



# COMMUNITY COLLEGE OF DENVER

## DENVER'S COMMUNITY COLLEGE

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With three Denver locations, Community College of Denver (CCD) provides an exceptional education to the Denver community and beyond.

Whether studying at the Auraria Campus, Advanced Manufacturing Center or Health Sciences at Lowry, students benefit from small class sizes, flexible schedules, award-winning professors, extensive support services, impressive facilities, easy access via public transportation, and affordable tuition.

To meet the needs of 11,700-plus students, the majority of whom attend part time, CCD offers classes during the day, evenings, weekends and online.

Community College of Denver educates students from more than 45 countries, making it one of the most diverse colleges in the state of Colorado. In fact, the United States Department of Education officially designates the college as an Hispanic-Serving Institution (HSI), which means more than 25 percent of the student population is Hispanic.

As an open-door institution, CCD accepts all students with a high school diploma or GED and helps them choose a path that leads to their chosen future, whether it is earning a certificate or degree, academic transfer, career and technical education, or workforce training.

**COMMUNITY COLLEGE OF DENVER**  
Start Here. *Go Anywhere!*  
CCD.edu

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# FROM THE PRESIDENT'S DESK

## CCD PATHWAYS SERVE STUDENTS AND THE COMMUNITY



Everette J. Freeman, President, CCD

The pages that follow illustrate the progress and success that Community College of Denver brought to our students and the community in 2018/2019. There is much to be proud of, but I am most gratified with the pathways project our faculty and staff implemented using the American Association of Community Colleges' model.

To begin this process, we enhanced two tools students use most: 1) the website, which allows the student to peruse the program offerings organized by academic pathway and accompanied with thorough information, and 2) the catalog, which now displays a semester-by-semester course map for each degree and certificate to help students plan their education and stay on track.

In addition, students receive guided academic advising based on their pathway. Our dedicated academic advisors use an online tool to track student progress and keep in touch with their students. The one-on-one

approach continues through the Career & Transfer Center which assists students in determining their next steps, whether they choose to attend a four-year institution to earn a bachelor's degree or find employment in the field of their choice.

For example, our health sciences staff worked with Katherine Acosta to fast-track her education and set her on the right pathway towards earning an Associate of Applied Science degree in surgical technology. Not only did Katherine graduate, her name was on the Dean's List twice and she is now working as a surgical technician with Castle Rock Adventist Hospital.

