



BUILDING  
FOR THE  
**FUTURE**

ANNUAL **REPORT**

2022

2023



**COLBY**  
COMMUNITY COLLEGE

# President's Message

At Colby Community College (CCC), we strive to help students meet and exceed their respective goals. CCC is committed to providing a holistic student-centric experience. The Strategic Plan provides a foundation for planning, accountability, and the embodiment of the mission and vision of the college. The 2022-2027 Strategic Plan was built with these core values. CCC has clear and defined goals that focus on student achievement, student success, and a demonstrated commitment to the communities we serve.

- CHALLENGE** students to adapt to a diverse society.
- CREATE** opportunities for student growth.
- CONNECT** student learning with professional experiences.

This annual report serves as a summation of the college's annual accomplishments and future initiatives.



Dr. Seth Carter

## Challenge. Create. Connect.





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**2022**  

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**2023**



» Graduation rate: **47.6%**  
» Retention rate: **68.2%**

## CCC the Best in Graduation and Retention Rates

Colby Community College had the highest graduation rate among all Kansas community colleges for the second consecutive year and holds the best retention rate, according to the 2023 Community College Data Book. The annual report, which evaluates the 19 Kansas community colleges, is published by the Kansas Board of Regents.

Data for graduation is based on the 2018 cohort of students. Rates are measured by the percentage of first-time, full-time students who begin and complete an associate degree from the same institution within two years (100%) or three years (150%). Colby ranked first in both categories. The college graduated 47.6% in two years and 50% over three years.

Retention is measured by the number of first-time, full-time degree-seeking students attending an institution for the fall semester and returning for the following fall semester. The sector rate was highest at Colby, with 68.2% in the 2020 cohort. For part-time students, the college had the second-highest retention (51.9%).

In five of the last eight years, Colby Community College had the highest first-year, first-time graduation rate. "This level of sustained success is unprecedented amongst our community college peers," said President Dr. Seth Carter. "It speaks to the quality of students, employees, and trustees."

## Open-Ended Resources **Save Money**

CCC has been working hard to reduce the cost of attendance for students. One avenue through which this is done is Open Educational Resources (OER).

These are freely accessible learning materials that can be used, shared, and adapted by educators and learners worldwide. Their open licensing allows for customization, collaboration, and cost-effective access to high-quality educational content. OER encompasses a wide range of educational resources, including textbooks, lecture materials, lab assignments, and assessment tools. The key characteristic of OER materials is their open licensing, which allows users to retain, reuse, revise, remix, and redistribute educational content without facing legal or financial barriers. OER provides free access to high-quality learning materials, making education more affordable and accessible. CCC currently offers 117 courses that do not require students to purchase textbooks or other course materials. CCC estimates that these 117 OER courses save students approximately \$120,000 in textbook fees.

## Guided Pathways **Keep Students on Track**

Beginning in the fall 2023 semester, CCC will implement Guided Pathways, a comprehensive strategy for organizing educational programs to help students navigate their academic journey more effectively. The Pathways provide clear and structured roadmaps that define recommended courses, milestones, and support services, making it easier for students to understand their options, make informed decisions, and stay on track toward graduation.

Each program offered at CCC has its own Guided Pathway, supported by recommended support services, early alert systems, and data analysis to improve student outcomes. CCC is one of the first community colleges in the state to initiate the process.



## Nursing Has Perfect Pass Rate

The Practical Nursing (PN) program and the Associate Degree Nursing (ADN) programs had a 100% pass rate on the National Council Licensure Examination (NCLEX). The exam measures critical thinking skills and the ability to make decisions in high-pressure situations.



The PN program had 25 students, 17 in Colby and eight at the Norton campus. Twenty-two students completed the ADN program in Colby.

## PTA Has New Director



Colby Community College announced hiring Dr. Christopher Flieg as the new program director for the Physical Therapist Assistant program.

Before joining the faculty at CCC, he served as rehab director at a critical access hospital, managing therapy services in the inpatient, outpatient, and skilled nursing treatment settings. He is also a practicing Doctor of Physical Therapy in the areas of orthopedics, neuro, joint replacement, movement dysfunction, concussion, post-surgical, vestibular/balance, and more.

*Dr. Christopher Flieg*

Flieg earned a Bachelor of Science in Exercise Science and Health Management from Southeast Missouri State University in 2009, a Doctorate of Physical Therapy from Missouri State University in 2015, and a Strength and Conditioning Specialist Certification in 2018.

