



FRCC September 2023 Board Report

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President

Transform the student experience.

Front Range Community College has been selected from a competitive pool of applicants to receive \$100,000 to transform the futures of students in our communities. The funding comes from Metallica's foundation, [All Within My Hands](#) (AWMH), which is making a multimillion-dollar investment in critical workforce programs at community colleges nationwide. The **Metallica**



Scholars Initiative will help students pay for—and succeed in—several of FRCC's critical career-technical education programs. FRCC plans to use the MSI funding to support students in all of the programs at the college's high-tech [Center for Integrated Manufacturing](#) in Longmont. Students in the welding program at our campus in Fort Collins will also be eligible to apply for scholarships. With this funding, the college will be able to give its Metallica Scholars the wrap-around support they need to get into the Colorado workforce in high-paying, high-tech jobs in:

- [Automation & Engineering Technology](#)
- [Electronics Engineering Technology](#)
- [Optics Technology](#)
- [Precision Machining](#)
- [Welding Technology](#)

FRCC's Division of Enrollment Management & Student Success (EMSS) worked throughout the summer to refresh and update the college's **onboarding** experience, as well as our series of "**Wolf Welcome**" events that kick off the fall semester for new and continuing students. The goal was to create a high-quality and consistent student experience no matter which FRCC campus a student attends. In alignment with the college's reimagining of our organizational structure into a more cohesive one-college model, these redesigned events ensure that, for the first time, all orientation and welcome programming is the same across our campuses. This required cross-college and interdepartmental collaboration to develop programming and experiences that place our student's sense of belonging at the forefront, so that all FRCC students feel equally connected to the college.



As we work to become a more cohesive college, we're focused on giving our students and employees a true sense of belonging by supporting a meaningful and well-coordinated student experience at all of our campuses. Last fall FRCC opened its first Multicultural Center at the college's Westminster campus. This fall, we have opened two more **Multicultural & Identity Centers** at the Boulder County and Larimer campuses. FRCC is committed to supporting and promoting race and ethnicity, disability and gender awareness through programs that increase understanding and appreciation of multicultural and identity differences. Our goal is for the Multicultural & Identity centers to



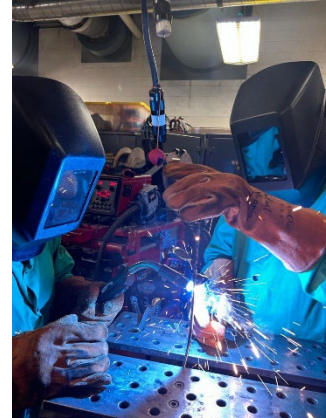
provide a diverse range of programs and opportunities that are educational, recreational, social and cultural. FRCC recognizes that collaborations between students, faculty, staff, and external partners are essential to strengthening and sustaining an inclusive campus. By dedicating physical spaces for this purpose, we aim to provide engagement opportunities for historically underrepresented students and allies.

FRCC has now shifted from three different campus-specific models for providing students **mental health counseling**—which included 3 different vendors—to a new model that brings these services in-house. All mental health services are now available to all FRCC students, across all campuses, completely free of cost to students. Cancelling two contracts allowed us to reallocate resources toward staffing internal collegewide positions for dedicated mental health counselors who support only FRCC students. The college has kept one external service provider on contract to ensure that backup services are available in the event of a staffing vacancy or increased student needs. This model ensures all FRCC students have access to consistent and quality mental health support services without needing any personal health insurance, whereas our previous outsourced vendors required insurance.

FRCC is convening a new **Transitional Commencement Committee** to assess and meld the best aspects of all our three commencement ceremonies to create a more consistent celebration experience for all FRCC students, regardless of which campus they primarily attend. Since commencement marks the moment that FRCC students become our alumni, the committee will be co-chaired by Gabriel Castaño (VP of EMSS/Student Affairs) and Beryl Durazo (Executive Director of the FRCC Foundation/Alumni Affairs). The committee will develop recommendations for future commencement ceremonies and submit them to FRCC's president for review. Many voices will be represented on the committee, including faculty, students and staff from each of our three campus communities.



In July, FRCC's Welding Department hosted a **Girls in Welding Summer Camp** for rising 8-10th graders. Participants got to learn shop safety and welding techniques by working with a different female guest instructor each day on a creative project of the instructor's choice. All of the instructors and camp mentors were women who either currently teach for FRCC or are former students of the [welding program](#).



Transform our own workforce experience.

FRCC's Division of **Equity & Inclusion** organized a strong college presence at six important community events over the summer, including local Pride and Juneteenth celebrations. Staff, students, faculty members, instructors, FRCC leaders and family members came out to show support. More than 50 volunteers helped to table at the events, march in Denver's Pride parade and connect with our communities.

This summer FRCC also launched its newly expanded collegewide **Equity & Inclusion Council**, which now has approximately 100 members. A two-day council retreat centered on the group's mission and upcoming projects. We're looking forward to an academic year filled with equity planning, implementation and robust, meaningful programming.



One upcoming project for the fall semester is to focus on affinity groups, including a group for allies to learn skills to be the best collaborators they can be. One of the council's committees gave a presentation at our collegewide in-service in August, sharing tools for more equitable classroom practices (both in-person and online).

The Colorado Breastfeeding Coalition has recognized FRCC as a **“lactation friendly workplace.”** This was an important step for the college because FRCC is committed to maintaining an inclusive, family friendly and caring work environment. We want our employees to know that we support them as they go through this special time in their child's development. According to the coalition, this recognition “demonstrates an organization's commitment to supporting families and assists parents in achieving their breast/chestfeeding goals.”

Create education without barriers through transformational partnerships.

The Colorado Health Foundation has just awarded FRCC a generous grant of \$600,000 to bolster the next steps of the college's Dental Hygiene capital project. FRCC is developing a **new dental hygiene program** thanks to an [\\$835 million grant from Delta Dental of Colorado Foundation](#) (DDCOF). Creation of this new program will address an ongoing shortage of registered dental hygienists in Colorado. This additional funding will empower the college to purchase the necessary equipment for our new program.

Recent FRCC **medical assisting apprenticeship** graduate Neasha Tennell (far left in photo) had the opportunity to participate in a learner panel for the Colorado Commission on Higher Education's monthly meeting in June. She took classes at FRCC from August 2022 to January 2023, passed her national exam that same month and earned her FRCC certificate in May. She began her medical assisting apprentice with Kaiser Permanente and has moved in to a full-time role as a medical assistant. The students on the panel shared their experiences of going through non-traditional education pathways like FosterEd, Finish What You Started, and the Colorado Collegiate Apprenticeship Program.



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

FRCC is distributing Colorado Department of Higher Education grant funding for **open educational resources** (OER) through a series of mini grants. Over the summer, an English faculty member created a new curriculum on open pedagogy and AI for English courses. This fall semester, additional faculty will be working on projects such as:

- OER Diversity and Inclusion in HIS 1320 Western Civilization
- Translanguaging OER
- OER for Latinx Literature

FRCC is one of five CCCS institutions to add EAB Navigate's **Predictive Analytics** module. It will help college leaders to track academic progress and performance trends in order to remove barriers to completion and evaluate the impact of interventions. The module is designed to give the college the information it needs to understand both cohort and caseload-level data, as well as individual student risk. It facilitates timely and strategic care and allocation of resources across all students. FRCC will work this fall to continue implementation of this feature with a goal of a soft launch to test these features in spring 2024, preparing for a full launch in fall 2024.