

2021

2022

# This is

# Aims.

Report to the Community



Empower

Enhance

Enrich

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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. [hlcommission.org](https://hlcommission.org) or 800.621.7440*

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# This is Aims.



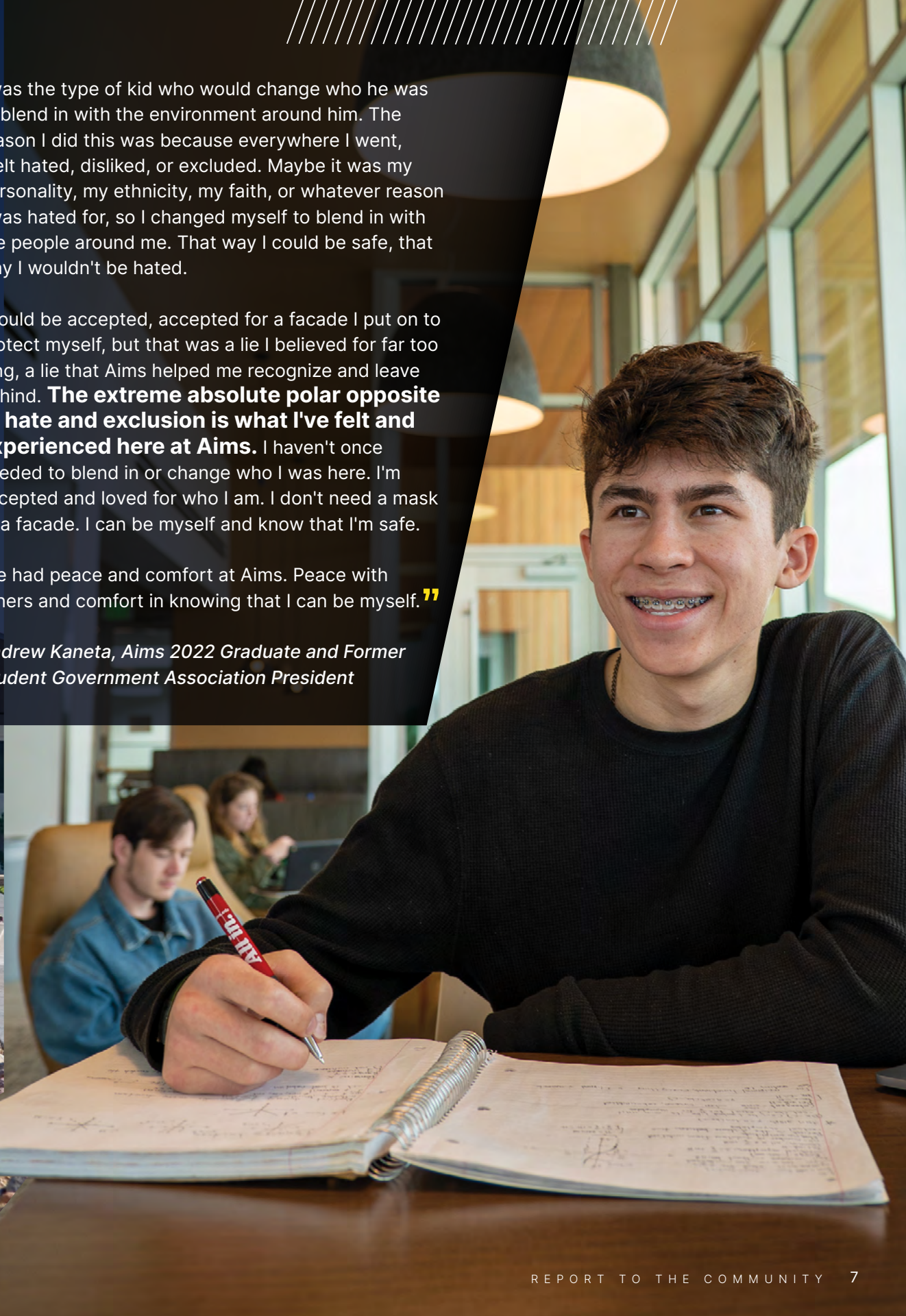
“

I was the type of kid who would change who he was to blend in with the environment around him. The reason I did this was because everywhere I went, I felt hated, disliked, or excluded. Maybe it was my personality, my ethnicity, my faith, or whatever reason I was hated for, so I changed myself to blend in with the people around me. That way I could be safe, that way I wouldn't be hated.