“We need a future filled with passionate therapists committed to excellence and lifelong professional and personal development,” Flieg said. “I am honored to serve these future therapists so they may serve countless others.”

## CCC Student Passes Microsoft Test With Highest Score

2023 graduate Laura Bogen passed the Word 2019 Microsoft Office Specialist (MOS) certification exam with the highest score in Kansas during the spring semester.

The certification validates mastery of Microsoft Office skills that are beneficial in a wide range of jobs and other life pursuits.

Bogen, from Strausberg, Germany, qualified for the 2023 Microsoft Office Specialist U.S. National Championship over the summer in Orlando, Fla. She is the third CCC student since 2020 to qualify for the national competition.

Bogen played volleyball for two seasons and made the honor roll each semester she was enrolled. She is grateful to the CCC instructors for her progress.

“A reason for my and other students’ success is the teachers at Colby Community College. I want to thank everyone who helped me academically in the last two years at CCC!”

In addition to Bogen, 19 other CCC students gained Word 2019 certification:

Alessia Bergesio, Italy; Eric Cain, Oakley; Mariana Castillo, Stratton, Colo.; Demi Daniels, Scotia, Neb.; Antone Higgs, Bahamas; Rileigh Holcomb, Ford; Olivia Hoppe, Colby; Makendra Hunt, Wichita; Lily Kleymann, Tribune; Zane Lucksavage, Robbinsville, N.C.; Mayola Orrantia, Colby; Gian Ramirez, Oakley; Avery Reuber, Hoxie; Carter Roth, Canada; Allie Seltman, Alexander; Jakeob Stewart, Bronson; Ryan Sullivan, Bellevue, Neb.; Adam Vulcano, Canada; and Joaquin Wahlmeier, Clayton.

Completing PowerPoint 2019 were Bergesio; Bogan; Rebekah Fell, Benkelman, Neb.; and Holli Hopper, Gem.

# » RENOVATIONS

## Construction of **New Ag Building** and Renovations to **Stanley Carr**

On Oct. 21, 2022, CCC broke ground on a \$3.5 million agriculture building adjacent to the Stanley Carr Agricultural Center.

The 12,400-square-foot facility, expected to be ready for classes in August 2023, was developed because of limited space to accommodate increasing enrollment in the area. The building includes the main level on a basement with six classrooms, the largest of which can seat 53 students. Offices for 16 full-time ag employees and a 28-person meeting room are also included.

“We are so excited to see this project come to fruition,” said CCC President Dr. Seth Carter. “It will provide decades of impact for Colby Community College students and the surrounding area.”

The Carr Agricultural Center is also getting a makeover. After students left in May, the structure was cleared down to the studs. The updated space will be used for the veterinary nursing program and have dog runs to bring the college into compliance with the American Veterinary Medical Association.



## Hay **Barn**

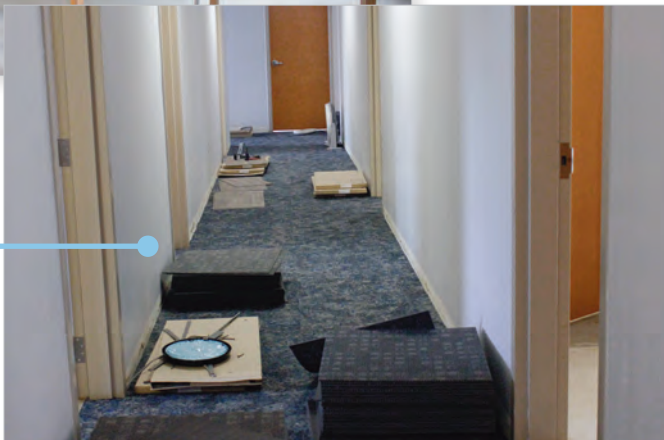
In October 2022, a fire destroyed the hay barn at the College Farm. The Colby Fire Department, community members, local businesses, and other volunteers responded before the rest of the farm was damaged. In June, construction finished on a new hay barn.

