



Board of Trustees Meeting
Tentative Agenda, March 12, 2025
Audience may attend in-person or via Zoom.
Greeley Campus, Welcome Center Ballroom
Work Session begins at 11:00 a.m.
Regular Meeting begins at 1:30 p.m.

Zoom audience:

- Turn off video
- Mute devices

- Zoom link for Work Session beginning at 11:00 a.m.
 - Zoom link: <https://aimscommunitycollege.zoom.us/j/92377987489>
 - Meeting ID: 923 7798 7489
 - Passcode: P8CvHY
 - Enter by phone: 888-475-4499
 - Passcode by phone: 977825

- Zoom link for Regular Meeting beginning at 1:30 p.m.
 - Zoom link: <https://aimscommunitycollege.zoom.us/j/91727828602>
 - Meeting ID: 917 2782 8602
 - Passcode: 3s1vCH
 - Enter by phone: 888-475-4499
 - Passcode by phone: 662368

Work Session, Welcome Center Ballroom, 11:00 a.m. – 12:30 p.m.

- I. Compensation and Benefits Plan Presentation – Dee Shultz, Chief Human Resources Officer of Employee Services
- II. Board Policies and Procedures Review – Chair Marilyn Schock

Lunch Break, 12:30 p.m. – 1:30 p.m.

Aims District Board Meeting, Welcome Center Ballroom, 1:30 p.m.

- I. Call to Order
- II. Pledge of Allegiance
- III. Approval of Agenda
- IV. Consent Agenda
 - a. Minutes of the February 12, 2025, District Board Meeting
 - b. Revised Policy (40) Board Meetings
 - c. Revised Procedure (40-01) Board Meeting Order of Agenda

- d. Revised Policy (404) Records Retention – Dr. Russ Rothamer, Executive Vice President
- e. Revised Policy (406) Identity Theft Prevention – Dr. Russ Rothamer, Executive Vice President

V. Public Comment

- a. The Board of Trustees encourages the general public to provide comments directly related to the business and operations of the College and to give input on items before the Board. Each speaker is required to complete a Public Comment Registration form. No action will be taken by the Board resulting from individuals addressing the Board during the Public Comment period. The time limit for individual speakers will be three (3) minutes per item. The time limit for each item will not exceed ten (10) minutes. Speakers cannot yield their time to other speakers.

VI. Presentations from Guests and Representatives to the Board

- a. Excellence at Aims!! – Shannon McCasland, Dean of Students
 - o Student Josh Lister
- b. Representatives to the Board:
 - o Aims Faculty Association – Vacant
 - o Aims Staff Association – David Mondt
 - o Student Government Association – Jeff Thatch

VII. Action Items

- a. Appointment of Board of Trustees Liaison as Designated Election Official – Dr. Leah L. Bornstein, College CEO/President
- b. Distinguished Fellow Award – Gene O’Hara, Trustee

VIII. Information Items – Chair Marilyn Schock

- a. Events Calendar & Upcoming Work Session/Agenda Items – Jerry Harvey, Board Liaison
- b. Foundation Board Liaison Update – Trustee Heidi Windell

IX. CEO/President’s Report – Dr. Leah L. Bornstein

[See meeting packet for all materials associated with this item]

- a. Allied Health & Wellness Division Overview – Dr. David Oehler, Vice President of Academic Affairs
- b. Recognition of New Employees – Dr. Leah L. Bornstein, College CEO/President

X. Reflections, Comments, & Accolades from Board Members About Aims

XI. Assessment of Board Meeting

- a. The Board always takes a moment for self-assessment because they value accountability. Trustees may provide feedback to the following questions: What worked well in this meeting? What could be improved?

XII. Adjourn

Tour of Applied Technology & Trades Center (ATTC) immediately following the Board Meeting.

The Aims Community College Board of Trustees may call an executive session at its discretion, as allowed by C.R.S. 24-6-402(4)(a-f). If an executive session is called, the Aims Community College Board of Trustees will note, into the record, the specific basis for the executive session.

Please note, this agenda is tentative and may be subject to change.



Purpose: Opening doors to enrich lives for a better tomorrow!

Vision: Looking ahead to empower the future – Today!

Mission: Provide knowledge, skills, and support services to advance quality of life, economic vitality, and overall success of the diverse communities we serve.

Board Approved, February 2023

Values:

- Authenticity & Truthfulness
- Community
- Equity & Professional Respect
- Inclusiveness
- Performance Excellence & Effectiveness

Board Approved, February 2023

2024-2027 Board Focus

- A) Create a Board culture of mutual respect, curiosity, and inclusion.
 - a. Board Development: Attend ACCT Annual Conference, Conversation Day, Convocation Day; Board Retreats and Work Sessions; Publications/Research Reports (Colorado Trustee Network, ACCT, etc.)
 - b. Be familiar with Higher Education trends/landscape
 - c. Continue support of the College CEO/President
 - d. Welcome and support the Acting President during President’s Sabbatical in Fall 2024
- B) Enhance the Board’s Role in Community Engagement.
 - a. Leverage position as elected officials at events
 - b. Engage in community events
 - c. Execute Board Communication Plan
- C) Set the Standard for Aims to be a Model of the Future.
 - a. Board of Trustees Book Read and Work Session Discussion (*Imaginable, The Power of Moments*)
 - b. Attend Conversation Day 2025 regarding Futurism
- D) Support and Implement the 2024 – 2027 Strategic and Tactical Plan.
 - a. Progress Reports:
 - i. Convocation Day 2024
 - ii. Introductory Report at August 2024 Board Meeting; 6-month Progress Report in December 2024/January 2025; Annual Report at June 2025 Board Retreat
 - iii. Additional Monitoring Reports throughout the year on Annual Agenda Calendar

Board Approved, August 2024

The Aims Community College Board of Trustees may call an executive session at its discretion, as allowed by C.R.S. 24-6-402(4)(a-f). If an executive session is called, the Aims Community College Board of Trustees will note, into the record, the specific basis for the executive session.

Please note, this agenda is tentative and may be subject to change.

Benefits & Compensation Fiscal Year 2025/26 BOT Work Session

Dee Shultz

Chief HR Officer

Employee Services

March 12, 2025



All in.

Topics Covered

- Compensation Philosophy
- Current Benefits
 - Employee Health and Wellness Initiatives
 - **Benefits Recommendation**
- History Compensation Practices
- Compensation Assessment
- Workforce Challenges
- **Recommendations**
- Going Forward

Compensation Philosophy

Philosophy

Successfully attract, compete for and retain employees with the skills vital to Aims' student focused mission

View compensation as a "Total Compensation" package (salary + benefits: medical, dental, leave, education benefits, work/life balance, professional development, etc.)

Administer pay equitably and consistently

Utilize a compensation program to set pay in consideration of similar regional educational organizations and recruiting markets while working within Aims resources

Program

Job Grouping / Categorization

A **salary range structure** (or salary structure) is a hierarchal group of jobs and salary ranges within an organization. Salary structures are often expressed as pay grades or job grades that reflect the value of a job in the external market and/or the internal value to an organization.

Staff Salary Matrix: A **salary range** is the span between the minimum and maximum base salary an organization will pay for a specific job or group of jobs.

Administrator Benchmark: Compensation benchmarking - is the process of using internal job descriptions to match established salary survey jobs in order to identify the external market rate for a benchmark position.

Program

Faculty Placement: Initial Salary Placement pay plus increments for education and experience - the initial salary placement (excluding additional payments such as overloads or project pay).

Consultation Role/Purpose: Per Procedure, “the Consultation team is recognized by the Board of Trustees as the negotiating unit for full-time faculty working conditions. This unit will establish and maintain a process for promotion of a cooperative relationship, through interest-based negotiations, in the matters related to specific conditions of employment for full-time faculty” (Procedure 210-01).

Program

Current & Updated Job Descriptions

Matrix/Placement or Salary adjustments are made in two ways:

1. Cost of Living/Longevity/Retention Adjustments:

Formal Assessment

Annual internal review of market trends

2. Market Adjustments (assessment):

Periodic in-depth formal market analysis utilizing survey data to include but not limited to:

- Employers Council (EC) - Staff / Admin positions
- College and University Professional Assoc. (CUPA) - Staff / Faculty positions
- Mountain States Assoc. of Community Colleges (MSACC) – Faculty / Admin positions

Current Benefits

Benefits are an integral part of the total compensation package. The State Board of Community Colleges and Occupational Education (SBCCOE) which governs Colorado Community College System (CCCS) provides and supports the Employee Benefits Package which Aims Community College is fortunate to participate in.

Medical Benefits Offered

Anthem BlueCross BlueShield

4 plan options: In-Network only - BP HMO and HMO
Out-of-Network - PPO HDHP and PPO

Kaiser Permanente

1 plan option: HMO

4 Tiers in each plan:

Employee Only, +Child(ren), +Spouse, +Family

Aims and Regional/National

Aims provides premium coverage for Medical and Dental:
100% Employee Only and 85% Employee +plus coverage

Mountain States Association of Community Colleges (MSACC) survey: 79% of the participating colleges provide premium support for employees and their dependents.

2024 Employer Health Benefits Survey by the Kaiser Family Foundation (KFF): across all industries, employers, on average, cover 84% of employee only and 75% of employee plus family premium coverage.

What does Aims do to support employee health and wellness?

(not an inclusive list of programs provided)

Workstation Ergonomic Evaluations

On-going training / lunch-n-learns

Annual Health Fair (employees/dependents)

Volunteer Opportunities

Workout Programs

- PERC : free access w/ personal trainer
- Windsor Campus : workout access
- Fort Lupton : walking/fitness trail

Employee Appreciation events

During 2024, 16 wellness events were offered, from lunch-n-learns, half-day workshops, flu clinics, bike-to-work day, and much more.

Just under 30 hours of support – 746 participants

HOPE Newsletter

Exercise and Wellness Tips

Mental Health Tips

Recipes

Fun Facts for wellness type emails:

16,136 newsletters sent out this past year to Aims employees

Open rate was 53.9%

Click rate was 5%

National Rates:

Open rate – 58-72%

Click rate – 6 – 9%

What does Aims do to support employee health and wellness?

Employee Mental Health and Personal Support Programs

AETNA

Employee Assistance Program (EAP)

National average utilization: 3 - 6%

Aims utilization: 21.7% (up from 15.3%)

Besides face-to-face counseling EAP provides:

- Child and adult(elder) care resources and referrals
- Everyday and personal referrals, such as basic needs, college planning, parenting, dealing with illness, pet care, and much more
- Access to information on numerous work and life issues such as legal and financial resources



Employees and their dependents, 13 years and older, could receive:

- One 30-minute live video session per month
- Send their therapist text, voice or video message anytime, anywhere
- Access to Lasting - self guided online couples counseling
- Access to Psychiatry (only 18 years and older)

Benefit Premiums

Lockton, an insurance broker, provides guidance to the Benefits Advisory Committee (BAC), a diverse group representing the 17 Colorado institutions of higher ed that participate in the benefits program.

Factors leading to increased benefits costs may include:

- Inflation and labor costs,
- Deferred care due to the pandemic,
- Increased costs of specialty medications,
- In general, there is an increased demand for behaviors health treatment, and
- Colorado state mandated benefits such as fertility treatments.

Benefit Premiums

Lockton provides population and health risk data associated specifically to the population covered in the SBCCOE plans.

The data presented, has been consistent for the past two years, however, preventive visits are up 4.2% and behavioral health visits are up 18.7%.

