

2020
2021

Report to the Community



EMPOWER



ENHANCE



ENRICH

TABLE

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BOARD OF TRUSTEES

Lyle Achziger, *Board Chair*

Mark Hout, *Board Secretary*

Dr. Gene O'Hara, *Board Treasurer*

Dr. Ray Peterson, *Board Member*

Heidi Windell, *Board Member*

CABINET

Dr. Leah L. Bornstein, *CEO/President*

Dr. Russ Rothamer, *Executive Vice President*

Chuck Jensen, *Vice President of Administrative Services*

Zac McFarlane, *Executive Director, Marketing and Communications*

Megan Self, *Executive Assistant to CEO/President*

Dee Shultz, *Director of Human Resources*

Dr. Sarah Wycaver, *Vice President of Student Engagement, Inclusion & Success*

Brad Yoder, *Chief Information Officer*

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Building the Future
of Aims



AIMS.EDU

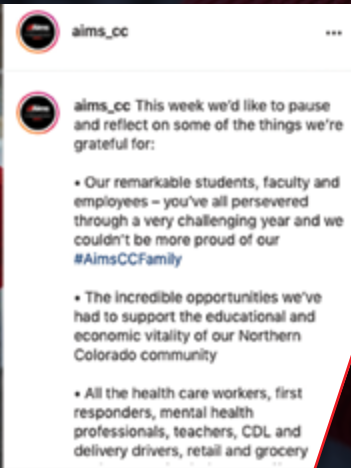
GREELEY | FORT LUPTON | LOVELAND | WINDSOR | ONLINE

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

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

COVER PHOTO BY CURTIS ELLZEY

We're in this together.



#AimsCCFamily

Aims leads with values of authenticity and truthfulness, community, equity and professional respect, and inclusiveness.

Aims Community College is committed to fostering a campus (and online) environment that is welcoming, accepting and grants equitable access to all students, faculty, and staff of the College.

No matter what, we're in this together.

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.**

PHOTO BY CURTIS ELLZEY



Serving a Diverse Community of Students.