## Other **Renovations**

- Hines Hall underwent a complete remodel.
- Painted the swimming pool and locker rooms, and the deck was resealed
- Various sidewalk projects across campus
- Replaced the main campus chiller for campus air conditioning
- New flooring was laid throughout Embree Hall.
- New carpet and painting in multiple offices
- New tile in Ferguson Hall entryways

## New Furniture in Cafeteria

CCC used \$51,614 of American Rescue Plan COVID funds to purchase anti-microbial furniture in the cafeteria. Several booths and the entire center island are equipped with electricity and charging stations for student devices. After supply chain delays, installation took place in November 2022. The update replaced furniture that was approximately 25 years old.



## Access Control Doors

From 2020 to 2022, CCC made a concentrated effort to increase safety on campus. One way to achieve this was through the installation of access control units installed on 115 doors. With this technology, the college has the ability to lock down the entire campus with the click of a button. The project cost about \$250,000 and was funded by Higher Education Emergency Relief (HEERF) money.



# »ATHLETICS

## Trojan Athletes Gain Academic Honors

Several Colby Community College student-athletes again met the challenge of high academic standards, as noted in the National Junior College Athletic Association's 2022-23 All-Academic Awards.

Fifty-two Trojans made the list, and five teams attained at least a 3.0 grade point average. Volleyball had the third-best GPA in the country, with a 3.87, while softball earned a 3.76. The women's cross country squad had a 3.67 GPA, baseball posted a 3.37, and women's outdoor track and field finished with a 3.15.



## Miessler Fifth at Nationals



Colby Community College equestrian rider Kirsten Miessler placed fifth at the Intercollegiate Horse Shows Association (IHSA) National Championships on May 5 at Kentucky Horse Park in Lexington, Ky.

The competition featured hundreds of riders across the United States and Canada in all levels of hunter seat equitation on the flat and over fences and western divisions such as horsemanship, ranch riding, and reining.

Miessler's fifth-place ride was in the Western Horsemanship Level 1 Championship under judges Holly Hover (Cave Creek, Ariz.) and Debra Jones-Wright (Abbeville, S.C.).

Colby Community College was among 112 colleges and universities represented at the 2023 IHSA National Championships.

## Trojan Men Win XC Title



The Colby Community College men's cross country team capped a magical season with the program's first NJCAA Division I championship in November at Apalachee Regional Park in Tallahassee, Fla.

The men's squad won the 8K decisively by 87 points as they finished with 38 points, placing four runners in the top 10 and six in the top 20. Sophomore Sanele Masondo remained undefeated on the season and took the individual title with a 24:08. Rounding out the championship performance were sophomore Ricardo Barbosa (3rd, 24:30), freshman Mohammed Baghati (7th, 24:49), freshman Kgadi Monyebodi (10th, 25:08), sophomore Remi Chavenaud (17th, 25:29), sophomore Tom Thierry (20th, 25:43), and sophomore Aled Jones (58th, 27:22).



# » HONORS/AWARDS

## President Carter, One of 50 Kansans You Should Know

Ingram's Magazine listed Colby Community College President Dr. Seth Carter among its 50 Kansans You Should Know.

In the article, Carter said the community of Colby makes an effort to improve the lives of others. "I believe this is evident in local businesses and permeates the community, making for an outstanding quality of life."

He became president of the college in 2015. His administrations have brought the most abundant capital improvements since the campus was built in the 1960s. Under his leadership, the institution expanded its approach to promoting student success and the student experience through numerous facility improvements, technology enhancements, and beautification projects.

"We are so grateful to our community, alumni, and the students we serve," Carter said. "An organization cannot have the college's sustained success and initiate projects without the support of many people."

## Dorms Named After **Early Presidents**

Two sections of Colby Community College's Living Center North student housing were renamed during a ceremony in August to honor the institution's first two presidents, Dr. Richard Mosier and Dr. James Tangeman.

"Dr. Mosier and Dr. Tangeman were two of the most influential and formative leaders in the college's history," said President Dr. Seth Carter. "Colby Community College does not exist in our current capacity without their tremendous contributions, foresight, and the initiatives they enacted."

Mosier was the founding president of the college, serving from 1966 to 1972. He was the youngest college president in Kansas at the time. CCC honors his contributions at commencement each year with the presentation of the Mosier Award, which

recognizes a student's academic performance and representation of the institution.



Starting in 1972, Tangeman took the helm at CCC for 16 years. His tenure at the college is remembered annually with the Tangeman Award for Teaching Excellence, presented to a faculty member who demonstrates dedication and passion for student learning.



