



Community College of Denver

President's Report Dr. Marielena P. DeSanctis

May 2022
Year in Review

Transform the Student Experience

- **Innovative Programming at CCD** This academic year CCD welcomed the launch of the Practical Nursing US Department of Labor registered apprenticeship program, AAS Cannabis Business degree, BAS Cannabis Science and Operations degree, and the approval from HLC to begin offering the fully online BAS in Healthcare Informatics.
- **Reskilling at CCD** Through the generous support of Verizon and JFF, CCD partnered with Generation USA to provide free “boot camp” style online courses in the technology field to help close the opportunity gap for workers and increase access to digital skills. The successful fall launch included the Junior Full Stack Developer and IT Support Specialist programs, which were open to anyone seeking to expand their skill set and pursue a career in the technology field.
- **Increased access to campus through RTD** Through a partnership with RTD, CCD offered students the opportunity for a free EcoPass. The RTD EcoPass provides unlimited use of the entire Regional Transportation District’s light rail, bus line, and airport lines.
- The Journalism Board awarded Molly Thomas with the **Talon Award for Best Journalism Article**. The winning article was entitled “Bring a Good Camera and Wear the Right Shoes: Lessons from a Protest” from the spring 2021 issue of Talon magazine. You can read the award-winning article [here](#).



- On December 11, 2021, Student Programming, Activities & Resource Center (SPARC) hosted the **Winter Wonderland** for our students with families. We provided the participants with the opportunity to participate in games, crafting activities, movies, face painting, balloon animals, and we provided food.



In addition to the activities various community partners attended so that we can better connect our students to their resources. Our partners included the Credit Union of Denver, Warren Village, Denver Human Services, the YMCA, CCD SGA, and CCD SPARC.

Credit Union of Denver donated \$500 toward the cost of the food and activities. They also had a drawing for prizes. We had 28 students attend with their families, which included 44 children. Each family was given board games that were specific to the age range of their children. That way they would be able to have family game nights over the break.

- **Opened Single Stop at CCD** Single Stop is a benefits screener that allows students to enter their needs and financial information in order to determine if they qualify for public benefits. It also contains a variety of resources that students can connect with in the community. Students can access the screener through ccd.edu/single-stop. Once they have completed the screener, a member of the SPARC Human Services team will reach out to the student to assist them with applying for SNAP and other public benefits. We will also work to connect them to resources on and off campus. Student in the KEYS displaced homemakers program piloted the program in the fall semester.
- **Expanded the Displaced Aurarian Scholarship** The original scholarship was limited to the children and grandchildren of displaced Aurarians. By changing eligibility to direct descendants, the scholarship is now available to all lineal descendants of Displaced Aurarians in perpetuity. Additionally, CCD supported legislation (HB22-1393) that would add \$666,666 to these efforts from the state general fund, if signed by the Governor. CCD's scholarships are disbursed based on availability of funding.
- CCD launched an **accelerated Business Associate degree** program in time for the spring 2022 term. The accelerated program is geared toward adult learners looking to earn their associates in Business in as quick as 16-months. Courses in the program occur in 7-week and 10-week evening sessions.

- **Keeping students on track** We at CCD find it extremely important to keep students on track academically as well as financially. Those students who use financial aid are tasked with only taking courses in their program. The department of Education will not allow aid to apply to courses that are off program, in some cases leaving students with no way to pay for these classes.

In order to get the message out to students, we contracted with, Alonica, INK, which is a design and illustration business owned by **CCD student**, Alon Paul. Alon created a visually appealing graphic video in "student speak" that helps students understand how to save money by staying on track with their program.



- Launching a new partnership with **Climb Hire** to offer Salesforce Administrator and Project Manager Professional certificate programs combined with career coaching, mentoring and placement services.
- Finalizing a new partnership with **CareerDash** to offer Business Development and Recruiting certifications that also provide students with career coaching, mentoring, and placement services.





- CCD is thrilled to address some educational needs of our **Denver Police Department** – in phase one, we will be providing 24 college credits, a college certification, and customized supports to encourage the completion of a 60-credit associates degree (36 credits to go) in criminal justice to police officers. Some other exciting phases to this partnership to be announced soon.

