



ANNUAL REPORT OF OUTSTANDING ACHIEVEMENT



Journal of
Award-Winning
Student Programs
and Accomplishments



Once again, I have the pleasure and privilege of introducing the Aims Community College annual report of outstanding achievement.

The last year brought many subtle changes and a number of significant ones. This annual report journals some of the amazing people and programs that are critical to our mission.

Year after year, producing a publication like the annual report involves strategic choices. The reality is that space is limited so, many Aims achievements that exemplify academic excellence at its highest level cannot be featured. However, they too, deserve our acknowledgement and applause. Thank you all for what you do!

It wasn't that long ago when community colleges were valued primarily for their role in vocational training. To be sure, they play a more vital role than ever in workforce development and economic growth. But community colleges today are also a locus of academic excellence, no less than our most prestigious four-year colleges.

One of the activities this year for our internal customers was to redefine our values. These include communication, safety, respect and professionalism, and trust. We believe that you will be able to see the quality in these values reflected in the pages of our 2012-13 highlights. Enjoy!

Dr. Marilynn "Marsi" Liddell
President

VISUALIZING THE FUTURE

BY LORI FORD & COLLEEN MARTIN



"HANDS DOWN, AIMS HAS THE BEST GRAPHIC DESIGN TEACHING TEAM."

The Graphic Design and Rich Media Program at Aims Community College is a program that encourages the creative to meet the logical, when students combine the art of beautiful design with the technical skills of web programming. Aims' offers degrees in Graphic Design, Animation and Web Design and Development. Each of these degrees provides a comprehensive, technically savvy, and foundationally sound art degree that is viable in the current market. According to the Bureau of Labor Statistics, the job outlook for graduates in this field is excellent, with opportunities for employment expected to increase 13% from 2010 to 2020.

Aims Community College is prepared to keep up with this demand by staying on top of the evolving technology and job requirements. The instructors in Graphic Design have professional portfolios and years of experience from diverse backgrounds. Many of them have been working and exhibiting in multiple mediums at numerous galleries, and teaching with experience at such prestigious programs as The Art Institutes. Several of them are graduates of Aims Community College and proudly return to help a new generation of students to succeed. Students are taught in the labs in the Graphic Design and Rich Media Program, where there is state-of-the-art equipment and software for them to engage. The labs are located inside Ed Beaty Hall on the Greeley Campus and boast drawing tablets and a Mac computer for each student that allows them to create uninhibited by technical obstacles. Students have access to this high performing equipment in the classroom, but have the opportunity to take online classes as well. This allows students who are already working remotely to update their skills and increase their education.

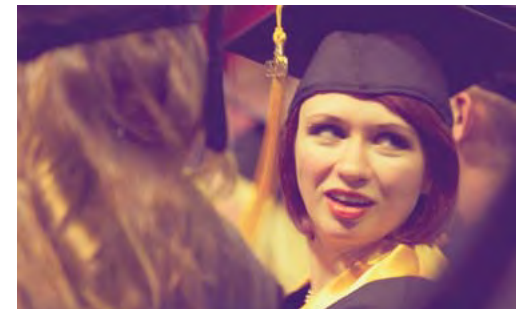
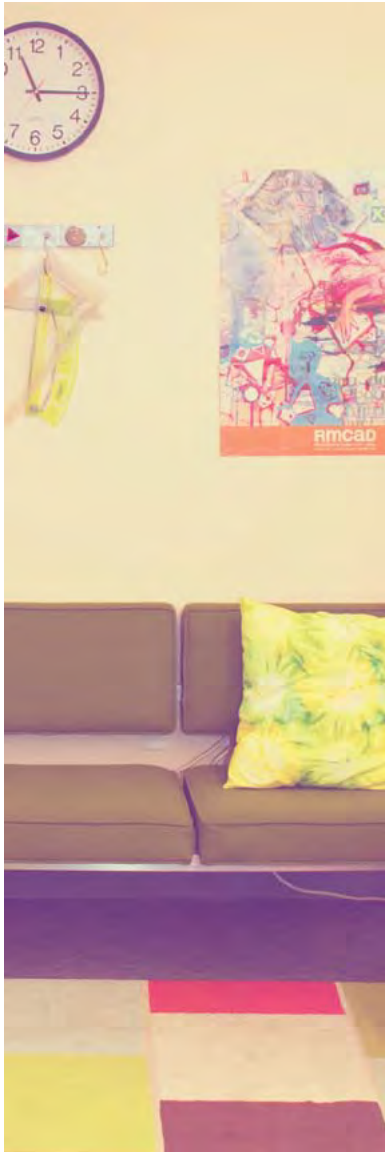
A two-year Associates degree in Graphic Design, Animation or Web Design and Development provides students with the skills they need to either obtain an entry-level position in their desired field or transfer to a four-year institution. Graduates from this program have transferred to local four-year institutions, as well

as top notch-art and design colleges nationwide. Our graduates have also successfully moved directly into the workforce and are employed by design firms and sign, printing and web design companies, as well as other lucrative freelance positions. We are proud that our graduates are acclaimed locally and nationally.

Amy Driver, received an AAS in Graphic Design and now owns her own successful business: Sketch Design and Marketing. When interviewed about her experience in the Graphic Design program she declared, "Aims is the best choice I ever made...hands down, Aims has the best graphic design teaching team!"

Angela Colvin, who graduated with a degree in Animation this year, received the President's Scholarship to Ringling College of Art & Design in Sarasota, Florida, to pursue her animation career. Out of the 450 applicants, only 60 were accepted, and Angela was the top candidate based on her portfolio. She not only got accepted, she received a scholarship of \$80,000. Her work at Aims allowed her to create a dynamic and impressive portfolio that put her at the top of her field.

Aims Community College is proud to offer students the best technology available and a phenomenal design program that keeps pace with a quickly changing industry and opens the door to possibility for aspiring, talented artists working with multiple media. ▲



A photograph of a smiling female nurse with glasses and a stethoscope around her neck, wearing a maroon scrub top. She is standing in a hospital room. In the background, a patient is lying in a hospital bed, covered with a pink blanket. The room has medical equipment and a window with white curtains.

A HEALTHY ENVIRONMENT

BY DEB JOHANSEN

The demand for high quality health care in Colorado is on the rise. Aims is committed to educating students and providing a steady stream of skilled professionals to help meet this demand. Aims offers programs in Nursing, Nurse Aide, Radiology, Mammography, and Surgical Technology. These programs prepare students with 21st century, content-specific skills necessary for a successful career in health care.

The Nursing Program at Aims is nationally accredited by the Accreditation Commission for Education in Nursing, Inc. (ACEN). The program also maintains Colorado State Board of Nursing Continuing Approval Status. The program is specifically designed to offer nursing students a seamless transition from an Associate Degree Nursing Program to a Bachelor of Science in Nursing at a four-year institution. Nursing students receive instruction from highly qualified faculty. State-of-the-art nursing simulation labs provide rich learning experiences for students. Aims collaborates with local and regional medical centers to provide a variety of practical clinical experiences for students. Aims' students have consistently met or exceeded

the national average on the National Council Licensure Examination for Registered Nurses (NCLEX). In fact, 100% of the 2012 graduates passed the NCLEX on their first attempt. Aims' nursing students leave with the skills they need to be successful in the nursing field and employers have indicated that they are highly satisfied with the graduates' performance on the job.

As part of the Allied Health comprehensive offerings, Aims offers a Colorado State Board of Nursing approved Nurse Aide Training Program. The Nurse Aide Program is one of a few programs in Colorado to offer an online hybrid option to serve the needs of non-traditional students. Aims' staff and faculty help students navigate from entry through completion. Aims provides a facility for state testing in a familiar environment in hopes of relieving testing anxiety and improving test performance. The Greeley campus students have a 90% pass rate on the state certification examination.

