



President's Report

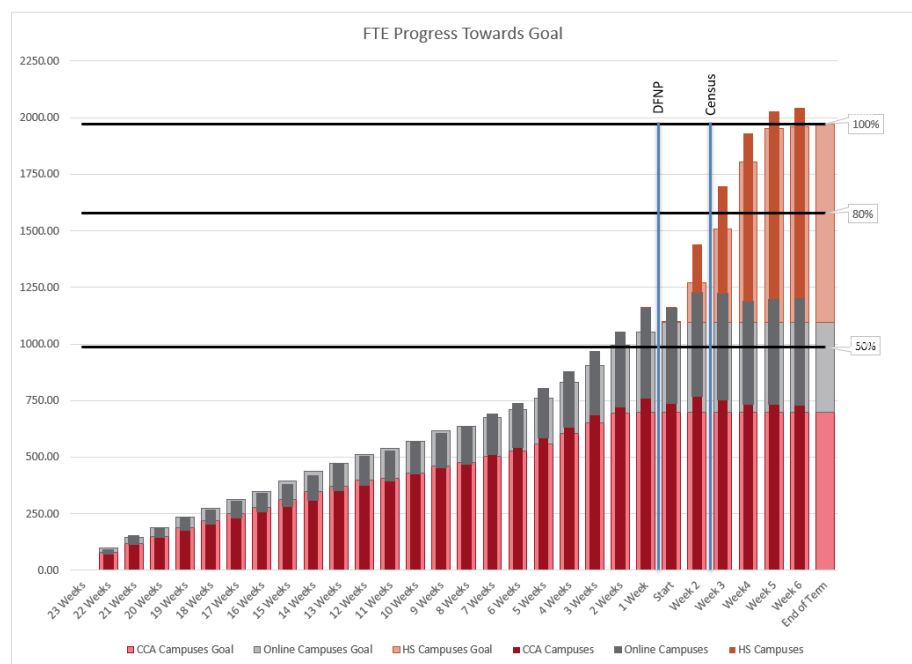
Dr. Mordecai Brownlee

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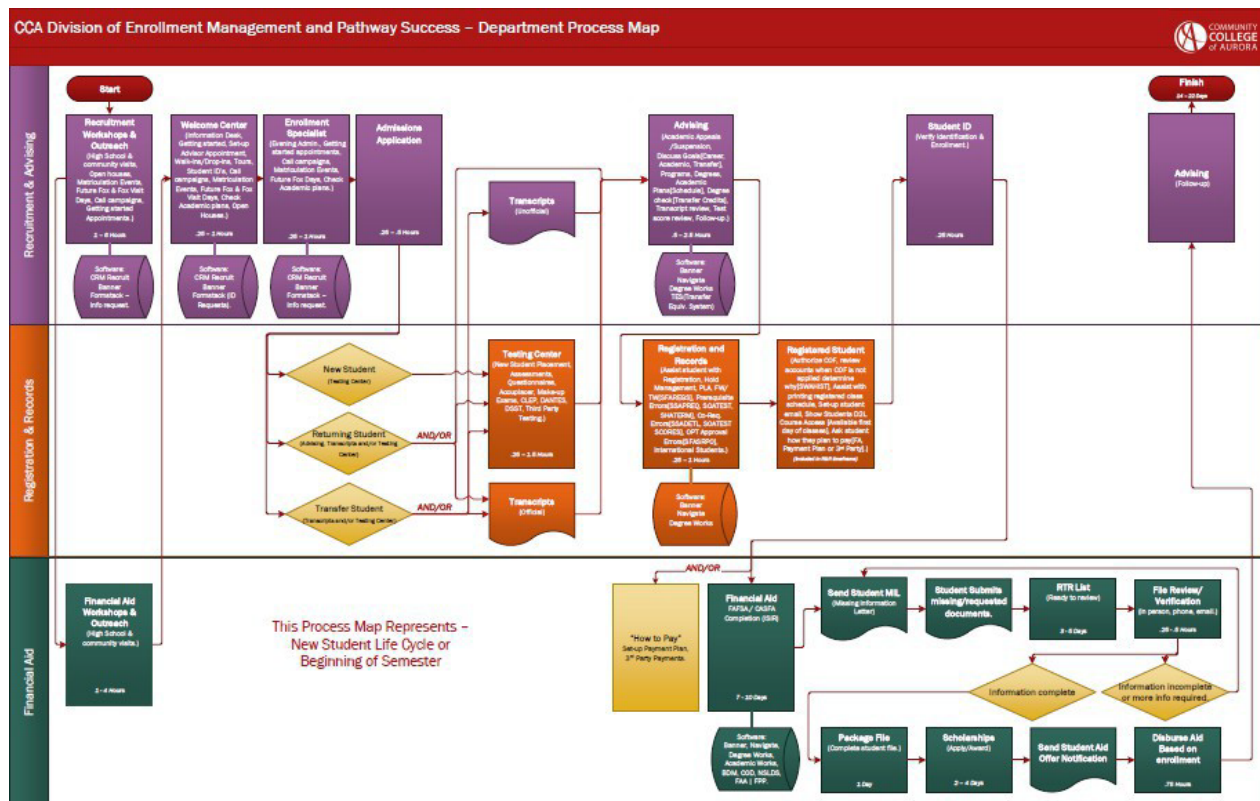
The Community College of Aurora (CCA) provides high-quality instruction and student support services to Aurora and Denver, Colorado. With a vision to aspire to be a college where every student succeeds, CCA is the most diverse college in the State of Colorado. Focused on creating social and economic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

