Report to the Community
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.
A vision without a strategy remains an illusion.

Lee Bolman
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. 75%
- Maintain College infrastructure. 100%
- Expand Career & Technical Education (CTE) post-secondary opportunities partners. 72%
- Reduce barriers to learning resources. 100%
- Expand alternative course and service delivery schedule options (such as nights, weekends, condensed semesters). 80%
- Implement Developmental Education Task Force recommendations for placement and support. 100%
- Increase degree attainment by adult learners. 40%

COMPLETION ::

- Research, develop, and implement “12+12+6 Initiative" designed to support students completing 30 credits per academic year. 100%
- Design and implement Guided Pathways programs and services. 100%

DIVERSE POPULATIONS ::

- Expand partnerships with community/school district agencies/programs that serve underrepresented populations.(i.e., Dream Team, Boys and Girls Club). 100%
- Develop academic programming that targets enrollment, retention, and completion for our Latinx community. 75%

RETENTION ::

- Research, develop, and implement a 4-part “Funding Your Future” Initiative focused on decreasing the financial burden of student who attend Aims. 100%
- Develop comprehensive wellness programming series for students during 1st and 2nd year. 100%
- Development of an Academic Honors program. 100%
- Increase online student retention. 100%
- Create “Writing Across the Curriculum” (WAC) task force and implement recommendations to provide writing support for students. 100%
- Enrich food services. 100%
## STRATEGY 2

### ENHANCE OPERATIONAL PERFORMANCE


### 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.
  - Status: 100%

- Develop the leading and lagging indicators, benchmark, and targets related to the Core Measures.
  - Status: 100%

- Enhance data training regarding data availability, usability, and analysis.
  - Status: 100%

- Establish reporting cycle for programmatic and common learning outcome assessment.
  - Status: 100%

### POLICIES, PROCEDURES, PROCESSES ::

- Develop processes and procedures for facilities maintenance cycle.
  - Status: 100%

- Ensure credit-to-clock-hour compliance.
  - Status: 100%

- Identify business process reviews (BPR) that are more efficient, accessible, and ease processing bureaucracy.
  - Status: 100%

- Implement SEIS Council for Advancement of Standards (CAS) assessment.
  - Status: 80%

### TECHNOLOGY

- Improve the efficiency and effectiveness of the IT operations.
  - Status: 100%

- Implement technological advancements to promote instructional programs.
  - Status: 100%

- Improve IT environment to protect sensitive data and to ensure compliance with regulatory agencies.
  - Status: 100%

- Implement Customer Relationship Management (CRM) software for strategic community outreach efforts.
  - Status: 80%

### TALENT DEVELOPMENT

- Create Employment Life Cycle Dashboard.
  - Status: 100%

- Expand professional development opportunities.
  - Status: 78%

- Utilize Electronic Performance Management.
  - Status: 100%

- Expand faculty training opportunities.
  - Status: 100%

- Determine standard operating procedures for evaluation and training of Concurrent Enrollment faculty.
  - Status: 100%
STRATEGY 3
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

<table>
<thead>
<tr>
<th>Total Students</th>
<th>9,235</th>
</tr>
</thead>
<tbody>
<tr>
<td>Females</td>
<td>58%</td>
</tr>
<tr>
<td>Males</td>
<td>42%</td>
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</table>

<table>
<thead>
<tr>
<th>Types of Courses Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career &amp; Technical</td>
</tr>
<tr>
<td>General Education</td>
</tr>
<tr>
<td>Basic Education</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Seeking College Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degrees Seeking</td>
</tr>
<tr>
<td>Undeclared</td>
</tr>
<tr>
<td>Certificates</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificates</td>
</tr>
<tr>
<td>Degrees</td>
</tr>
</tbody>
</table>

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
- **62.61%** Continuing education

**STUDENT AGE PROFILE**

- **52%** Instructional Staff

**ETHNICITY PROFILE**

- **55.08%** White
- **32.44%** Hispanic/Latino
- **4.32%** Unknown
- **2.43%** Multi-race
- **1.97%** African American
- **1.52%** Asian
- **1.46%** Undocumented
- **.55%** American Indian/Alaskan Native
- **.23%** Native Hawaiian Other Pacific Islander

**AIMS EMPLOYEES**

- **847** Employees Full-Time + Part-Time
- **52%** Instructional Staff

**VE-135 FOLLOW-UP SURVEY 2020 DATA**

- **847** Employees Full-Time + Part-Time
- **2,466** Continuing Education Students
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.