Generational Analysis:

Silent	80 >	0.10%
Baby Boomers	60 - 79	13.0%
Gen X	44 - 59	30.9%
Gen Y	28 - 43	22.5%
Gen Z	12 - 27	23.4%
Gen Alpha	< 11	10.2%

Top 5 Chronic Conditions:

- Depression
- High Blood Pressure
- High Cholesterol
- Anxiety
- Asthma

Members who have one or more chronic condition is 36% and make up 71% of the plan costs

Benefits: Proposed changes for FY 2025/26

Coverage	Monthly % Change	Monthly Premium Change for employees	Plan Changes/other
Medical – Anthem	6.5%	\$0 to \$30	TBD anticipate either minimal or no changes
Medical – Kaiser	3.99%	\$0 to \$15	TBD anticipate either minimal or no changes
Dental – Delta	4.86%	\$0 - \$3	TBD anticipate either minimal or no changes
Vision – VSP	0%	\$0	Rate guarantee 7/29
Standard - Life/AD&D	0%	na	Rate guarantee 7/27
Long Term Disability	0%	na	Rate guarantee 7/27
PERA	.20%	na	None

Benefits Recommendation

Maintain Benefit Premium Coverage

Enrollment by Tier

100%	Employee Only	51%
85%	Employee +child(ren)	11%
85%	Employee +spouse	12%
85%	Employee +family	26%

History Compensation Practices

History Full-time Faculty

- 2022/23: Goal to bring full-time initial salary placement pay to the 75th percentile of Mountain States Association of Community Colleges (MSACC) survey data (span of 4 years)
- 2023/24: BOT approved a goal to bring full-time initial salary placement pay to the 80th percentile of MSACC survey data.
- 2024/25: Aims is currently ranked at 82nd percentile for (MSACC survey)

Faculty Job Description

	<u>Full-time Faculty</u>	<u>Adjunct Faculty</u>
<u>Credit Hours/Class</u>	Placement Pay (30 credits)	Pay per Credit
<u>Office Hours</u>	Placement Pay	NA
<u>Service</u> Professional Development Scholarly Activities Committee Participation	Placement Pay	Additional Hourly Rate* (*Plus Engagement Stipend)
<u>Meetings (training)</u>	Placement Pay	Additional Hourly Rate*
<u>Project Assignments</u>	Additional Pay	Additional Pay

Full Time Faculty Load
75% Credit Hours/Class and
25% Service and Meetings

*5% Engagement Stipend
Service and/or meetings may qualify
part time faculty for additional pay
the following academic year

Adjunct Faculty Pay (part-time)

Pay Per Credit (lowest) is maintained at
75% of full time Faculty Placement Pay Rate

	Lowest	Highest
Aims CC	\$1,272	\$3,465
UNC	\$1,080	\$1,888
Front Range	\$1,148	\$2,526
CUPA	\$996	\$1,122

MARKET COMPARATORS
(NOT USED TO ESTABLISH PT FACULTY RATES)

History Staff / Administrator

On-going Internal Monitoring:

- Job Descriptions reviewed annually
 - Identify positions that are below market mins
 - Reestablish and maintain internal equity
 - Identify hard-to-fill positions
 - Identify hourly rates impacted by the Colorado Minimum Wage increase
-

Matrix/pay structure adjusted for all positions due to workforce market and internal hiring challenges.

Fiscal Years: 2020/21, 22/23, 23/24, and 24/25

Compensation Assessment

Formal Compensation Market Assessment

Best practice:

- Formally analyze market data at least every three years
- Examine the overall pay structure ever three to five years

Date	Description	Date Changes Implemented
2018 / 19	Staff and Administrators	July 2019
2020 / 21	Pay Equity Audit	
2021 / 22	Staff and Faculty	July and September 2022
2022 / 23	Faculty (full and part time)	September 2023
2024 / 25	Staff and Administrators	July 2025

2024/25 Formal Market Assessment Staff / Administrator Positions

Aims Community College (the College) partnered with David Drown Associates (DDA) to conduct a market assessment of salaries for Staff and Administrator employees and review compensation process for new hire placement.

Objectives of the Study: The objectives of the study were to compare and analyze current Staff and Administrator salaries and salary ranges to the relevant competitive market.

Data Collection Methodology

Comparable institutions were identified by reviewing relevant statistical data obtained from the IPEDS data base. The relevant IPEDS data were as follows:

Enrollment

Revenue

Expenses

FTE staff

FTE instructional staff

Colleges that were most similar to Aims based on these characteristics were identified as colleges that were comparable to Aims.

Results

When DDA compares the market data collected for the **Staff** positions, DDA finds that the College, on the aggregate is:

	Min of Structure compared with Benchmark Min	Max of Structure compared with Benchmark Max	Actual Average Pay in Market compared with Benchmark Actual Pay
All Positions	6.3% Above Market	8.9% Above Market	3.2% Below Market

When DDA compares the market data collected for the **Administrator** positions, DDA finds that the College, on the aggregate is:

	Min of Structure compared with Benchmark Min	Actual Average Pay in Market compared with Benchmark Actual Pay
All Positions	5.7% Above Market	0.3% Below Market

Consultation Goals & Work for 2024-25

The consultation team shares the common goal of ensuring Aims' "Total Compensation" package attracts and retains full-time faculty.

- The successes of past years have led to improvement in starting salaries and competitiveness.
- In turn, for 2024-25 the Consultation team turned its attention to average salaries (across all ranks).

The team's goal is to establish benchmark data for average salaries and include that data in future discussions.

Going Forward Compensation Review

Formal Assessment Schedule

2025 / 26	Faculty (FT)
2026 / 27	No formal review
2027 / 28	Staff and Administrators
2028 / 29	Faculty (FT)
2029 / 30	No formal review
2030 / 31	Staff and Administrators

Informal Reviews will continue annually by:
Human Resources for Staff, Adjunct Faculty and Administrators
Consultation team for full-time Faculty

Workforce Challenges

Colorado Minimum Wage Increase

Amendment 70 - **Colorado minimum wage** reaches \$14.81 in 2025, a 2.7% increase.

In November, 2019, **Denver** was the first Colorado city to set its own minimum wage. Under the ordinance, Denver's minimum wage changes:

	Increase of
\$12.85 an hour on Jan. 1, 2020	16%
\$14.77 an hour on Jan. 1, 2021	15%
\$15.87 an hour on Jan. 1, 2022	7%
\$17.29 an hour on Jan. 1, 2023	8.94%
\$18.29 an hour on Jan. 1, 2024	5.78%
\$18.82 an hour on Jan. 1, 2025	2.7%

Aims minimum wage:	
Full-time positions	\$19.26
Part-time positions	\$17.29

Denver Minimum Wage

Annual adjustments based on the Consumer Price Index each year thereafter 2022

Denver - Aurora - Lakewood CPI Table

1.20%	2015	2.00%	2020
2.80%	2016	3.70%	2021
3.40%	2017	8.94%	2022
2.70%	2018	4.80%	2023
1.90%	2019	2.70%	2024

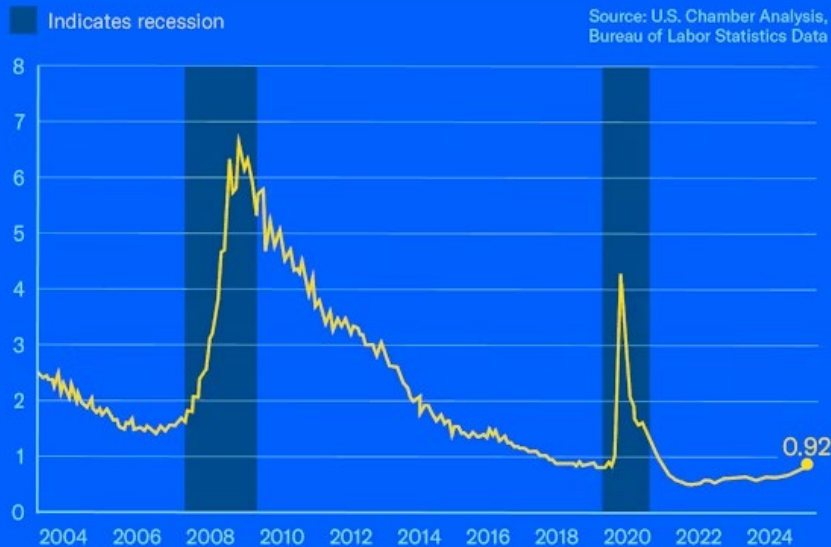
3.40% 10-year average

2024-25 National Workforce Challenges

U.S. Chamber of Commerce

Worker Shortage Index

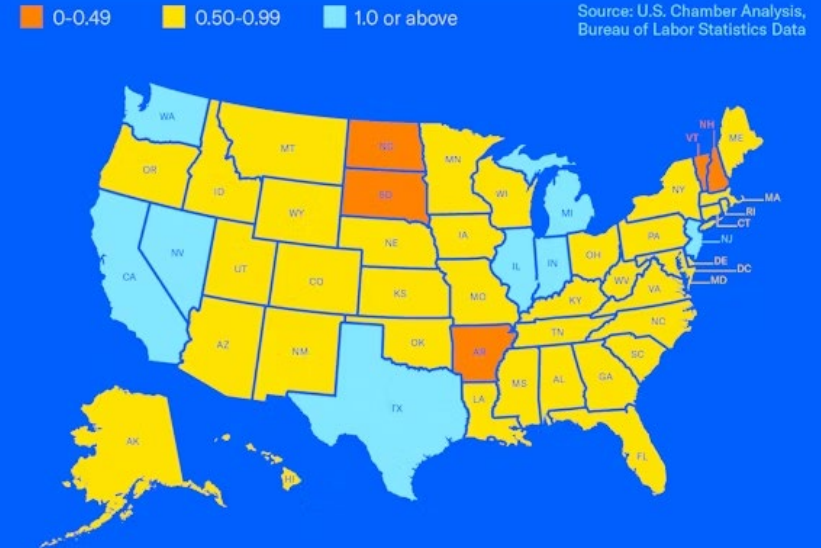
As of November 2024, there are 92 available workers for every 100 open jobs in the U.S.



U.S. Chamber of Commerce

Worker shortage by state

States with a lower worker shortage index are suffering the most in October 2024



Aims Workforce Impact

Average applicant pools have declined		
Pre-pandemic	2023	2024
25-30	8	12

Annual turnover full-time	
2023 - 24	7.1%
2022 - 23	9.6%
2021 - 22	12%
2020 - 21	12%

Ways to Attract and Retain Top Talent in 2024 (National)

Competitive Compensation

Enhance Employee Experience

Flexible Work Options

Recommendations

1. Update Adjunct Faculty Compensation System

Proposal from Adjunct Faculty Committee

Historical practice as documented in the Aims Compensation Handbook

Adjunct Faculty members make significant contributions to Aims Community College and our students.

They are a highly competent and flexible part of our instructional team, and without them we could not be adaptable and responsive to student needs.

Update Adjunct Faculty Compensation System

Implementation to begin Fall 2025

3-step pay structure or tiers

- Recognizes faculty who have demonstrated commitment and value to Aims over time
- Upper tier components: Instructional Requirement, Professional Development, Evaluation

Will replace the Engagement Stipend program

Adjunct faculty attaining Tier 3 status will have the title of Senior Adjunct Faculty

2. Compensation Recommendation

	OPTION 1 4.5% INCREASE	OPTION 2 4.0% INCREASE
Faculty (full-time)	\$757,000	\$672,920
Staff (full and part-time)	\$1,882,600	\$1,673,425
Student employees	\$91,485	\$81,320
Administrators (full-time)	\$299,075	\$265,845
Adjunct Faculty Tier Structure (net cost)		\$150,000
TOTAL BUDGET IMPACT	\$3,180,160	\$2,843,510

Recommend: Cost of Living increase to current wages (no structure changes)

Recognizes: Retention and Longevity

1534	Total Employees	# of	Positions Impacted
		664	Faculty part-time
		144	Faculty full-time
		200	Student employees
		154	Staff part-time
		340	Staff full-time
		32	Administrators

Compensation Recommendation

Option 1 : 4.5% vs Option 2 : 4.0%
Pay Adjustment

- Market Competitiveness
- Retention Impact
- Recruitment Advantage
- Cost-of-Living Adjustments
- Morale and Productivity
- Sustaining Positive Trends
- Long-Term Financial Strategy

While 4.0% may seem sufficient, the additional 0.5% creates a stronger and more sustainable impact in achieving these goals.