Aims also offers an accredited Radiologic Technology Program with two dedicated advisors who provide strong guidance and excellent academic advising to students, in order to ensure students' preparedness for the rigorous curriculum. The Radiologic Technology Program offers two sections with limited enrollment for each class. This provides students with opportunities for one-on-one tutoring with our faculty. Aims provides active training for students through the use of our four radiography rooms along with a computerized radiography system.

Aims partners with 12 health care sites along the Front Range to offer students rich clinical experiences. Students work alongside professional technologists. Aims' program is unique in that students have Aims clinical instructors on site during internships. The Radiologic Technology Program also offers a Mammography Certificate. A dedicated coordinator and an instructor, both of whom have extensive field experience, manage this program. The success of the Radiologic Technology Program is evidenced by a 97% pass rate on the ARRT National Registry Exam. Together, Aims' students, partners, advisors, staff, and faculty are focused on teaching the next generation of radiologic technologists.

Confirmation of our belief in the [Radiologic] Program's strong objectives can be seen in the number of Aims graduates we have hired.

Jack A. Retzlaff
Regional Director, Radiology Services
University of Colorado Health, North

As a graduate of Aims and a health care leader in radiology, I find this program to be one of the most comprehensive and insightful programs in the state of Colorado.

Cherlene Goodale B.S., R.T.R., C.T.,
Director of Medical Imaging,
McKee Medical Center

The Aims Surgical Technology Program holds CAAHEP accreditation. The curriculum is built around classroom instruction, simulated case instruction, and clinical instruction. Students learn in a small cohort. This allows substantial direct contact with instructors. The Aims surgical lab consists of two complete surgical suites, four surgical tables, and six complete workstations. Other equipment includes six basic laparotomy trays, 13 specialty trays, five complete orthopedic fixation systems, and four video monitoring systems. There are also complete body form simulators for major abdominal scope surgery and orthopedic arthroscopic joint surgeries in the laboratory. Aims surgical technology laboratory houses modern positioning equipment. Students have liberal access to the laboratory and are encouraged to practice their skills.

As part of the students' learning, a pre-clinical experience includes five days in attendance at major surgical operations. In addition, each student has an opportunity to perform three simulated surgeries with a surgeon. Students rotate through local sterile processing departments and shadow a surgical

technologist during their first semester in the program. In addition, all students must pass a rigorous skills test before beginning their clinical rotation. As the final instructional part of the program, students participate in a complete clinical rotation that meets the Association of Surgical Technologist's case requirements.

Aims partners with 21 health care facilities in Colorado and Wyoming to offer students superior clinical experiences. Students are closely monitored in their clinical settings and are visited and evaluated once every five clinical days by an Aims instructor.

The Surgical Technology Program has experienced retention rates above 92% throughout the life of the program. Aims students' pass rates on the Surgical Technology Certification Exam have ranked among the top 10% of programs



nationwide for the past three years. Aims' students achieved a 100% pass rate for two years and a 93% pass rate last year. Our graduates report employment rates above 85% and 95% of their employers indicate that they are satisfied with the graduates. ▲

Tapping Our Potential

BY LANI SORENSEN



John Mangin's passion for his students becomes clear as he states, "It is an exciting time to be the Program Chair of the Department of Applied and Environmental Technologies."

John's Department is made up of four programs: Construction Management, Industrial Technology, Engineering Technology: Computer Aided Drafting (CAD), and Oil and Gas Technologies. All four programs are currently the fastest growing industries in the region. They are not trades programs, but rather, management and technology programs. This is a key fact because these innovative and forward thinking programs were designed to be inter-related and flexible.

For example, CAD is part of all the programs, and Oil and Gas students could take the Construction Management Scheduling course and have it apply to their field. Thanks to the Trade Adjustment Assistance Community College and Career Training (TAACCCT) Grant, the emphasis in all programs is the availability of online courses. In 2011, Aims Community College received a \$2 million TAACCCT grant from the Department of Labor to build an Oil and Gas program to train workers for the industry.

“MY DEPARTMENT IS AGAIN LOOKING TO THE FUTURE”

So, why an oil and gas program at Aims? All one really has to do is drive around Weld County to know that the oil and gas industry is booming here! There are oil rigs, pumping units, and storage tanks everywhere, and rural roads are busy with traffic from the industry. Weld County has been called the hub of the oil and gas industry in Colorado and with good reason. According to the Denver Post, Weld County is on target to produce almost 80% of Colorado’s oil output in 2013. Industry officials and government agencies predict that within the next 10 years as many as 50% of the oil and gas industry personnel will be retiring because most workers are between the age of 45 and 60. Couple that figure with the booming oil and gas industry in Weld County and a major shortage of trained workers emerges, which makes the Oil and Gas Program at Aims very appealing.

What all this boils down to is that there will be a multitude of good paying jobs in our own back yards for the next 20-30 years. The oil and gas industry is known for its competitive salaries, excellent benefits packages, and tremendous potential for growth and advancement. A student can graduate from this program with the skills and training to start a solid career in as little as two years.

The TAACCCT Grant is instrumental in helping students quickly get the skills they need to get a certificate or degree. In addition to industry-specific skills, it encourages students to succeed in general transfer coursework. For example, Aims faculty has successfully completed a redesign of the Developmental Math Program, which has served approximately 1,000 students to date and increased student retention and completion.

Students in the Oil and Gas Program also have access to a career coach, who provides intensive advising with emphasis placed on career planning. Eileen McGaughey is the Career Coach under the grant and is currently assisting 90 Oil and Gas students with the academic system, course enrollment, resume and career guidance.

Aims has built an Energy Education Program to meet industry needs with flexible, stackable short-term certificates and Associate degree programs that address labor market shortages in the energy sector. This unique program is the only one offered in the state. As students successfully complete their coursework, certificates, and

AAS degree, they will be ready for any number of excellent entry level jobs in the oil and gas industry.

Aims’ Oil and Gas Program has vigorous support from the industry. Our advisory committee is made up of eleven individuals representing eight different energy companies, including Anadarko Petroleum Corporation, Don’s Oilfield Services, Encana Corporation, Ensign Drilling Services, Inc., Halliburton, Noble Energy, Inc., Northern Plains Trucking, Inc., and PFS (Petroleum Field Services). These individuals are committed to seeing this program flourish and have had a major influence on the course content and training equipment selected.

In the Fall of 2012, Aims had 13 students enroll in its very first oil and gas courses. As of May 2013, 4 students have completed the first of two training certificates, and three students have obtained employment with local energy companies.

Enrollment for Fall 2013 is right on track with over 100 students enrolled in the Oil and Gas Program courses. These students will be the first to attend Aims Community College in the new facility at the Ft. Lupton campus, which houses the Oil and Gas and the Agriculture Production and Business Programs. For Oil and Gas, the training lab contains approximately \$1 million worth of new equipment purchased to make sure the students have experience using the most up to date equipment available. The ribbon cutting in August revealed how amazing this facility truly is and opened the door to incredible opportunity.

Finally, Aims focuses on future growth and student needs by strengthening online and technology-enabled learning. The Introduction to the Oil and Gas Technologies Certificate is offered both online and in the traditional classroom setting. Out of the required courses for the AAS degree (52 credit hours), 36 credit hours will be offered online or in a hybrid format for the Fall 2013 Semester. An instructional designer has been hired to assist the faculty with putting approximately 20 more courses online by the Fall of 2014. The Grant enables people who live in the most remote areas of

the state to be able to enroll in Aims Community College’s Oil and Gas Program and quickly and conveniently obtain the education and skills needed for placement in Colorado’s highest-paying and most in-demand jobs.