8,397
STUDENTS

57%
FEMALES

43%
MALES

AVERAGE
CLASS SIZE
15:1
STUDENT TO FACULTY

TAKING COURSES IN

70%
GENERAL
EDUCATION

61%
CAREER
& TECHNICAL

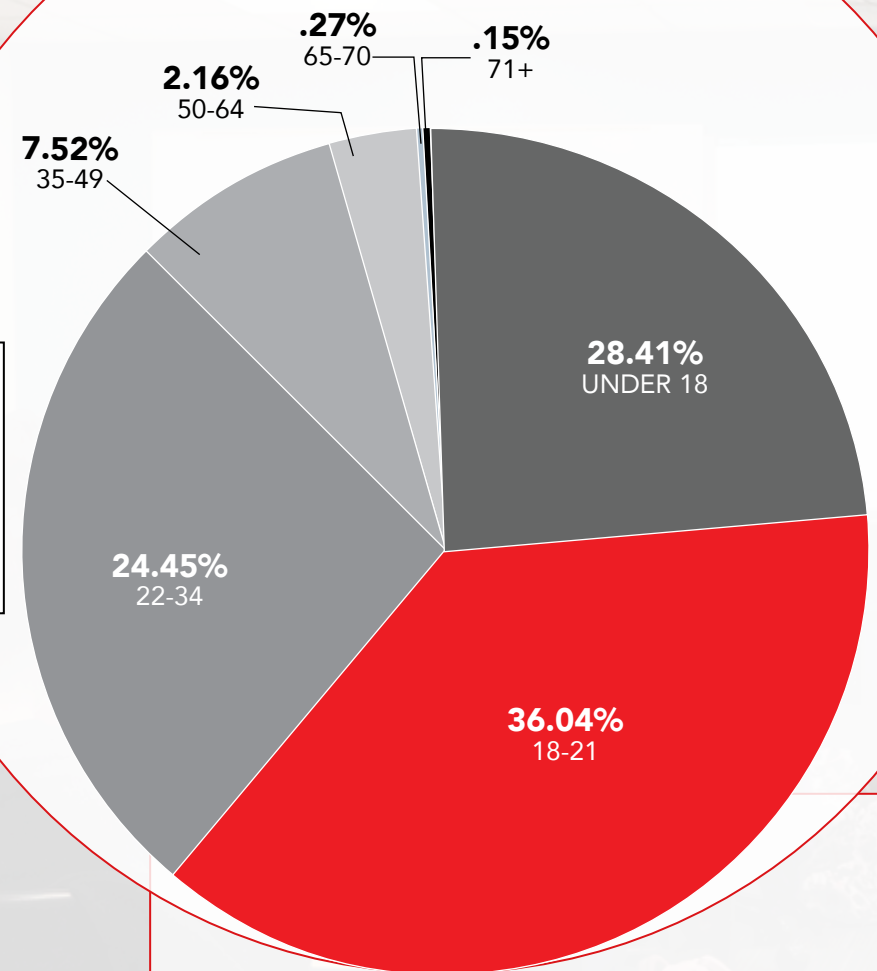
7%
BASIC
EDUCATION

52.5%
OF OUR STUDENTS ARE
FIRST-GENERATION



STUDENT AGE PROFILE

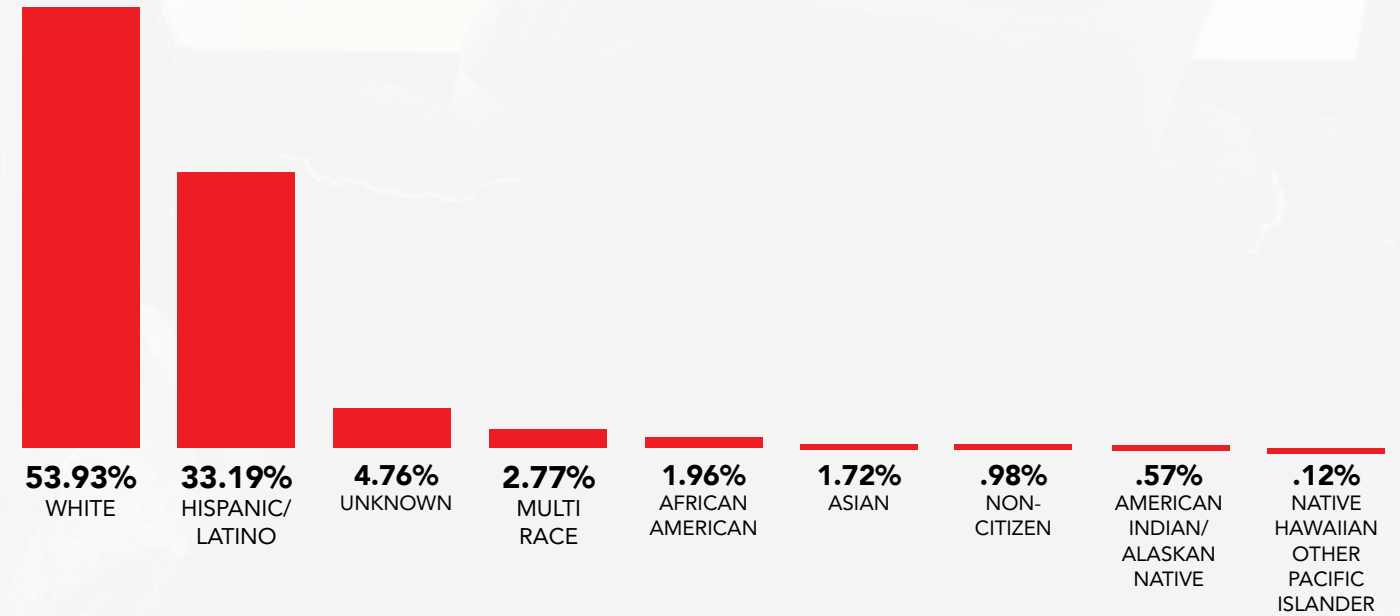
35.67%
OF OUR STUDENTS ARE AT
HIGH SCHOOL LEVEL



