



FRCC April 2024 Board Report

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President

Transform the student experience.

In January, the college began partnering with well-respected equity and inclusion expert Dr. Alejandro Covarrubias to help FRCC align our goals related to becoming a **Hispanic-Serving Institution (HSI)** with the college's broader institutional mission. In the coming months, the college's HSI Task Force will collaborate with Dr. Covarrubias to build a framework for our process to become a federally designated HSI. This work will help ensure that, as FRCC moves forward, the college's HSI priorities are embedded in all the work we do. Our goal is to define a clear vision and goals for FRCC's HSI efforts—and to build a strong, durable framework that will guide our work to ensure that our Latinx students receive intentional and effective support to achieve their goals. This spring and summer, our task force will work to create a coherent and cohesive plan—with a timeline, accountability measures and ways to assess our success. Once this structure is developed, we'll move on to best practices training, engaging our HSI Task Force committees and developing recommendations for next steps.



FRCC alumna Rose Summers has won a prestigious **Marshall Scholarship**, which is funding her graduate biomedical studies at Cambridge University in the UK. Rose came to FRCC after a tumultuous childhood in poverty—she eventually stopped going to school altogether and was isolated at home for several years. When Rose became a student at FRCC, she says she got the support and encouragement she needed to believe in herself. After transferring to CU Boulder, she was awarded the national Goldwater Scholarship for students doing research in math, science and engineering. Rose was then accepted into the Harvard-Amgen Scholars Program, spending 10 weeks

that summer doing biomedical research on the biology behind human neurodegenerative and developmental diseases. She also worked as an undergraduate researcher in the Alzheimer's and Cognition Center at the CU Anschutz Medical Campus. In her senior year, Rose received the prestigious Marshall Scholarship, which is enabling her to study at the graduate level at Cambridge. Now a CU graduate, she is working on a PhD in stem cell biology/medicine, researching treatments for multiple sclerosis.

Transform our own workforce experience.

This semester, FRCC's Division of Equity & Inclusion launched the college's new **Employee Affinity Groups** (EAGs). These gatherings are designed to support faculty and staff from underrepresented groups in connecting with one another and supporting each other's work. EAGs are facilitated by staff from across the college. Four of these groups meet at each FRCC campus—one for each of the following:

- Employees of color
- LGBTQIA+ employees
- Employees with disabilities
- Allies and advocates (which is open to anyone interested in supporting equity and inclusion work at FRCC).

In February, FRCC hosted a new **equity training** with funding from our Perkins Grant for faculty and staff who support the college's career-technical education students. Our facilitators—Dr. Tracey Durant and Dr. Martina Sharp-Grier—are both certified by the National Alliance for Partnerships in Equity. Sessions focused on:

- Eliminating barriers through culturally responsive teaching by helping attendees develop strategies to increase belonging and bring student identities and cultural backgrounds to the center of their practices.
- Micro-messaging and leading for equity by addressing critical ways in which an equity perspective reveals changes necessary for student success. Participants analyzed ways in which bias is embedded in systems, increasing awareness of the messages we send through policies and procedures, community engagement, supervision and classroom interactions.



Create education without barriers through transformational partnerships.



FRCC recently completed an [expansion of its Larimer Campus dental clinic](#)—thanks, in part, to a generous grant from the Colorado Health Foundation. The project added 10 new dental operating units, as well as a sterilization room, dentist office and storage bays. The new dental suite is named after one of Colorado's first African American dentists—civil rights activist Dr. Clarence Holmes. The grant funding also allowed for the addition of new state-of-the-art handheld dental equipment, ensuring that students

get the hands-on training they need to be successful in the dental field. FRCC is in the process of developing a new **dental hygiene** program thanks to a major grant from Delta Dental of Colorado Foundation (DDCOF). Creation of this new program will address an ongoing shortage of registered dental hygienists in Colorado. The dental hygiene profession pays a median income of \$97,000/year, so the program will give our students access to lucrative jobs. The choice to honor Dr. Holmes at FRCC is integral to the college's focus on ensuring this program is accessible for those traditionally underrepresented in dental hygiene—and in other health care fields. This state-of-the-art dental hygiene suite is designed to support FRCC's pursuit to expand access and entry points into dental hygiene education and practice in the region.

FRCC's [Center for Integrated Manufacturing](#) (CIM) just celebrated its five-year anniversary with a legacy ribbon cutting event co-hosted by the Longmont Chamber of Commerce. College leadership shared new developments at the facility, including two new associate degrees that are being offered in our advanced manufacturing programs this year: AAS degrees in [optics & laser technology](#) and [automation & engineering technology](#). The CIM is the only facility in the state with four advanced manufacturing programs under one roof—and it will play a critical role in training Colorado's quantum technology workforce. Every year, FRCC awards more than \$250,000 in scholarships for students at the CIM—like [Metallica Scholar Angelica Garcia](#), an Army veteran. During the event, FRCC also celebrated being named the Longmont Chamber's "Legacy Business of the Year" in 2023.