- In direct response to industry demand, CCD's AAS in Cannabis Business and BAS in Cannabis Science programs are now joined by 3 non-credit certificates in Cannabis Retail, Cannabis Manufacturing, and Cannabis Cultivation through a partnership with **Green Flower** that starts this summer. As the state looks to diversify this industry, we are proud of the diversity of gender and race/ethnicity in these programs.



- **Co-Founder and CEO of Wana Brands Nancy Whiteman to Serve as Keynote Speaker for 2022 Spring Commencement** Nancy Whiteman is heralded as "The Martha Stewart of Edibles" by Green Entrepreneur. However, when Whiteman first started in the cannabis

industry, she had very little knowledge of the plant's properties as a medical product and zero knowledge of food manufacturing. A decade later, the company has come a long way from its humble beginnings in Whiteman's kitchen. Wana Brands is a top international edibles brand available in more than 3,000 dispensaries across the United States and Canada. She also leads the company's strategic vision and has been instrumental in Wana Brands' growth into new and emerging markets including Canada and recently Puerto Rico. As the keynote speaker for Spring 2022 Commencement, Whiteman serves as a shining example of entrepreneurship and success. Her experiences speak to CCD graduates from the Cannabis Business Associate of Applied Science (AAS) and the Cannabis Science and Operations Bachelor of Applied Science (BAS), as well as all graduates who look to the future with excitement and anticipation.

Transform Our Own Workforce Experience

- **Increased the fiscal year 21-22 salary** for instructors by 3.7% to 5.7%, faculty and APT staff by 1.75% to 4.0%, and classified employees by 3%.
- **CCD welcomed 91 new CityHawks!**
- **CityHawks ride RTD for free** Through a partnership with RTD, CCD offered employees with free EcoPasses. The RTD EcoPass provides faculty, instructors, and staff unlimited use of the entire Regional Transportation District's light rail, bus line, and airport lines.
- **Shared Governance at CCD** This year CCD consolidated four shared governance committees and convened the Shared Governance Transition Team to develop the framework for shared governance.
- Implemented a **monthly match meet up** to facilitate informal connections and build relationship across staff and faculty.
- Launched a **college-wide council** to support collaborative improvements to industry engagement and workforce development excellence.
- **Employee Winter Wonderland** From November to December, CCD got festive by participating in the Winter Wonderland Decorating contest. CityHawks toured the decorated spaces of 22 contestants and by unanimous vote the Testing Center won the people's choice award. Runners up included the EXCEL! Zone and the Teaching and Learning Center. Other categories to win included Best Use of Bling, Best Nostalgic Scene, and the Best Winter Wonderland. Winners received a special treat sponsored by CCD's HR team.



- **Conversation Day** On March 11, 2022, CCD's CityHawks gathered in the Tivoli Turnhalle for our first in-person event in two years to hear from author and speaker Dave Weber for his presentation on the secret key in any organization – great relationships. After laughing together for hours, we enjoyed lunch, as our Student Government Association representatives handed out notes and flowers from students to faculty and staff as part of their Heroes campaign. We finished out the second half of the day with a trivia game and an exercise to help employees identify why they do what they do every day.





- **Celebrated CCD Employees** At the CCD college-wide Town Hall on April 8, the Executive team recognized CityHawks for their years of service from five years to 25-years, celebrated our employees of the year, congratulated faculty and staff for completing equity training through CUE and ACUE, and for winning local and national awards.
- **CCD's Leadership Team Featured in the News** Inside Higher Ed featured CCD's all-female leadership team in an article that made their homepage on April 8, 2022.

Create Education Without Barriers Through Transformational Partnerships

- **CCD + Mexican Consulate** The partnership between Community College of Denver and The Ventanilla De Orientacion Educativa (VOE) will open doors of opportunity and access to post-secondary education for residents of Denver in the Mexican community, including U.S. citizens, immigrants, and visitors. The College provides in-person staffing at the Mexican Consulate in Denver to meet with individuals and families who seek services at the Consulate during business hours. The programs, activities, and literature offered by CCD will be free of charge and offered in both English and Spanish.