Administrative Recommendation

Board of Trustees' Consideration for Action in April

4.5% Cost of Living (Option 1)

Includes Fringe Benefits

\$3,030,160.00

Adjunct Faculty Tier Structure

\$ 150,000.00

TOTAL COST

\$3,180,160.00

Maintain Benefit Premium Coverage

100%	Employee Only
85%	Employee + child(ren)
85%	Employee + spouse
85%	Employee + family

Going Forward

Continue to monitor Total Compensation support

- Medical and Dental Benefits Premiums
 - 100% Employee Only
 - 85% Employee Plus Coverage
- 100% Basic Term Life Premium
- 100% AD&D Insurance Premium
- 100% Long Term Disability Premium
- 100% FAMLII Insurance Premium
- PERA Contributions
- Professional Development (\$2,500 annually)
- Tuition Reimbursement (\$4,000 annually)
- Wellness Initiatives (monthly programs)
- On-site Fitness Facilities (extended hours)
- On-site Professional Development Programs
- Employee Recognition Programs
- Paid Holidays (17 days)
- Paid Time Off
 - Annual Leave (15-24 days)
 - Sick Leave (12 days)
 - Personal Leave (2-3 days)
- Other Leave
 - Bereavement (5 days)
 - Volunteer (30 hrs per year)
 - Community Volunteer
 - National Volunteer
 - K-12 Parental Leave
- Summer Hours (13 weeks/36 hr week)
- Sabbatical Leave (1-2 semesters)
- Employee Spirit Shirts
- Employee Gear Program

Continue to monitor Workforce Impact



Recruiting Efforts



Retention

Job Market



Wage Market



Questions/Discussion

THANK YOU

Benefits / Compensation

March 12, 2025

**Employee Services
Administrative Services
Academic Affairs**



All in.

BOT Policies & Procedures Review Schedule

- October Work Session: 1 – 13 (10)
- November Work Session: 14 – 18-01 (9)
- December Work Session: 19 – 25 (10)
- February Work Session: 40 – 46-01 (9)
- March Work Session: 60 – 73 (9)
- April Work Session: 74 – 84-01 (9)

Aims Community College Policy
Board of Trustees
Communication Among Trustees

Three or more Trustees will not, outside a regularly scheduled meeting, use a series of communications of any kind, directly or through intermediaries, to discuss, deliberate, or take action on any item of business that is within the subject matter jurisdiction of the Board. C.R.S. 24-6-402(2)(b).

Adopted: February 7, 2018
Responsible Administrator: College CEO/President

Aims Community College Policy

Board of Trustees

~~Communication with College Employees~~

Inquiries to Trustees

Trustees will refer inquiries from community members, employees, and students about suggestions, concerns, grievances, or the like to the College CEO/President for resolution. The College CEO/President will confirm with the Trustee that resolution has occurred.

Adopted: February 7, 2018
Responsible Administrator: College CEO/President

Aims Community College Policy

Board of Trustees

Media

The Board President, College CEO/President, and College Public Information Officer are the official spokespersons for the Board of Trustees and the College. All inquiries from the media to individual Trustees should be directed to the Board President for a response.

Unless specifically authorized by the Board, no individual Trustee may speak on behalf of the Board.

Adopted: February 7, 2018
Responsible Administrator: College CEO/President

Aims Community College Policy
Board of Trustees
Distinguished Fellow Award

The Distinguished Fellow Award is granted by Aims Community College in recognition of outstanding service to the College. Annually, the Board of Trustees may recognize extraordinary commitment, allegiance, and contributions by individual(s) to the mission, vision, and values of Aims Community College by naming them as Distinguished Fellow.

Adopted: September 6, 2017
Responsible Administrator: College CEO/President

Aims Community College Procedure

Board of Trustees

Distinguished Fellow Award

Purpose: Annually, the Board of Trustees (Board) may recognize extraordinary commitment, allegiance, and contributions by an individual (or in rare cases, more than one) to the mission, vision, and values of Aims Community College by naming them as Distinguished Fellow.

A. Guidelines

1. Persons who may be considered would be community members, former Trustees, former Foundation Board members, former Aims Community College employees, or legislators.
2. Any resident of the Aims' service area may nominate a person for the award.
3. Current Trustees and individuals employed by the College are exempt from nomination.

B. Procedure

1. Nomination statements must address significant contributions in two or more of the following areas and not to exceed two pages:
 - a. Long-standing efforts to advance the goals and purposes of Aims Community College and/or higher education.
 - b. The championing and/or supporting of students, learning, and service.
 - c. Significant contributions to the furthering of scholarship in the state, county, community, or the mission of the College.
 - d. Served as an outstanding example to the employees and students of the College
 - e. Possesses high level of character, integrity, professional expertise, and leadership.
 - f. Enhanced the reputation and relationship of Aims Community College with its service area.
2. Nomination forms and announcements will be distributed widely throughout the service area to encourage broad-based participation in the nomination process and to reflect the College's commitment to cultural and ethnic diversity.
3. The nominator is responsible for submitting a completed nomination form to the Office of the College CEO/President of Aims Community College. The nominator should provide specific kinds of contributions the nominee has made and state why he/she believes the person nominated should receive the award.
4. The deadline to submit nominations annually will be the last day of February.
5. The Board of Trustees Liaison will review, conduct any necessary follow-up, and meet with the committee chair to review the procedure.
6. A committee will be convened in March of every year by a call from the College CEO/President to serve. The committee membership will include:
 - a. One member of the Board – who will Chair the committee
 - b. One member (at large) of the Aims Foundation
 - c. One member of the President's Cabinet

- d. One member of the Aims faculty
 - e. One member of the Aims staff
 - f. One Aims student
 - g. One member of the College Council
7. A nominator may not serve on the committee.
 8. The committee will identify and recommend one of the nominees as the recipient of the Distinguished Fellow Award. The Board committee representative will submit the recommendation to the Board no later than the April Board meeting. The award will be conferred without regard to race, religion, philosophy, ethnic origin, citizenship, language, gender, or sexual orientation.
 9. The Board President will contact the recipient and invite them to receive the award at the May Commencement or at a time convenient for all concerned.

C. The award will consist of:

1. A plaque/award stating the name of the award, the year in which the award was given, and the College logo, seal, or name.
2. The recipient's name and the year on the College's publically displayed plaque.

Revised: August 10, 2022
March 23, 2021 (Administrative Revision)
Adopted: September 6, 2017
Responsible Administrator: College CEO/President

Aims Community College Policy

Board of Trustees

Delegation of Authority to the College CEO/President

The College CEO/President is accountable to the Aims Community College Board of Trustees acting as a body. The College CEO/President is charged with performing the chief executive officer duties in accordance with the established policies and directives of the Board and the State of Colorado to administer the affairs and programs of the College. The duties include, without limitation:

1. To interpret, implement, and comply with all policies, procedures, rules, regulations, laws, contracts, and other authorized directives;
2. Consult with legal counsel;
3. Hire, sever, and administer the employment relationship of all College employees in accordance with law and policy;
4. Attend all regular and special meetings of the Board, including executive sessions, unless otherwise requested by the Board;
5. Lead the development and implementation of College Strategic Plans as laid out in Policy 75 (Strategic Planning);
6. Direct the formulation of and recommend to the Board of personnel policies, classification plans, and salary structures;
7. Provide and be responsible for the formulation of all reports required by the Board and by state and federal authorities;
8. Administer all instructional programs and business affairs of the College;
9. Act where no policy exists, to inform the Board of such action, and act as the professional advisor to the Board in policy formation, both where policy exists and where it does not;
10. Communicate and inform the Board concerning the activities of the College and in particular any deficiencies in the operation of the institution, as noted by the College CEO/President;
11. Make available any information or give any report requested by the Board as a whole, and act on individual Trustee requests for information if, in the opinion of the College CEO/President, they are not unduly burdensome or disruptive to College operations (information provided to any Trustee shall be available to all Trustees);
12. Provide continuing leadership and direction to the vice presidents, deans, directors, and other persons in leadership positions in the performance of their administrative duties and responsibilities. Delegate to each such person the appropriate authority for supervision and administration of the area under his/her supervision and jurisdiction while remaining specifically responsible to the Board for the execution of such delegated duties and responsibilities;
13. Provide and maintain an effective system of campus governance at all campuses;
14. Define a system of coverage in the event that the College CEO/President is unable to attend to all scheduled responsibilities; and,
15. Represent Aims and the interests of Aims in the community, the state, and the nation, as is appropriate.

Revised: February 14, 2024
March 11, 2020
February 7, 2018
September 21, 2015
February 17, 2014

Adopted: December 7, 2005

Responsible Administrator: College CEO/President

Aims Community College Policy

Board of Trustees

College CEO/Presidential Succession Plan

In the event that the College CEO/President is suddenly incapacitated and unable to attend to the duties of office, the Board of Trustees will recognize the Executive Vice President as the immediate acting CEO/President.

In the event that the College CEO/President is unable to perform his/her duties due to death, disability, or severe illness, the Board will hold a meeting to select an interim CEO/President. The interim CEO/President will perform executive functions for up to one year until the College CEO/President is able to resume his/her duties or until the Board hires the next College CEO/President.

Revised: **March 7, 2018**
 May 4, 2011

Adopted: **July 21, 2008**

Responsible Administrator: College CEO/President

Aims Community College Policy

Board of Trustees

College CEO/President Evaluation and Contract Review

The Aims Community College Board of Trustees will conduct an evaluation of the College CEO/President. The criteria for evaluation will be based on the College CEO/President job description, employment contract, and performance goals and objectives developed in accordance with Board priorities and the College's Strategic Plan.

The Board will evaluate the College CEO/President using an evaluation process developed and jointly agreed upon by the Board and the College CEO/President.

Adopted: November 1, 2017
Responsible Administrator: College CEO/President

Aims Community College Policy

Board of Trustees

Accreditation

The College CEO/President will ensure the College complies with the accreditation process and standards of the Higher Learning Commission and of other College programs that seek special accreditation.

The College CEO/President will keep the Board of Trustees informed of approved accrediting organizations and the status of accreditations. The College CEO/President will ensure that the Board is involved in any accreditation process in which Board participation is required. The College CEO/President will provide the Board with a summary of any accreditation report and any actions taken or to be taken in response to recommendations in an accreditation report.

Adopted: November 1, 2017

Responsible Administrator: College CEO/President



BOARD OF TRUSTEES

Aims Community College Board Meeting
Minutes
February 12, 2025, 1:30 p.m.
Remote Zoom Meeting

Aims District Board Meeting

I. Call to Order

The meeting was conducted via Zoom due to weather. The public was invited to attend through the Zoom meeting link on the meeting agenda posted on the Board of Trustees' public website.

- a. The meeting was called to order at 1:30 p.m. by Board Chair Marilyn Schock. Other Trustees present were Trustee John Haefeli, Trustee Gene O'Hara, Trustee Jeannine Truswell, and Trustee Heidi Windell. CEO/President Dr. Leah L. Bornstein and Board Liaison Jerry Harvey also attended.

II. Pledge of Allegiance

III. Approval of Agenda

- a. Trustee Windell moved, seconded by Trustee O'Hara, to approve the agenda as presented.
 - o Recorded Roll Call Vote:
 - 1) Trustee Haefeli – Yes
 - 2) Trustee O'Hara – Yes
 - 3) Trustee Truswell – Yes
 - 4) Trustee Windell – Yes
 - 5) Chair Schock – Yes

MOTION TO APPROVE THE AGENDA AS PRESENTED PASSED UNANIMOUSLY.

IV. Consent Agenda

- a. Minutes of the December 11, 2024, District Board Meeting
- b. Minutes of the January 14, 2025, District Board Retreat
- c. Revised Policy (22) Policy and Procedure Adoption
- d. Revised Procedure (22-02) Procedure Adoption, Amendment, and Repeal
- e. Repeal Policy (1-300) College Organizations – Dr. Russ Rothamer, Executive Vice President
- f. Repeal Policy (5-1104) Military Tuition Assistance – Dr. David Oehler, Vice President of Academic Affairs
- g. NEW Policy (402) Emerging Technologies – Dr. Russ Rothamer, Executive Vice President
 - o Trustee Truswell moved, seconded by Trustee Windell, to approve the Consent Agenda as presented.
 - 1) Recorded Roll Call Vote:

- a. Trustee Haefeli – Yes
- b. Trustee O’Hara – Yes
- c. Trustee Truswell – Yes
- d. Trustee Windell – Yes
- e. Chair Schock – Yes

MOTION TO APPROVE THE CONSENT AGENDA AS PRESENTED PASSED UNANIMOUSLY.

V. Public Comment

- a. The Board of Trustees encourages the general public to provide comments directly related to the business and operations of the College and to give input on items before the Board. Each speaker is required to complete a Public Comment Registration form. No action will be taken by the Board resulting from individuals addressing the Board during the Public Comment period. The time limit for individual speakers will be three (3) minutes per item. The time limit for each item will not exceed ten (10) minutes. Speakers cannot yield their time to other speakers.
 - Because the meeting was conducted via Zoom the public was asked to submit comments to the Board of Trustees’ email: boardoftrustees@aims.edu
 - No comments were received.