I could be accepted, accepted for a facade I put on to protect myself, but that was a lie I believed for far too long, a lie that Aims helped me recognize and leave behind. **The extreme absolute polar opposite of hate and exclusion is what I've felt and experienced here at Aims.** I haven't once needed to blend in or change who I was here. I'm accepted and loved for who I am. I don't need a mask or a facade. I can be myself and know that I'm safe.

I've had peace and comfort at Aims. Peace with others and comfort in knowing that I can be myself.”

*Andrew Kaneta, Aims 2022 Graduate and Former Student Government Association President*



## 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.

## PURPOSE

Build a  
stronger  
community.

9,416  
STUDENTS

GENDER IDENTITY



56%  
FEMALES



44%  
MALES

17:1

STUDENT TO FACULTY  
RATIO

IPEDS FALL ENROLLMENT  
SURVEY SNAPSHOT  
AS OF FALL 2021

TAKING COURSES IN

72%  
GENERAL  
EDUCATION

58%  
CAREER  
& TECHNICAL

80%  
BASIC  
EDUCATION

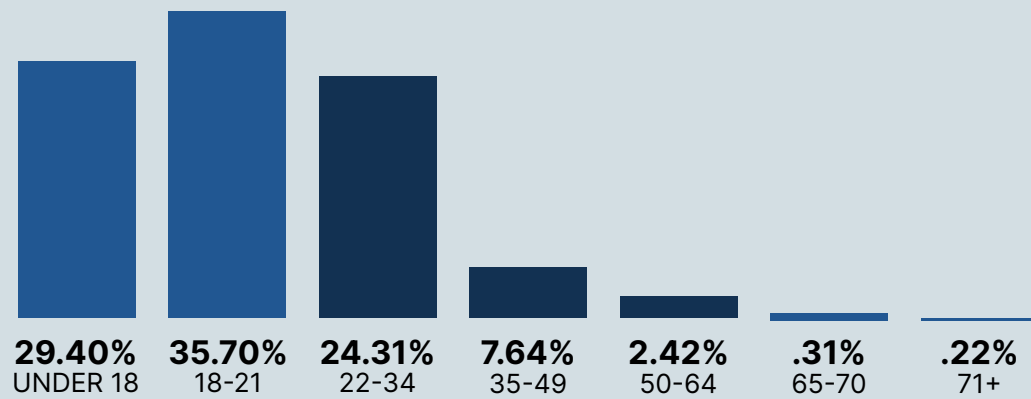
50.6%  
OF OUR STUDENTS ARE  
FIRST-GENERATION

These are  
our students.