Create Education Without Barriers Through Transformational Partnerships

- **SyncUp** CCD and Arapahoe Community College (ACC) have been awarded 2 million dollars through ZOMALAB's SyncUp Colorado Workforce Design Challenge to develop and implement the Colorado Health Careers Collaborative (CHCC). The Colorado Health Careers Academy, led by CCD and ACC, is a partnership with Centura Health, HealthONE and DaVita, designed to create seamless pathways from high school to employment in the ten fastest growing health occupations for those aged 15-19 in underserved communities. Nursing, medical assisting, medical lab sciences, physical therapist assistant, radiologic technology, and surgical technology in both the associate and postsecondary certification pathways will be targeted. In addition to academic course work, students will also receive career navigation and information on various health career opportunities, gain access to innovative job shadow experiences and apprenticeships, earn about their aptitudes and interests, and obtain direct experience in the industry through virtual and in-person formats in Colorado's largest health care systems.
- **Green Jobs** Denver's Office of Climate Action, Sustainability and Resiliency (CASR) awarded \$2.1 million in contracts through its taxpayer-supported Climate Protection fund that will create and expand clean energy jobs. The six awardees include Community College of Denver, Denver Public Schools, Energy Efficiency Business Coalition, GRID Alternatives, International Facilities Management Association and Mile High Youth Corps. Individuals who participate in a green workforce development program will have access to quality green jobs with livable wages and benefits from employers. Services and products offered by employers also allow workers to build skills and competitiveness in the workforce.
- **Teaching Excellence Grant** CCD was awarded \$165,158 for the "Closing Equity Gaps" through Teaching Excellence (Teaching Excellence) Grant program is intended to focus on closing equity gaps through teaching excellence and building inclusive classroom environments. This grant initiative provides an opportunity for professional development and implement strategies, particularly those that are data-driven, evidence-based, culturally relevant, and aimed at transforming the classroom environment to be more inclusive and conducive to student success.
- **Grant Awarded to Build Five "Micro-pathways" in Energy and Healthcare** CCD is one of seven CCCS colleges partnering with Education Design Lab to build five micro-pathways in energy and healthcare. Education Design Lab is a national nonprofit that designs, implements and scales new learning models for higher education.
- **Finish What You Started** CCD received \$2,002,754 for Finish What You Started. This program supports individuals who have enrolled but never attended or who have stopped out of college, return to finish what they started. Students are provided wraparound services

Create Education Without Barriers Through Transformational Partnerships

including high-touch navigation support, scholarships and other financial assistance to minimize barriers and help students complete their degree.

- **Industry and Inclusion Cohort from the Urban Manufacturing Alliance** CCD received \$8,000 from Urban Manufacturing Alliance for participation in the Industry & Inclusion Cohort 2.0. This project will support CCD's work on improving diversity and equity in the Welding programs. Specific work will focus on increasing the number of women-identifying students, particularly women of color.
- **CO-HELPS** CCD received \$96,175 from CCCS for the Colorado Healthcare Experiential Learning Pathways (CO-HELPS) for the development of healthcare pre-apprenticeship programs. This funding will support a project coordinator, career readiness materials, testing, assessments and support services such as transportation and textbook support.
- CCD has been selected to participate in the **Bank of America funded Progressando Initiative** in partnership with MSU-Denver. We join Union County College and St. Elizabeth's University in NJ, Valencia College and University of Central Florida in Florida, South Texas College and UT Rio Grande Valley in TX, Central New Mexico CC and New Mexico State University in NM, and Southwestern College and San Diego State University in California. The initiative has four components:
 - Production of a virtual tour of CCD at no charge to CCD
 - A consultant team that will work alongside our academic team to take a deep dive into one of our programs of study to uncover opportunities to improve outcomes and differentiate our program from the rest of the marketplace.
 - A consultant team that will work alongside our student services and marketing team to recruit and support Hispanic students with a focus on careers in the Health Sciences.
 - A research team that will work with CCD identify national best practice in recruiting and supporting adult learners and provide support with convening and presenting to college staff.
- CCD has developed industry specific English Language Learning programs for the restaurant industry in partnership with the **Hispanic Restaurant Association**, and the construction industry. We are particularly excited about supporting the rebirth of **Casa Bonita** by providing ESL courses to their employees.
- **Highway Workforce Training** CCD has teamed up with PCC and CDOT to build CDL Permit preparation and Civil/operator safety courses, and CDL instruction through funding from the Federal Highway Administration for people entering the transportation infrastructure or civil paths. Students will be prepared for on-the-job training and apprenticeship positions on civil construction projects and within public agencies.