VI. Presentations from Guests and Representatives to the Board

- a. Excellence at Aims!!
 - Kelly Jackson, Foundation Executive Director, introduced alum Adriana Diaz.
 - 1) Ms. Diaz shared her story and how Aims has impacted her life.
- b. Representatives to the Board
 - Aims Faculty Association, Vacant
 - 1) Chair Schock noted that there was no faculty report because both representative positions are still vacant.
 - Aims Staff Association, David Mondt
 - 1) Mr. Mondt shared staff accomplishments, honors, and upcoming events.
 - Student Government Association, Jeff Thatch
 - 1) Mr. Thatch shared student accomplishments, honors, and upcoming events.

VII. Action Items

- a. FY 2025-26 Proposed Tuition Rates – Chuck Jensen, Vice President of Administrative Services
 - Mr. Jensen provided an overview of this item and its recommended action. A brief discussion ensued.
 - 1) Trustee O’Hara moved, seconded by Trustee Windell, to approve the FY 2025-26 Tuition Rate Increase as presented.
 - a. Recorded Roll Call Vote:
 - i. Trustee Haefeli – Yes
 - ii. Trustee O’Hara – Yes

- iii. Trustee Truswell – Yes
- iv. Trustee Windell – Yes
- v. Chair Schock – Yes

MOTION TO APPROVE THE FY 2025-26 TUITION RATE INCREASE AS PRESENTED PASSED UNANIMOUSLY.

- b. FY 2025-26 Proposed Fee – Chuck Jensen, Vice President of Administrative Services
 - o Mr. Jensen provided an overview of this item and its recommended action. A brief discussion ensued.
 - 1) Trustee Windell moved, seconded by Trustee O’Hara, to approve the FY 2025-26 Fee Increase as presented.
 - a. Recorded Roll Call Vote:
 - i. Trustee Haefeli – Yes
 - ii. Trustee O’Hara – Yes
 - iii. Trustee Truswell – Yes
 - iv. Trustee Windell – Yes
 - v. Chair Schock – Yes

MOTION TO APPROVE THE FY 2025-26 FEE INCREASE AS PRESENTED PASSED UNANIMOUSLY.

- c. Location of Public Board Meeting Notices – Jerry Harvey, Board Liaison
 - o Mr. Harvey provided an overview of this item and its recommended action.
 - 1) Trustee Truswell moved, seconded by Trustee O’Hara, to approve the designated posting locations as presented.
 - a. Recorded Roll Call Vote:
 - i. Trustee Haefeli – Yes
 - ii. Trustee O’Hara – Yes
 - iii. Trustee Truswell – Yes
 - iv. Trustee Windell – Yes
 - v. Chair Schock – Yes

MOTION TO APPROVE THE DESIGNATED POSTING LOCATIONS AS PRESENTED PASSED UNANIMOUSLY.

VIII. Information Items – Chair Marilyn Schock

- a. Events Calendar & Upcoming Work Session/Agenda Items – Jerry Harvey, Board Liaison
 - o Mr. Harvey reviewed the upcoming Board calendar of events as well as upcoming items on the March Board Meeting agenda.
- b. Distinguished Fellow Nominations Deadline & Selection of Board of Trustees Representative to Distinguished Fellow Committee – Jerry Harvey, Board Liaison
 - o Mr. Harvey provided a brief overview of the Distinguished Fellow nomination and selection process.
 - o Trustee O’Hara volunteered to serve as the Board Representative and Chair of the Distinguished Fellow Selection Committee.
- c. Progress on 2024-2025 Board Priorities – Chair Marilyn Schock

- The Board evaluated the progress they have made on their priorities for this year.

IX. CEO/President’s Report – Dr. Leah L. Bornstein

- a. Aims Administrators Group Update – Terry Anderson, Dean of Allied Health & Wellness and Co-Chair of Aims Administrators Group
 - Mr. Anderson provided an update from the Aims Administrators Group, and a brief discussion ensued.
- b. Arts and Sciences Division Overview – Dr. David Oehler, Vice President of Academic Affairs
 - Dr. Oehler provided a brief overview of the Arts and Sciences Division, and a brief discussion ensued.
- c. 2024 – 2027 Strategic and Tactical Plan Mid-Year Progress – Cabinet
 - Cabinet provided their mid-year progress on the 2024 – 2027 Strategic and Tactical Plan and discussion ensued.
- d. Recognition of New Employees – Dr. Leah L. Bornstein, College CEO/President
 - This item was skipped due to the meeting being conducted remotely, and supervisors were encouraged to bring their new employees to the March meeting to be introduced.

X. Reflections, Comments, & Accolades from Board Members About Aims

- a. The Trustees expressed how impressed they always are with the hard work and dedication of the Aims staff, faculty, and administration.

XI. Assessment of the Board Meeting

- a. The Board always takes a moment for self-assessment because they value accountability. Trustees may provide feedback to the following questions: What worked well in this meeting? What could be improved?

XII. Adjourn

Trustee Windell moved, seconded by Trustee Truswell, to adjourn the meeting.

CHAIR SCHOCK ADJOURNED THE REGULAR MEETING AT 3:11 P.M.

Gene O’Hara, Board Secretary

Date

Aims Community College Policy

Board of Trustees

Board Meetings

Regular meetings of the Board of Trustees will be held as the Board decides ~~at the annual organizational meeting in December~~ annually at their November meeting, except that there will be no less than four (4) regular meetings each year. Additional meetings, special meetings, work sessions, or retreats may be held upon the call of the Board President, College CEO/President, or a majority of the Board.

The Board will give full and timely notice to the public of any meeting at which the adoption of any proposed policy or formal action will occur or at which a quorum of the Board is expected to attend. The place for posting this notice will be designated annually at the Board's first regular meeting of each calendar year. At a minimum, the Board will cause such notice to be posted at the designated public place no less than twenty-four (24) hours prior to the meeting. The notice will include specific agenda information where possible. C.R.S. 24-6-402(2)(c).

Revised: February 7, 2018
February 17, 2014

Adopted: April 7, 2004

Responsible Administrator: College CEO/President
Administratively renumbered from 0-700

Aims Community College Procedure
Board of Trustees
Board Meeting Order of Agenda

Purpose: The Board President, in consultation with the rest of the Board of Trustees and the College CEO/President, will determine the agenda at all meetings of the Board.

- A. Requests for the inclusion of an item on a meeting agenda should be made no later than 14 days prior to the meeting. The request will be delivered to the Board President or College CEO/President. Items that the Board has previously voted to include in the agenda will be placed on the tentative agenda. The Board President will decide which additional matters will be included on the tentative agenda.
- B. Written notification of each meeting will be given to Trustees and the public at least 24 hours prior to the time of the meeting.
- C. The College CEO/President's office will deliver to each Trustee an agenda setting forth all matters which are to be discussed or decided at the meeting. Backup information will be provided for each action and information item. As to those matters which are the subject of consideration and recommendation after sending of said agenda, a detailed report will be made to the Board at its meeting. Minutes of each meeting of the Board will be part of the agenda packet for the next meeting.
- D. The agenda governing all regular meetings of the Board will include the following: call to order, approval of agenda (additions/deletions), public comment, action items, executive session (if needed), and adjournment.
- E. The agenda for regular meetings of the Board may include, but not limited to, the following: Pledge of Allegiance, consent agenda, presentations from guests and representatives to the Board, information items, College CEO/President's report, comments from Trustees, and assessment of the Board meeting (~~plus/delta~~).
- F. The Board President, with the consent of the Trustees present, may change the order of the agenda.
- G. Tentative agendas will be placed in a prominent location in the room where the Board meeting is held.

Revised: March 11, 2020

Adopted: February 7, 2018

Responsible Administrator: College CEO/President

Companion Procedure Numbers: 40-02

Aims Community College Policy

Executive Vice President

Document Records Retention

Aims Community College will ~~employ document retention guidelines in order to comply with state and Federal laws and regulations; to eliminate accidental destruction of records; and to promote efficiency of College operations by freeing up valuable storage space.~~ maintain all college records, in any form, for a minimum retention period in compliance with state and federal laws and regulations. A minimum retention period is the shortest amount of time a College must retain its records before being destroyed. College records mean any records relating to current (non-archived) College operations that are created, prepared, owned, used, or maintained by an operating unit or an employee of the College.

College records should be destroyed when the minimum retention period has been met unless records are needed to meet additional requirements or are designated for permanent (archival) retention.

Records will be maintained past the minimum retention period when necessitated by archival reasons, legal proceedings, or other ongoing legitimate business need for retention, as determined by the responsible Cabinet member.

The President shall implement and maintain procedures to carry out the intent of this policy.

Revised: PENDING
February 17, 2014

Adopted: June 28, 2010

Responsible Administrator: College CEO/President

Renumbered from 3-500

Aims Community College Policy
Executive Vice President
Identity Theft Prevention

~~In order to prevent identity theft and protect personal sensitive identifying information of College Students, Personnel and Vendors, and to comply with sections 114 and 315 of the Federal Fair and Accurate Credit Transactions Act of 2003 (FACTA), the Board of Trustees of Aims Community College authorizes establishment of a “Red Flag” Program. Additionally, in accordance with the Family Rights and Privacy Act (FERPA), the College will not sell user information of students and employees to external agencies.~~

~~The President shall implement and maintain procedures to carry out the intent of this policy.~~

~~Disclaimer: While the College’s IT department will employ best practices to prevent unauthorized attempts to access information, Aims cannot guarantee safety from these attacks to the College network.~~

Pursuant to the Federal Trade Commission’s (FTC) Red Flags Rule implementing Sections 114 and 315 of the Fair and Accurate Credit Transactions Act (FACTA) of 2003, the College is required to establish and administer an Identity Theft Prevention Program (“Program”). The Board of Trustees of Aims Community College authorizes establishment of the Program in order to detect, prevent, and mitigate Identity Theft associated with the College’s operations and account systems and the nature and scope of the College’s activities.

The President shall implement and maintain procedures to carry out the intent of this policy.

Disclaimer: Safeguarding information maintained by the College is of utmost importance. While Aims cannot guarantee absolute protection of unauthorized access to information, it seeks to provide reasonable protection for information maintained by the College and to comply with state and federal laws and regulations.

Revised: **PENDING**
 February 17, 2014
 September 1, 2010

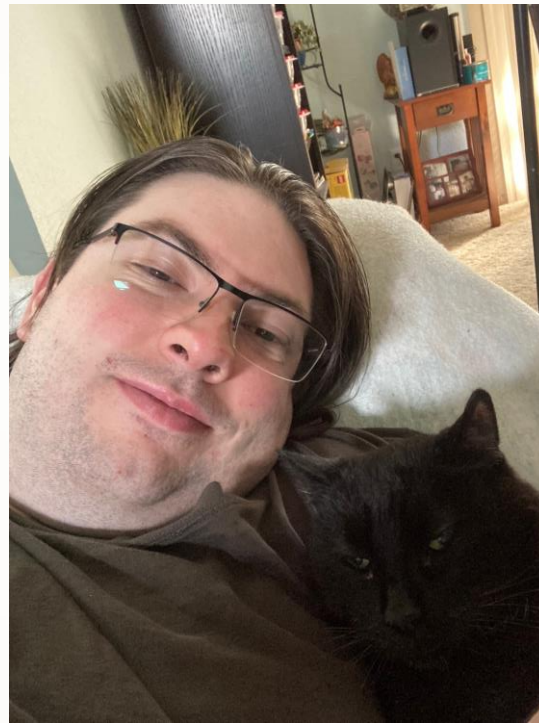
Adopted: April 1, 2009

Responsible Administrator: College CEO/President

Renumbered from 3-950

Josh Lister

Associate of Science / Associate of Arts (May '25)
Rockstar Employee at Arty's Bistro
President's List





February 2025 Ripple Nominations

Leah Schaer

Title: AAA Instructor

Leah is an outstanding instructor who goes above and beyond for her students. She is warm, kind, and knows just when to step in to help her students grow or when to empower them with the knowledge that they have all the tools at their disposal to succeed. I took this course because it would solidify my approach to learning with confidence. Leah's genuine desire to connect with her students was apparent from the first class and I am grateful to have found a kindred spirit in many of our discussions. Thank you for imparting your passion and wisdom to us! -Sally

Nominator Name

Sally Reiker

Title: Student

Lindsey Oster

Title: Staff Executive II

I wish to recognize and thank Lindsey for always going above and beyond in her job. She is always present to see the Arts and Sciences and never fails to be of help. Lindsey has been there to answer my questions as a part-time English instructor, and she has provided the assistance I needed at the most unexpected times, pending situations, and spur-of-the-moment requests. The success of our division and department would not be possible, in part, without Lindsey's support. I

truly appreciate the time, energy, and expertise she puts into making things happen.