40.33%
IDENTIFY AS RACIALLY OR
ETHNICALLY DIVERSE

ETHNICITY PROFILE

ANNUAL REPORT DATA
2020-21



SEEKING
COLLEGE LEVEL

4,406
SEEKING DEGREES

626
UNDECLARED

407
CERTIFICATES

5,439
TOTAL

OUTCOMES

67%
CERTIFICATES

33%
DEGREES

AFTER GRADUATION
Employment Outcomes

ALL GRADUATES 2019-20

82%
EMPLOYED

38%
EMPLOYED IN
RELATED FIELD

11%
UNEMPLOYED
NOT-SEEKING

53%
CONTINUING
EDUCATION

2020-21

1,249
GRADUATES

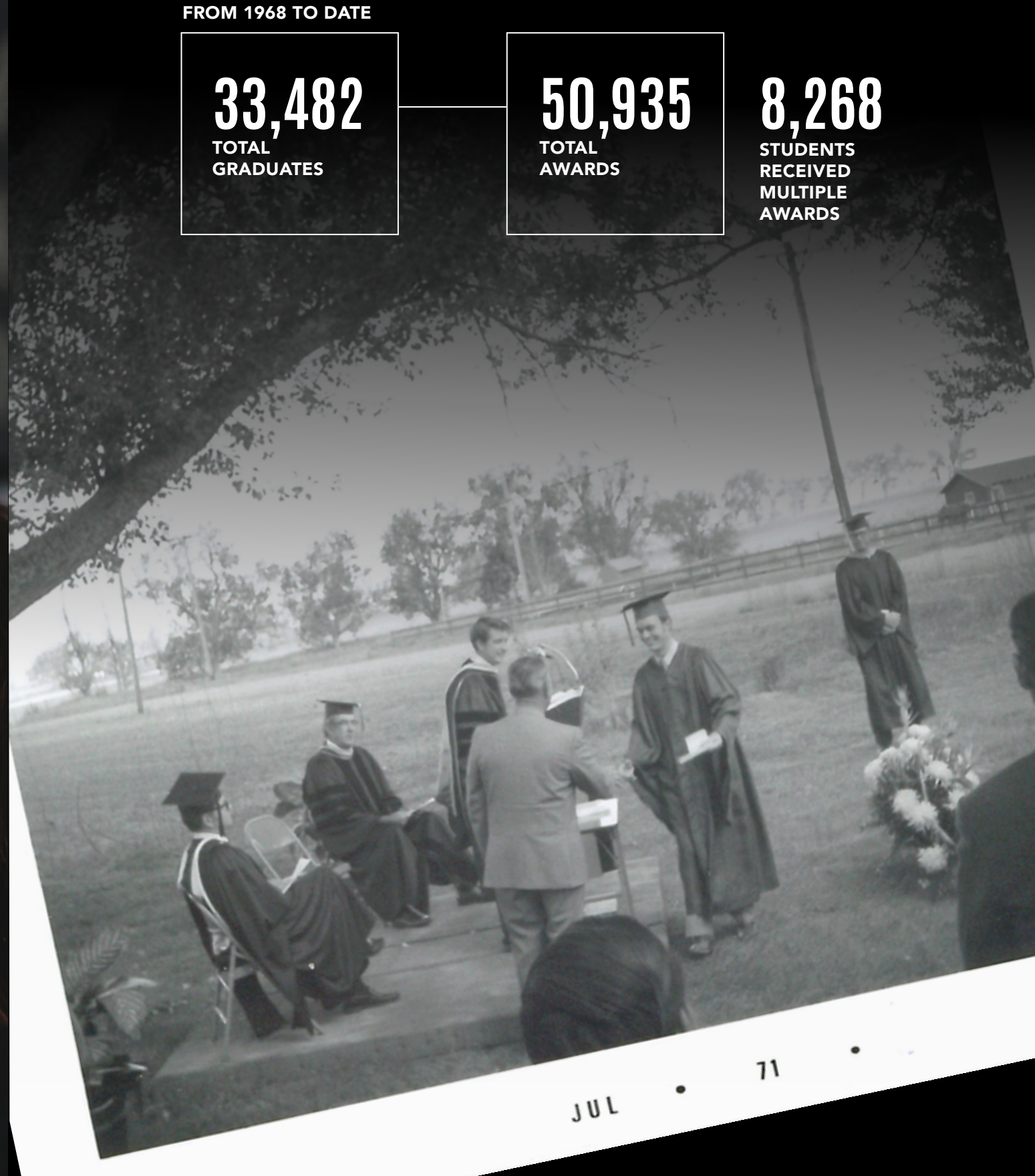
335
GRADUATES
WITH MULTIPLE
DEGREES +
CERTIFICATES

FROM 1968 TO DATE

33,482
TOTAL
GRADUATES

50,935
TOTAL
AWARDS

8,268
STUDENTS
RECEIVED
MULTIPLE
AWARDS



Committed to supporting students.