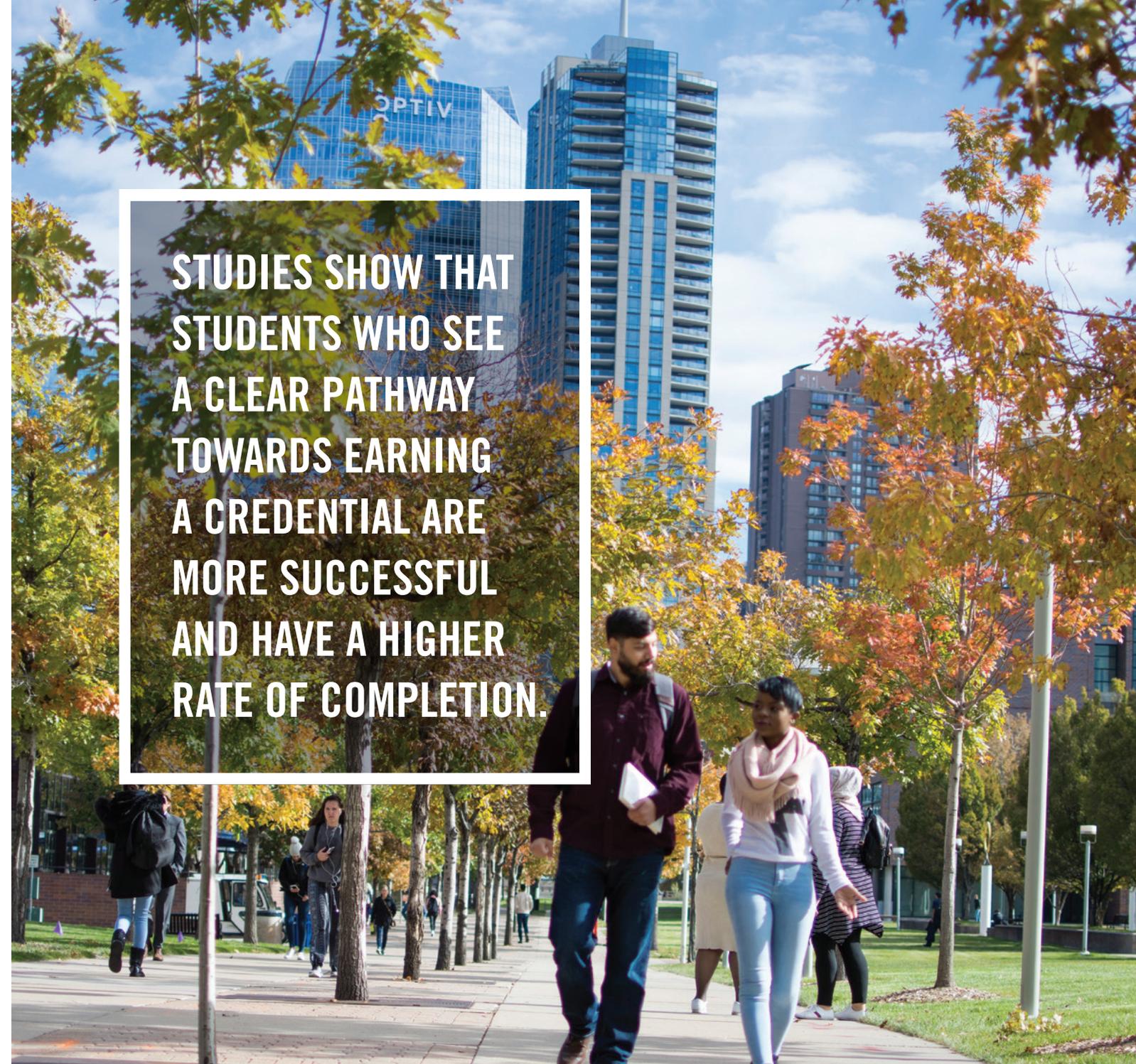
Stories like Katherine's demonstrate how effective it is to help students along their pathway. CCD is uniquely poised to support students — whatever their path. Our wrap-around services, specialized programs and committed employees are here to help students every step of the way.

I am grateful to the students, staff, faculty and community members who blazed the trail forward to make the pathways approach a standard at this great institution.

Sincerely,

**Everette J. Freeman**  
President

*"CCD is dedicated to student success and degree completion."*



# CREATING THE RIGHT PATH



## PATHWAYS TO SUCCESS AT CCD

The CCD pathways project reduces the complexity students often face when they enroll. It takes the guesswork out of course selection by providing personalized support, delivering relevant and clear communication, and showing students a clear roadmap to graduation.

CCD developed its pathways project as part of a larger national initiative led by the American Association of Community Colleges (AACC).

### CCD'S FIVE PATHWAY COMMITMENTS

All students will:

1. **Complete new student orientation;**
2. **Engage in the First-Year-Experience (FYE) program;**
3. **Take English and math during their first year;**
4. **Declare a program of study by the end of their first semester;**
5. **Receive academic advising each semester.**

**To achieve these commitments, three initiatives were designed and launched.**

### 1. SEVEN GUIDED PATHWAYS

CCD restructured New Student Orientation to focus on enrolling and onboarding students in a pathway at the beginning of their college career.

The college assigns every student an academic advisor in one of seven academic pathways according to their declared major/program. This advising guides students in course selection and helps them to avoid unnecessary courses and added debt.

This approach to advising creates a clear road map for students to earn the credential of their choosing, whether it is a certificate that leads directly to employment, an associate degree in a particular field, and/or transfer to a four-year institution.

### 2. FIRST-YEAR EXPERIENCE PROGRAM

The college recognizes many students need help to successfully complete their first year of college. CCD developed the First-Year Experience (FYE) program out of that need. This for-credit program helps students acclimate to college and learn time management, study skills, test-taking, financial aid, degree planning, registration and the transfer process.

### 3. NAVIGATE

The college also implemented Navigate, a purposeful, student-focused tool to empower and guide students toward big-picture planning.

This interactive online program assists students in developing customized proactive strategies for achieving success and continuing on to graduate and transfer. It also provides a mechanism for direct communication with their academic advisors to help keep them on track.

Navigate functions as an early-alert system for advisors and faculty to monitor each student's progress and get them the help they need if they face roadblocks or academic challenges.