In March of 1967, the first governing committee was selected to set up Aims Community College. The name of the college was selected based upon the committee’s desire to “...have a name which would...AIM...at high and worthy goals.” The Department of Applied and Environmental Technologies Department at Aims is working hard to honor that original vision. “My Department is again looking to the future,” says John. His department has decided to



be a part of a new Colorado Community College Consortium and apply for the Round 3 TAACCCT Grant from the Department of Labor to build upon the efforts of the Oil and Gas Program (recipient of the Round 1 TAACCCT Grant). The new grant is designed to strengthen the other AET Department programs with new courses and the most advanced equipment available. Aims Applied and Environmental Technologies is keeping its finger on the pulse of Industry and growing right along with it.





Paving

Academic Pathways at Aims Community College was created in 2011 to help all students better achieve their dreams by extending college into high schools and enhancing every student's opportunity to attend college, especially those who have historically been underserved. Academic Pathways has grown quickly over the past year and now includes Concurrent Enrollment, GED, ESL-IELP, CBOCES High School, Assessment Prep, and College for Kids.

Concurrent Enrollment is a program developed in accordance with state legislation that gives every high school student the chance to take college courses while still in high school. This law also allows high school students to enroll in the college full time after their senior year.

Dahl Gehle, Academic Pathways Concurrent Enrollment Liaison, notes;

On average, the program sees between 500 and 600 students per semester, and 88 percent of our students this year passed with a C or better. The one thing I am proud of is how our program continues to grow. Our goal is to extend our services so that every student has the ability to take courses. Concurrent Enrollment is an excellent way for students to experience college, especially students who believe college is out of their reach.

Concurrent Enrollment works with 41 high schools, and the program is now starting to see students graduate from high school with a substantial amount of college credit. We anticipate seeing students this year who are earning both a high school diploma and an Associates degree from Aims at little or no cost to the student.

Your Path

BY GENE MEIER

Housed within the Academic Pathways Department is the GED Program, designed to help individuals who have dropped out of high school earn a high school certification, allowing them to pursue employment opportunities or additional education such as that provided by Aims Community College. The GED Program has continued to grow and has become one of the larger testing centers in the state of Colorado. Last year the program tested 734 students. Marsha Harmon, GED Coordinator, comments:

The role of GED has changed with the dynamics of the community and with an amazing infusion of different cultures and languages. It is a great transition tool for students who want to gain either access to the workforce or to the college because we know that most businesses won't even consider hiring you if you lack the general skills taught in high school.

This year, big changes are underway in the GED Program with mandates from the federal government and Colorado on how the GED test will be taken and how the classes will be designed. Robert VanDorn, a faculty member in the GED Program, observes:

In January the changes will swiftly move to an emphasis on training and the workforce. The new curriculum will provide students with the skills to become employed and to be able to enter Aims Community College. We are looking forward to the new approach, that of integrating the needs of the community and workforce into our programs. It is certainly a goal of our college.

Academic Pathways is working hard to reach a goal to expand the program's Accuplacer testing, college level classes and workforce training at the Greeley Campus and to build the programs at the satellite campuses at Ft. Lupton and Loveland as well.

One of the fastest growing programs in Academic Pathways is the Intensive English Language Program (IELP); which include both English as a Second Language (ESL) and the International Student Studies Program. In the summer of 2011, the program came close

to shutting its doors due to lack of attendance. With the support of the College President, Dr. Marsi Liddell, the Board, and the Divisional Dean, the program was reinvented and it has seen 275% growth in student attendance. The IELP Program prepares individuals for the workforce and assists students in becoming more active members of their community, while also learning the language proficiency skills they need in order to become successful in their personal endeavors. Lucia Gonzales, IELP Coordinator explains:

Our IELP program has a student body with diverse needs, and we facilitate every one of their learning processes and assist them in achieving their goals by first understanding who they are and what skills and knowledge they bring to the table. Through a new initiative in our department we are building bridges for every student who walks through the door and we also advise them regarding the right courses and work they need to get into college.

With this new approach, the IELP Program will continue to see student growth. We have to build stronger partnerships within our communities. This approach, along with the academic approaches utilized in our program, will help every student look beyond simply learning English. Our approach is to get them into college so that they can build a brighter future for themselves, their families and their community.

Today, the program offers classes during both the day and the evening. Wherever a student is in his/her English language learning, the IELP Program can advise him/her in the proper classes and provide the culturally relevant curriculum to meet his/her needs.

The Centennial BOCES High School is another academic pathway that paves a path to success on the Aims Community College Campus. On average, the program will see upward of 300 students throughout the year from school districts in the College's service area, with the majority of students coming from Greeley-Evans School District. This




high school gives many students another opportunity to earn a high school diploma. It meets the needs of students at any point in the learning spectrum in a way that traditional high school may not. John Dixon, the high school coordinator, notes:

Just because we are an alternative school doesn't mean our students are alternative. We have students walk through the doors because, for whatever reason, they were not successful in other schools. It doesn't mean they are any less a learner than a student from a public or charter school. It's just another option for them.

Guided by the Colorado Department of Education, both the curriculum and the standards of the school are established to ensure that when students walk out of the door with a diploma in hand, they are able to enter the community with the skills needed to be successful. Being housed on campus gives students easy access to Aims Community College and gets them acclimated for college.

The Academic Pathways program continues to evolve and to provide innovations for the community Aims serves. Other projects include research directed at providing a better understanding of diversity issues as they impact higher education, an expansion of College for Kids directly into the schools and into our other campuses, and Assessment Prep - a program designed for students needing remediation in mathematics, reading, and writing so they can pass the assessment for admission to the college.

Academic Pathways is a two-way bridge from the community to the college that supports learning, diversity and success. 



DRIVING SUCCESS

The Aims Automotive and Technology Center in Windsor houses both the Automotive Service Technology and Automotive Collision Repair Technology Programs. They operate with a collaborative team approach to create academic excellence that combines advanced industry technologies, professional tools, real-world skills and expectations that result in professional preparation and positive placement of our students. This academic excellence is obtained in a learning environment that is not only cutting edge professional, but fun as well.

Students are challenged with the rigors and standards requirements that Certification in the ASE National Automotive Technicians Education Foundation (NATEF) brings to professionally prepare them both academically and with a developed skill set sought by industry employers. Additionally, students are prepared for the workforce by instructors and administrators who have actively participated within the industry at multi-tiered levels. They help students prepare for real-world challenges through an expanded knowledge base and high expectations.

The collaborative industry partnerships developed across the programs ensure that cutting edge technology and training exist on all levels, from student skills and knowledge development, to consistent instructor updated training and certification. Industry leading companies such

as Snap-on Tools, Gates Corporation, NAPA, CarQuest, PPG, ICAR, ATech, CDX Automotive, and Valvoline are part of the Aims Automotive Programs and contributors to the industry-backed success that our students enjoy.

The academically situated training and success obtained by the students in the Aims Automotive Programs can be directly tied to the additional value of added certifications and preparatory hands-on experience that our students receive as a result of these industry connections. Service Technology students receive an advanced Digital Voltage Meter and as part of their training, and upon successful completion of the class segments and testing, they receive value-added Snap-on Meter certification.

Additional certification at the professional technician level also exists for students on the electronic diagnostic platform tools such as the Snap-on Solus, Solus Pro, Modis, Verus, and Verus Pro units. These are the same credentials that industry-active technicians seek in a continuing education and certification role, and our students leave prepared for positive placement within the industry with these skills and certifications. Certifications are also available on Hunter Alignment Equipment and through Valvoline Oil Company.