Create Education Without Barriers Through Transformational Partnerships

- CCD has partnered with **Molson Coors** to provide machining and quality control courses and with Colorado Concrete to offer blueprint reading courses to employees.
- In partnership with MSU, CCD received a 3-year **National Science Foundation** grant for Improving Undergraduate STEM Education in Hispanic Serving Institutions.
- CCD was awarded a total of \$365,840 through the HB21-1264 **Colorado Career and Technical Education** grant in support of our Nursing programs.
- CCD has partnered with AHEC, MSU, CU, and DSST Public Schools for the implementation of the **Auraria Learning and Employment Ecosystem (ALEE)** to solicit funding to create learner owned records in a digital wallet, transform 19th century transcripts to skills-based records of learning, and develop a robust learner and employer ecosystem that will close the social network gap for our students.
- **CCD + Amazon Career Choice** CCD is among the first colleges selected by Amazon to offer Amazon Career Choice. Career Choice is an education benefit that empowers employees to learn new skills for career success at Amazon or elsewhere. This resource meets individual learners where they are on their education journey through a variety of education and upskilling opportunities including full college tuition, industry certifications designed to lead to in-demand jobs, and foundational skills such as English language proficiency, high school diplomas, and GEDs.



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

- **The Gene Haas Foundation** donated \$7,500 for Machine Technologies student scholarships. This spring, four students were each awarded a \$1,150 scholarship. We are proud to report that these students are now employed in high demand CNC manufacturing jobs. Janet Colvin, CCD's Manufacturing Programs Navigator, explained the impact of this contribution, "These students were working in low paying positions before starting the CNC machining program, and all were facing very tough economic challenges. One student faced another barrier - he was learning English-language skills - while taking our CNC machining programming classes. Bottom line, Haas Foundation scholarships helped support our college's goal of equity, access, and success."

- **SEMA Construction donated \$50,000** to Denver's WORKNOW program, co-convened in CCD's Center for Workforce Initiatives, to support the broader construction industry that it relies on for talent. "This is what philanthropy and good faith looks like – a strategic civic investment that celebrates community, helps sustain the firm's legacy, and also prepares a skilled talent pool for future work," said Marcus Johnson, who manages a construction careers program within the Denver Economic Development & Opportunity (DEDO). This gift exemplifies SEMA's commitment and genuine support of Denver's efforts toward impactful and enhanced workforce development and workforce readiness. Read the full press release here! (Colorado-based SEMA Construction is a nationally ranked contractor specializing in heavy civil construction. Denver Economic Development & Opportunity (DEDO) is among the founding partners and funders of WORKNOW.)
- **CCD is on RTD!** This year CCD launched the Transform advertising campaign on RTD rail and bus lines as a symbol of emerging into our new normal. In addition to this campaign, CCD and RTD partnered together to change an RTD policy that previously prohibited any advertisements relating to Cannabis which allowed CCD to launch its second campaign on RTD highlighting CCD's Cannabis programming.
- **CCD Launched Goal Calls** Held virtually on the second and fourth Thursday of each month, Goal Calls are designed to report data on the measures that lead to the College's continuous improvement of lag measures such as enrollment, retention, equity, completion, hiring processes, and financial health.
- **CCD + CollegeAPP** CCD acquired CollegeAPP during the spring term to being utilizing their prospect models to drive student enrollment, support market research, recruit hard-to-reach populations, and increase community awareness of what CCD has to offer.
- During the fall and spring terms, CCD conducted **program health assessments** of our Academic Portfolio that have resulted in programs that we will be initiating the sun setting and teach out process for and programs that will be on improvement plans and monitoring.



- **CCD hosted First Lady Dr. Jill Biden**, U.S. Department of Health and Human Services Secretary Xavier Becerra, and other dignitaries at the second **White House Initiative Latino Summit** on March 26. The event brought together national and state leaders to discuss federal efforts to empower Latino communities.



“Today, we celebrate possibilities—the possibilities of dreams, and access to boundless opportunity that exists without barriers to entry. That is CCD, that is equity, and that is digital equity,” Dr. DeSanctis said. “Education is transformative. It is the foundational infrastructure to an ecosystem whereby all communities can

lead sustainable and healthy livelihoods.”