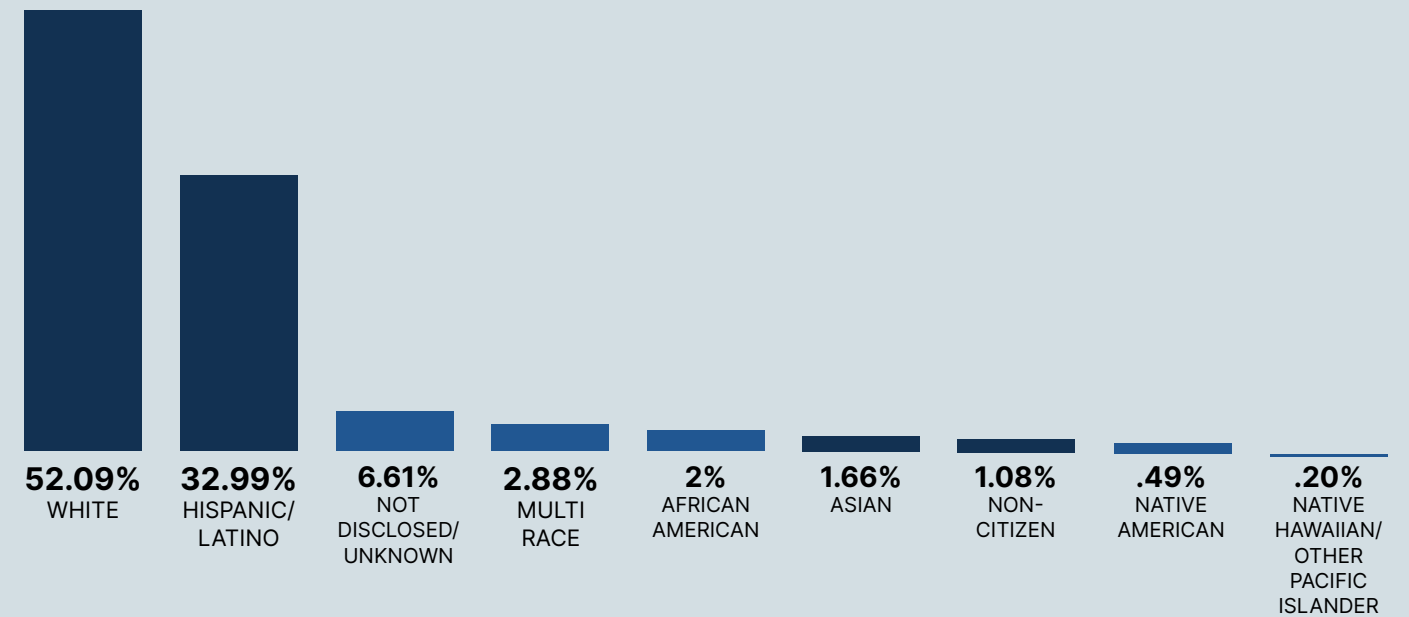
## STUDENT AGE PROFILE



**38%**

OF OUR STUDENTS ARE AT HIGH SCHOOL LEVEL

## ETHNICITY PROFILE



**40.18%**

IDENTIFY AS RACIALLY OR ETHNICALLY DIVERSE

ANNUAL REPORT DATA  
2021-22

PHOTO COURTESY OF HORD COPLAN MACHT



**SEEKING**  
COLLEGE LEVEL

**4,349**  
SEEKING DEGREES

**1,022**  
UNDECLARED

**559**  
CERTIFICATES

**5,930**  
TOTAL

**OUTCOMES**

**67%**  
CERTIFICATES

**33%**  
DEGREES

**AFTER GRADUATION**  
Employment Outcomes  
ALL GRADUATES 2019-20

**83%**  
EMPLOYED

**39%**  
EMPLOYED IN  
RELATED FIELD

**11%**  
UNEMPLOYED  
NOT-SEEKING

**58%**  
CONTINUING  
EDUCATION

2021-22

**1,321**  
GRADUATES

**325**  
GRADUATES  
WITH MULTIPLE  
DEGREES +  
CERTIFICATES

FROM 1968 TO 2022

**34,509**  
TOTAL  
GRADUATES

**53,027**  
TOTAL  
AWARDS

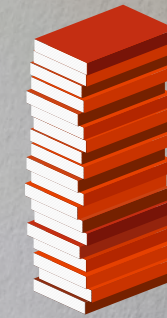
**8,599**  
STUDENTS  
RECEIVED  
MULTIPLE  
AWARDS

# Time to FLEX

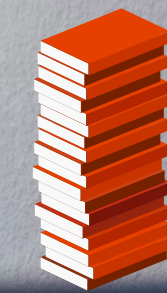
## Flex Courses Grow Hybrid Learning Opportunities

Aims expanded course offerings to a new modality called FLEX. These are eight-week, intensive courses where most of the class is completed online. There are 23 FLEX courses, with four more built this summer in math, biology, psychology, and agriculture. The Learning Environments team offered a five-week structured training this summer for faculty who would like to create a course in FLEX.

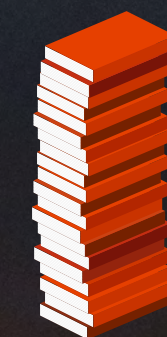
Aims is planning to offer a full degree and certificate in this modality and are just two courses away from our goal.



**19**  
sections of FLEX  
courses were offered  
in fall 2021



**18**  
sections of FLEX  
courses were offered  
in spring 2022



**20**  
sections of  
FLEX courses are  
being offered  
in fall 2022



# Expanding Community Healthcare Partnerships

The Allied Health & Wellness Division added eight new clinical healthcare partnerships during the academic year, totaling over 100 partnerships to serve more than 540 students.