The Collision Program also offers its own value-added certification with SP2 and Shark Measuring Systems. Additional industry certifications are

available for PPG Waterborne Paint and SymSpray Equipment with more being added every semester. ICAR classes are also held at the Aims Automotive & Technology Center with instructors receiving the latest in industry standards and recommended processes and procedures for certification.

Instructors share cross-sectional knowledge and experiences within the discipline and across the program lines to extend the base and depth of the experience of all students, while maintaining unity of instruction, yet allowing for individual teaching styles. Student learning is enhanced and students are exposed to a multitude of instructional styles built around advanced structured learning-centered systems.

Student academic success is further developed through encouraged participation in extra-curricular activities centered around SkillsUSA Leadership and its Development Program and activities. Students who participate grow in leadership roles and partake in civic responsibilities, fundraising, planning, and career enhancing opportunities. They are encouraged to compete in their training discipline in the State of Colorado SkillsUSA Competition, and the Aims Community College Automotive Programs have been represented with 1st, 2nd, and 3rd place winners. That resulted in earning the right to compete nationally where Aims secured an 11th place finish across the entire country in Automotive Collision Refinishing.



BY FRED BROWN

Students are also advised and mentored to obtain individual goals and achievements, to bolster their personal resumes and portfolios of skills and accomplishments. Aims Automotive Program students have obtained external recognition and experience in national productions, training videos, market research, product testing, product development, and curriculum development. Additionally, Aims Automotive Program Students have appeared in online YouTube industry instructional videos that have over 200,000 hits worldwide. All of these build on the academic base gained by students within the program and set it apart from all others.

Aims Automotive Program Students also excel academically. Graduates earn not only multiple certificates

along the path to graduation and degree completion, but many earn additional accolades. Multiple program participants routinely make the Dean's List by earning 3.5 GPAs. Additionally, there are multiple president's Medallion recipients who earn a perfect 4.0 GPA. Several automotive students are also members of Phi Theta Kappa, a 2-year College International Honor Society.



These are achievements that grow the professionalism, academic pride, and excellence of our students.

Whether in the classroom, in the shop, at an internship, in the community, on the track, or in front of the camera, students in the Aims Automotive Programs excel in a learning-centered environment that prepares them for

the future. The goal of the program is to have an employed student upon the completion of the program, a student who has obtained the skillset he/she intended to obtain, or a student prepared to continue in his/her quest for additional educational goals. Pictured above are students who graduated this spring. One is continuing to pursue an additional degree, others are employed at OtterBox, Ghent Chevrolet, Rowlies Auto Body, Spradley Barr Ford, Complete Auto Repair, a SkillUSA National 11th Place winner fielding multiple employment offers, and one is a new Martin Marietta technician!



Though the main Aims campus is located at the heart of the Greeley community, its reach extends far beyond. With satellite campus locations in Loveland and Windsor, students benefit from high-quality education and training, convenience, and an affordable price, without having to travel to Greeley. Growth is also happening at our Fort Lupton location, with a new building and renovations to the existing one, all set to open this fall.

ARTISTIC LICENSE





BY HEATHER LELCHOOK

“OUR STUDENTS ARE DIVERSE, ENGAGED, AND INVESTED IN THEIR COLLEGE EXPERIENCE.”

Exciting changes and program additions are also happening at Aims in Loveland. Beginning in Fall 2013, the campus will be offering Multimedia Graphic Design (MGD) classes in the new computer classroom, featuring dual-boot Mac computers. The classroom will also house Digital Photography and other academic courses. Students can take Photoshop as the first series of MGD classes to follow. The goal is to offer a certificate in MGD, which will complement the art focus of the campus and the community. Other new courses to the Loveland Campus for fall will be Astronomy, Archaeology of Rock Art, Figure Drawing, Wildland Fire Basic Training, and Martial Arts.

The Loveland Campus is also partnering with the Loveland Center for Business Development (LCBD) to offer non-credit workshops in the business of art. The workshop series is called Art Aims: Artist Initiatives and Business Strategies, and includes six workshops plus an opportunity for the artist to show his/her work in order to experience the work involved in putting on an art show. Examples of the workshops are personal finance, marketing, business management for creatives and agents, representatives, and legal ease. A part of the partnership with the LCBD is that the Art Aims students can work with a mentor from the LCBD in between workshops to develop their business as an artist.


The Loveland location is a bridge campus where students can start with small classes, build relationships with other students, staff, and faculty, and learn to be comfortable in their college environment. Our students are diverse, engaged, and invested in their college experience. In the last year, we have formed three student clubs: Women in Transition Together (WITT), Aim@Aims: Student Support and Networking Club, and the Loveland Book Club.

Student Sierra Sabin is an example of true success at Aims in Loveland. Sierra attended public high school earning A's and B's then, semester by semester, slowly fizzled into D's and F's. The high school experience left her flat and uninspired. Sierra quit going to school altogether and wanted to get her GED. However, her parents wanted her to earn a diploma and go to college to earn both a Bachelors and a Master's degree. Sierra approached Aims Community College for solutions. She chose to continue her education through concurrent enrollment and Colorado Early College, a state charter high school. Colorado

Early College covers the cost of tuition, books, and fees at Aims. Sierra likes the concurrent enrollment model because it is similar to taking AP classes in high school, without the pass/fail final exam and high school drama.

Sierra has found the students at Aims to be refreshing. “In college people connect as people, find their common ground and classmates become friends regardless of their outward appearance and past history,” she said. “Aims students also want to be in school because they care about their future whereas the students in high school did not seem to care.”



Sierra's advisor, Kara Tripician adds, “In my years as Academic Advisor for Aims Community College, I have gotten to know many exceptional students. Sierra Sabin stands out as one of the most exceptional. Sierra began her career at Aims during her early high school years, at age 15. She participated in concurrent enrollment and worked extremely hard to be successful. She is responsible and mature for her age, and is determined to reach her goal of graduating from high school while simultaneously completing her Associate of Arts degree. That day is right around the corner. In December 2013, Sierra Sabin will graduate from high school and complete her AA degree at Aims with a GPA of 3.4! She plans to transfer and attend culinary school and looks forward to a career as a chef. Congratulations, Sierra! 

OVERCOMING OBSTACLES



TRIO STUDENT SUPPORT SERVICES CLASSIC AND STEM PROGRAMS

BY SARAH WYSCAVER

On April 25, 2013, at the 2013 Annual TRIO graduation celebration, Daniel Ruiz stood at a podium and shared his experience as a member of the Greeley community, a student at Aims, and a participant in the Aims TRIO/Student Support Services Classic Program. Fifty graduating TRIO students were celebrated that day and Daniel was speaking for himself and all of them.

Sitting in the audience were four of Daniel's friends, eager to support and cheer for him. They said to me, "We look up to him" and "We wouldn't have missed this."

When Daniel finished speaking that afternoon, I heard an audience member ask, "Is he going to be the graduation speaker?" Indeed, after Daniel's outstanding speech that afternoon, he was asked to speak at graduation, where he addressed more than 1,000 of his classmates and shared the ways his life was changed as a result of attending Aims. However, the ripples Daniel made were not quite over.

Several weeks later, when Daniel was working for Kaleidoscope Youth Program at the Island Grove Village Apartments, a young mentee of Daniel said to him, "Mr. Danny! We saw you in the paper!"

