



# President's Report

Dr. Mordecai Brownlee

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*The Community College of Aurora (CCA) provides high-quality instruction and student support services to Aurora and Denver, Colorado. With a vision to aspire to be a college where every student succeeds, CCA is the most diverse college in the State of Colorado. Focused on creating social and economic mobility for its students, the college offers courses on two (2) campuses, online, and through its high school concurrent enrollment programs. For more information, visit [www.ccaurora.edu](http://www.ccaurora.edu).*

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## Transform the student experience

CCA is on track to exceed 2,000 FTE again this fall semester. This is only the 3rd time in the college's history that this milestone has been achieved.

The Enrollment Management team piloted a one-stop model at the CentreTech campus to increase enrollment efficiency during peak registration. Rather than waiting over 24hrs to get enrolled after applying, the team can now move a new student through the enrollment funnel in roughly two hours. This includes applying, getting advised, registering for classes, filling out the FAFSA, and getting a student ID.

The institution brought back Drop For Non-Payment for the first time since 2021. Pre-COVID, CCA regularly dropped 2,500 students for not setting up a payment plan or settling their bill in some other manner. Through regular outreach and campus-wide communication efforts, CCA was successfully able to bring back this process. Only 403 students were ultimately impacted by this process. In speaking with many of those students, they had already opted not to attend CCA in the fall and forgot to drop their classes.

The Division of Academic Success has developed a new, unified scheduling grid that will cover all three campus locations for CCA and is now beginning to develop a yearlong schedule to ensure completion opportunities for all students regardless of modality or days/times they are taking classes.

CCA secured approval from the SBCCOE for our BAS in Behavioral Health. The program is designed to provide students with industry-validated credentials that can help them kick-start their careers in this field. The program offers students the chance to earn credentials that are directly applicable to the workforce, providing a pathway to employment in the field. More than \$50,000 in scholarship dollars will be available to help students cover the costs of tuition, and aim to make the program accessible to a wider range of students. The microcredentials earned through this program can be stacked directly into an Associate of Applied Science (AAS) in Behavioral Health, which launched this semester. The program has established partnerships with various organizations, including the Youth Mental Health Corp and Corp for a Change, to support student enrollment and engagement. These partnerships provide additional resources and opportunities for students.

In partnership with Dr. Mordecai Brownlee, CCA Foundation (CCAF) launched the second cohort of its Presidential Scholars initiative. This year's program kicked-off on September 6 with a Career Mentor Breakfast for the 11 scholars and their career mentors. Click [HERE](#) to read more. While continuing to make awards, CCA Foundation has already awarded \$315,188 in scholarships through 278 individual scholarship awards for the Fall semester.

CCA is proud to announce we are a 2024 Community College HEED Award Winner – Insight into Diversity Higher Education Excellence in Diversity (HEED) Award Community College winner. This national prestigious award is giving to Community Colleges for demonstrating outstanding commitment to diversity and inclusion across campus. Our efforts demonstrated that we significantly advance the core values of DEI (Diversity, Equity & Inclusion), as evidence through our efforts to implement culturally responsive and inclusive teaching techniques; recruitment and enrollment of populations of diverse identities; hiring and promotion of employees; implementing programs, support and services aimed at increasing success and creating a culture and environment where individuals feel they matter, are valued and belong.

Student Leadership and Development Efforts/Accomplishments include:

CCA received the Best in Class Most Improved Registration Rate at an HSI as well as a Silver Seal from ALL IN based on the college's 2022 campus voting rates. Click [HERE](#) to read more. The Division of Student Success is planning many events to increase voting numbers this election, and plan to have COPA representation and Spanish interpretation available.

Student Advocacy Efforts/Accomplishments include:

Student Advocacy coaching model provides one-on-one, holistic, and equity-minded services that connect students to resources, build self-awareness and self-advocacy skills, and assist with navigating basic needs and personal challenges during their educational journey.

CCA was one of five US campuses to be awarded The FamilyU Seal. This is a **national certification** awarded to higher education institutions and nonprofits that demonstrate exemplary, measurable efforts in supporting parenting students. These efforts result in remarkable outcomes for the institutions, organizations, and the students they serve.

## Transform our own work experience

The Division of Human Resources and Personnel Success recently onboarded monthly and bi-weekly payroll specialists, and have reported that they successfully completed Banner trainings with CCCS. They resumed the monthly internal employee newsletter again after a brief break over summer, and they're working on guideline and process improvement updates regarding compensation plans and onboarding.

CCA/DEI is currently completing the Title V No Cost Extension request to allow for the spending of the remaining grant funding. This effort is in collaboration with the Teaching and Learning Transformation HUB and Academic Success. Activities that the remaining funding will be used for includes: 1) Backward Design Cohort, CCA course and coaching; 2) Embedded Peer Educator, training and educator stipends in gateway courses in Math, English, Biology; also associated with Grant Activity; 3) CCA 1st Gen Conference, Culturally Responsive Andragogy sessions; 4) Culturally Responsive Open Educational Resources (OER) Inclusive and Quality Review and Open Pedagogy Workshop, faculty stipends and external expert; 5) Universal Design Forum and Workshop; 6) Summer Institute Cohort, and Escala course and CCA coaching; 7) Culturally Responsive Facilitation, and Escala training; 8) Project Specialist for Culturally Responsive Pedagogy position; and 9) payment for External Evaluator. The No Cost Extension request is due September 20, 2024.