# 2018/2019

## BY THE NUMBERS

**24**

Average Age

**7%**

Non-Resident

**30%**

Full-Time

**1,238**

Graduates

**660**

Certificates  
Awarded

75 Certificates &  
Degrees earned  
by Concurrent  
Enrollment students.  
Dollars saved in  
tuition costs:

**\$2M+**

### CCD REDUCES THE COST OF BOOKS THROUGH OPEN EDUCATIONAL RESOURCES

The average full-time student at CCD may pay \$500 to \$800 or more every semester to purchase all of their course materials.

To reduce this burden, wherever possible, the college uses Open Educational Resources (OER). OER take the place of traditional textbooks with high-quality teaching, learning and research materials.

OER saves students money while allowing faculty to customize course materials without adding to student costs by choosing these free, or very low cost, legally-available course materials.

In 2019, the Colorado Commission on Higher Education awarded \$20,000 to incent college work on the adoption of OER.

The goal is to offer an Associate of Arts degree with zero textbook costs to students, also called a "Z Degree."

**10**

BAS Degrees  
Awarded

**1,626**

CCD students who  
started Fall 2012  
and graduated  
with a Bachelor's  
Degree from a  
4-year institution  
as of June, 2019

**7%**

International  
Student  
Enrollment



CCD's international  
student population  
represents more  
than **45 countries.**



**59%**



**41%**

**64%**  
of our students are First-Generation

**11,750**

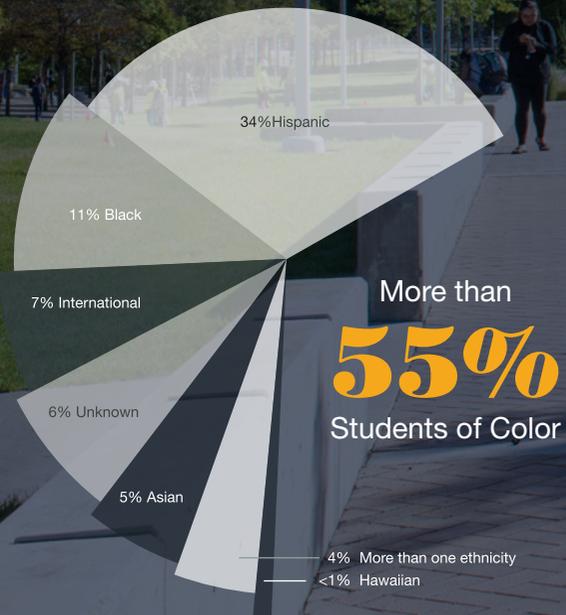
2018/2019  
Unduplicated Headcount\*

**70%**

Part-Time

**799**

Associate Degrees  
Awarded



More than  
**55%**  
Students of Color

## RUTHANNE ORIHUELA NEWLY APPOINTED PROVOST & VICE PRESIDENT FOR ACADEMIC AFFAIRS



CCD appointed Ruthanne Orihuela as the Provost and Vice President for Academic Affairs in the summer of 2019.

Ruthanne brings leadership skills and a strong commitment to higher education, qualities that she has demonstrated

throughout her career. Ruthanne joined CCD in 2013 and previously served as Executive Dean of the Center for Arts and Humanities. Ruthanne holds a Master of Arts in Spanish Linguistics from the University of Colorado Boulder and is currently pursuing a Doctor of Philosophy in Higher Education Student Affairs Leadership from the University of Northern Colorado.

"I am excited and grateful for this opportunity to serve as Community College of Denver's provost and vice president for academic affairs," said Ruthanne. "I am honored to collaborate with my talented and committed colleagues in academic affairs and across the college as we work to bring CCD's new 2025 strategic plan into being. Our focused initiatives to increase access, success and equity in outcomes for all students will drive our work and guide us toward an even better, more inclusive version of ourselves."



WITH EXPERTS ESTIMATING THE NEED FOR 60,000 NEW EMPLOYEES IN COLORADO OVER THE NEXT 10 YEARS, CCD ADDED TWO NEW CERTIFICATES TO UPSKILL DENVER WORKERS.

## CCD LAUNCHES PATHWAYS TO CONSTRUCTION

As a response to the local skills gap in the industry, CCD added two new certificates to upskill construction workers in the Denver Metro Area.

Blending classroom, digital-design technology and construction learning opportunities, the Basic Building Crafts and Advanced Building Crafts certificates prepare students with a well-rounded combination of conceptual and manual skills. The certificates center around light-frame construction materials and methods to enable competitive employment in the construction industry.