Nominator Name

Jeffery Moser

Title: Part-Time Faculty, English

Submission Month: February 2025

Annaliese Bonacquista

Title: Colorado History Professor.

She was simply a great teacher. She was helpful and gave good feedback. Additionally, she was professional, but friendly, making it a fun class. People should take her history classes for good source material and a great professor.

Nominator Name

Nathan Dylan Johnson

Title: Student

Submission Month: February 2025

Anna Scott

Title: Program Manager, Events

Anna is amazing!! Every time we have had to set up an event Anna has gone above and beyond to make sure everything was set up and ready to go. We have never had any issues. She communicates throughout the whole process, send layouts and helps to prepare the best layout based on your needs. The other day we had the Colorado Department of Higher Education come in to do a High School counselor training with over 90 attendees. Everything was set up and ready to go. When they asked for last minute adjustments Anna was there to make sure it was covered. She takes it all in stride where

others may be flustered. She hangs out for the full event just to make sure there are no issues and if there are she does her magic. I couldn't imagine doing all this work myself. Anna, you truly represent Aims like a champion. THANK YOU!!!!

Nominator Name

Chris Peterson

Title: Executive Director, Financial Aid

Submission Month: February 2025

Aaron Prestwich

Title: AVP, SEIS Division

Aaron has been a great advocate and supporter of the regional campuses. He always puts students first and is a people-first leader. His efforts to promote services to all students is greatly appreciated by the Fort Lupton Campus.

Nominator Name

Julie Luekenga

Title: Executive Director, Fort Lupton Campus

Submission Month: February 2025

Cyndee Stewart-White

Title: ERP Administrator II

The Continuing Education team wants to recognize all the support Cyndee provides to us in connecting our Continuing Education students to their D2L shells so that our non-credit students can attend classes. She has been instrumental in getting our students connected to their classes by developing login information for non-credit students and implementing a secure system of get this information from her office to ours. Cyndee never complains about a last-minute change or

addition. She is both helpful and efficient and always, always kind! Because of Cyndee's work, Continuing Education has been able to expand our programming. Beyond just connecting our non-credit students to their personal enrichment classes, we have Cyndee to thank for getting all of our Alquist 3D Printing students into their D2L course as well as the students in our Nonprofit Leadership Academy!

Our office is so incredibly grateful for Cyndee!!

Nominator Name

Sarah Cameron

Title: Program Coordinator

Submission Month: February 2025

Mike Hanscome, Kyle Cadarette, Kimberly Homan, Larry Baker, Jocelyn Sailas, Kaiden Brier, Rudy Pacheco, Craig Headrick

Title: 2025 SkillsUSA District Competition

Huge congratulations to the Automotive Collision & Repair team for hosting an exceptional 2025 SkillsUSA District Competition! Their dedication resulted in seven of the 13 competing Aims students advancing to the state competition in Pueblo this April – a fantastic achievement! Special thanks to Mike Hanscome's leadership and the incredible teamwork of Kyle Cadarette, Larry Baker, Jocelyn Sailas, Kaiden Brier, Craig Headrick, and Rudy Pacheco. And a special thank you to Kimberly Homan and her amazing student employees!

Nominator Name

Susan Moreland

Title: Academic Dean, Public Safety, Education, and Transportation

Submission Month: February 2025

Greyson Brown

Title: Professor, Computer Information Systems

Today one of our student editors discovered that the *Aims Review* website account was suspended. Once we informed Greyson, he worked his magic and the website was back up within less than two hours. We are in peak editing season, so this quick turnaround was nothing short of miraculous! Thank you, Greyson, for your on-going support of the *Aims Review*!

Nominator Name

Stephanie Newton on behalf of the Aims Review Crew

Title: Chair & Professor, Visual & Performing Arts

Submission Month: February 2025

Christine Wiedeman, Leah Konda, Linda Carlson, Cathy Glaser, Heather Beam, Lara Wiley, Apricot Truitt, Alex Carlson-Tooker and Amy Irwin

Title: Faculty

Big shout-out to these Spring semester instructors for being accessibility superstars! Making sure every student can access course materials and learning environments is so important, and they've put in the work to make it happen. Their D2L Ally scores demonstrate their commitment to ensuring all students have equitable access to learning.

Nominator Name

Laura Killen-Wing

Title: Education Department Chair

Submission Month: February 2025

Anna Scott

Title: Program Manager I

Where to start... Anna is AWESOME. Event planning can definitely be scary, especially when there's so many moving parts and details that you have to switch around. To say the least, February has been, and will be a **very busy** month for Financial Aid, as there are a handful of events that we are working on putting together. Throughout each process and every request, Anna is usually the one that is on the receiving end of my countless emails, phone calls, and Zoom meetings, and has been a phenomenal help! There is a 0% chance that any of our events would be happening if it weren't for Anna's dedication to assisting us every step of the way. I know its not an easy job, but they sure make it look like it is. Thanks for all you do Anna. I'll apologize now for the dozens of emails you'll continue to receive from me over the next month (:

Nominator Name

Kooper Smith

Title: Financial Aid Advisor

Submission Month: February 2025

Tori Ives-Edwardson

Title: Business Analyst

I wanted to take a moment to express my sincere gratitude for your outstanding support during the CCR Conference D6/Gear Up. Your expertise with Element 451 was invaluable, and your willingness to share your knowledge ensured that everything ran smoothly.

Your contributions to troubleshooting, training, and making sure all ran smoothly were crucial to the success of the event. The clarity and confidence you brought to the team made a significant impact, and I can't thank you enough for being such an essential part of the process.

Your dedication and attention to detail were evident throughout the event, and I truly appreciate your effort in ensuring that everything was handled professionally and efficiently. Your support helped us create a seamless experience for all involved.

Thank you again for your knowledge, commitment, and teamwork. It was a pleasure working with you, and I look forward to collaborating on future projects.

Nominator Name

Jaime

Title: Bilingual Enrollment Coach

Submission Month: February 2025

Kacey Hartshorn

Title: Campus experience program coordinator

I would like to extend my deepest thanks to you for your incredible dedication and hard work in supporting D6/Gear up CCR Conference. Your collective efforts ensured that every aspect of the event ran seamlessly, and I couldn't be more grateful for your commitment.

You brought something unique and invaluable to the table. The smooth execution of this event was a direct result of your professionalism, teamwork, and passion for making it a success. It was inspiring to see everyone work together towards a common goal, overcoming challenges and ensuring that every detail was covered.

I want to thank you for going above and beyond in your role. The success of this event would not have been possible without your support, and I truly appreciate the time, energy, and expertise you put into making it happen.

It's a privilege to work alongside such a talented and dedicated team member. Thank you again for your contributions, and I look forward to the opportunity to collaborate again in the future.

Nominator Name

Jaime

Title: Bilingual Enrollment Coach

Submission Month: February 2025

Rosa Galindo

Title: Senior Enrollment Coach

I would like to nominate and extend my heartfelt thanks to you for your exceptional efforts in supporting and hosting CCR Conference with D6/Gear Up. Your dedication, attention to detail, and hard work played a pivotal role in ensuring everything ran smoothly, creating a positive and memorable experience for all involved.

Your professionalism and enthusiasm were evident throughout the event, from organizing our team to ensuring that it was a great experience for the students. Your contribution went above and beyond expectations, and it truly made a difference.

I am deeply grateful for your commitment and for going the extra mile to make this event a success. Your passion and expertise are truly appreciated, and I believe you deserve this recognition for all the hard work you've done.

Thank you once again for your outstanding support and for being such an integral part of the team. It was a pleasure working alongside you.

Nominator Name

Jaime

Title: Bilingual Enrollment Coach

Submission Month: February 2025

Pathway Advising team and Student Advising Mentors

Title: PWA team and SAM's team

I wanted to express my sincere gratitude for your incredible support of students through Peak Advising and beyond. Your dedication and hard work are truly appreciated, and you make a significant difference in the student experience.

The support the Sam's provide, from pre- and post-advising steps to phone calls and Zoom meetings, is invaluable. Your commitment to providing excellent customer service shines through in every interaction, and students consistently benefit from your helpful and positive approach.

A special thank you to the advisors for your efforts in helping students prepare for Spring 2025 classes. Your guidance in course and degree selection is essential, and your ability to connect students with other necessary services is crucial to their success. You go above and beyond to ensure students are well-supported and have the resources they need.

Thank you, team, for your professionalism, your patience, and your genuine care for our students. You are all an integral part of their academic journey, and your contributions are deeply valued.

Nominator Name

Lena Sandoval

Title: Staff Executive Pathway Advising

Submission Month: February 2025

Events Team

Title: Events Team

I just wanted to take a moment to express my sincere appreciation for the events team hard work and dedication. You all are absolutely fantastic!

I especially want to acknowledge how helpful you are with scheduling meeting spaces. It's always such a smooth and easy process, and I know that's thanks to your efforts. You're incredibly responsive and always manage to find the perfect space, even when we have last-minute requests or tricky requirements.

Beyond just scheduling, you consistently go above and beyond to make sure our meetings and events run successfully. Whether it's coordinating logistics, providing technical support, or just generally being a friendly and helpful presence, you make everything so much easier.

Thank you for your professionalism, your positive attitude, and your willingness to always lend a hand.

The Pathway Department truly appreciates your team!

Nominator Name

Lena Sandoval

Title: Staff Executive for Pathway Advising

Submission Month: February 2025

Vinnie Augden

Title: Learning Experience Designer

I would like to take a moment to recognize Vinnie for the outstanding job he does on an ongoing basis. Vinnie's dedication, attention to detail, and commitment to excellence *truly* makes a difference to many at Aims (students, faculty and staff). Not only does Vinnie deliver assistance as needed either for a group or on a one-on-one basis to train, he also does with such kindness, professionalism and efficiency, which does not go unnoticed.

Vinnie's hard work sets a high standard for all at Aims, and I'm genuinely grateful for all that Vinnie does. Thank you for CONSISTENTLY going above and beyond allowing us the ability to work with the students at a much more proficient and confident manner because of Vinnie's support. Vinnie truly demonstrates everything that Aims stands for yet you will never hear him share all that he does. Vinnie, thank you for ALL that you do!

Nominator Name

Dr. Shawna Lee Washam & Leah Schaer

Title: Faculty

Submission Month: February 2025

Bethany Dubois

Title: Marketing/Public Relations Specialist

In late December our division asked Bethany for her creativity and marketing prowess to assist us with a "capstone" type of project. We needed to create a one-page summary for our departments in our division of our program review information. She created a beautiful one-page document that has the same key points, but each is tailored to everyone's individual department. Not only is this a great tool to use as a one-page snapshot, but it is extremely professional and we can share it with our advisory committees and outside parties interested in a snapshot of our programs. Bethany acted quickly and we created a system of one point of contact and then each individual chair in our division for any changes to the pages.

Thank you for always being willing to assist us with your creativity and to bless us with your strengths to compliment what we do! Our division appreciates you very much!! We appreciate you showing us such respect in our requests, lending your expertise, and always having a helpful, positive attitude.