Transform the student experience

CCA will roll out a new predictive enrollment model on Monday (10/14) to better visualize progress and opportunities for meeting our institutional enrollment goals. The visualization below is for Fall 2024.



The Enrollment Management team has completed the Enrollment Funnel (Phase 1) Process Map. This process map shows the flow and labor behind each phase of onboarding a new student. Phase 2 work kicked off this month and is department specific. The Phase 1 Process Map is below.



CCA released the Your Future. Our Promise. campaign to drive enrollment for the Spring semester. This video highlights our workforce partnerships, student advocacy services, and new programming and infrastructure to tap into prospective students' curiosity, and encourage them to apply now. Watch the video [here](#).

In Fall 2024, CCA will be able to award 260 additional degrees and certificates through a retroactive graduation process. This process mirrors the approach used in our proactive graduation strategy, utilizing the same data reports and methods, but applied retroactively to students who have already met the requirements for their certificates or degrees but never applied for graduation. These individuals will be invited to participate in the May Commencement Ceremony to celebrate their academic achievements.

The reimplementaion of the Drop for Non Payment (DFNP) program at CCA has yielded significant positive outcomes for both student enrollment and the institution's financial health. Notably, the total dollar amount for Fall's first warning was 34% lower than the principal balance transferred to external collections for the Spring term. Additionally, the early implementation of DFNP resulted in an increase in student enrollment during peak registration periods, boosting course seat availability. This allowed us to raise the average enrollment in full-term courses from 18 students per section to 20 students per section.

On Thursday, October 10, the Division of Diversity, Equity & Inclusion, in collaboration with the Teaching and Learning Hub, hosted a vibrant Sugar Skull Workshop. Attendees, including both students and staff, learned about the significance of sugar skulls in the Día de Los Muertos (Day of the Dead) celebration. Each participant was provided with a sugar skull to personalize with colorful icing and decorative gems. Additionally, guests enjoyed delicious Pan Dulce and Cafecito from a local Mexican bakery. The event attracted over 100 participants, fostering community and cultural appreciation.



September was designated National Parenting Student Month, during which CCA celebrated the important contributions of our parenting students, who comprise 35% of our student body. In recognition of their needs and to foster their success, we organized a series of intentional events throughout the month to engage and support these students and their families. CCA was awarded a national recognition, the FamilyU Seal, for its work in supporting its students who are parents. You can learn more by reading the press release [here](#).

The month kicked off with "Floats with Foxy" on September 3, a family-friendly event where students gathered to meet our mascot, Foxy, while enjoying music, games, and ice cream. This event not only provided a fun atmosphere but also offered families an opportunity to learn more about the resources CCA offers. Following this, we held "Foxy's Swap and Shop" on September 12, to extend the services of our Care Cabinet. This clothing and toy swap allowed parenting students to access gently used items, with donations collected from CCA students and staff. We plan to make this a recurring event each semester.

On September 13, CCA participated in the Day of Service by volunteering at WeeCycles, a local agency that supports families in need with essential baby and toddler items. We also donated leftover items from the Swap and Shop to this organization. Later in the month, on September 16, in collaboration with the Division of DEI, we hosted a Movie Night at the CentreTech Campus, featuring the film *Encanto* to celebrate both Parenting Student and Hispanic Heritage Month, complete with candy and games. Additionally, we provided specialized QPR (Question Persuade Respond) training on how to discuss suicide with children and teens. The month concluded with "Foxy's Family Fun Day" on September 28, which featured resources, games, food, and activities for over 250 attendees, including services from local organizations and free dental exams provided by Affinity Dental.