As part of the Work Act program administered by the Colorado Department of Labor and Employment, CCD collaborates with Associated General Contractors Colorado and Habitat for Humanity of Metro Denver to make this program work for the community.

“As a construction professional, you are building the foundation for humanity to thrive,” said Mark Broyles, Assistant Professor and Chair of Architectural Technologies. “We are proud to offer students the skills needed in planning, design and building so that they can literally break ground on their futures, and all of ours. The decisions they make will have a lasting impact for generations to come.”

*“Building the foundation for humanity to thrive.”*

## CCD STUDENTS HIRED ON THE SPOT

A metal palm tree frames the entrance to the Advanced Manufacturing Center (AMC), an educational and training facility run by CCD. The student-made tree greeted attendees of the school’s third bi-annual mixer.

Inside the 33,000-square-foot AMC, students met representatives from 18 Colorado businesses who came to recruit students. Resumes in hand, the students demonstrated their learning of the highly technical, hands-on skills of welding and machining. Employers conducted informal interviews with the students, many who were hoping to line up at least one job prospect by the end of the night. In the end, employers hired seven students on the spot.

The programs at the AMC attract a diverse group of students, including women, to prepare for promising careers in manufacturing. Colorado’s manufacturers need skilled graduates and these jobs pay well, ensuring a prosperous and stable future for graduates.

## ANOTHER PATHWAY:

### PAST EXPERIENCE TURNS INTO COLLEGE CREDIT FOR MAURICIO CACERES

In Chile, Mauricio Caceres studied to become a medical imaging technologist before he moved to Boulder, Colorado. He found that he could not have the same job in America unless he had a certification from the American Registry of Radiologic Technologists (ARRT).



Mauricio Caceres, CCD Radiology Student

As an international student, Mauricio could choose one of two options to earn this certification. He could go through a two-year program of study, earn an Associate of Applied Science (A.A.S) degree, and take the certification exam; or he could find an advanced placement school that would review and validate learning acquired prior to enrollment.

CCD staff recommended that Mauricio apply for Prior Learning Assessment (PLA), which allows students to demonstrate their life experiences and earn college credit for what they already know. In Mauricio's case, it helped him transition from the professional world in his country of origin to the U.S. Instead of taking two years of prerequisites, Mauricio earned 35 PLA credits and simply had to take two classes and a few internships to complete the ARRT prerequisites.

Mauricio plans to graduate with an A.A.S. in Radiology Technology, certifying him to perform x-rays. In the U.S., with an additional three months of training, he will also earn the appropriate credentials to perform CT scans. "This is my dream come true," Mauricio says. "I wouldn't have been able to do it without PLA and CCD."



45

Countries represented by international students

.....  
2,965

Prior Learning Assessment (PLA) credits awarded

PRIOR LEARNING ASSESSMENT ALLOWS STUDENTS TO DEMONSTRATE THEIR LIFE EXPERIENCES AND EARN CREDIT FOR WHAT THEY ALREADY KNOW.

# CCD: DENVER'S COMMUNITY COLLEGE

## CCD STUDENT **AWARDED** **PRESTIGIOUS** TRANSFER SCHOLARSHIP

This year, the Jack Kent Cooke Foundation awarded CCD student Robert Mastronardi a prestigious Undergraduate Transfer Scholarship. As one of only 61 awarded in the nation, this highly competitive national scholarship provides Robert with a full scholarship to complete his education.



*Robert Mastronardi, CCD Alumnus*

Robert grew up in Virginia with his mother and half-sister. He struggled as he grew up, failed the 10th grade and ran away from home at age 16. When he was 23, he became gravely ill. During that dark time in his life, he promised himself that if he lived, he would do something worthwhile with his life.

In 2016 he obtained his GED at CCD, and enrolled in pursuit of his Associate of Arts degree in communications.

During his time at the college, Robert served as secretary and president for the Phi Theta Kappa (PTK) International Honor Society, received the “Most Outstanding Student” award by the Colorado Community College System, was named Gold Scholar of the Coca-Cola Foundation, and was inducted into the All-Colorado PTK Academic Team. He graduated in 2019 and was selected as CCD’s “Distinguished Student,” which included the honor of speaking at commencement.

After graduation, Robert transferred to the University of Denver to enroll in their 4+1 public policy program to pursue his bachelor’s and master’s degrees.