Nominator Name

Charis in Business & Technology

Submission Month: February 2025



 <p>STUDENT GOVERNMENT</p>	<p>SGA VP of Public Relations Egide Godonou has received approval to create a shadow box in the Student Commons featuring the names of graduating Aardvarks. The idea is for graduates to write their names on an Aardvark at each Commencement, adding them to the display every year. The shadow box will include an inspirational message to motivate students to graduate and have their name featured too.</p>	<p>18 from 6:30-8pm in the Welcome Center Auditorium. Free and open to the community. More details to follow soon.</p>
<p>President Jeff Thatch is attending College Council meetings and has joined the LEARN Committee. He has organized SGA members for external office hours to connect with students and raise awareness about SGA's role on campus. He is working with the graphic designer to design table runners for SGA, CAP and ARC.</p>	<p>Student Parent Advocate Mindy Stevens has organized and planned a weekly student parent group to meet and connect with other student parents to form a community.</p>	<p>Charleen McCasland is collaborating with Malone Miller, Grants Manager, to submit a grant proposal to the Colorado Health Foundation to support prevention/awareness/recovery efforts on campus.</p>
<p>Executive Vice President Camila Elias is working with the Registrar's office to explore whether a student's citizen status may be hidden in Workday so that only employees with a need to know can see their status. She is also doing an assessment with students to determine if merging D2L email with their gmail would be beneficial. She has contacted IT to research whether Workday may be adjusted to be more user friendly for student employees to enable them to adjust their timecards.</p>	 <p>STUDENT - LED ACTIVITIES</p>	<p>Chris Mesa is collaborating with North Colorado Health Alliance (NCHA) to enhance the community partnership related to harm reduction and access for recovery support for students.</p>
<p>VP of Admin Services Mariah Crawford is researching sustainable solutions for Arty's Bistro to reduce container waste. She is continuing to collaborate with Facilities and Operations on the installation of an All Gender restroom in the Westview building.</p>	<p>Her Story Trivia March 10, 1-2:30 pm Fun and friendly competition while learning about women who have shaped our world.</p>	<p>ARC Student Facilitators host tables on the Greeley campus to raise awareness about harm reduction resources and they host two ARC gatherings a week for students in recovery, seeking recovery, and allies to promote a sense of belonging through fun and interactive activities.</p>
<p>SGA VP of SEIS Alicia Avitia is addressing the issue of concurrent enrollment students accessing student fee based services such as Arty's Pantry and yet, they do not contribute to student fees. She will be presenting to the Foundation Board on the success of the Menstrual Equity Project. Thanks to her proposal to request institutional support for the Egal period pad dispensers to be placed in all women's and all gender restrooms, SGA has received Cabinet approval for Facilities and Operations to partially fund the dispensers and replacement products.</p>	<p>Stress Relief March 11, 12-1 pm A fun day full of crafts and making your own stress relief balls.</p>	 <p>AARDVARK CLUBS</p>
<p>VP of Admin Services Mariah Crawford is researching sustainable solutions for Arty's Bistro to reduce container waste. She is continuing to collaborate with Facilities and Operations on the installation of an All Gender restroom in the Westview building.</p>	<p>Break the Habit March 11, 1:30-2:30 pm Focused on aiding student recovery and building healthy habits.</p>	<p>3/01 - National Society of Leadership and Success (NSLS) hosts their 4-hour Orientation</p>
<p>SGA VP of SEIS Alicia Avitia is addressing the issue of concurrent enrollment students accessing student fee based services such as Arty's Pantry and yet, they do not contribute to student fees. She will be presenting to the Foundation Board on the success of the Menstrual Equity Project. Thanks to her proposal to request institutional support for the Egal period pad dispensers to be placed in all women's and all gender restrooms, SGA has received Cabinet approval for Facilities and Operations to partially fund the dispensers and replacement products.</p>	<p>Campus 5k March 14, 8-9 am Students participate in a 5k around campus for the chance to win some prizes.</p>	<p>3/18 - 3/20 - STEM Club will travel to St. Louis to engage in science learning at the Challenger Learning Center.</p>
<p>SGA VP of SEIS Alicia Avitia is addressing the issue of concurrent enrollment students accessing student fee based services such as Arty's Pantry and yet, they do not contribute to student fees. She will be presenting to the Foundation Board on the success of the Menstrual Equity Project. Thanks to her proposal to request institutional support for the Egal period pad dispensers to be placed in all women's and all gender restrooms, SGA has received Cabinet approval for Facilities and Operations to partially fund the dispensers and replacement products.</p>	<p>Superheros for Midterms March 24, 12-2 pm Students can learn how the superhero pose can help achieve more through psychology.</p>	<p>3/19 - 3/23 - Aims English Honor Society will attend the annual Sigma Kappa Delta conference in Pittsburgh.</p>
<p>SGA VP of SEIS Alicia Avitia is addressing the issue of concurrent enrollment students accessing student fee based services such as Arty's Pantry and yet, they do not contribute to student fees. She will be presenting to the Foundation Board on the success of the Menstrual Equity Project. Thanks to her proposal to request institutional support for the Egal period pad dispensers to be placed in all women's and all gender restrooms, SGA has received Cabinet approval for Facilities and Operations to partially fund the dispensers and replacement products.</p>	 <p>ARTY'S RECOVERY CONNECTION</p>	<p>3/28 - Phi Theta Kappa (PTK) Honors Society will hold its Spring Induction Ceremony in Student Commons 114 to celebrate all their new members.</p>
<p>SGA VP of SEIS Alicia Avitia is addressing the issue of concurrent enrollment students accessing student fee based services such as Arty's Pantry and yet, they do not contribute to student fees. She will be presenting to the Foundation Board on the success of the Menstrual Equity Project. Thanks to her proposal to request institutional support for the Egal period pad dispensers to be placed in all women's and all gender restrooms, SGA has received Cabinet approval for Facilities and Operations to partially fund the dispensers and replacement products.</p>	<p>Ana Monsivais and Charleen McCasland (also Alicia Avitia-SGA VP of SEIS) are working with the Social Norm Campaign Planning Committee to develop a Social Norm Campaign to address misperceptions among students related to alcohol and other drug use.</p> <p>Save the Date marketing has been posted for the <i>Second Chance Comedy Show</i> on April</p>	<p>3/27 - 3/30 - Women in Aviation will attend the annual Women in Aviation Conference in Denver.</p>
<p>SGA VP of SEIS Alicia Avitia is addressing the issue of concurrent enrollment students accessing student fee based services such as Arty's Pantry and yet, they do not contribute to student fees. She will be presenting to the Foundation Board on the success of the Menstrual Equity Project. Thanks to her proposal to request institutional support for the Egal period pad dispensers to be placed in all women's and all gender restrooms, SGA has received Cabinet approval for Facilities and Operations to partially fund the dispensers and replacement products.</p>	<p>Ana Monsivais and Charleen McCasland (also Alicia Avitia-SGA VP of SEIS) are working with the Social Norm Campaign Planning Committee to develop a Social Norm Campaign to address misperceptions among students related to alcohol and other drug use.</p> <p>Save the Date marketing has been posted for the <i>Second Chance Comedy Show</i> on April</p>	<p>Club of the Month:ASL Club Although not yet fully active, the ASL Club has already shown great passion for building a community of ASL learners at Aims. Open to all levels, the club aims to create a safe, accessible space for learning this beautiful language. Their strong debut at Club Rush in February shows promise, and we look forward to their future achievements.</p>



BOARD OF TRUSTEES

BOARD OF TRUSTEES' ACTION ITEM # VII a.

Meeting Date: March 12, 2025

Name of Item: Appointment of Board of Trustees Liaison as Designated Election Official

Responsible Employee: Dr. Leah L. Bornstein

This Supports Strategy: #1 #2 N/A

Objective:

Tactic:

Line #:

Summary of Issue:

Per Colorado Revised Statute 23-71-110 (5), members of a board of trustees shall be elected at the regular biennial school election of school districts within the local college district. Any person desiring to be a candidate for the office of trustee shall file a petition for nomination pursuant to C.R.S. section 1-4-803 and part 9 of article 4 of title 1. The election shall be conducted pursuant to the provisions of C.R.S. articles 1 to 13 of title 1. *The secretary of the board of trustees shall be the designated election official responsible for the election.*

Per Aims Community College Policy 12 Board Officer Elections and Responsibilities, #2 ... *Any of the special duties of the Board Secretary may be delegated by the Board to a paid secretary who may be appointed by the Board. C.R.S. 23-71-125.*

Designation of an Election Official regularly takes place at Board of Trustees Meeting in March during odd numbered (election) years.

Fiscal Impact: *(if needed)*

N/A

Administrative Recommendation:

Motion to approve appointment of Jerry Harvey as the Designated Election Official for the November 4, 2025, Board elections



BOARD OF TRUSTEES

BOARD OF TRUSTEES' ACTION ITEM # VII b.

Meeting Date: March 12, 2025

Name of Item: Distinguished Fellow Award

Responsible Employee: Gene O'Hara, Trustee

This Supports Strategy: #1 #2 N/A

Objective:

Tactic:

Line #:

Summary of Issue:

The Distinguished Fellow Award is granted by Aims Community College in recognition of outstanding service to the College. Annually, the Board of Trustees may recognize extraordinary commitment, allegiance, and contributions by individual(s) to the mission, vision, and values of Aims Community College by naming them as Distinguished Fellow.

The Distinguished Fellow Award Committee selects and recommends one of the nominees to receive the Distinguished Fellow Award based on the following criteria:

- a. Long-standing efforts to advance the goals and purposes of Aims Community College and/or higher education.
- b. The championing and/or supporting of students, learning, and service.
- c. Significant contributions to the furthering of scholarship in the state, county, community, or the mission of the College.
- d. Served as an outstanding example to the employees and students of the College.
- e. Possesses high level of character, integrity, professional expertise, and leadership.
- f. Enhanced the reputation and relationship of Aims Community College with its service area.

The Distinguished Fellow Award Committee is pleased to unanimously endorse Lyle Achziger as the 2025 Distinguished Fellow. Mr. Achziger, "has been a gift to Aims Community College and Northern Colorado's community, and is a true example of a distinguished fellow". He served his country in Vietnam and returned home in 1971 to attend Aims where he earned his associate's degree. In 1977, Mr. Achziger took a CPR class at Aims which kicked off a long career as an EMT and volunteer fire fighter throughout Northern Colorado during which time he also taught EMT courses at Aims for 10 years. His dedication to serving the community did not end when he retired. He served as Mayor of Evans, Colorado, from 2008 to 2014 and then

served on the Aims Board of Trustees from 2015 through 2023 where he served as Secretary from 2017 through 2019 and Chair from 2019 through 2023.

Fiscal Impact: *(if needed)*

N/A

Administrative Recommendation:

A motion to select Lyle Achziger as the 2025 Distinguished Fellow.



BOARD OF TRUSTEES

Board of Trustees Calendar of Events

March 13, 2025	Aims Workplace Innovation Center (AWIC) Groundbreaking Ceremony, Greeley Campus, Building Site, 2 p.m. – 3 p.m. <i>(Attending: Chair Schock and Trustees Haefeli & Windell)</i> (2)
March 17-21, 2025	Spring Break (No Classes; College Not Closed)
April 9, 2025	Board of Trustees Meeting, Fort Lupton Campus, Platte Building Rooms 111 & 113, 1:30 p.m. (1)
April 25, 2025	Spring Awards Luncheon & Business Expo (Windsor Chamber), Embassy Suites Loveland Conference Center (4705 Clydesdale Pkwy, Loveland, CO), 11 a.m. – 3 p.m. <i>(Attending: Trustee O’Hara)</i> (3)
May 7, 2025	Board of Trustees Meeting, Greeley Campus, Welcome Center Ballroom C, 1:30 p.m. (1)
May 16, 2025	Commencement, Greeley Campus, Welcome Center Auditorium, TBD (1)
June 3-4, 2025	Board of Trustees Retreat, Greeley Campus, Welcome Center Executive Conference Room, TBD (1)

BOT 2024-2025 ANNUAL AGENDA CALENDAR

AUGUST (GREELEY)

- BOT & CEO/President's Goals 2024-25 (Action)
- High School Programs Report – AA (Pres. Rpt.)
- Workforce Report – AA (Pres. Rpt.)
- Grants Report – AS (Pres. Rpt.)
- Marketing & Communication Update (Pres. Rpt.)
- Strategic Plan Progress (Pres. Rpt. - Cabinet)
- Election Update (Biennially-Odd Yrs.)

SEPTEMBER (FLIGHT TRAINING CENTER)

- Joint Foundation/BOT Meeting - Foundation Annual Report (Work Session)
- Facilities Master Plan (in-depth) (Work Session)
- Designation of Hearing Officers (Consent)
- Loveland Campus Update – Campus Director (Guest & Reps.)
- Instructional Assessment Rpt. – AA (Pres. Rpt.)
- Sabbatical Reports – AA (Pres. Rpt.)