Daniel is the type of student who exemplifies the possibilities of being in the TRIO Program at Aims. Like many of our students, Daniel made the decision to go to college later in life after realizing that he wanted more. By his second semester at Aims, Daniel discovered the TRIO Program, and in it, he found a community. TRIO "will make you feel like you're home," he said. "It can make you a better person."

The TRIO/Student Support Services (SSS) Classic and STEM Programs serve a combined total of 280 students each academic year from traditionally underrepresented and underserved backgrounds, specifically, students who identify as the first in their families to go to college, are from low-income backgrounds, and/or have a documented disability.

The TRIO philosophy of increased access, support, and completion for students is an anchor within the TRIO team at Aims. Our mission is simple; we strive to create educational gateways where students can explore academic and community oriented opportunities, feel empowered by the richness of their histories, and celebrate their unique selves.

Students who participate in the TRIO Program get what we call A TRIO Treatment. Similar to a VIP treatment, these students are provided with opportunities for intensive academic advising, academic coaching and tutoring, a cohort first-year experience class, career/transfer coaching and mentoring, financial aid and literacy support and education, and finally, ample opportunities for leadership and civic engagement.

Combined, these services resulted in 70% retention, meaning the majority of TRIO students who enrolled in the Fall 2011 Semester came back the next academic year. Within that same time frame, 88% of the TRIO students who enrolled in courses in fall semester persisted to spring semester.

When we listen to the stories of our students, we hear the many ways in which TRIO students actualize their potential, and as a result, their dreams. Cassandra Cordova, an emerging leader in the TRIO SSS

STEM Program, is a perfect example of what can be accomplished when someone has faith in her dreams. Cassandra is a non-traditional college student, a wife, and a mother of two children. For Cassandra, coming back to school was difficult, caring for young children and dealing with financial struggles. In 2012, Cassandra joined the TRIO SSS STEM Program. Through the TRIO SSS STEM Program, she feels like she has found community. In an interview, Cassandra shared,

[TRIO] gives you a home and a place to identify with to feel like you really belong. And TRIO truly cares about students, and when you know someone truly cares about you, you will go the extra mile to be successful.

Cassandra's drive to reach beyond expectations and engage in all aspects of the TRIO Programs distinguishes her as a model student. One of the core services the TRIO Programs provide for students is intensive academic advising. Cassandra and Daniel have similar thoughts on the advising services offered in TRIO. Daniel said,

The advisors were there for me. A TRIO advisor sees you as a person, not just as a student. You can always come and talk to them. It doesn't have to be about school, and they will help you get through it. Here, in TRIO, even as hard as it got, and when I was ready to give up, I talked to my advisor, Liz Schoenleber, and she convinced me to stick it out, and I passed.

Cassandra echoed Daniel's sentiment about her relationship to her advisor and the TRIO staff,

I come in here [TRIO], and everyone is nice, and everyone says, "Hi." I can come in here and focus on studying, or to get on the computer. If I have a problem, I can talk to Mary Ann Lucero, my advisor. If I didn't have the program, I don't know where else I would get that [feeling] from at school.

From 2010 to present, the TRIO Programs have offered over 3,500 hours of intensive academic advising to support our students. We work to treat each student as an individual and recognize all major facets of their lives. Intensive academic advising is only one thread in the TRIO tapestry that supports our students.

For many of our students, tutoring is critical to their success and goal attainment. Daniel reminisced about his favorite and most challenging memories in TRIO Tutoring,

I found myself one summer working with Nike Rovero [a TRIO tutor] almost every day. There are only 10 weeks in the summer semester, and I was stressed out. She helped me get through it. I was there constantly. I was there with some of the students, and we started talking, and then we organized a group where we studied math all the time. We brought other TRIO people in, and we had a tutoring session at the library afterward. I think it helped us grow as people and as students.



When I asked Cassandra about her favorite TRIO memory, she also recalled her time spent in academic tutoring and coaching, "Tutoring is a lot of fun. When we are there, there are lots of laughs."

Many of our students are required to maintain competitive GPAs as well as test scores for majors like nursing, pre-med, or engineering. In order to support these students, the TRIO/SSS-STEM Program offers structured study groups. Cassandra participated in a pre-nursing study group where she worked on preparing for the TEAS test and said, "The TEAS study group helped me with

testing, and TRIO prepared us for the amount of time where we would be taking the test. I learned to study a little bit at a time, so it's not so much information at one time." Cassandra went on to explain, "Cramming doesn't work. You actually have to learn the material. As a nurse, I will be responsible for a life someday and it's important that I know what I'm doing."

Since 2010, 87.8% of our students have taken advantage of TRIO tutoring services that totaled 2,300 hours of free academic support. We employ professional tutors who provide support in English, reading, math, biology, and chemistry above the valuable support that Aims already offers its larger student population.


In line with national best practices, TRIO Programs at Aims support opportunities for students to have a holistic learning experience both inside and outside the classroom.

In our 2012-2013 student learning survey, 26.2% TRIO respondents reported an increase in learning the skills they need to meet academic goals as a result of the TRIO Program. Likewise, in the same study, 21% of students reported an increase in their feeling prepared for success in reaching their academic goals.

The ultimate goal of TRIO is to provide a framework for students to actualize their dreams and contribute meaningfully to society. For Cassandra, her dreams and contributions are starting to take shape in her recent acceptance to the Aims Community College Nursing Program. Cassandra will begin her new course of study in Fall 2013.

Daniel is also on his way to his next adventure as he has been accepted to CSU and will major in psychology. Daniel said, "I'm scared; [it is] a new transition, and I know it's going to get harder, but if I keep on the right track and use all the things I've learned from Aims and apply them to CSU, I see no reason why I won't accomplish my goals over there." He continued, "I believe that no matter where you come from, you do have a choice. We make it every day. And as long as you put in the effort, you can accomplish your goals." ▲

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Starting STRONG

BY SHANNON MCCASLAND & RACHEL VERETTO

In 2007, Aims Community College recognized that more and more students were coming to college with a need for remedial education. To help these students do well and stay in college through graduation, Aims developed several programs to support their academic success while in college and beyond. One of these programs is called the First-Year Experience.

The Center for the First-Year Experience, which officially launched in Fall 2012, was created to sustain an environment that supports a successful academic and social transition of students into the Aims community.

Students in the program are given the opportunity to learn and understand the paths they have available to them to achieve their academic, career and personal goals, what campus resources are available, who they can ask for help, and how to get involved on campus and in the community. They learn how to develop skills that will help them succeed in college, including study and test-taking skills, time management skills and goal setting.

"The Center's various programs are designed to act as a 'GPS' of sorts as students navigate college throughout their first year," said Assistant Director Shannon McCasland. "They each have a map, and our mission is to light the way by introducing them to campus resources and learning strategies along the way. Student success is at the core of everything at Aims."

To help make the transition into college a smooth one, students learn how to prepare for the first weeks of college and participate in campus tours led by student leaders. The program is already

seeing some promising statistics: after attending orientation, 95% of students report that they feel ready for the first day of class.

FYE also encourages a mindset of completion, so students understand the ultimate goal of graduation and gain the confidence to make that happen. In addition, they learn how to be engaged with their peers and others on campus, and are therefore able to take advantage of a network of support.

One of the ways FYE teaches students the skills necessary to achieve success and gain the confidence to put those skills into practice is with the Advanced Academic Achievement (AAA) course curriculum. Through a partnership with Aims' Developmental Reading and English department, the Center for the First-Year Experience has developed two classes, AAA 101 and AAA 090, that teach students how to develop skills to learn and succeed for an easier transition to college. The Center trains both full and part-time instructors to ensure consistency and quality in the program.