# 5

Honors programs  
& societies

.....

**Top five  
four-year schools  
to which CCD  
students transfer**

- Metropolitan State University of Denver
- University of Colorado Denver
- University of Colorado Boulder
- Colorado School of Mines
- University of Northern Colorado



# CCD: PATHWAY FOR DREAMERS

## DREAMERS WELCOME AT CCD

When Migdalia Serrato was 9 years old, she and her family immigrated to Colorado from Mexico. Her parents' education ended after middle school and they wanted a better future for her.

After Migdalia adjusted to life in America, she began to dream about a career, but she saw that without a social security number, she could not apply to college. She spent the next 10 years working in restaurants, public schools and real estate, always drifting towards tasks and positions that had to do with business.



Migdalia Serrato, Dreamer

Migdalia then learned about The Dream U.S. Scholarship, a road to college for kids who grew up in the United States as undocumented immigrants.

"I couldn't believe it," Migdalia remembers. "When I learned it was true, I decided to set an example for my kids."

She used The Dream U.S. Scholarship to join the business program at CCD. She graduated in December of 2018 with an Associate of Arts in Business Administration and is now pursuing a bachelor's degree.

*"It's never too late to go back to school. I think CCD is the perfect place and has the perfect people to help you start your education."*

- Migdalia Serrato

# 2001

CCD designated Hispanic-Serving Institution

.....

# \$1.5M

in scholarships available

## FINDING MY PATH: CCD THEATRE STUDENT LANDS CAREER IN ENTERTAINMENT

Micheal Smith felt lost after graduating high school but friends encouraged him to enroll in CCD. Unsure of his path, he enrolled in an acting class. He participated in chorus and theatre during middle and high school and remembered enjoying it, but had never seriously considered it as a career.

When CCD sent a group of theatre students to attend a regional offering of the Kennedy Center American College Theatre Festival, he caught the attention of the delegation from the University of Idaho who recruited him to join their undergraduate theatre program.

Micheal transferred to the university — a seamless process — and graduated with a Bachelor of Fine Arts in 2015. He moved to Chicago and auditioned for the Blue Man Group, a well-known comic musical and artistic show. They invited him to join the troupe.

Micheal looks back on his academic career at CCD as transformative. “It was really nice to go somewhere where it felt like they accepted me. I was welcomed with open arms,” Micheal says.

20+

Student  
organizations

.....

27

State-Wide  
Transfer Pathways

CCD GAVE ME  
A CHANCE TO  
TAKE MY TIME  
TO FIGURE  
OUT WHAT I  
WANTED TO DO.

*Micheal Smith, Blue Man Group, started at CCD*

## SHIRLEY SMITH PREPARES STUDENTS FOR THE WORKPLACE

Shirley Smith moved to Colorado to become an associate professor of Business Administration at CCD. Her passionate and personable teaching style fits the college, whose faculty have a reputation for being passionate and personable. At a school with a minority-majority population, Shirley's ability to connect with students from all backgrounds is an asset.

"My philosophy is, 'I teach as I learn,'" Shirley says, who prefers to be in a chair next to a student rather than at a lectern in front of them. She often uses current events as her subject matter. For example, during the G7 Summit, she taught the class about tariffs and NAFTA. She also helps students to understand the stock market.

In her Introduction to Business class, she assigns students a 10-page paper to complete as a group, with members playing roles like project manager, compiler, proofreader, and delivery person. Inevitably, challenges arise, and students must problem-solve as a group to deliver the paper on time.

"They are all surprised at the challenges they encounter to get that 10-page paper in," Shirley says. "These are the things our students will encounter in the real world, so this assignment is a wake-up call."

22:1

Student/  
Faculty ratio

18

Average  
class size

**SHIRLEY SMITH, ASSOCIATE  
PROFESSOR OF BUSINESS  
ADMINISTRATION**

**SUMMER 2018 GUEST LECTURER  
IN LEADERSHIP, BUSINESS  
AND DIVERSITY AT  
UNIVERSITY OF JINAN, CHINA**



# DENVER'S COMMUNITY COLLEGE: BUILDING TOMORROW'S WORKFORCE

## CCD ALUMNI REFLECTION: FRANK WENTWORTH, TIAA

After struggling at a four-year university, Frank Wentworth dropped out and went to work.