Colorado is facing a shortage of Certified Nurse Aides (CNAs) — positions essential for hospitals and long-term care facilities to offer care to patients. Aims and Banner Health partnered to address this workforce need by providing opportunities to Banner employees in culinary and nutritional services or environmental services to get education and training to transition into CNA roles. **Banner committed to paying for student tuition in the Aims six-week Nurse Aide (CNA) certificate program, classroom materials, testing and other fees.**

The US Department of Labor approved Aims as a sponsor for our Sterile Instrument Processing Apprenticeship program. Aims first partner, Banner Health Northern Colorado Medical Center, agreed to hire two apprentices in the first year. **This spring, apprentices completed 2,000 hours of on-the-job training and received two competency-based wage increases during the program.**

The Nurse Aide department partnered with Banner Health to host a job fair in December for Nurse Aide/CNA graduates. Fourteen alumni attended the event, which consisted of celebrating accomplishments as well as learning about career opportunities. **Banner made seven contingent CNA job offers at the event and three more offers following the event.**



Senator John Hickenlooper met with Aims leadership, students and community partners in April to discuss local collaboration efforts to address healthcare shortages in Colorado.



CLINICAL  
HEALTHCARE

**100+**  
PARTNERSHIPS  
SERVING

**540+**  
STUDENTS

SPRING 2022

**2,000**  
HOURS  
OF ON-THE-JOB  
TRAINING

## Awards and Accolades

# Proud To Be Hunger Free

### Aims Feeds Student Success

Aims was named a Hunger-Free Campus by the Colorado Department of Higher Education in May. To receive this designation, Aims fulfilled criteria that included offering programs that provide direct food assistance, educational initiatives about hunger, and services that address barriers to student food security. One of the most impactful ways Aims addressed student hunger is through Arty's Pantry, a food and supply pantry available to students on all Aims campuses. It provides any enrolled student with groceries, personal hygiene products and school supplies.

ARTY'S PANTRY

**3,763**

TOTAL ORDERS FILLED

**235**

DAYS OPEN

**692**

UNIQUE STUDENTS SERVED

**Fresh & Frozen**

ADDED TO INVENTORY

**7**

STUDENT EMPLOYEES

RELOCATED TO STUDENT COMMONS & ADOPTED NEW SOFTWARE SYSTEM FOR ONLINE ORDERING



## Aims Recognized Regionally and Nationally

Aims celebrates many successes, awards and designations that it receives. Learn more about a few areas where Aims stood out from the crowd during the 2021-2022 academic year.

### Ranked as a Top Workplace

Aims was named a Top Workplace in the USA by Energage, LLC. The award recognizes companies that make the world a better place to work together by prioritizing a people-centered culture and giving employees a voice. The Top Workplaces USA award is based on feedback from employee surveys. The college ranks exceptionally high in employee wellbeing and professional development. Aims received recognition as a top workplace regionally in 2018, 2019 and 2021, but this is the first time the college is recognized at the national level.

### Healthy Workplace Leader

Aims is recognized as a Certified Healthy Workplace™ Leader for its commitment to health and safety. Health Links™ awarded Aims its highest recognition for demonstrating extraordinary devotion and dedicated resources to team members and community health and safety.

### Award-Winning Website Tells Our Story

The recently redesigned Aims website won an Award of Excellence at the Annual Communicator Awards. Aims Marketing and Communications staff worked with Aten Design Group, a Denver-based digital agency, on improving the website. The new site launched in October 2021. The web team enhanced storytelling and multimedia elements to showcase Aims in new ways. The site also upgraded technical aspects such as design, security, accessibility, navigation and data analytics.

Visit [aims.edu/news](https://aims.edu/news) to learn more about these awards and discover more stories about excellence at Aims.

# Keeping the Dream Alive



## Financial support comes in a variety of ways.

Through privately funded scholarships, the Aims Foundation strives to Keep the Dream Alive with direct student support. Every scholarship provided moves students one step closer to realizing their educational dream.