CCA has received two prestigious awards from ALL IN in recognition of our civic engagement efforts during the 2022-2023 academic year. We were honored with the "Best in Class Most Improved Registration Rate" at a Hispanic Serving Institution and the "Silver Seal" for our campus voting rate, as reported by the National Study of Learning, Voting, and Engagement (NSLVE) from Tufts University. These accolades highlight our commitment to fostering civic participation within our community. You can read more about it in our press release [here](#).

To build on this momentum, CCA is actively organizing over 12 events this semester in preparation for the upcoming Presidential election. These initiatives include resource tabling, voter registration drives, documentary screenings, a civic engagement fair, and a panel discussion featuring elected officials from Denver County and Arapahoe County who will address the upcoming ballot. Additionally, we will host a post-election reflection space to engage the community further. Below are a couple of images from our recent Debate Watch Party, showcasing our efforts to involve students in the electoral process.



Fox Funds: Sponsored by the Student Government Association (SGA), Fox Funds provides financial support for student engagement initiatives that align with the college's mission and goals. For Fall 2024, a total of \$15,154.92 was awarded to fund 14 initiatives, including:

- **Student Advocacy:** Halloween Town & Foxy's Family Fun Day
- **Career Readiness:** Computer and printer for the Career Readiness suite
- **TRIO:** First Gen Conference
- **Continuing Education:** Middle school campus tour
- **Social Sciences:** Stipends for digitizing historical documents at DeLaney Farms
- **Space Grant:** Trip to Wings Over the Rockies exhibit
- **BSA:** Calming Jar & Paint and Sip events
- **Fade In:** Providing food at events to boost attendance
- **Gamers United:** Monthly gaming tournaments
- **Students of Christ 3:16:** Movie & Music Night events
- **Theater Project:** Student-led theatrical production

TRIO Offices will be partnering with Transfer Success, and will provide a charter bus for 22 students attending the UNC transfer visit on November 15. The TRIO SSS Annual Performance Reporting period opened on November 4 and will close on December 6.

The 2nd annual First-Generation Celebration Conference will be held from November 6-8 in recognition of National First-Generation Celebration Day (November 8). The three-day event will feature workshops and presentations designed to inspire and educate students, faculty, staff, and the community about the power of first-generation students.

- **Day One (Nov 6):** Focused on current CCA students and the community, including a resource fair and opportunities to learn about support available at CCA and beyond.
- **Day Two (Nov 7):** Open to high school students preparing for college, with workshops on college success and career exploration. Faculty, staff, and community members are invited to submit session ideas.
- **Day Three (Nov 8):** Professional development for CCA faculty and staff, led by The HUB, to foster collaboration around CCA's mission. Faculty and instructors will receive \$25 per session attended, and all participants will receive a free t-shirt. Breakfast and lunch will be provided.

The Classroom Refresh Project, led by the CCA-IT Department with input from students and faculty, has made significant progress since September 2024. Approximately 75% of classrooms have been updated with new technology and designs that prioritize accessibility, including ADA compliance. Key updates include interactive displays, new whiteboards, instructor podiums with user-friendly technology, Visix displays and digital door signage, Nureva system (a robust video, audio, and conferencing solution), Microsoft surface laptops and laptop carts, and digital equity tools and services. The Classroom Refresh Project improves classroom technology, accessibility, and learning environments, ensuring all students and faculty have the tools they need for success and bridging digital equity gaps.

Halloween Town Event (10/28/24): Over 120 students and employees, along with 100+ trick-or-treaters, participated in Halloween Town. The event featured 19 offices and student organizations, with themed spaces like Harry Potter, Inside Out, and Encanto. Attendees enjoyed candy, hot cocoa, games, and prizes.



DEI Council had completed the first phase of the drafting of the DEI Master planning. They worked with Dr. Alejandro Covarrubias to define and draft goals for Diversity, Equity and Inclusion. This effort will hopefully provide some context to be included in the overall CCA Strategic Plan.