“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.”

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.

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

CRISTAL ACOSTA-MARTINEZ
AARDVARK TO BEAR

| 117 | total program participants |
| 47% | underrepresented minority |
| 72.57% | female |
| 27.43% | male |
| 70% | first generation |
| 97% | retained to spring |
| $27,625 | to |
| 58 students | |
| 66% | of fall cohort |
| CERTIFICATE TO BACHELOR’S DEGREE DREAMING BIG WITH AIMS2UNC |

“Your’re not trying to figure it out and navigate it alone.”
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

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

DONATED TO Banner Health North Colorado Medical Center
3D PRINTED BY
Ben Logan – Aims Student
Lee McMain – 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 UCHealth 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
- 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

- $1000
- To get closer to graduating in May

STUDENT SUPPORT

Emergency Funding for Students

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STUDENT EMERGENCY FUND

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KEEP THE DREAM ALIVE FUND FOR GRADUATING STUDENTS

- $1000
- To get closer to graduating in May

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

#AIMSCCFAMILY

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

NELSON MANDELA

REPORT TO THE COMMUNITY

AIMS COMMUNITY COLLEGE

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

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.

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

Staime Glenn Acheson
A.A., Liberal Arts

I am grateful to finish my associate degree this year. It’s not always easy or get what you want at the same time but now you have a new begining.

Abi Rodriguez
A.A., Liberal Arts

I want to thank you for everyone who has believed in and supported me throughout this journey. I could not have done it without you. You all are amazing.

Olivia Cardenas
A.A., Liberal Arts

Again, my second home, heightened with mixed feelings. I parted my all ways.

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.
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
“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
<table>
<thead>
<tr>
<th>Financial Aid</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Average Aid</td>
<td>$5,022</td>
</tr>
<tr>
<td>Institutional Aid</td>
<td>$2,405,547</td>
</tr>
<tr>
<td>State Grant</td>
<td>$3,754,340</td>
</tr>
<tr>
<td>Pell Grant</td>
<td>$6,483,034</td>
</tr>
<tr>
<td>Free Application for Federal Student Aid (FAFSA) Applications Processed</td>
<td>6,192</td>
</tr>
<tr>
<td>Total Aid Disbursed to Students</td>
<td>$16,934,300</td>
</tr>
<tr>
<td>Students</td>
<td>3,372</td>
</tr>
</tbody>
</table>

CCHE SURDS Financial Aid File 2019-20
**JUNE 30, 2019 AUDITED FINANCIAL STATEMENTS**

**TOTAL REVENUE**

$101,298,245

- **$65,599,967** General Property Tax (65%)
- **$9,790,263** Tuition & Fees (10%)
- **$5,118,565** Grant & Contracts (5%)
- **$10,532,836** State Appropriations (10%)
- **$658,459** Other Operating (1%)
- **$9,598,155** Other Nonoperating (9%)
- **$5,112,945** Instruction
- **$64,909** Public Service
- **$10,002,883** Academic Support
- **$8,326,541** Student Services
- **$5,112,945** Institutional Support
- **$6,868,833** Operation of Plant
- **$7,930,285** Student Aid
- **$420,172** Auxiliary
- **$9,686,964** Depreciation

**OPERATING EXPENSES**

- **$10,532,836** State Appropriations (10%)
- **$658,459** Other Operating (1%)
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**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.

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

AIMS BREAKS GROUND ON NEW WELCOME CENTER

GRAND OPENING ESTIMATED DATE DEC. 2021

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

ENHANCE

ENRICH