**\$180,426** TOTAL SUPPORT    ▶ **246** STUDENTS

**\$137,825** SCHOLARSHIPS DISTRIBUTED    ▶ **202** RECIPIENTS

**\$41,403** SCHOLARSHIPS SUPPORTED BY GRANTS    ▶ **34** RECIPIENTS

**\$23,903** FOUNDATION GRANT MATCH    ▶ **8** RECIPIENTS

**\$1,198** STUDENT EMERGENCY SUPPORT    ▶ **2** RECIPIENTS

18 Gift in Kind donations valued at **\$181,149** donated to Aims.

Donations include vehicles, books and equipment.

**Total funds raised: \$1,336,220**

**TO GIVE, VISIT**  
[aims.edu/foundation](https://aims.edu/foundation)

### Grants Received

COSI..... \$47,807 Scholarships 2021-23  
Daniels Boundless  
Opportunities.....\$12,500 Scholarships  
El Pomar..\$10,000 Student Emergency Fund Jan 2021  
El Pomar ..... \$5,000 PRIDE Scholarship June 2021

### New Scholarship Development

The Larry Batman Memorial Scholarship Endowed Fund \$10K  
Roberta B. Miller Nursing Endowment Fund ..\$120K  
Ernest & Jean Martin Family Endowment ..... \$14K  
Chevron Scholarship Fund.....\$20K  
NoCo Health Sector Partnership ..... \$12K  
City of Fort Collins  
Golden Aluminum Tech Ed Scholarship.....\$3K  
Korey May Memorial Scholarship..... \$10K  
ECI Construction Trades Endowed Scholarship...\$20K  
United Way of Weld County/ECE Annual Scholarship.....\$4.9K  
Aims Flight Student Scholarship .....\$500

**TOTAL ..... \$247,400**

### 2020-21 Hansen Grant Awards

Early College Academy .....\$5,000 + 250 students  
Adult Education and ESL .....\$5,860 + 40 students  
Fire Science CPAT Testing.....\$5,000 + 30 students  
Tax Help Colorado ..... \$5,000 + 17 students  
+ 1,000 community members  
Women in Aviation ..... \$4,986 + 100 students  
Semillas ..... \$10,000 + 25 high school students  
Applied Technology.....\$6,500  
**TOTAL ..... \$35,846 + 462 students**

FY 2021-22 ANNUAL REPORT DATA UNAUDITED

## Thank you

to those who generously supported the College Promise Scholarship through naming and room sponsorships in the new Aims Welcome Center.

**\$2,451,000**  
TOTAL RAISED

Fransen Pittman Construction

Ruben & Annette Martinez

Mark & Enita Hout

Dr. Ray Peterson

Randy Knauff

McDonald Toyota Automotive

Gene O'Hara

Dr. Leah L. Bornstein & Joe Findley

Gordon Hadlow

Jody Margheim

Weld Community Credit Union

Carrol & Roberta Miller

Lyle & Mary Achziger

Scott Ehrlich



**Aims connects students, academic programs and industry partners with funding support from federal, regional, state and local resources.**

## Grants

TOP GRANTS RECEIVED BY  
AIMS COMMUNITY COLLEGE

**\$5,500 - \$573K**  
RANGE OF AWARD AMOUNTS

Carl D. Perkins Vocational and Technical Education

Awarded: **\$573,480**

Colorado Opportunity Scholarship Initiative  
Finish What You Started

Awarded: **\$312,689**

TRIO Student Support Services Classic

Awarded: **\$275,105**

TRIO Student Support Services STEM

Awarded: **\$261,888**

Collaborative Research: Introducing  
High-School Students to Computational  
Thinking in Industrial Automation (STEM+C)  
subgrant with University of Northern Colorado

Awarded: **\$79,741**

CDHE Open Educational Resources  
Grant Program Cohort 4

Awarded: **\$70,170**

**\$4.95M**

TOTAL ACTIVE GRANT FUNDS

**15**

TOTAL ACTIVE REVENUE  
GENERATING GRANTS

**12**

TOTAL ACTIVE  
PARTNERSHIP GRANTS

**27**

TOTAL NUMBER  
OF ACTIVE GRANTS

# Financial Aid

Recently, paying for higher education and student debt is a topic in the national news. **Aims Community College has one of the lowest resident tuition rates in Colorado, making Aims the most affordable place to accomplish the first two years of a college education.**

Students can earn a professional certificate, an associate degree, or use transfer classes to achieve a bachelor's degree at any four-year Colorado.