However, "After I was laid off, I realized that I needed a degree if I was really going to be successful," Frank remembers.

A first-generation college student, Frank enrolled in the Business Administration program at CCD in 2002, where he could easily transfer



Frank Wentworth, CCD Alumnus

his previously earned college credits. Frank was attracted to the campus energy and he liked being in downtown Denver.

In 2003, he graduated with an Associate of Arts in Business Administration, which allowed him to transfer to a four-year university.

Just two years later, he graduated from the University of Colorado Denver with a bachelor's degree and quickly landed a job with Teachers Insurance and Annuity Association of America

(TIAA) in Denver as a phone consultant in finance. He worked his way up to transition manager and Chartered Retirement Planning Counselor at TIAA.

In 2018, Frank joined the Board of Directors for the CCD Foundation. "It's amazing to see the growth of the campus over the years and how we're helping to build tomorrow's workforce," Frank says.

# 64%

of our students are First-Generation



COMMUNITY COLLEGE OF  
**DENVER**  
FOUNDATION

Board Member



# CCD FOUNDATION

## MEET OUR NEW DIRECTOR

CCD is pleased to welcome Leah Goss as the new Executive Director for the CCD Foundation.

A veteran fundraiser with expertise in major gifts and corporate giving, Leah brings years of education and non-profit experience to the Foundation, including senior development positions in community colleges in Colorado, Texas and Louisiana.

She holds an undergraduate degree in communication, as well as an M.B.A. with a marketing emphasis from Regis University in Denver. She has an expansive history of volunteer and board service, as well as numerous presentations and publications to her credit.

As the key liaison between the CCD Foundation, its donors, and the community, Leah will focus on developing relationships with individuals, corporations and foundations to understand their charitable objectives and look for opportunities to partner.

In her role at the college, Leah oversees grant development and directs internal and external communication for the college.

“As a community college graduate myself — Adirondack Community College, 1986 — I know personally how transforming the community college experience can be and I am confident that without it, I would not be here today. It is an incredible honor for me to advocate on behalf of our students and our outstanding faculty. I will work closely with our impressive and dedicated board of directors to secure resources that will help students achieve their dreams and support innovation and excellence in our classrooms. CCD is Denver’s community college. Watch us as we lean into our mission.”

*“Without community college, I would not be here today.”*

## CCD FOUNDATION HONORS THE PAIGE FOUNDATION

Herbert and Judy Paige established the Paige Foundation to support education, senior citizens and shelter animals. In 2017, the Paige Foundation donated more than \$154,000 to support 83 students from kindergarten through college.



Angela Chavez, Paige Scholar at CCD

Since 2014, the Paige Foundation has offered scholarships to support CCD students, with a focus on supporting students who have a demonstrated financial need and plan to transfer to a four-year institution to complete their degree.

Angela Chavez, 27, always knew she wanted to be a dental hygienist. In fourth grade, she visited the orthodontist’s office often and felt inspired by the people who helped make her braces experience a positive one.

In the summer of 2017, she enrolled in the Dental Hygiene program at CCD. She was alarmed when she realized that her budget only left her \$5 a day to support her young family.

Angela recalls receiving a call from CCD’s scholarship office, informing her that she had been awarded a Paige Family Foundation scholarship that would pay for half of her tuition.

“It was life-changing,” Angela says. “It gives me hope at the end of school that I won’t be buried in debt, or stressed about thinking, ‘What are we going to eat this week?’”

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Executive Director, CCD Foundation

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Denver Scholarship Foundation  
The Foundation for Colorado Community Colleges  
Herbert & Judy Paige Family Foundation  
International Scholarship & Tuition Services, Inc.  
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## \$500 - \$999

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Marubeni Citizen-Cincom, Inc.  
Sephora  
Tivoli Station Bookstore  
TJ Maxx

### INDIVIDUALS

David Henemann  
Brittany Iseli  
Walton Vigil

## \$10,000 - \$49,999

### ORGANIZATIONS

Assistance League Denver  
The Colorado Health Foundation  
Hide in Plain Sight  
Kingdom Enlightenment  
Scholarship Foundation  
Mile High Sales Professionals

### INDIVIDUALS

● Dr. Everette Freeman  
Susan & Jerry Glick  
Barb Grogan

## \$5,000-\$9,999

### ORGANIZATIONS

Associated General Contractors of Colorado  
Community First Foundation  
Edward J. Romero Memorial Scholarship Fund  
RK Foundation  
Individuals  
Anonymous (1)  
Sharon Williams