The [FRCC Foundation](#) is entering into a partnership with the **Earn to Learn (ETL) scholarship program** which will provide financial and coaching support to participants at the college. The program enlists students as investors in their education, providing financial training to help them manage their personal finances and improve their economic mobility. It also offers postsecondary education success coaching, business mentorship and workforce development support. Each eligible scholar in the ETL program at FRCC will commit \$250 toward their student account balance per fall/spring term, which will be matched with a \$2,000 scholarship. This initiative will begin in the 2024-2025 academic year—with up to 50 students per year. It will provide up to \$100,000 in additional funding for scholars who wish to invest in their success through this innovative program.

FRCC recently hosted a large event with several community behavioral health partners to bring these organizations together to share information, stay on top of industry trends and foster meaningful connections with peers and leaders in the field. The **Behavioral Health Talent Nexus** brought together 60 people representing workforce, higher education and industry from across the northern Front Range region to discuss our new pathways and proposed credentials and how our organizations can collaborate on recruiting and upskilling to fill the shortage of behavioral health workers in Colorado.

The [Wolves-to-Rams \(W2R\) program](#) is celebrating eight years at FRCC and CSU! W2R has supported 400 FRCC students in their pursuit of **transfer to CSU and careers in STEM fields**. It has also provided 6,000 FRCC students with one-on-one CSU transfer academic advising and transfer application support. The program received 120 applications this year from all three FRCC campuses, and the next cohort of 30 scholars will be supported until spring 2027 (pending NSF grant renewal). A few data points on the impact of the W2R program:

- W2R students are graduating from CSU at a rate that is 12 percentage points higher than their FRCC peers who transferred to CSU in STEM.
- 80% of W2R scholars have no more than 8 excess credits at bachelor's completion. (The baseline is 12 excess credits.)
- 85% of W2R scholars complete math and English in their first 30 credits at FRCC.
- W2R scholars maintain credit momentum at an average of 29 credits per year.
- 100% of W2R scholars have one or more of the following identities:
 - first-generation
 - low-income
 - students of color
 - student-veterans
 - student-parents
 - students with disabilities
- Over the last five years, W2R staff and peer mentors have driven more Colorado reverse transfer opt-ins at CSU than all other universities *combined*. (~800 at CSU compared to ~750 statewide.)



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

FRCC has received a \$31,000 CDHE **Open Educational Resources (OER) grant** through the state OER Council for 2024-25. Our faculty in the creative fields of multimedia graphic design, sound engineering and interior design will develop OER courses for the college's new [Bachelor of Applied Science degree in business for creative industries](#). With the addition of these classes, all of the courses within this new bachelor's degree will be fully OER, joining FRCC's early childhood education program as the college's first two degrees with zero cost for course materials.

The FRCC Foundation has successfully completed its **scholarship application process** for academic year 2024/2025—with a notable increase in applicants. This surge in applications—to an impressive 1,645—highlights the continued demand for scholarship assistance from FRCC students, and reminds us of the critical need for ongoing support in ensuring access to education for all.

FRCC has created a new position within its academic affairs division to support the **concurrent enrollment** team at the college. Reporting to the vice president for academic affairs, the new associate vice president for K-12 partnerships will have oversight of the concurrent enrollment team, serve as the liaison for our K-12 partners, and provide direction and a vision for how FRCC engages with our high schools. The college welcomed Dr. April Menzies—a long-term FRCC employee—to the position. Menzies has served as an academic dean for the last 5 years.



FRCC's executive director of strategic marketing & communication recently participated in an innovation summit offered by Arizona State University: **The 100-Year EdTech Project Design Summit**. This prestigious, invitation-only event brings together global education changemakers, including renowned organizations such as Harvard University, the University of Southern California and Salesforce. The summit is a unique and interactive event where leaders, educators, futurists, designers and visionaries convene to explore the last 50 years of technology's impact on education—and to envision the future of education for the next 50 years. Collectively,

participants were asked to contribute to the creation of a groundbreaking resource that will serve as a guide for the next half-century of education. Over two days, education leaders and stakeholders immersed themselves in envisioning the future of education through engaging discussions and collaborative activities. The summit challenged participants to address pressing scenarios, from culturally responsive AI to mental wellbeing in the digital age, through innovative solutions and storytelling. Discussions delved into the role of technology, particularly AI, in shaping the future of education—with a focus on creating personalized learning experiences and empowering educators. Throughout the event, the human aspect of education remained central, emphasizing empathy, human connection and community-building—alongside technological advancements. The summit's impact will extend beyond the event itself, with participants contributing to an upcoming published guide for EdTech leaders. This manifesto will encapsulate the design work and ideas generated during the summit, providing recommendations, reflections and actionable insights for shaping the next 50 years of education.