## Create education without barriers through transformational partnerships

The [Aspiring Educator Pathway Program](#) is apprenticeship-based bachelor's degree with the Community College of Aurora (CCA) and Cherry Creek School District (CCSD). This is an innovative initiative, designed to address the teacher shortage by providing future educators with hands-on classroom experience and mentorship. The program is modeled after a medical residency, offering a collaborative team-teaching environment. Participants gain over 4,000 hours of classroom experience, compared to the typical 700 hours. This immersive approach helps aspiring educators develop practical skills and confidence in their teaching abilities. One of the significant benefits of the program is the financial support it provides. While students are still responsible for tuition, Cherry Creek Schools pays aspiring educators around \$40,000 a year for their work in the schools. This financial assistance makes the program more affordable and accessible to those who want to pursue a teaching career. It aims to create a sustainable pipeline of highly skilled and well-supported teachers who can meet the needs of students now and in the future. Read our press release [HERE](#).

The CCA Foundation (CCAF) has reported that Molson Coors provided \$30,000 to support scholarships for students who are not eligible for Federal Financial Aid, and the Virginia Hill Foundation awarded CCAF a \$15,000 operational grant to support its mission of supporting CCA's priorities and providing life-changing opportunities.

CCA is preparing to host the Achieving the Dream Coaches September 16-17. The purpose of this meeting is to launch our third year as an Achieving the Dream School through identifying the progress we have made in the first two years, review our ATD Milestone and mobility metrics, and then identify our way forward for our 3<sup>rd</sup> year efforts to reach our ATD Identified priorities. ATD Priority Efforts include: ATD Priority 1: Professional Development and the creation of a Teaching and Learning Transformation Hub; ATD Priority 2: Develop a Communication Hub; and ATD Priority 3: Develop Tailored efforts, academic programming modalities and support services that encourage persistence and completion of adult learners (ages 25 and up).

CCA is honored to host Global Community College Leadership Network (GCCLN) Fall 2024 Convening September 27-29. This year's focus is on Redesigning Institutions for the Next Era of Higher Education. Individuals invited for participation are presidents and provosts of Community Colleges across the US. Various topics that will be covered include: The Next Era of the Guided Pathway & Opportunities for Change; The Next Era of Higher Education; and Identifying Strategic Partners for Social and Economic Impact.

## Redefine our value proposition through accessibility, affordability, quality, accountability, resource development, and operational excellence

The Division of Assessment, Strategy and Performance Excellence selected Campus Works as a third-party strategic planning consultant to assist the college in developing the CCA 2025-2030 Strategic Plan. A third-party strategic planning consultant will increase bandwidth for the work and assure inclusive institution input and development of the strategic plan. The strategic plan consultant will assist in gathering input from college stakeholders through surveys and focus groups, determining themes from input, constructing, and sharing a draft of the 2025-2030 Strategic Plan, finalizing the 2025-2030 Strategic Plan, and determining a reporting and measurement structure.

CCA employs the PBAI model (Planning, Budgeting, Assessment, and Innovation), whereby departments follow a cyclical, predictable, and transparent process to advance the institutional mission and remain accountable to the strategic plan. One facet of PBAI is the Operational Unit Assessment Report for both tracking and progress measurement related to departmental goals. Data on this report (pulled from our institutional effectiveness database, Diamond by SPOL™) indicate a successful introduction of PBAI in its first year of implementation. Departments have demonstrated universal alignment of their goals with CCA's mission and strategic plan. Most department goals reflect some alignment with their environmental scans, indicating an intentional planning process. Additionally, a large majority of the goals were designed to affect multiple departments, demonstrating a wider perspective of individual departmental responsibility.

The Division of Operations has hired a third-party vendor to conduct the facilities assessment. This will provide the leadership team with recommendations on how to scale the facility's staff and operational items that need to be addressed. The division executed the lease agreement for the third campus location which will house nursing, behavioral science, health sciences, and public service programming. More details to come in next month's report.

We are nearing completion of the ADA Project at CCA. The purpose of the project was to make the campus more ADA accessible. In this effort pathways have been fixed, concrete has been laid to create new ramps and/or fix slopes and ramps across campus; bathroom stalls have been widened and fixed to comply with regulations and be ADA Accessible; ADA Accessible buttons have been installed on doorways for automatic opening, parking drainage and handicap parking slopes has been revised to the appropriate angle, and the creation of our first ADA, All Gender, Inclusive Bathroom has been created in the administrative building. Watch our FOXY FOCUS feature [HERE](#).

The Division of Strategic Communications and Alumni Engagement received notification from the National Council for Marketing & Public Relations (NCMPR) that they're finalists for the 2024 Medallion Awards. The categories are: Magazine, Brochure (single or series), Website, Microsite/Landing Page, and Promotional Video Short-Form. NCMPR will announce the Gold, Silver, and Bronze winners during the District 4 conference next month in Fort Worth, Texas. Click [HERE](#) to view the finalists.