## \$1,000-\$4,999

### ORGANIZATIONS

ANB Bank  
Anonymous  
Boulder County Latina League  
Denver Urban Scholars  
Edward Jones  
Executive Women International  
History Colorado  
Kids 4 Real  
Mayer Selig Philanthropic Fund  
Optimist Club of Wheat Ridge  
Wells Fargo Wealth Management

### INDIVIDUALS

Kristi Arellano & Michael Hegarty  
Brianna Borin  
● Julie & Dwight Clasby  
Dr. Nate Easley  
Jill & Todd Epstein  
Kit Hollingshead  
Vernon Irvin  
Robert Justice  
● Kathy Kaoudis

The CCD Foundation funds scholarships that contribute greatly to educational persistence by providing resources to students so they are able to complete certificate and degree programs in a timelier fashion.

## WAYS TO GIVE

- Gifts of cash or check. Make check payable to the CCD Foundation.
- Mail to: CCD Foundation, Campus Box 250, P.O. Box 173363, Denver, CO 80217
- Credit card gifts can be made at [ccd.edu/donate](http://ccd.edu/donate).
- Please consider non-cash gifts such as retirement plan assets, appreciated stocks, bonds and mutual funds, and in-kind contributions of goods or services.

The CCD Foundation is a 501(c)(3) organization reestablished in 2011, FEIN 45-3784543

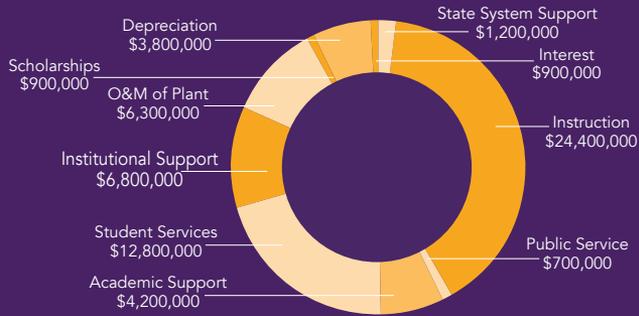
**LEARN MORE:** [CCD.edu/Foundation](http://CCD.edu/Foundation)

**CONTACT US:** 303.352.3121

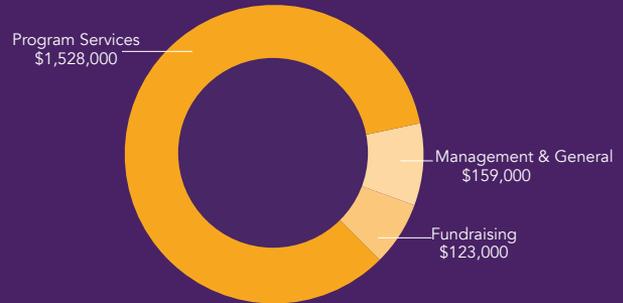
In compiling this report, the CCD Foundation makes every effort to ensure that it is accurate and complete. Please advise the CCD Foundation if there are any errors or omissions, and please accept our sincere apologies for them.



Community College of Denver  
FY 2018-2019 **Expenses**



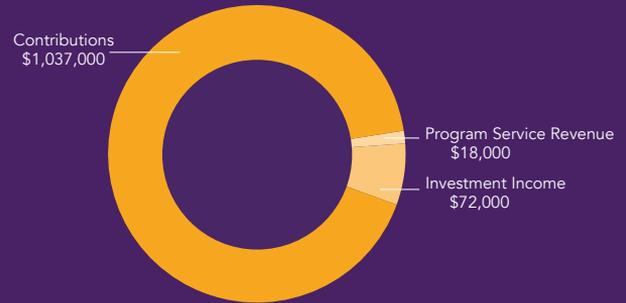
Community College of Denver Foundation  
FY 2018-2019 **Expenses**



Community College of Denver  
FY 2018-2019 **Revenue**



Community College of Denver Foundation  
FY 2018-2019 **Revenue**



Deficit in revenue compared to expense is due to timing of grants received in the prior year and grant expenses incurred in the current year.



COMMUNITY COLLEGE OF  
**DENVER**  
FOUNDATION

**OFFICE OF THE PRESIDENT** 303.352.6786 Campus Box 250, P.O. Box 173363, Denver, CO 80217 [CCD.edu](http://CCD.edu)

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