OCTOBER (WINDSOR)

- Academic Master Plan – AA (Pres. Rpt.)
- Academic Program Feasibility/Review and Viability – AA (Pres. Rpt.)
- Institutional Research & Core Measures Rpt. – EVP (Pres. Rpt.)
- BOT Meeting/Retreat Dates Draft (Info)
- Progress on BOT priorities (Check-In)
- ACCT Annual Conference (Optional)

NOVEMBER (GREELEY)

- Budget Assumptions – AS (Work Session)
- BOT Meeting/Retreat Dates (Action)
- Aims2UNC Report – SEIS (Pres. Rpt.)
- Employee Services & Safety/Clery Annual Report (Pres. Rpt.)
- Trustee Elections & Debrief (Biennially-Odd Yrs.)
- ACCT Annual Conference Debrief (Optional)

DECEMBER (GREELEY)

- Tuition & Fee – AS (Work Session)
- Certification of Property Tax Valuation- AS (Action)
- Sabbatical Requests – AA (Action)
- Foundation Update (Trustee Liaison)
- Aims Administrators Group Update (Pres. Rpt.)
- Course and Lab Fees – AA (Pres. Rpt.)
- Legislative Pre-Session Report (Pres. Rpt.) – Lobbyist and VPAS
- MarCom Mid-Year Update (Pres. Rpt.)
- Strat Plan Mid-Year Progress (Pres. Rpt.- Cabinet)
- Sign Code of Ethics, Code of Conduct, & Conflict of Interest – BOT (Annually)
- Swear in New BOT Members (Biennially-Odd Yrs.)
- Election of Officers & Selection of BOT Liaison to Foundation (Biennially [Odd Yrs.] – Action)

JANUARY

- No Business Meeting
- Retreat (As Needed)

FEBRUARY (GREELEY)

- Facilities Master Plan (in-depth) (Work Session)
- Location of BOT Meeting Notices (Action)
- Tuition & Fee – AS (Action)
- Distinguished Fellow Cmte. Selection (Info)
- Annual External Auditor Report – AS (Pres. Rpt.)
- Progress on BOT priorities (Check-In)
- ACCT Legislative Summit (Optional)

MARCH (FORT LUPTON)

- Compensation/Benefits Plan & Salary Options – ES (Work Session)
- Foundation Update (Trustee Liaison)
- Appointment of Election Official (Biennially [Odd Yrs.] – Action)
- ACCT Legislative Summit Debrief (Optional)

APRIL (GREELEY)

- Review Proposed Tax Info./Proposed Budget – AS (Work Session)
- Compensation/Benefits Plan & Salary Schedule – ES (Action)
- Distinguished Fellow Award (Action)
- Academic Program Feasibility/Review and Viability – AA (Pres. Rpt.)
- Cybersecurity Report – EVP (Pres. Rpt.)

MAY (GREELEY)

- Faculty Renewals – AA (Consent)
- Budget Adoption – AS (Action)
- Faculty Consultation – AS (Action)
- State Appropriation – AS (Action)
- Aims Administrators Group Update (Pres. Rpt.)
- Marketing & Communication Annual Report (Pres. Rpt.)
- Legislative Post-Session Debrief – Lobbyist and VPAS (written report)

JUNE (GREELEY)

- No Business Meeting
- BOT Retreat: BOT Self-Eval./CEO Eval.
- Strategic Plan Year-End Summary (Pres. Rpt.- Cabinet)

JULY

- No Business Meeting



Foundation Update to BoT – March 12, 2025

- **Year End Appeal** – This year’s mailing was personalized to donor interests, which resulted in a 113% increase in giving, just for this request. Total raised was \$46,363.66.
- **Strat Planning** – Community conversations, board and staff input have been a starting approach to gathering information on directions for the Foundation. The Board Strategic Planning Committee meets regularly and has been working on updating the Mission, Vision and Values statements.
- **Annual Tax Letters** - Tax acknowledgement letters were designed and sent out at the end of January to all 2024 donors.
- **Scholarship Power Hours** – 4 Scholarship Power Hours were hosted in collaboration with Financial Aid, to help students complete and submit their Foundation Scholarship applications. 143 students attended. The intent was to reduce barriers to accessing the Foundation’s scholarship support.
- **Ent Credit Union Recognition** - Foundation hosted a room recognition celebration in Feb, for a gift to the Pantry resulting in room recognition signage at the Windsor Pantry in the Gateway Building.
- **Community Support:**
 - Hosted a Foundation table at the Greeley Chamber Annual Dinner
 - Captained a table at the Success Foundation Fundraising Event
- **Strategic Plan Goals & Achievements (as of 2/15/25):**
 - **Add 50 new donors --> 223 new donors YTD**
 - **Increase contribution levels of 100 donors --> 54 increased**
 - **Increase total giving by \$250k (goal of \$1.25M) --> \$757,179 YTD**



Allied Health and Wellness Highlights

Dr. David Oehler, VP of Academic Affairs
March 12, 2025

AH&W: Dedicated to Service

- 6 Departments
 - Health Sciences, Nursing, Nurse Aide, PE & Rec, Rad Tech, Surg Tech
 - 21 FT Faculty, 88 Adjunct Faculty, 11 FT Staff, 44 PT Staff
- 4 Degrees, 14 certificates
- AH&W Enrollment:
 - Fall '24 FTE = 169 (+21.58% from fall '23)
 - Fall 24 Headcount = 1195 (+17.85% from fall '23)
 - Spring '25 FTE = 166 (+18.57% from spring '24)
 - Spring '25 headcount = 1115 (+44.26% from spring '24)
- 120 clinical partnerships



Allied Health & Wellness

Division Overview

The Allied Health and Wellness Division is dedicated to empowering students with the knowledge, skills, and compassion necessary to excel in healthcare careers. We are committed to student success and meeting the needs of our community by providing innovative, inclusive, and hands-on education that fosters lifelong learning and professional excellence. Through robust partnerships with local and regional healthcare providers, we prepare diverse learners to serve, lead, and make a meaningful impact in the field of healthcare and wellness.

The Allied Health and Wellness Division consists of six departments that offer four associate degrees and 15 certifications.

Nursing

- o Associate of Allied Science, Nursing
- o Practical Nursing Certificate
- o LPN to RN Nursing Degree

Nurse Aide / Med Prep

- o Nurse Aide Certificate
- o Acute Care Nurse Aide Certificate
- o Healthcare Readiness and Professionalism Certificate
- o Introduction to Allied Health Certificate
- o Medical Preparation Certificate

Radiologic Technology

- o Associate of Applied Science Degree, Radiologic Technology
- o Mammography Technologist Certificate
- o Surgical Technology
- o Associate of Applied Science Degree, Surgical Technology
- o Sterile Instrument Processing Certificate

Health Sciences

- o Associate of Applied Science Degree, Allied Health Professional
- o Phlebotomy Certificate
- o Medical Clinical Assistant Certificate
- o Medical Front Office Certificate

Physical Education and Recreation

- o Health and Fitness Certificate
- o Exercise Specialist Certificate
- o Health and Exercise Specialist Certificate

Division Stats :: 2023 - 2024

Allied Health & Wellness

94%

Graduation Rate

93%

Course Completion Rate

87%

Certification Exam Pass Rate

89% / 92%

Job Placement Rate
(6m / 12m)

Nursing

94%

Graduation Rate

93%

Course Completion Rate

91%

Certification Exam Pass Rate

100% / 100%

Job Placement Rate
(6m / 12m)

Nurse Aide / Med Prep

90%

Graduation Rate

90%

Course Completion Rate

93%

Certification Exam Pass Rate

Radiologic Technology

100%

Graduation Rate

97%

Course Completion Rate

100%

Certification Exam Pass Rate

93% / 93%

Job Placement Rate
(6m / 12m)

Division Stats continued

Surgical Technology

100%

Graduation Rate

96%

Course Completion Rate

73%

Certification Exam Pass Rate

73% / 82%

Job Placement Rate
(6m / 12m)

Health Sciences

90%

Graduation Rate

90%

Course Completion Rate

80%

Certification Exam Pass Rate

Physical Education & Recreation

89%

Graduation Rate

Allied Health & Wellness: Dedication Beyond the Classroom

Dedicated to Service – Radiological Technology



A proud native New Yorker, Chris Loukadakis served in the Air Force for 26 years, exemplifying leadership and dedication. While serving in the military, she began a new chapter as a radiographer in 2008, applying her passion for helping others in healthcare. She seized the opportunity to merge her two careers, skills, and experience and joined the Awesome Aims Radiography team this past year as a clinical instructor! Chris recently retired from the U.S. Air Force in July 2024, and because of this huge accomplishment, our department felt she was the perfect person to represent Rad Tech.

Dedicated to Health & Fitness – Physical Education and Recreation



The Physical Education and Recreation Center offers our employees and students free personal training. This service is designed to help individuals feel comfortable in a gym setting and find workouts that meet their needs and goals. Our ultimate goal is to help individuals gain confidence in the gym and progress toward independence in their fitness journey. We are happy to report that since the spring of 2023, the PERC personal trainers have worked with over 400 employees and students.

Dedicated to Care – Nursing



Elizabeth Anaya is a senior nursing student who will graduate in May 2025. At the beginning of the fall 2024 semester, Elizabeth witnessed a vehicle-pedestrian accident at the north exit of campus. Immediately, she parked her car in a nearby lot and ran to provide aid to the pedestrian. She quickly went into "nurse mode," assessed the accident victim, and remained with them until the ambulance arrived. Elizabeth's actions were recognized by Aims security personnel as going "above and beyond." She is truly an example of Servant Leadership and will make an excellent addition to the nursing profession.

Dedicated to preparing the next wave – Health Sciences



We have adopted a new Electronic Health Record (EHR) system that will begin to be integrated across all certificates and course in the Health Science department. This system will allow student to interact with various parts of our programs in a simulated real work experience. The system will begin with our Medical Front Office (MFO) students inputting new patient information, verify insurances, collect and input payment, schedule follow-up visits, etc. Our Medical Assisting (MA) students will then have the opportunity to access patient charts, input data, complete notes, schedule follow-up visits, etc. Our Phlebotomy students will have ability to access the patient chart, confirm orders, fill orders and chart on the patient. Finally, the new Billing and Coding students will then be able to code the visits, and bill out the charges to insurance and reconcile payments.

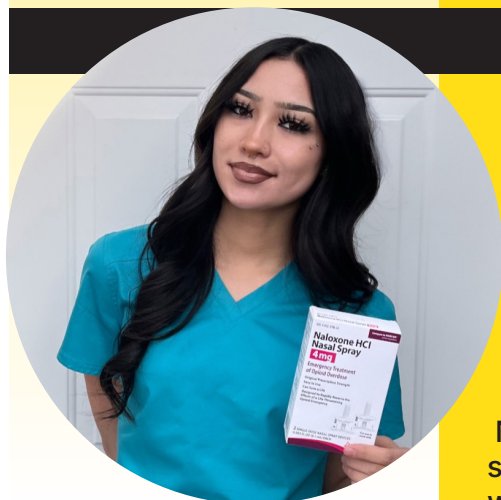
Dedicated to the next generation – Surgical Technology



*Current student Kayla Carillo,
Program Alumni Krista Brown ('20)
Program Alumni and now program
instructor Kimberly Gehring ('11)*

One of the standout achievements of our Surgical Technologist Program is the strong professional network formed among our students and graduates. Many of our past students are now employed at the very facilities where our current cohort completes their clinical training. This unique dynamic allows new students to connect with alumni from recent and previous years, fostering mentorship and collaboration from day one. These relationships not only enhance their learning experience but also create lasting professional bonds. We take great pride in being part of our students journey and celebrating the sense of community that defines Aims Community College.

Dedicated from the start – Nurse Aide / Med Prep



Over the holiday break, one of high school student in the Med Prep program demonstrated exceptional poise and emergency response skills in a critical life-threatening situation. While staying overnight at a friend's home, the student was awakened and informed that an individual in the bathroom was unresponsive. Recognizing the severity of the situation, the student—who had quickly assessed the scene, identified a potential drug overdose, and took immediate action. Utilizing the knowledge and skills she learned in the Med Prep program, she administered Narcan and promptly called 911, saving the individual's life. The student later reflected on the incident, acknowledging that while it was a frightening experience, she felt well-prepared to handle the emergency due to what she had learned in the Med Prep program.