## Masondo and Johnson **Named Top Performers**

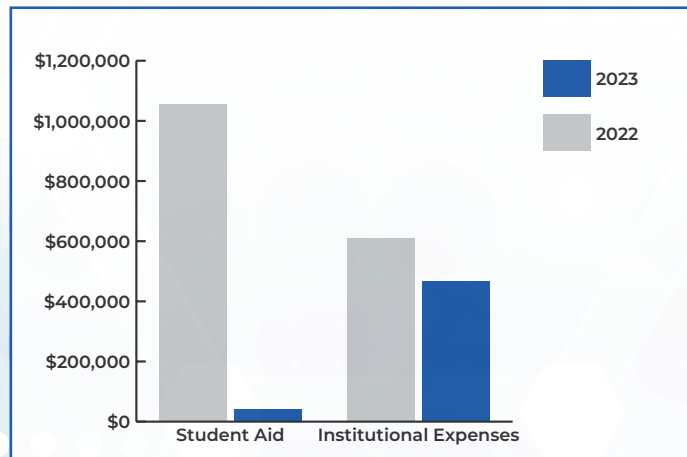
The U.S. Track Field and Cross Country Coaches Association (USTFCCCA) named Sanele Masondo the Men's Athlete of the Year and Brady Johnson the Men's Coach of the Year.

Masondo, a sophomore from Kwazulu Natal, South Africa, capped his undefeated season with the individual title at the 2022 NJCAA Division I Cross Country Championships in 24:07.2. He also won the individual title at the Region VI Cross Country Championships in 23:31.6, as well as the Greeno/Dirksen Invitational and the Chile Pepper Festival. Twice during the season, he was the USTFCCCA athlete of the week.

Under Johnson, the Trojans won the program's first national championship and the school's first team crown since 1999. The Plainville, Kan., native has coached at Colby since 2019. He led his squad to a 2021 regional championship and a third-place finish at the national meet.

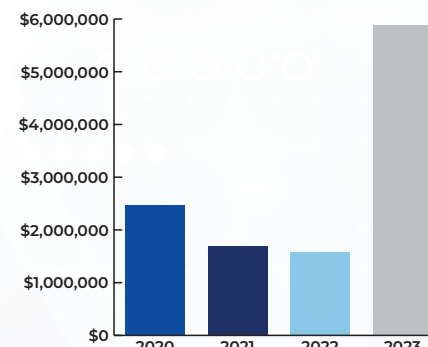
## HEERF Funding

	FY2022	FY2023
Student Aid	\$1,057,088	\$42,594
Institutional Expenses*	\$610,102	\$465,655



## Investment Assets

FY2020	\$2,465,316	FY2021	\$1,694,990
FY2022	\$1,585,183	FY2023	\$5,889,721



## Fiscal Performance

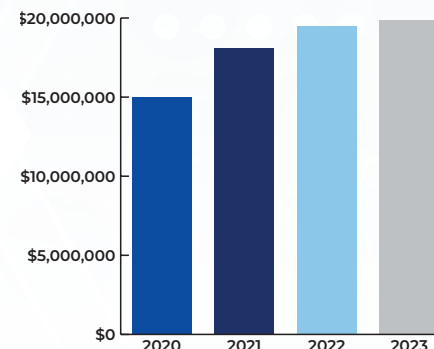
	FY2021	FY2022	FY2023
Operating Revenues	\$7,669,886	\$9,770,750	\$8,348,757
Non-Operating Revenues	\$12,138,461	\$10,078,890	\$11,319,836
Operating Expenses	\$(15,989,839)	\$(17,074,879)	\$(16,583,763)
CHANGE IN NET POSITION	<b>\$3,818,508</b>	<b>\$2,774,761</b>	<b>\$3,084,831</b>

» In 2022-23, CCC secured over **\$3,250,000** in new funds, grants, and donations.

» CCC has reduced the mill levy from **46.819** in 2017 to **39.775** in 2023 (pending board approval), a decrease of **7.044** mills.

## Cash Reserves

FY2020	\$15,019,733	FY2021	\$18,083,692
FY2022	\$19,500,000	FY2023	\$19,866,360



*4th quarter of FY2023 operating expenses were not balanced at the time of publication.*

# » ENROLLMENT

## Norton Correctional Facility **Enrollment**

- » **68** students took **1,534** credit hours through CCC while incarcerated.
- » Those students received **\$114,146** in Pell Grant funds to help pay for their education.