The classes cover a variety of topics, including goal-setting, time-management, textbook reading strategies, note-taking, test-taking, listening techniques, concentration and memory devices and critical thinking for student success. The Center reports that students who take a AAA course are retained at an average rate of 15% higher than those who do not take AAA.

Students also benefit from a series of classes called iFocus academic success workshops, a key element to their success. Offered over the course of each semester and online, students attend workshops that offer help in developing and achieving educational, professional

and personal goals. Five iFocus "tracks" were created in the areas of academic, financial, leadership, technology and career development, and include workshops like Scholarships 101, Orientation to Your Online Class, Understanding Ethical Leadership, among others.

The Center also oversees iStart Smart, a new Student Orientation program offered at Aims in Greeley, Loveland and Fort Lupton. Students interact and develop relationships with other students, faculty and staff before classes begin. They also learn about the responsibilities of becoming a college student.

Along with the programs already in place, the Center for the First-Year Experience is also developing additional programs and tools, including a virtual orientation, set to launch in Spring 2014, and a new program called Catalyst, also scheduled to launch in 2014.

Designed to build on the skills learned in the students' first semester of coursework, Catalyst's goals are to foster in students a mindset of completion and a vision of the "end goal in mind." Participants have the opportunity to become members in a community interested in engaging at a greater level with peers, leadership and career development growth. ▲

Students and parents can find more information and helpful resources on how to make the transition into the first year at Aims a smooth one by visiting www.aims.edu/fye. Or, visit the new Center office in Horizon Hall on the Greeley campus.



Employing
THE
Extraordinary

When

I first started working at Aims Community College in the Spring of 2013, I was hesitant about leaving a thriving urban college and commuting to Greeley to work at a small college in rural northern Colorado. My fears were quickly quelled.

I was surprised by the warm welcome I received from all across the campus. So many people I had never met and would not work with on a day-to-day basis stopped by my office or emailed me with encouragement. They had read my "Who's New" employee introduction in the Daily newsletter and were responding to it. Everywhere I walked on campus, people introduced themselves to me and shook my hand. This did not just last for a week or even a month – to this day, months later, people still reach out to me on this campus. I am seen, heard and valued.

This theme trickles down from the top of the leadership of this college and every employee is acknowledged for their contributions. For example, Orlando, a facilities maintenance employee who hangs my pictures and delivers my mail, has been here 30 years. He was recently recognized for his service and dedication by president Liddell at an annual reception, along with over a hundred other employees. She genuinely knew each of the employee's names and how they had contributed to the college and celebrated with them. In the Cheers theme song there is a line that states "...sometimes you want go where everybody knows your name...." and now, I understand why.

Since I have been here, I have been asked on several occasions, "What makes Aims Community College so different from the other campuses you have worked?" My answer is simple, "It truly is a community."

We don't see ourselves as a small junior college in a rural city. We see ourselves as a remarkable center of opportunity for students to be something they didn't know they could in a greater community that is thriving. We understand that the industries we are certifying students for are growing in our area and that the people we interact with daily care about the community they live in. We see ourselves not as a last resort, but as an extraordinary destination.

I may sound like I am gushing a bit, and as a public relations person, that is expected. But the truth is, I have worked at every public college on the Front Range in one capacity or another and I can count on one hand the number of people who made an effort to get to know me at each, and I always felt dispensable. I do not feel that way anymore.

I do not have enough hands to count now the number of people at Aims who have been genuinely gracious to me since I came to the Greeley campus earlier this year. At Aims, I have learned that individuals are valued and that what we contribute to the greater community is a mission that we all contribute to, and I am proud to join that mission.

An example of this commitment and positivity can be seen in Damion Cordova, the Director of HR. We all know will answer "super-fantastic" when we ask him how he is every day and it helps us know he cares. When I first started working here, he asked me to call for voluntary surveys from employees that detailed why they "like working at Aims."

Being new, I thought it was a nice idea but secretly thought, "Okay, what is my backup plan here, because nobody will respond." A week and a baker's dozen of responses later, I abandoned my backup plan and cheerfully logged incredibly heartfelt testimonials about remarkable experiences of Aims employees.

Damion believed that people would respond because he knew they had a vested, personal interest in our collective success. He and the Senior Management of the college have worked hard to bring to the college highly qualified, dedicated employees who like being part of a bigger picture, as evidenced in recent research over the last few years, and it shows at every level from administrators to staff to students.

In the most recent employee survey, the upward trend in employee satisfaction at Aims Community College is apparent:

"Most respondents reported feeling more valued by, and a greater sense belonging to, their work units than by the overall college....It is interesting to note that there has been a large increase in the number of employees who believe that Aims values their opinions since 2006. In 2006 this number was 39%, while this number increased to 48% in 2008 and 84% in 2012. This is also the case with the question regarding a strong sense of belonging to the College, with 50% agreeing with this in 2006, 69% in 2008, and 72% in 2012."


Aims Community College, Quality of Work Life Survey 2012, www.aims.edu/IE

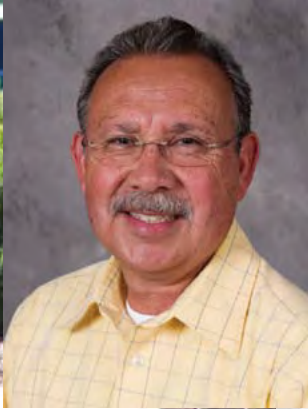


This is not the trend in the US. In fact, studies show the opposite to be true.

Right Management, a subsidiary of the giant staffing firm ManpowerGroup, just released a new snapshot survey that underlines the dissatisfaction among American workers.... many employees feel stuck in their jobs, unable to consider a career move even if they're unhappy... Only 19% said they were satisfied with their jobs. ... the rest, nearly two-thirds of respondents, said they were not happy at work. Twenty-one percent said they were "somewhat unsatisfied" and 44% said they were "unsatisfied." *Forbes Report, May 2012*

At Aims we have a Board of Trustees and College leadership that value hard work and rewards it with fair and equitable raises, excellent health and employee benefits and recognition of individual achievement. In an economy and environment of increasing job dissatisfaction, finding a job that makes a positive impact in the community and rewards individual achievement is a find indeed.

Aims Community College is striving to be a place that creates a strong internal community of satisfied, respected, and yes, valued employees. I am proud to say I am a member of that community, an employee of Aims Community College, where we strive to employ the extraordinary daily. 



Dear Friends,

Thank you for helping us make a difference in the lives of others!

Because of your generosity and the effective stewardship of your funds, the Aims Community College Foundation awarded more than \$147,000 in scholarship support this past year. This illustrates an increase of eight percent over the previous year. Your financial and in-kind contributions also enabled the Foundation to provide more than \$78,000 in program support to the College.

For more than 40 years, Aims Community College has contributed to our region's quality of life. And for 34 years, the Aims Community College Foundation has been proud to partner with the College to secure resources that promote lifelong learning and workforce development throughout the communities we serve.

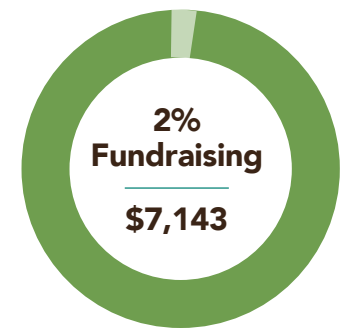
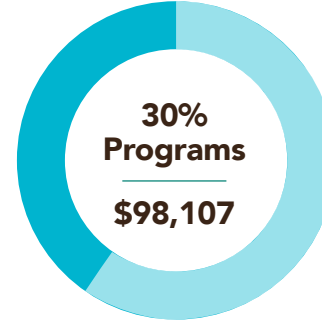
On behalf of the Board of Directors and the Aims Community College Foundation Team, we sincerely thank YOU for everything you do.