Transform our own work experience

The Division of Human Resources and Personnel Success team has participated in professional development through CCCS' annual retreat as well as an institution-specific retreat focused around self-care, cross-training, data use, and streamlining processes. Erica Hines, Chief Human Resources & Personnel Success Officer presented at CUPA-HRs conference in October on the topic of Conflict Savvy Leadership, and the college has transitioned to using E-Verify for I-9 processing, which was implemented in November. This move aligns with the institution's efforts to streamline and modernize HR processes. Ongoing outreach and training have been conducted regarding FLSA adjustments, with all affected team members and supervisors actively engaged in the process. HR held a successful team retreat on October 10, focusing on cross-training, team development, and strategic analysis (SWOT & PEST). This retreat was particularly timely, as 6 of the 8 HR team members are new to their roles since May 2024.

Create education without barriers through transformational partnerships

The Community College of Aurora Foundation (CCAF) hosted the first [Beyond Scholarship Breakfast](#) on October 3 with roughly 100 guests comprised of students, donors, and community members. Two scholarship recipients and an industry partner inspired the audience. Numerous donors, students and supporters reached out to staff to express their appreciation for the event. They hosted their FY 2025 Board Kick-Off meeting. With almost full board participation, the board discussed college and foundation priorities and dug into several key topics related to institutional advancement, strategic planning, sustainability and student success. CCAF successfully launched Beloved Community Champions, the college's newly branded employee-giving program. Within the first few weeks of the campaign, due to the generosity of college staff and faculty, the foundation nearly achieved its annual growth goal for the campaign.

The Xcel Foundation has awarded the Community College of Aurora Foundation (CCAF) a grant of \$20,000 to support CCA's STEM initiatives. This funding represents a \$5,000 increase from previous years. Fundraising for [Colorado Gives Day](#) is currently underway. The campaign will run through December 10, 2024. 4Rivers Equipment has made an initial verbal commitment of \$35,000 to support the Center for Applied Science and Technology.

The Office of General Education has collaborated with the Office of Workforce and Industry Engagement to develop workshops aimed at strengthening partnerships with the local business community. These workshops cover important topics, including increasing self-awareness, understanding verbal and non-verbal communication, managing workplace conflict, and strengthening listening skills. By providing networking opportunities, these workshops help CCA build connections with local businesses, enhancing collaboration and community ties. Additionally, the workshops aim to improve workforce skills, leading to increased productivity and higher retention rates, while also showcasing the college's commitment to supporting local businesses.

To further incentivize participation, the workshops incorporate benefits such as potential tax credits, funding for employee training, and multi-language training options. These elements enhance accessibility and affordability for businesses, encouraging greater engagement. The inclusion of multi-language training promotes inclusivity and better equips a diverse workforce, thereby enhancing community support and engagement. The Office of Workforce and Industry Engagement is actively engaged in discussions with organizations such as the City of Aurora, Amazon, and Arapahoe/Douglas Works to identify and expand workshop offerings that align with community needs.

In addition to these initiatives, the partnership between BuildStrong Academy and CCA is progressing positively, particularly in enhancing the Skilled Trades program. Ongoing meetings have focused on the integration of BuildStrong's resources and expertise, with key goals established for improved program alignment and resource support for all students. An MOU is being developed by Jim DeLung (Dean of CTE) and Bobby Pace (VPAS) to formalize this partnership. Furthermore, a connection has been made with Kurt Schroeder, a Student Government Senator and BuildStrong alumnus, to establish an alumni network. This group will be governed by alumni, with Kurt running for the inaugural presidency. In October, Kurt will join CCA faculty members for a site visit to the Center for STEM, Power Mechanics, & Applied Technologies to further strengthen these collaborative efforts.

The application that has been submitted for the Bachelor of Applied Science (BAS) in Behavior Health to the Higher Learning Commission (HLC) has been approved. HLC notified CCA that a peer review site visit has been scheduled for January 13 and January 14. CCA will begin planning for the visit.

CCA partnered with the City of Centennial to release a special announcement regarding our third campus location. Watch the announcement [here](#).

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

The ADA Accessibility Upgrade Project at CentreTech Campus is nearing completion, and we are currently finalizing the project closeout documentation.

In response to recommendations from a recent security assessment conducted by a third-party vendor, CCA is enhancing its security team by adding a daytime and nighttime manager, along with two additional security technicians.

We have also contracted a vendor to restore food service at the café at CentreTech and are continuing discussions regarding food service at Lowry.

Meanwhile, construction of the new IT server room in the Administration Building is progressing smoothly, providing a secure, climate-controlled environment for the college's IT infrastructure. We have experienced minimal to no disruptions and remain on track for completion by mid-December.

The final review of the construction drawings for the School of Nursing building is scheduled for November 6. The drawings will be submitted to the City of Centennial on November 11. An intent to award has been issued to a new bookstore vendor. The protest period will end on November 13, and CCA plans to begin the transition process between the current and new vendor the week of November 18.