## High School **Enrollment**

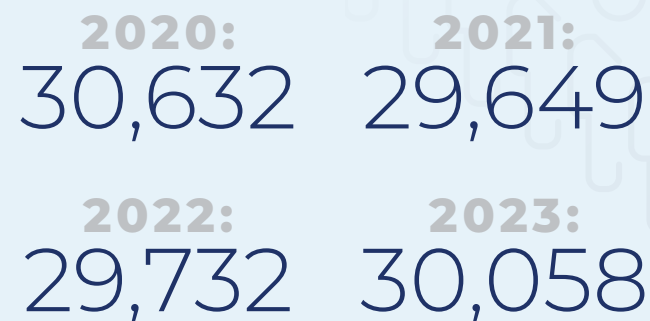
- » **888** students took **4,803** credit hours through CCC in 2022-23.

### CCC Maintains **Positive Enrollment**

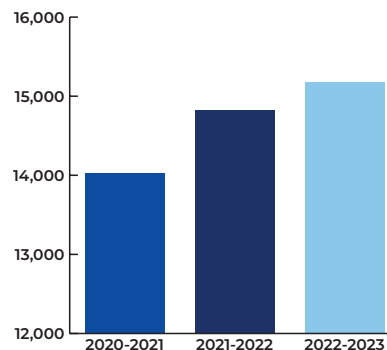
From 2017 to 2022, Colby Community College had the highest percentage of full-time equivalency enrollment growth (FTE) among 19 state community colleges. FTE is measured by total credit hours for the academic year divided by 30 credit hours.

Additionally, the institution had the second-highest percentage of student headcount during the same period.

## Enrollment **Credit Hours**

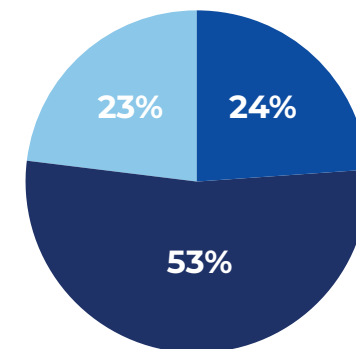


## Growth for **Online Credits**



2020-2021: 14,027  
2021-2022: 14,831  
2022-2023: 15,183

## Age **Breakdown**



High School Enrollment (under 18): 24%

Traditional (18 to 24): 53%

Non-traditional (25 and older): 23%

# » DIVERSITY, EQUITY & INCLUSION

## Diversity Statement

Colby Community College is committed to creating a diverse and inclusive environment in which our students, faculty, and staff learn and work.

## Purpose

The purpose of the Diversity Committee is to promote a supportive and inclusive college that will recognize and encourage the unique individual and human differences among students, faculty, staff, and our communities.

## International Students

**68 students represent 26 countries.**

Australia	France	Italy	Poland	United Kingdom
Bahamas	Germany	Jamaica	Portugal	Zambia
Brazil	Guinea	Japan	Romania	
Canada	Guyana	Korea	South Africa	
Cayman Islands	Haiti	Mexico	Spain	
China	Indonesia	Morocco	Turkey	



## International Women's Day Panel

To celebrate International Women's Day in March, the Dr. Max Pickerill Lecture Series hosted a panel of CCC students who shared stories of influential women. An open discussion followed.

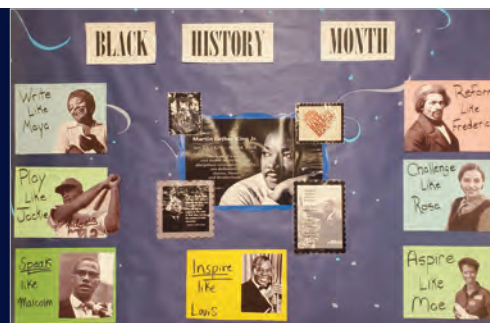
## Black History Month



In recognition of Black History Month, the CCC Diversity Committee featured pastors Rodgers Chishiba and Abida Alice Shomari in a free presentation open to the public.

The speakers led a conversation and asked: What comes to your mind when you hear "Africa or African"? What comes to mind when someone from Africa hears "America or American"?