Aims faculty and staff are dedicated to student success at every turn.

PHOTO BY JOSHUA POLSON

Arty's Pantry



The pantry is open to all students, and orders can be filled at all four campuses. There's no need to prove the need - students place an order online and pick it up the next time they're on campus.

Learning Commons



Starting class and realizing you need a webcam, hotspot or something else? Let the Learning Commons/Library team help!

Center for Diversity and Inclusion



I have the privilege of creating opportunities for all students to find community, strengthen existing bonds and thrive at Aims.

Instructors of Agriculture and Industry Tech, Chris Schaumberg and Lynn Ingegneri, both created and deployed lab "kits" to students in the ELT106 and AGY 240 classes this semester, so students received a hands-on learning component to their classes, even in a remote setting. The cost is \$10/kit paid for by the department.

The Graphic Design and Rich Media department was able to work with IT and find a software solution for Highland High School in Ault to provide concurrent enrollment students access to Adobe 2020 products through our VDI link.

817
EMPLOYEES
FULL-TIME +
PART-TIME



47.5%
INSTRUCTIONAL
STAFF

Annual Report Dataset Using
IPEDS HR Survey Snapshot of
Nov. 2020 Payroll

Find more stories on
our instagram channel
[@aims_cc](#)

[#AimsCCFamily](#)
[#CommunityOfCare](#)
[#TogetherAtAims](#)

Keeping the Dream Alive



Financial support comes in a variety of ways.

Through Emergency Support, Rudy Aist was able to receive a prosthetic hand allowing him to earn his commercial pilots license, through the Aims Aviation program.

Scholarships are an investment in the future!

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.

\$273,239
TOTAL SUPPORT

\$178,548
SCHOLARSHIPS
DISTRIBUTED ▶ **292**
RECIPIENTS

\$39,616
SCHOLARSHIPS
SUPPORTED BY GRANTS ▶ **39**
RECIPIENTS

\$26,963
COSI GRANT MATCH ▶ **5**
RECIPIENTS

\$20,393
MAY 2021 GRADUATE
EMERGENCY SUPPORT ▶ **34**
RECIPIENTS

\$7,719
STUDENT EMERGENCY
SUPPORT ▶ **12**
RECIPIENTS

16 Gift in Kind donations
valued at \$65,478
donated to Aims.
Vehicles, books and equipment.

Total funds raised: \$377,896

Grants Received

United Way..... \$10,000 Arty's Pantry
COSI \$47,807 Scholarships
El Pomar \$10,000 Student Emergency Fund Jan 2021
El Pomar \$5,000 PRIDE Scholarship June 2021

New Scholarship Development

Dave Strobe Memorial Scholarship..... \$12,250
ECI Construction Trades.....\$7K
PDC Energy\$10K
Carol Heinze Endowed Scholarship\$10K
Randall Brauchler Endowed Scholarship.....\$10K
Korey May Memorial Endowed Scholarship\$10K
Henry & Maria Poos Memorial Scholarship\$6K
PRIDE Annual Scholarship..... \$400
Knauff/College Promise\$120K
Katherine Bryant Memorial Scholarship..... \$2,125
Weld Community Credit Union.....\$1K

TOTAL.....\$188,775

2019-20 Hansen Grant Awards

Adult Education and ESL\$5,000 + 30 students
Police Academy Tactical Vests ...\$4,675 + 48 students
Tax Help Colorado\$3,000 + 31 students
+ numerous community members

