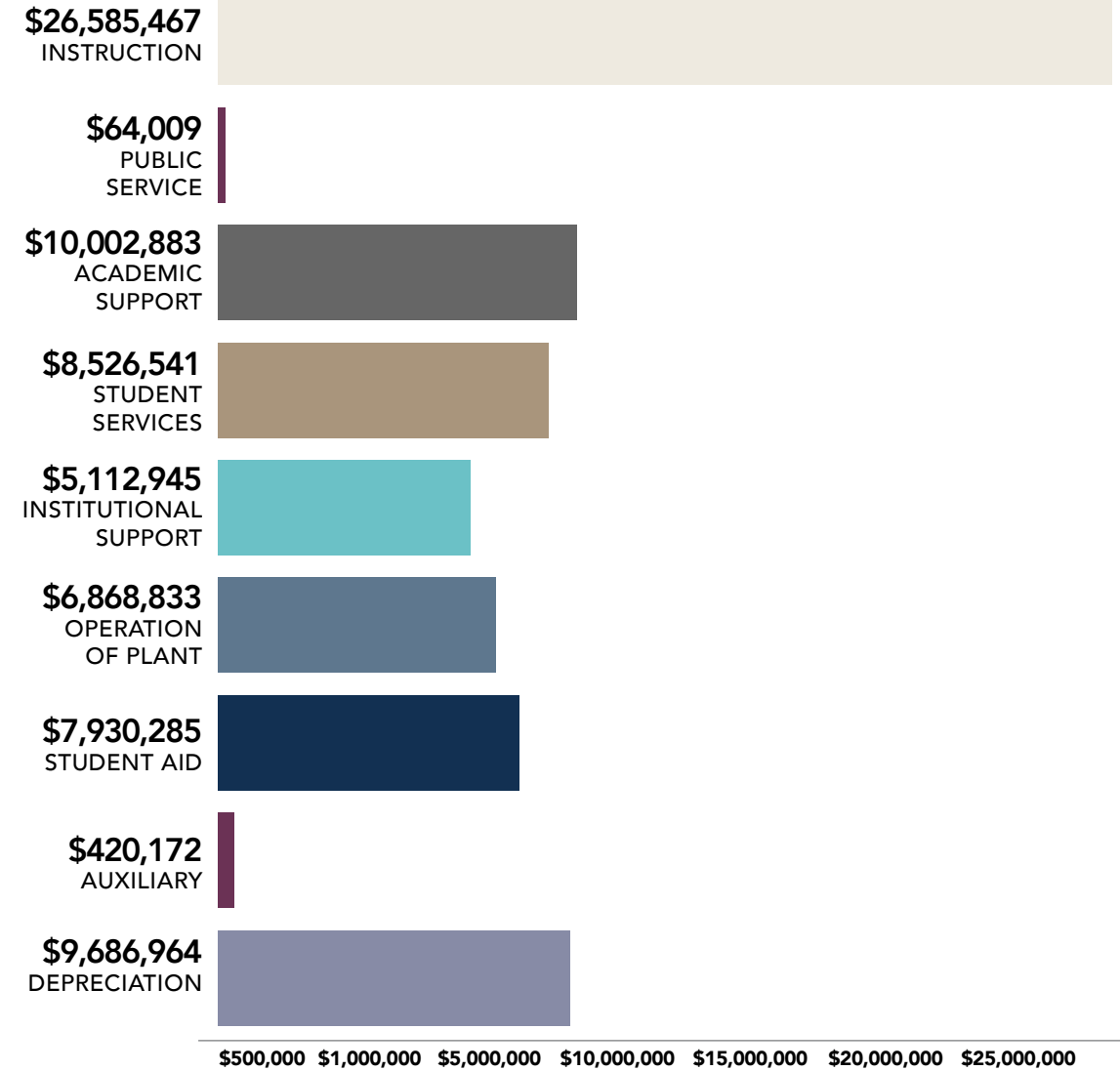
*CCHE SURDS FINANCIAL AID
FILE 2019-20*

TOTAL REVENUE

\$ 101,298,245



OPERATING EXPENSES



TOTAL OPERATING EXPENSES \$75,198,099

CONSTRUCTION RESERVES \$26,100,146

TOTAL USES \$101,298,245

NOTE: DOES NOT INCLUDE THE PERA PENSION EXPENSE

WHAT'S NEXT FOR AIMS2UNC?

- Grow transition-student programming and support services at UNC
- Increase overall program participation by 20%



WHAT'S NEXT FOR AIMS.EDU REIMAGINED

- Website rebuild, design and development underway
- An all-inclusive focus on content that promotes the college and boosts our search rankings
- An academic program and student video for each degree track at Aims
- Unified calendar and branded short link projects launched



WHAT'S NEXT FOR WORKDAY

- Giant milestone—go-live of Human Capital Management (HCM), Finance, and Payroll on July 1, 2020. *(Done in less than 11 months and during a pandemic)*
- Student Implementation begins July 2020



Where there's growth,
there's opportunity.



**AIMS BREAKS GROUND
ON NEW**

WELCOME CENTER



It is with pride that we are able to say thank you for the support Aims has received over the past 53 years from the Greeley and Weld County communities, allowing Aims to grow into one of the leading educational and forward-thinking institutions in Colorado."

*Lyle Achziger,
Aims Board of Trustees Chair*



*Dr. Leah L. Bornstein,
CEO/President, addresses
"virtual crowd" at ground
breaking in April.*



GRAND OPENING ESTIMATED DATE **DEC. 2021**

Go to www.aims.edu/welcome-center-groundbreaking for a virtual tour!

EMPOWER



ENHANCE



ENRICH

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