Andrew Romero
Chairman, Board of Directors

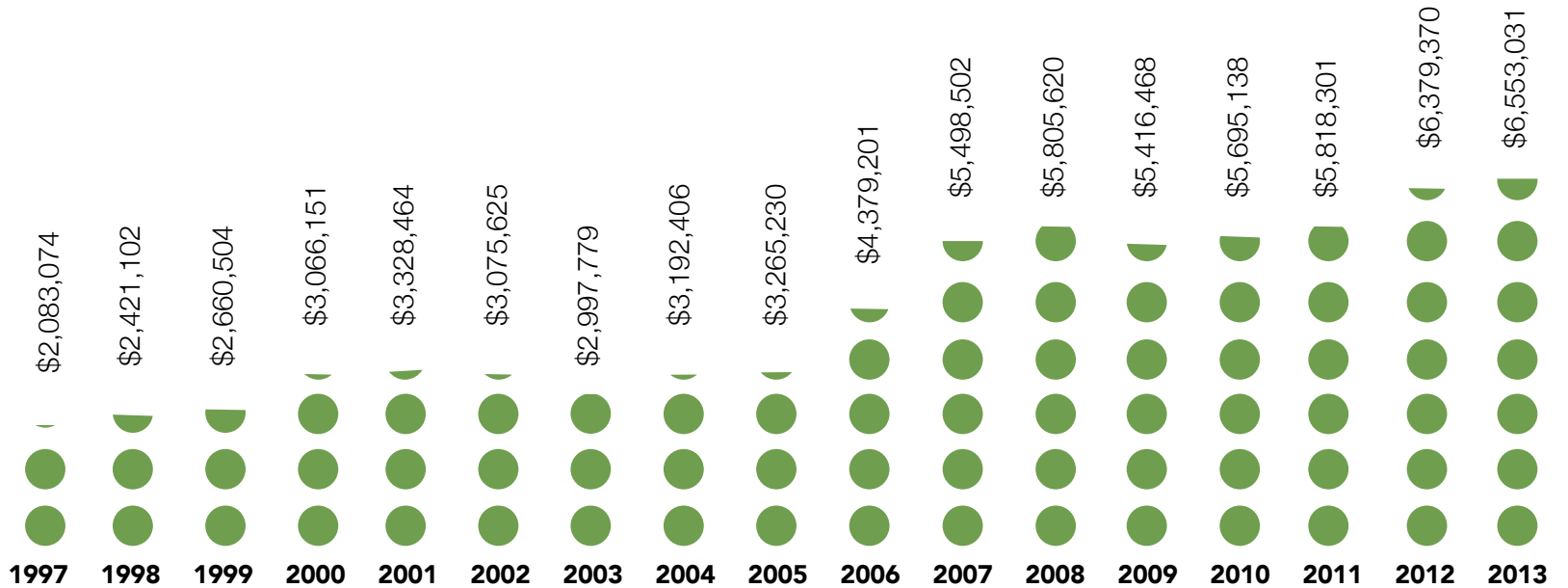
Julie Buderus
Executive Director

PRIVATE GIFTS



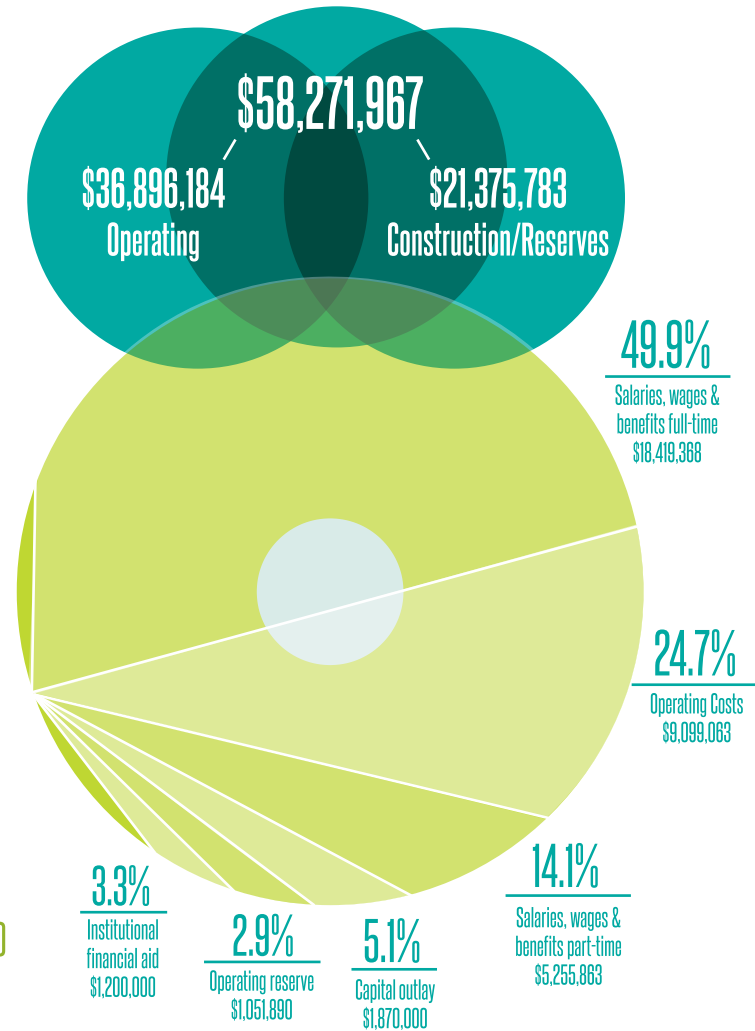
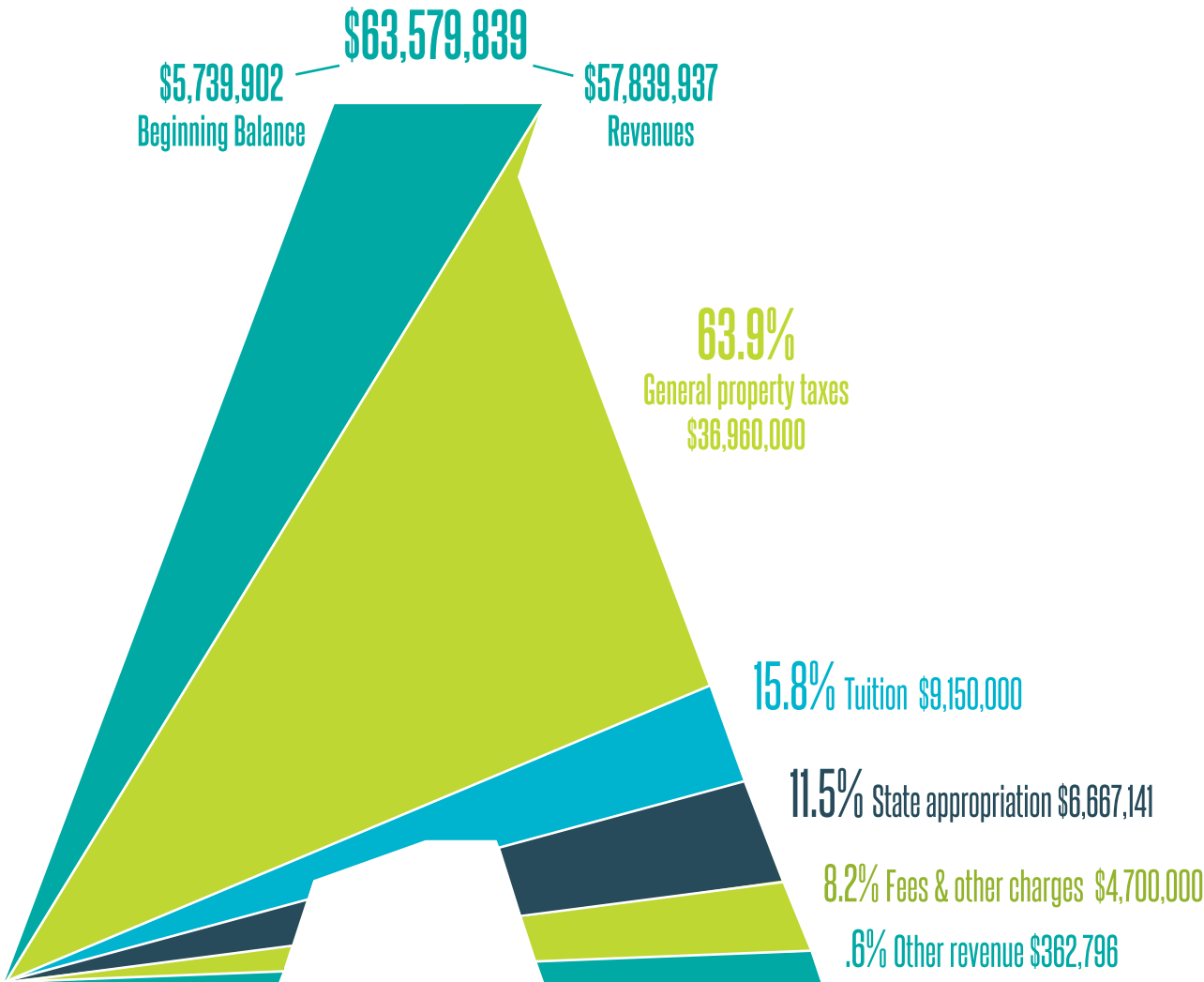
Based on most current unaudited data