There are several ways Aims students can secure financial aid to help pay for the costs of their education, including grants, scholarships, work study and loans. The Office of Financial Aid provides programs and services that can guide students through the process.

**5,223** FREE APPLICATION FOR FEDERAL STUDENT AID (FAFSA) APPLICATIONS PROCESSED

**\$21,502,231** TOTAL AID DISBURSED

**4,179** STUDENTS

**\$5,145** AVERAGE AID AMOUNT

**\$1,937,232** INSTITUTIONAL AID

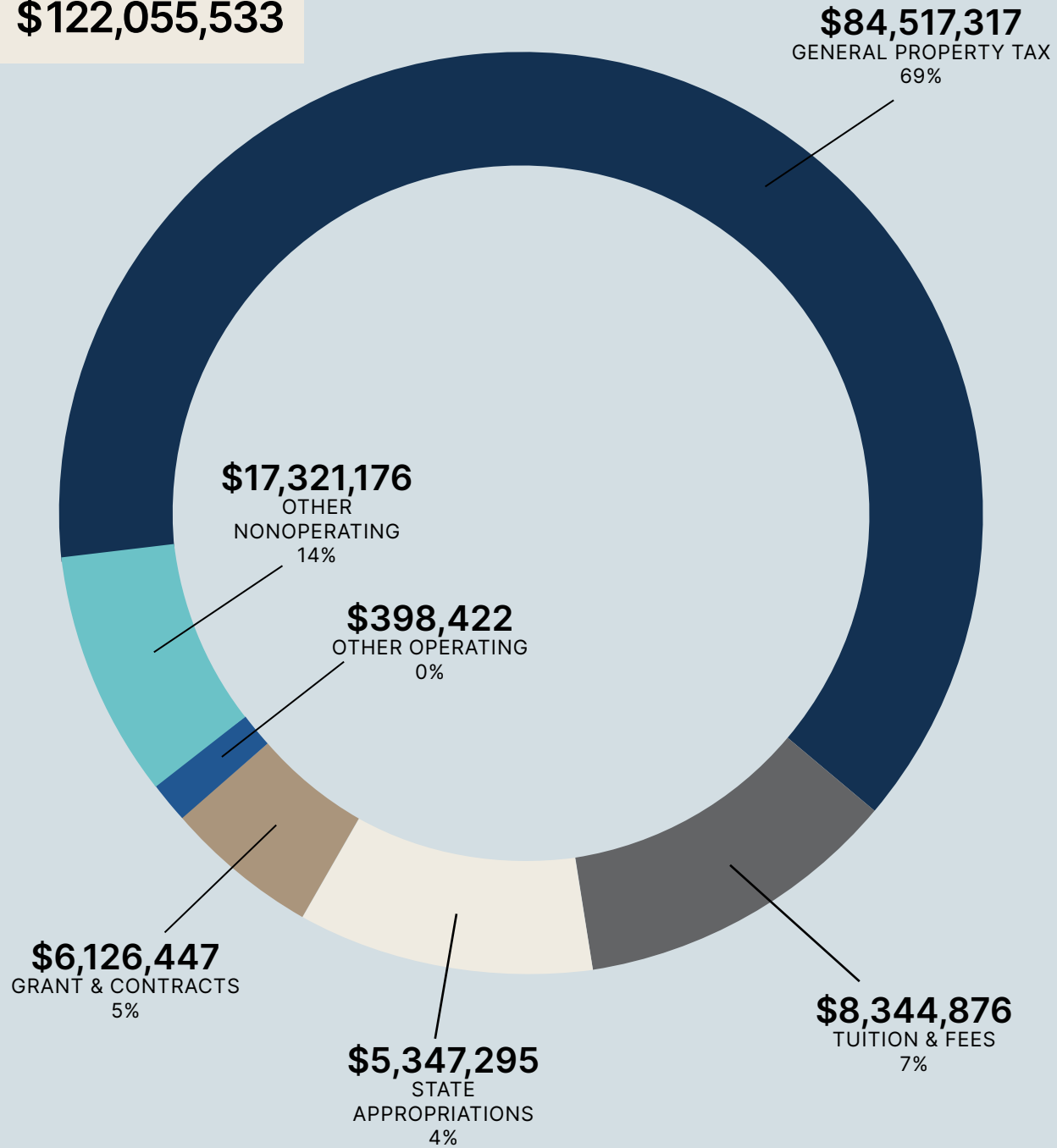
**\$4,409,905** STATE GRANT

**\$5,146,964** PELL GRANT

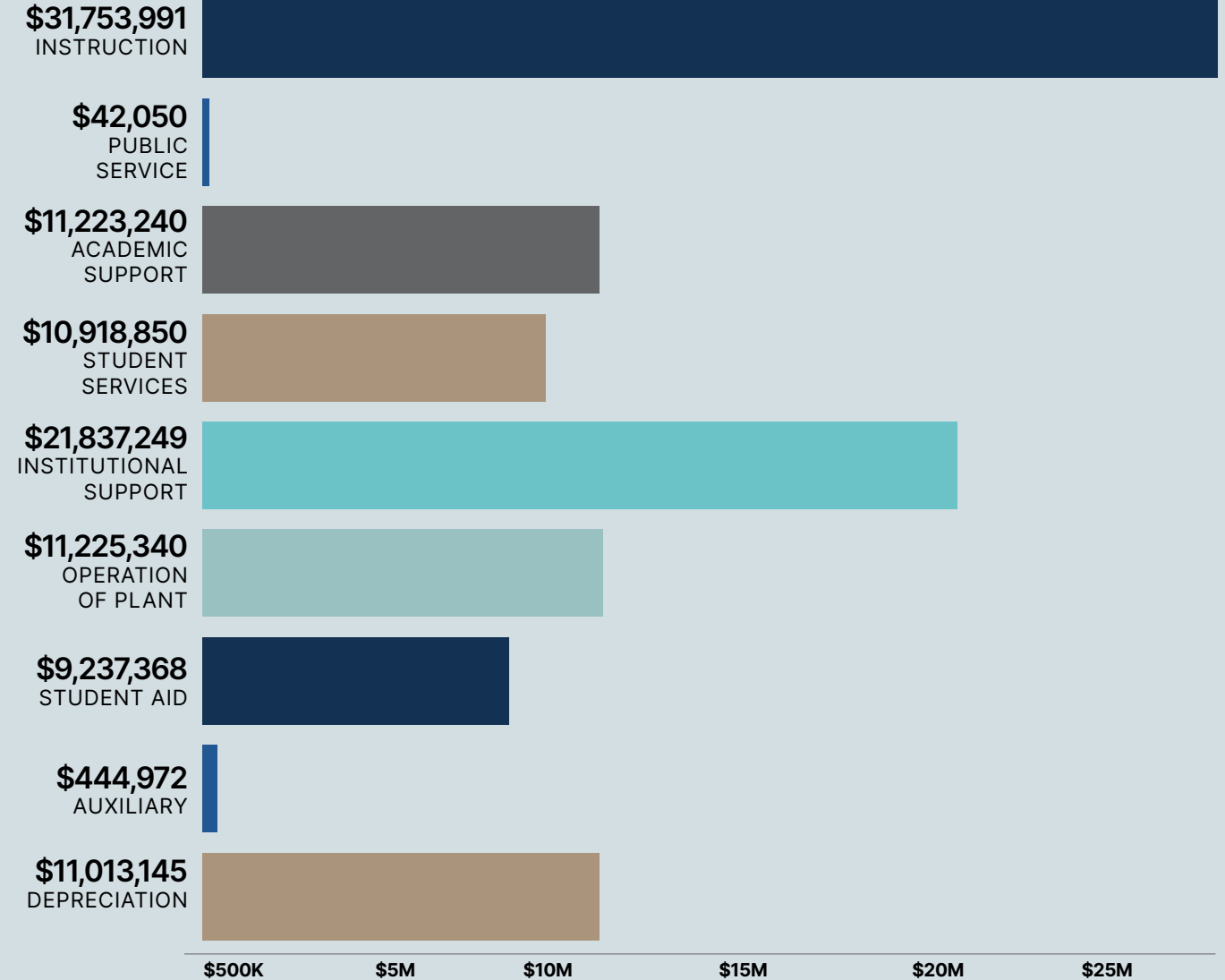
CCHE SURDS FINANCIAL AID FILE  
2021-22 AS OF AUGUST 3, 2022