Allied Health & Wellness

Rad Tech – Excellence in Action

- **100% of the Spring 2024 Rad Tech graduates have taken the national ARRT certification exam and all 22 passed!**
- An eight-month postgraduate survey was sent in January to the 2024 graduates and **75% of the graduates responded to the survey. Of those who responded, 100% are either employed in the field as a rad tech or currently enrolled in an additional medical imaging program** to further their education.
- **Rad Tech received its highest-ever number of applications during its annual application cycle last September.** Of the 101 applicants, they accepted 34 students to move forward in the spring 2025 RTE 1001 course.

Arts & Sciences

World Languages at Aims

It is probably not surprising to hear that **Spanish is the language sequence with the highest enrollment at Aims** with 341 enrollments between in fall and spring semesters this year. Numbers 2 and 3, however, are probably less obvious. **Our second-highest enrolled language sequence is American Sign Language** with 220 enrollments so far this year, **followed by Japanese** with 49 enrollments.

World Languages faculty across the state **have spent the last year reviewing curriculum and proposing changes to how these courses can fit into General Education requirements.** We believe some of **these updates will be enrollment drivers in the near future** and help us expand these terrific language learning opportunities at Aims.

Business & Technology

Ag Day Open House

Join us **TONIGHT, March 12th from 5-7 PM** in the Platte Building on the Fort Lupton Campus **for Ag Day**, a fun and interactive family-friendly event! Explore the Fort Lupton Campus and **learn about agriculture-related programs.**



Public Safety, Education, and Transportation

Students Shine at SkillsUSA District Competition

Aims Community College proudly celebrates the outstanding success of its students at the recent SkillsUSA District Competition held in Windsor. **Seven of the 13 Aims students who competed earned top honors** and will advance to the state competition in Pueblo, CO, April 9-11.

The SkillsUSA District Competition kicks off the SkillsUSA Championships. At this level, **students from schools, colleges, and career centers within a district compete in a range of skilled trades and leadership events.**

The winning Aims students are as follows:

- Jesse Manuel
- Javier Rascon

- Cloud Kline
- Israel Arteaga
- Teagan Quinby
- Mario Saenz
- Logan Stahl

Paramedic Program Shines

We are thrilled to announce the **successful completion of the Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions (CoAEMSP) site visit** for our Paramedic program at the Windsor Campus!

Inspectors visited on February 17-18, 2025, a crucial step toward continued accreditation. The team thoroughly reviewed all aspects of the program, from classroom and lab instruction to clinical and field experiences, including the capstone internship. They also met with program leadership, faculty, preceptors, students, graduates, employers, and Advisory Committee members.

The site visit team leader shared some exciting news during their exit summary: **they found the visit "easy" and recognized the Aims Paramedic program as exceptionally strong and nationally recognized.** A key strength highlighted was the strong support provided to our paramedic program by the College Administration.

This outstanding site visit is a testament to the hard work and dedication of Ross Perkins, PSI Director; Sean Larsen, Interim EMS Program Director; Dr. Joshua Poles, Paramedic Program Medical Director; Heather Logan, EMS Coordinator; and, of course, our amazing paramedic faculty and students. Congratulations to everyone involved! The CoAEMSP will use the team's findings to make an accreditation recommendation to the Commission on Accreditation of Allied Health Education Programs (CAAHEP).

We are confident of a positive outcome and **look forward to the formal letter from CoAEMSP (and subsequent CAAHEP review) in four to six weeks.**



A special thanks go to Aims' exceptional automotive collision and refinishing instructors, **Mike Hanscome and Kyle Cadarette, whose tireless efforts and commitment were essential to the students' achievements.** Their mentorship and support played a critical role in preparing these student competitors for success.

Child Care Experience Program

Thanks to the recent Perkins Grant and the efforts of CTE Program Manager, Landon Loyd, the Early Childhood Education Department now offers the Child Care Experience™ (CCE) Program. This immersive childcare simulation provides real-world caregiving practice for students, particularly those pursuing infant care. **The CCE integrates hardware, software, and curriculum for a fully interactive learning experience,** allowing students to practice essential skills like holding, feeding, and diapering.





AIMS COMMUNITY COLLEGE
 BUDGET TO ACTUAL - General Fund Only
 FISCAL YEAR 2024-25
 Year to Date - January 31, 2025 (Unaudited)

	CURRENT FISCAL YEAR			PRIOR FISCAL YEAR
	ORIGINAL BUDGET	ACTUAL REVENUE	% BUDGET RECEIVED	% BUDGET RECEIVED
REVENUE/TRANSFERS IN				
TUITION	13,900,000	13,368,748	96%	99%
FEES & OTHER CHARGES	5,250,000	4,451,890	85%	88%
STATE APPROPRIATION *	17,100,000	16,714,399	98%	75%
GENERAL PROPERTY TAXES	112,000,000	4,539,099	4%	0%
INTEREST INCOME/SERVICE CHARGE	950,000	1,193,626	126%	167%
GIFTS, GRANTS & CONTRACTS	50,000	26,973	54%	74%
OTHER REVENUE	500,000	341,282	68%	48%
NON-MANDATORY TRANSFERS	-	-	0%	0%
TOTAL REVENUE/TRANSFERS IN	149,750,000	40,636,017	27%	20%

* Includes gaming revenue

Revenue Highlights: All revenue streams continue to trend positively based on Budget projections.

	CURRENT FISCAL YEAR			PRIOR FISCAL YEAR
	ORIGINAL BUDGET	ACTUAL EXPENDITURES	% BUDGET SPENT	% BUDGET SPENT
EXPENDITURES/TRANSFERS OUT (Natural Classifications)				
SALARIES, WAGES & BENEFITS-FULL-TIME	57,793,000	34,076,658	59%	60%
SALARIES, WAGES & BENEFITS-PART-TIME	12,908,000	7,883,146	61%	59%
OPERATING	33,042,000	16,344,193	49%	62%
TRAVEL & PROFESSIONAL DEVELOPMENT	1,898,000	571,889	30%	39%
SPECIAL PROJECTS (ONE-TIME ONLY)	4,480,000	1,603,926	36%	32%
STUDENT FINANCIAL AID-Institutional-Gen Fund Only	2,800,000	1,478,895	53%	37%
OPERATING RESERVE	3,500,000	-	0%	0%
NON-MANDATORY TRANSFERS	33,329,000	-	0%	0%
TOTAL EXPENDITURES/TRANSFERS OUT	149,750,000	61,958,707	41%	40%
<i>Overall budget w/o transfers</i>			53%	56%

	CURRENT FISCAL YEAR			PRIOR FISCAL YEAR
	ORIGINAL BUDGET	ACTUAL EXPENDITURES	% BUDGET SPENT	% BUDGET SPENT
FUNCTIONAL CLASSIFICATIONS				
EXPENDITURES / TRANSFERS OUT				
INSTRUCTION	46,568,000	23,325,435	50%	51%
PUBLIC SERVICES	20,000	15,157	76%	31%
ACADEMIC SUPPORT	18,137,000	9,343,611	52%	57%
STUDENT SERVICES	13,970,000	7,528,308	54%	61%
INSTITUTIONAL SUPPORT	23,284,000	13,651,017	59%	64%
OPERATION OF PLANT	11,642,000	6,616,284	57%	60%
STUDENT AID	2,800,000	1,478,895	53%	37%
TOTAL OPERATING EXPENDITURES	116,421,000	61,958,707	53%	56%
NON-MANDATORY TRANSFERS	33,329,000	0	0%	0%
TOTAL EXPENDITURES/TRANSFERS OUT	149,750,000	61,958,707	41%	40%

Natural & Functional Classifications Highlights: Expenses continue to be on track based on historical projections as the Spring semester begins.

MARCH
2025

PRESIDENT/CEO REPORT

Student Engagement, Inclusion and
Success Division Highlights

Finish What You Started

FINISH WHAT YOU STARTED

In its final year, the Finish What You Started program, funded by a \$1.25M, four-year Colorado Opportunity Scholarship Initiative grant, will conclude on June 30, 2025. The program provided eligible students with comprehensive support, including academic and personal success coaching, resource connections, career and transfer assistance, and up to a \$3,000 annual scholarship.

By the numbers, as of January 2025:

171

Total Students Served

\$689,139

Total Scholarships Distributed

RETENTION

88%

Term-to-Term Retention

68%

One-Year Retention
Includes Graduates

87

Credentials Awarded



COSI Finish What You Started Graduates – Spring 2024.

Transfer Services

Transfer Services is committed to providing students and alumni with the knowledge, resources, and support needed to navigate the transfer process successfully. This includes personalized 1-1 transfer coaching, workshops, visits from college and university recruiters, campus visits to schools across northern Colorado and the Denver metropolitan region, as well as transfer fairs every fall and spring semester. New this year, Transfer Services and TRIO are partnering to take students on a three-day spring break trip to visit the University of Colorado, Colorado Springs and Colorado Mesa University.

Upcoming Spring Transfer Events

March 6
Spring Transfer Fair

March 31
MSU Day at Aims

April 15
CU Boulder Day at Aims



Transfer Services, Reisher Bridge Scholars, and TRIO CSU campus visit, Fall 2024.

AY24, By the Numbers:

260

Unique Students Served

88

1 - 1 Appointments

Transfer Fair Participation

169

Students Attend

8

Campus Visits

37

Student Participants

91 Recruiter Tables

AY25 Highlights:

46%

Increase in 1 - 1 Appointments
(Fall '23 vs. Fall '24)

Campus Visits

- University of Northern Colorado
- Colorado State University
- Metropolitan State University of Denver
- University of Colorado Denver
- University of Colorado, Colorado Springs
- Colorado Mesa University



Reisher Bridge Scholars

The Reisher Bridge Scholars, a five-year pilot program funded by the Reisher family through the Denver Foundation, supports students intending to transfer to institutions with Reisher Scholars programs. The inaugural cohort of 26 students began this fall. Participants receive personalized transfer coaching, direct connections to target transfer schools, and up to \$3,000 in scholarship support during their final year at Aims. These resources help students confidently navigate the transfer process and the Reisher Scholar application.

The program aims to recruit 60 new participants for the AY26 cohort. The application for the AY26 cohort opens on March 24. Eligibility requirements include:

- Pursuing a transferable degree
- Intending to transfer to a Reisher Scholars institution
- Maintaining a cumulative GPA of 3.0 or higher
- Pell eligible
- Colorado resident
- Having 20-30 credits remaining in their program of study at the start of fall 2025, with an anticipated graduation in spring 2026

Reisher Scholars at partner four-year institutions can receive scholarship support up to \$15,000 annually, facilitating bachelor's degree completion with minimal debt. Participating Institutions:

- University of Northern Colorado
- Metropolitan State University of Denver
- Colorado State University – Fort Collins
- University of Colorado – Denver
- Colorado State University – Pueblo
- University of Colorado – Colorado Springs
- Fort Lewis College
- Western Colorado University
- Colorado Mesa University

Note: Success outcomes data on inaugural cohort will be available in August 2025.



Financial Aid

**JOB
FAIR**

was Jan. 30

▶ **140
students
sign up**

12
employers from both Aims
and off-campus work study
employers

**~250
students
working at
Aims**

Includes all campuses and our non-profit
campus partners

**STUDENT
EMPLOYEE
APPRECIATION
WEEK**

The second week of April

Fun events planned for all student employees,
We encourage supervisors to recognize
their employees and we present the student
employee of the year award.



**FINANCIAL
AID
HERE
TO
HELP**



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BOARD OF TRUSTEES

Employee Report – January 30, 2025 through February 26, 2025

New Positions/Hires

Name		Position	Department
Bell	Kaley	Program Manager I	Events
Bushong*	Mark	Aircraft Maintenance Tech III	Aviation
Patra	Ankita	Certified Flight Instructor	Aviation
Wornowicz	Christopher	Manager of Food Services	Food Services

*Internal employee change of position

Leaving Employ of the College

Name		Position	Department
Becker	Ashley	Program Director II	MOSAIC
Bolson	Aspen	Assistive Technology Specialist	Disability Access Center
Fonseth	John	Building Maintenance Technician I	Building Services
Palomino	Selena	Program Manager I	MOSAIC
Regimbal	Shelby	Drafter/Planning Specialist II	Facilities & Operations
Wilhelm	Merry	Accounting Technician II	Cashier's Office

*Retirees