The Annualized Course Schedule Project, led by Ana Martin Mejia and supported by Tracy Mendoza, Margaret Beck, Brandon Feres, Morgan Smith, and the Scheduling Collaborative Team, aims to develop and implement an annualized course schedule for Fall 2025 to Summer 2026. This project involves several key tasks: Developing scheduling templates for department chairs based on a newly actualized schedule grid, collaborating with the System Office to update campus codes and Banner capabilities, updating the Scheduling Database and reassigning scheduling responsibilities, creating a timeline for designing, reviewing, and approving the schedule by mid-December, training Academic Effectiveness Coordinators to build the schedule in Banner, and adjusting the spring 2025 schedule and managing classroom assignments for Summer 2025. The project also incorporates the use of historical and predictive data to improve course offerings, retention, and student success rates, with a focus on revising general education courses and offering high-demand courses at non-traditional times, such as Fridays and Saturdays. The project is a critical initiative to streamline and improve the scheduling process ensuring that course offerings are efficiently managed and aligned with student needs and institutional goals. In addition to creating a more efficient and effective scheduling system that benefits both students and faculty by improving planning, reducing administrative workload, and enhancing the overall academic experience.

The institution held its all college bi-annual 2024 Fall Strategic Summit on Friday, September 20, 2024. The purpose of the college-wide summit is to bring the college community together to review, discuss, and work on important strategic initiatives, network, and build college unity. With record attendance of staff, faculty, instructors, and students, participants listened to presentations on the state of the college and the state of the academy. Attendees learned about strategic plan work moving forward as well as completed college-wide SWOT and PEST analyses. They worked on and contributed to the work of the three Achieving the Dream priorities including taking a preferred communication survey and learning about The HUB and identifying gaps in the Adult Student Life Cycle. The next 2025 Spring Strategic Summit is scheduled for Friday, February 21, 2025.

CCA 2025-2023 Strategic Plan development has begun. Dr. Mordecai Brownlee, President, and Dr. Kathryn Skulley, Dean of Assessment, Strategy, and Performance Excellence will be leading the strategic planning efforts. At the CCA bi-annual 2024 Fall Strategic Summit, the College completed a college-wide environmental scan and laid out a plan for the work moving forward with vendor Campus Works. The work will be completed through the structure of three teams focused on: core, expanded, and logistics. Current efforts are focused on conducting a SWOT and PEST Analyses with external partners. From these assessments as well as other data assessments, Key Performance Indicators will be determined (anticipated completion in December) and used to determine the strategic plan objectives and goals (anticipated completion in February at 2025 Spring Strategic Summit). Then a series of focus groups will be conducted to gather input from faculty, instructors, staff, students and community members. A total of 13 focus groups are scheduled at various times from November 11 to November 22. Once the focus groups are completed and an initial analysis of key themes is conducted, CCA will present these emerging themes during four Presidential Listening Sessions, set to take place from December 2 to December 6.

The Division of Strategic Communications and Alumni Engagement held its strategic planning meeting on October 11. During this session, the team established a clear mission and vision for the division, and conducted a thorough SWOT (Strengths, Weaknesses, Opportunities, Threats) and PEST (Political, Economic, Social, Technological) analysis. These frameworks will help identify key areas for growth and improvement. Moving forward, the division will focus on developing specific goals that align with the broader mission and vision of the institution. This strategic alignment is crucial for ensuring that our marketing and communications efforts effectively support the overall objectives of the college. By fostering collaboration and clear communication within the team, we aim to enhance our engagement with current and prospective students, alumni, and the community at large. As we progress, we will continuously evaluate our strategies to ensure they remain relevant and impactful in the dynamic landscape of higher education.

Alumni in Action series for the following months can be found here:

July: [Alexis Jurado and Brenda Salais-Ramirez](#)

August: [Micki Alamirew](#)

September: [Ousmane Ndoye](#)

October: [Georgina Cendejas](#)

The Division of Strategic Communications and Alumni Engagement won five awards at the National Council for Marketing and Public Relations (NCMPR) at the 2024 district conference in Fort Worth, TX on October 29. The categories were: Spanish Website (Gold), Microsite (Gold), Video Short-Form (Silver), Magazine (Silver), and Single Series Handout (Bronze). The team attended the 3 day conference Oct 28-Oct 30 and attended workshops on trending social media videos, AI in marketing, marketing towards adult learners, and more.