# Financials

**TOTAL REVENUE**  
**\$122,055,533**



## OPERATING EXPENSES



\$500K      \$5M      \$10M      \$15M      \$20M      \$25M

<b>TOTAL OPERATING EXPENSES</b>	<b>\$107,696,205</b>
<b>CONSTRUCTION RESERVES</b>	<b>\$14,359,328</b>
<b>TOTAL USES</b>	<b>\$122,055,533</b>

# Strategic Plan Update

# Thoughtful and Strategic

# 81% COMPLETE

Aims finished its fourth year of progress on the 2018-2023 Strategic Plan. Our strategies empower students to succeed, enhance operational performance, and enrich economic development in northern Colorado. Review the following pages to see the progress of the strategic plan.

Many initiatives are already complete and have already proven successful. Collegewide teams focused efforts on tactics to support accountability and transparency. With benchmark measurements and completion dates assigned, the total completion for year four is 81 percent.

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

Go Aardvarks!



STRATEGY 1  
**EMPOWER  
STUDENTS  
TO SUCCEED**

**96.25% COMPLETE**

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

YEAR FOUR TACTICS  
& INITIATIVES STATUS

**ACCESS :: 97% COMPLETE**

In-person orientation for new students & family.

Redesign & streamline one-stop services.

Increase degree attainment by adult learners.

Expand alternative course & service delivery options.

**COMPLETION :: 100% COMPLETE**

Research, design, implement priority registration for New Student Orientation participants, and registration groups based credit complete & create a comprehensive communication plan for registration.

**DIVERSE POPULATIONS ::**

**90% COMPLETE**

Examine opportunities to positively impact campus climate to ensure inclusivity, learning, and growth spaces.

For a comprehensive look at our Strategic Plan, go to [aims.edu/departments/presidents-office](https://aims.edu/departments/presidents-office).

STRATEGY 2  
**ENHANCE  
OPERATIONAL  
PERFORMANCE**

**97% COMPLETE**

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

YEAR FOUR TACTICS  
& INITIATIVES STATUS

**DATA ANALYTICS ::**

**83% COMPLETE**

Establish Service standards for internal services system wide.

**POLICY & PROCEDURES ::**

**100% COMPLETE**

Design process for facilities maintenance cycle (walking paths).

**TALENT DEVELOPMENT ::**

**100% COMPLETE**

On-boarding/off-boarding program.

Expand professional development opportunities.

Utilize e-performance management.

**TECHNOLOGY :: 100% COMPLETE**

Implementation of software and system for digital feed of indoor monitors/emergency alerts.

Evaluate and redesign intranet/myAims.

Improve accessibility on web, video.

Expand multi-factor authentication.

STRATEGY 3  
**ENRICH NOCO  
ECONOMIC  
DEVELOPMENT**

**50% COMPLETE**

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

YEAR FOUR TACTICS  
& INITIATIVES STATUS

**ASSESSMENT & DEVELOPMENT ::**

**50% COMPLETE**

Identify and develop signature programs to both meet the needs of the community and bring innovation at Windsor, Loveland and Fort Lupton.





# Building the future of Aims.

## Windsor Campus Expansion

Construction is underway on the \$18 million expansion of the Aims Windsor Campus. The project adds an academic building and a simulated city to the Public Safety Institute (PSI) training yard.

The Windsor Campus opened in 2010 and has outgrown its space. It is currently home to the Automotive and Technology Center and the PSI. Aviation classes presently offered on the Greeley Campus will move to Windsor. The expansion will also allow more general education courses on the Windsor Campus.

**Academic Building**

38K square feet

Additional classrooms

Space for public safety & aviation simulators

Prayer and lactation rooms & gender-inclusive restrooms

Library, computer lab & study areas

Outdoor patio, recreation and gathering spaces

## New Simulated City Facilitates Public Safety Training



- Two simulated houses & a commercial building
- Four-way street intersection
- Search & rescue building with hallways, attics, narrow shafts
- Building for equipment storage

**OPENING SPRING 2024**

Visit [aims.edu/news](https://aims.edu/news) to keep up with the progress of this project and more Aims news.

Empower

Enhance

Enrich

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COLORADO

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