TOTAL..... \$12,675 + 109 students

TO GIVE, VISIT
WWW.AIMS.EDU/FOUNDATION

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

TOP GRANTS RECEIVED BY
AIMS COMMUNITY COLLEGE

\$6,000 - \$518K
RANGE OF AWARD AMOUNTS

Carl D. Perkins Vocational and Technical Education
Awarded: \$518,107

Colorado First and Existing Industry
Awarded: \$391,477

TRIO Student Support Services Classic
Awarded: \$275,105

TRIO Student Support Services STEM
Awarded: \$261,888

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

\$4.51M
TOTAL ACTIVE GRANT FUNDS

24
TOTAL ACTIVE REVENUE
GENERATING GRANTS

12
TOTAL ACTIVE
PARTNERSHIP GRANTS

36
TOTAL NUMBER
OF ACTIVE GRANTS



FINANCIAL AID

5,447 FREE APPLICATION FOR FEDERAL STUDENT AID (FAFSA) APPLICATIONS PROCESSED

\$14,689,738 TOTAL AID DISBURSED

2,657
STUDENTS

\$5,528
AVERAGE AID AMOUNT

\$1,665,731
INSTITUTIONAL AID

\$3,944,707
STATE GRANT

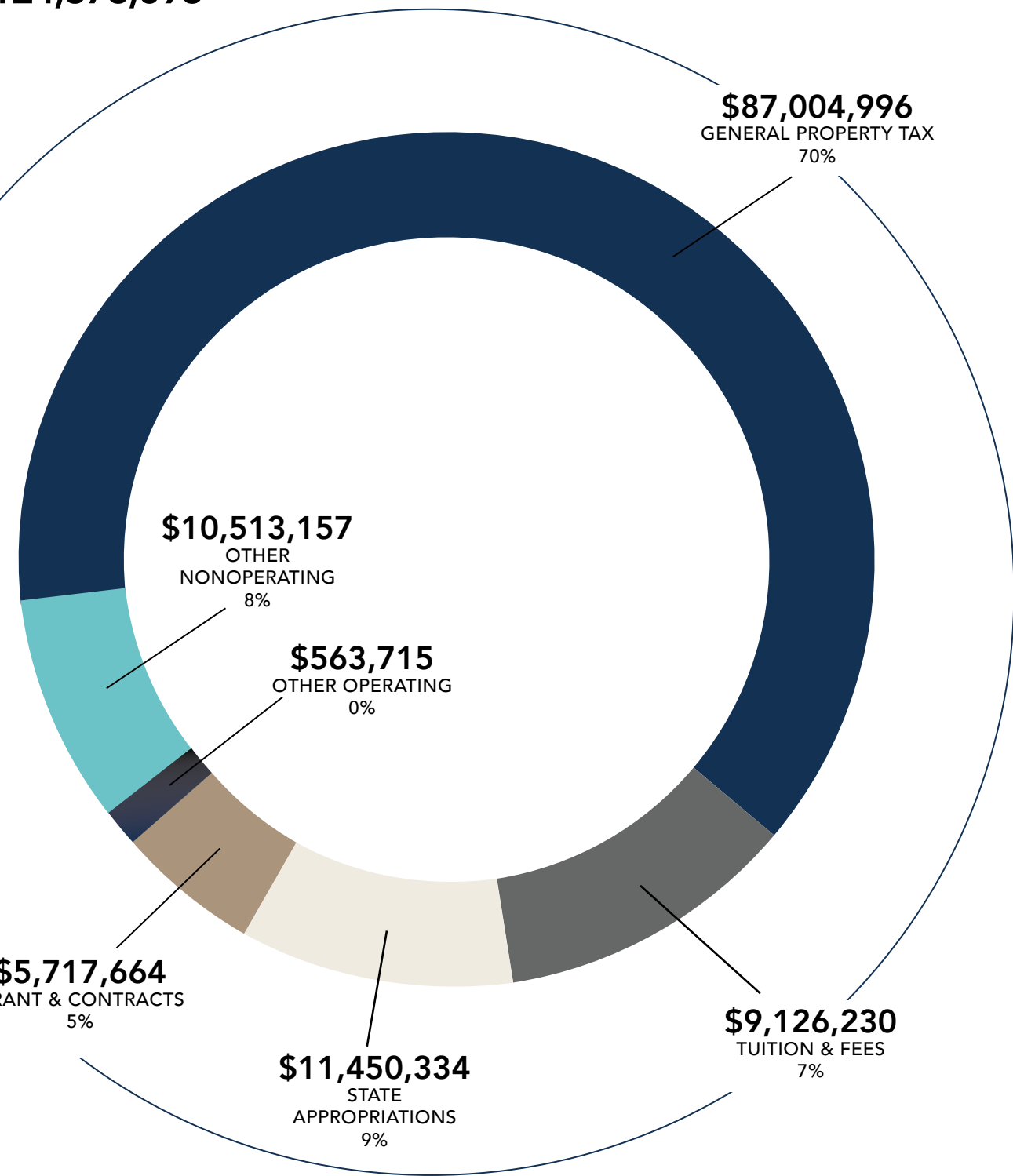
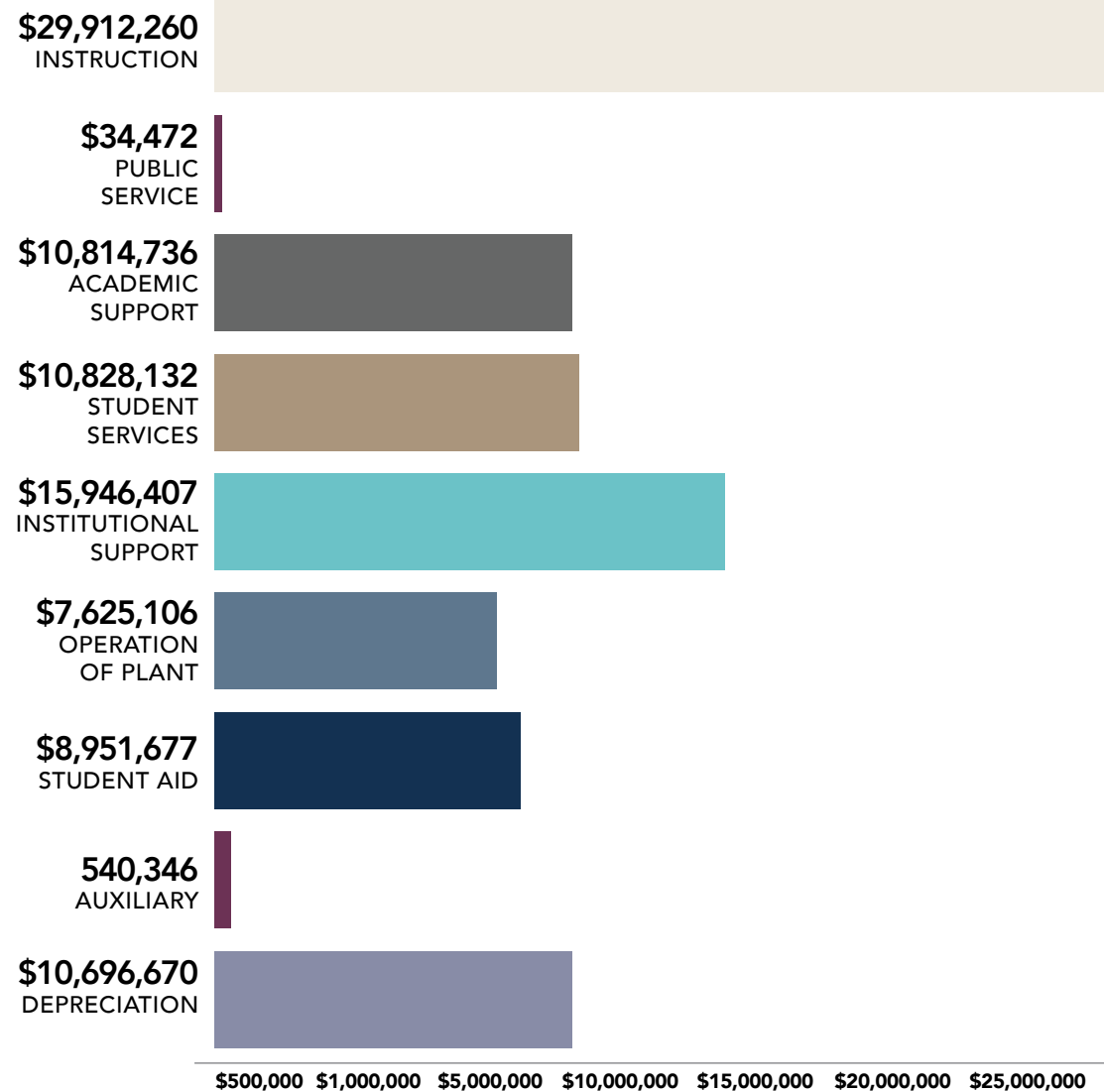
\$5,190,036
PELL GRANT