Following Dr. Biden's remarks, attendees broke out into several sessions on advancing digital equity among Latino communities, discussing telehealth, cybersecurity, and workforce development, among other topics. Several Community College of Denver students also shared their experiences during a panel discussion.

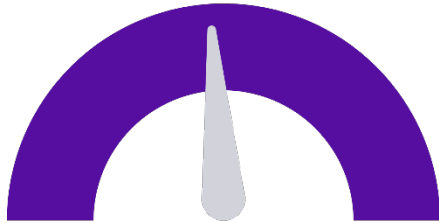
- **Cannabis Programming Celebration** On Wednesday, April 13, CCD Foundation hosted a small networking/celebration looking back at the last year and looking forward to our center opening at Auraria later this summer.

CCD's programs are some of the first in the state and the nation. Through the event, we sought to raise awareness in the industry, begin building our brand reputation and profile of the program, and set the foundation to start building a future base to partner with us in this work.



Goals

Increase conferred credentials by 10% as compared to the 2020 - 2021 Academic Year. (from 1,133 to 1,246)

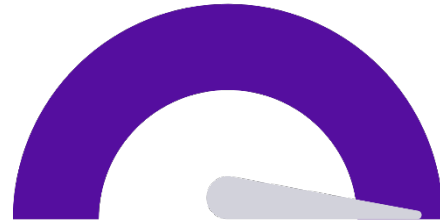


48% to Goal

Students awarded a credential 2021-22
(598 awards)

Final data available week of May 16

Increase fall to spring retention rates for FTFT students from 69% to 73%



75%

Fall 2021 FTFT Registered Spring 2022
(323 out of 428)

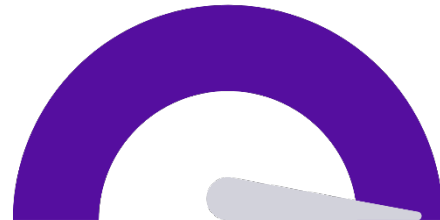
Increase fall to spring retention rates for FT male students of color from 66% to 73%.



74%

*Currently registered for Spring 2022
(274 out of 370)

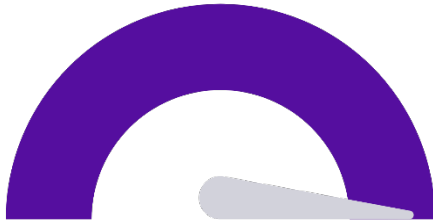
Increase fall to spring retention rates for PT male students of color from 50% to 54%.



56.6%

*Currently registered for Spring 2022
(686 out of 1,211)

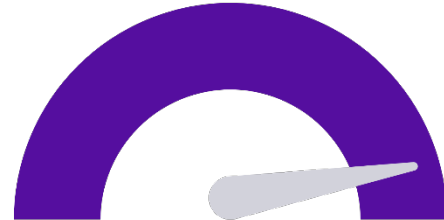
Increase CCD-based hybrid and online course success rate from 69% to 73%.



73%

Success for 2021-22 Students Enrolled in
CCD-based Hybrid and Online Courses
(5,376 out of 7,315)

Increase the fall to spring retention for students of color enrolled in academic programs aligned to high wage/high demand jobs from 62% to 70%.

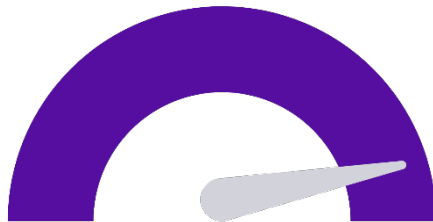


64.2%

Fall 2021 Retained in Spring 2022
(265 out of 413)

(Programs: Cannabis Business, Early Childhood Education, IT, Networking, & Data Analytics, Nurse Aide, Phlebotomy, & Medical Assisting, Paralegal, Radiologic Technologies, Veterinary Technology)

Increase the concurrent enrollment participation of Title 1 DPS high school students by 10%.
(from 971 to 1,068)



91% to Goal

Concurrent enrollment student participation
from Title 1 DPS high schools in 2021-22
(976 unduplicated headcount)

Ensure that a minimum of 25% of all new highly qualified hires during the 2021 – 2022 fiscal year identify as a person of color, a person with a disability, and/or have veteran status.



43%

New highly qualified hires since July 1, 2021
meet this goal