ENDOWMENT GROWTH



RESOURCES*

USES*



Total Revenue:
Anticipated to increase due to higher property tax revenue from oil and gas.

General Property Taxes: Expected to improve from 2012-13 going into 2013-14.

Tuition & Fees: Expected to remain flat from 2012-2013 going into 2013-2014.

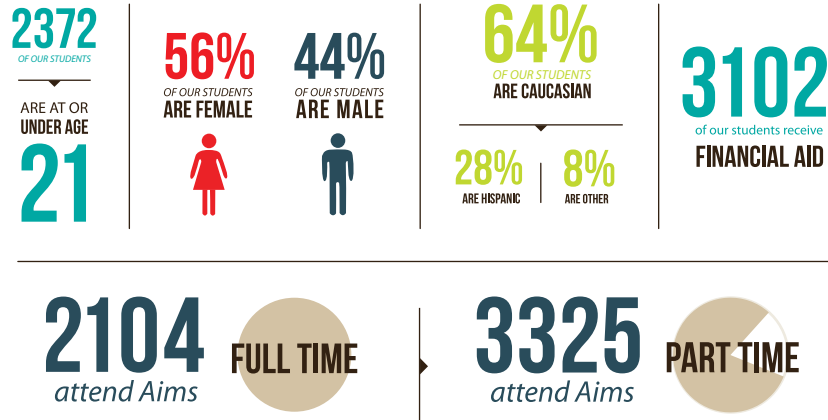
State Appropriations: Anticipated to increase from 2012-13 into 2013-14.

As a publicly funded institution, good stewardship is always first and foremost in our minds as we move through the budgeting process here at Aims. For their stewardship and financial acumen, we thank our Board of Trustees: Mike Freeman, Mike Geile, Walt Richter, Carol Ruckel and Larry Wood.

The information on these pages shows the unaudited revised budget for the 2012-13 General Fund. The complete budget and financial statements are always available online or by contacting the Office of the Chief Business Officer. As always, thank you for your support. Bob Cox, Chief Business Officer, bob.cox@aims.edu or (970) 339-6509.

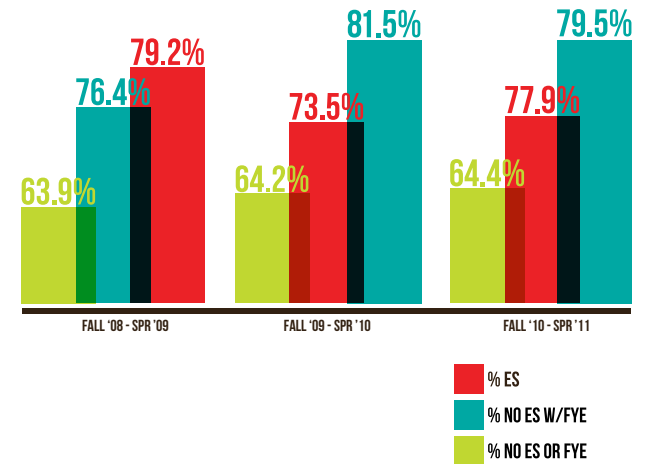
*These figures are from the 2012-13 Revised Budget, which will be submitted for external audit in November 2013 and are, therefore, subject to change.

FAST FACTS



NEW DEGREE SEEKING STUDENTS

RETAINED FALL TO SPRING



TUITION LOCK



RETENTION AND STUDENT SUCCESS RATES

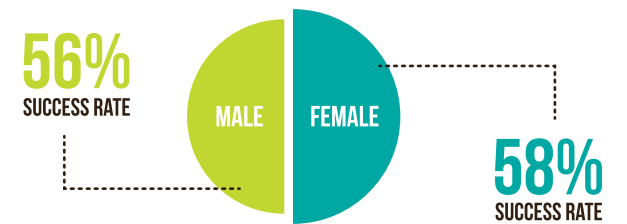




PHOTO COURTESY MARK CURTIS
AIMS EMPLOYEE

IN 2012 In 2012 all employees of Aims Community College worked together to redefine our culture and develop the Aims Values. They are Communication, Safety, Respect & Professionalism and Trust. As a collective, we determined that the mission of our college is seeking to help students achieve their learning goals and objectives through effective and efficient program options and services and to develop partnerships that support economic development and global understanding. During 2013 we continued to progress toward this goal with enthusiasm.

We are proud of this mission and are excited about the future of Aims Community College and what it holds. We know that the few pages of this report cannot begin to summarize all of the remarkable accomplishments of our students, staff, faculty and administration. However, we hope that you can garner from this publication that we are proud of who we are as individuals, as a college and most significantly as a community.

As we work toward fulfilling the mission of our college, we learn at each step of the way what our strengths are and where we can improve. As we look forward, we cannot help but look back to what we have collectively accomplished and who contributed to that progress.

We would like to take a page of this report to remember and celebrate those members of our community who worked side by side with us in accomplishing these goals and whose memories will inspire us to continue forward.

In particular, we mourn the loss of our late Chief Business Officer and recent Aims Fellow recipient Mike Kelly, and former employee Sandra Bristol, and we honor their service.

We celebrate the retirement of those who have served well, such as Dan Dougherty, our outgoing Division III Dean, and so many other dedicated faculty and staff.

As we look to the future, we welcome our new Chief Business Officer; Bob Cox, and our new Dean of Division III; Dr. Godwin Chungag, both of whom have stellar credentials and exciting new ideas.

We welcome you to find out more about Aims Community College and join our community at www.aims.edu.

The Staff of College and Community Relations 

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Division I
Jeff Reynolds

Division II
Donna Norwood

Division III
Dr. Dan Doherty & Dr. Godwin Chungag

Division IV
Dr. Albert Buyok

Student Services
Dr. Patricia A. Matijevic

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