CCHE SURDS FINANCIAL AID FILE
2020-21 AS OF JULY 7, 2021

TOTAL REVENUE

\$ 124,376,096

OPERATING EXPENSES



TOTAL OPERATING EXPENSES \$95,349,806

CONSTRUCTION RESERVES \$29,026,290

TOTAL USES \$124,376,096

Empower, enhance, and enrich, thoughtfully and strategically.

Aims just finished its third year of progress on the 2018-2023 Strategic Plan. Our strategies to empower students to succeed, enhance operational performance, and enrich economic development in northern Colorado are proving successful as Aims continues to work to build a stronger community.

The following pages illustrate the progress of each tactic in the strategic plan — many of which have already been completed. College-wide, teams have focused their efforts on these tactics in support of accountability and transparency. **With benchmark measurements and completion dates assigned, the total completion for year number three is 84.8%!**

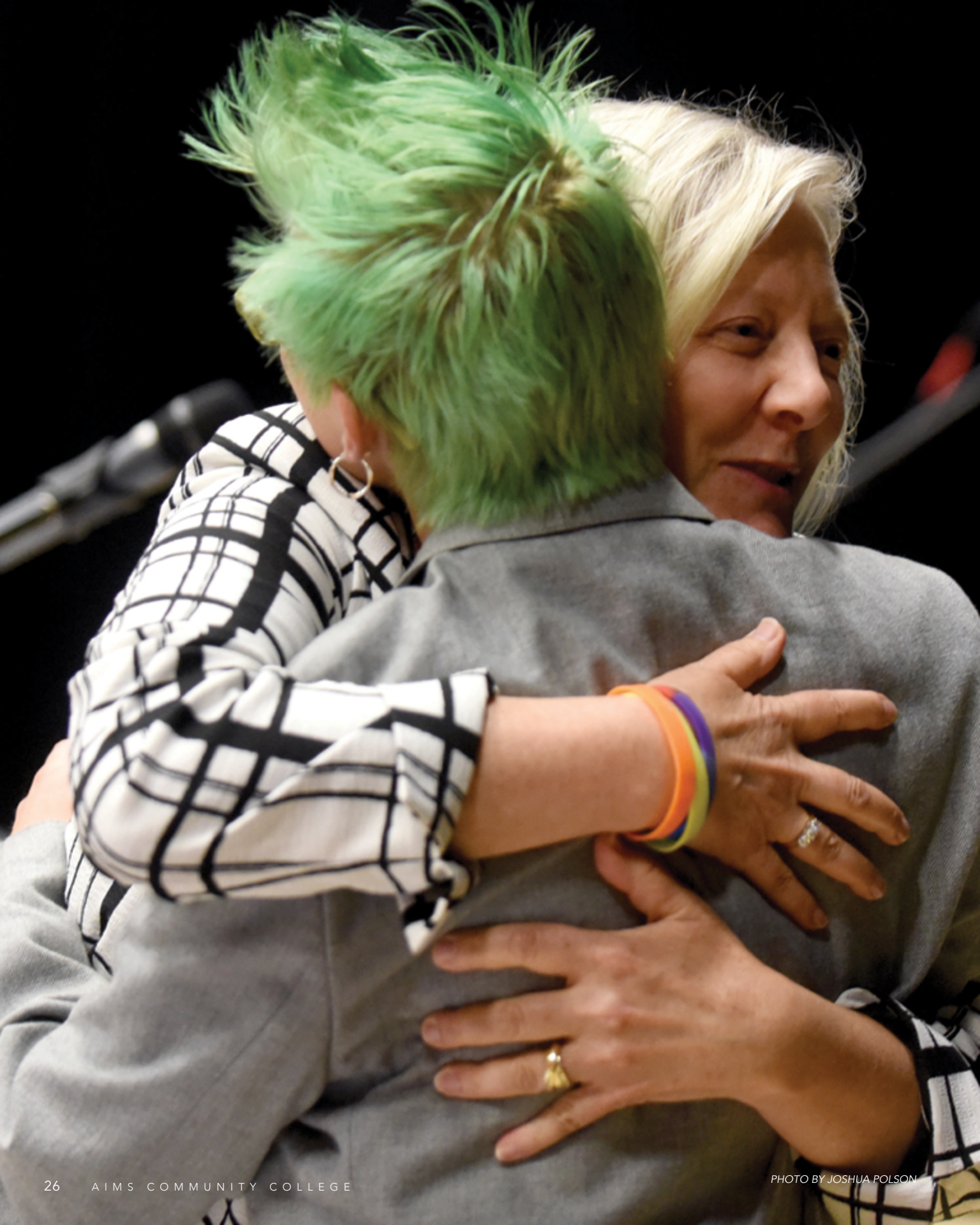
84.8%
COMPLETE

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

Go Aardvarks!



PHOTO BY CURTIS ELLZEY



STRATEGY 1

EMPOWER STUDENTS TO SUCCEED **80.4% COMPLETE**

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

YEAR THREE TACTICS / INITIATIVES STATUS

ACCESS :: 87% COMPLETE

Implement a faculty advising and coaching program

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

Expand alternative course and service delivery schedule options

Increase degree attainment by adult learners

COMPLETION :: 100% COMPLETE

Research, design and implement intentional registration initiative to provide a stronger outreach structure (Workday)

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

DIVERSE POPULATIONS :: 100% COMPLETE

Expand partnerships with community/school district agencies/programs that serve underrepresented populations

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

ENROLLMENT :: 25% COMPLETE

Design and implement a 5-year strategic enrollment management (SEM) plan

RETENTION :: 100% COMPLETE

Implement a Case Management Advising model collegewide

Research, develop, and implement a 4-part "Funding your Future" initiative focused on decreasing the financial burden of students who attend Aims

Implement Financial Aid Planning Program for students to understand the scope of FA support during their whole student experience

Develop student and prospective student communication plan

STRATEGY 2

ENHANCE OPERATIONAL PERFORMANCE **81.6% COMPLETE**

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

YEAR THREE TACTICS / INITIATIVES STATUS

DATA ANALYTICS :: 65% COMPLETE

Develop resources to support fiscal literacy, access, and decision-making to ensure effective and efficient use of financial resources

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

Enhance data training regarding data availability, usability, and analysis

Establish reporting cycle for programmatic and common learning outcome assessment

TALENT DEVELOPMENT :: 80% COMPLETE

On-boarding / off boarding program

Expand professional development opportunities

Expand faculty training opportunities

TECHNOLOGY :: 100% COMPLETE

Improve the efficiency and effectiveness of IT infrastructure

STRATEGY 3

ENRICH NOCO ECONOMIC DEVELOPMENT **92.5% COMPLETE**

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

YEAR THREE TACTICS / INITIATIVES STATUS

ASSESSMENT & DEVELOPMENT :: 85% COMPLETE

Create an Academic Programming Plan

Re-envisioning the emphasis of the satellite locations

PARTNERSHIPS :: 100% COMPLETE

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

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

Building the future of Aims.

A new Welcome Center is under construction at Aims Community College. This iconic facility at the Greeley campus will reshape the student experience at Aims while ushering in both cultural and economic opportunities for northern Colorado. Designed with input from both students and community leaders, the Welcome Center will accommodate the needs of our growing student and community populations.

It will house student services and host college-wide events, including commencement, speakers, and performances. It will also offer the community a beautiful, modern space to gather for meetings and personal events — expanding economic opportunities and making northern Colorado a destination for large events.

WELCOME CENTER



mountain views from top floor

106K square feet

thousands of square feet of meeting space

1,600+ seat auditorium

onsite catering kitchen

leading-edge technology



Progress of a Powerhouse



Stamped by Student Approval

PHOTOS BY CURTIS ELLZEY



OPENING **DECEMBER 2021**

www.aims.edu/welcome-center for more information and virtual tours!

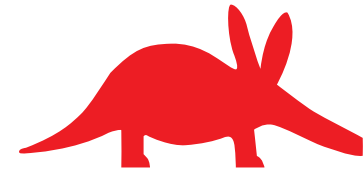
EMPOWER



ENHANCE



ENRICH





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