Pastor Alice is from the Democratic Republic of Congo, and Pastor Rodgers is from Zambia. Before emigrating to the United States, the pair lived in Zimbabwe for four years. They lived in Atlanta, Ga., where they attended graduate studies at Candler School of Theology, Emory University, before moving to northeast Nebraska. For the last seven years, they have served in northwest Kansas.



## Flag Quiz

The flag quiz invites on-campus and online students to test their knowledge of flags from around the world. CCC aims to have the home country of each student represented. Anyone can participate in the quiz.



## Kenny Hernandez Darin Spence



Kenny Hernandez began his role as the Colby Community College athletic director in April.

Hernandez came to Colby after four years as the assistant athletic director for communications at Seward County Community College. He was the primary contact with all seven Saints athletic programs for media relations, and game-day operations; he was also the on-site manager and Student-Athlete Advisory Committee advisor. In the fall 2022 semester, he was the interim men's and women's tennis coach and guided the women's program to its first Intercollegiate Tennis Association (ITA) singles national championship.

He holds a bachelor's degree in communication studies with a minor in English and a certificate in leadership and public service from Iowa State University. In December 2023, he will finish a master's degree in sports management from the University of Kansas.

"I want to thank the leadership at Colby Community College for this opportunity to lead the athletic department," Hernandez said. "The passion and excitement I have for Colby Community College will shine through my work, attitude, and involvement on campus."



Darin Spence came to Colby with an accomplished resume that spans more than 30 years with 602

wins as a collegiate head coach at NCAA Division I and Division II, NAIA, and NJCAA schools. In addition to serving as the head men's coach and athletic director at Colby from 1995 to 1997, he led women's programs at Miles Community College, Newman University, Barton Community College, New Mexico State University, Cowley Community College, Butler Community College, and Marymount College.

He is the program leader in wins (120) at Division II Newman University. As a coach in the Jayhawk Conference, he is the all-time leader in win percentage and a 2016 Hall of Fame inductee at Cowley Community College.

At the NCAA Division I level, Spence ranks second in wins (110) in the women's program at New Mexico State.

"College athletics is very important to me," said Spence. "I've been a program fixer-upper on many levels and enjoy the daily process. God says we all have great value, and I see it as my role to assist our young student-athletes in finding their place along their journey."

## Sheri Knight



Sheri Knight began her new post as vice president of business affairs and chief financial officer in September

2022. She previously was the chief financial officer at CrossWinds Counseling & Wellness in Emporia.

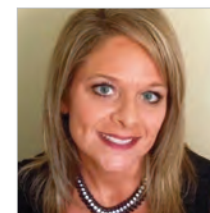
Knight holds a bachelor's degree from Emporia State University with an emphasis in accounting and obtained licensure as a certified public accountant.

She was the assistant director of human resources at Emporia State from 2007 to 2011 and served as director of human resources at Flint Hills Technical College from 2011 to 2016.

When she has the opportunity, she can be found outside.

*"I love planting flowers in the spring and watching them grow and walking with the dogs. That is my therapy. And I love going to concerts and traveling when there is time."*

## Melissa Rickford



Colby Community College welcomed Melissa Rickford as the Endowment Foundation

director in May 2023.

Originally from northwest Kansas, Rickford brings various experiences to her new role. With a bachelor's degree in kinesiology and a master's in exercise science from Kansas State University, she began her career as an exercise physiologist focusing on cardiac rehabilitation. She transitioned to the pharmaceutical sales and medical device industry before moving closer to family in the area, where she most recently worked as a financial controller and human resources director.

Rickford is happy representing the college where she took classes in high school.

"I look forward to continuing to build meaningful connections between Colby Community College, our alumni, and the local community."

She is married to Travis Rickford. They have two children: son Ashton is 17, and daughter Olivia is 13. In her free time, she enjoys exercising, baking, community involvement, and following her children's activities.

## CCC Receives Endowment Gift for Nursing

The Colby Community College Endowment Foundation announced a new scholarship after receiving a \$50,000 gift from David and Rose Kreller. The fund is in memory of Kathy Kreller, who graduated in the first nursing class at CCC.

The Kathleen A. Kreller Scholarship will provide two \$2,500 awards annually, one for a practical nursing student and one for an individual pursuing an associate degree in nursing (ADN).

First preference will be given to students from Rooks and Smith counties. Second preference will be given to candidates in Phillips, Norton, Graham, Trego, Ellis, Russell and Osborne counties.

“Colby Community College is honored to be able to recognize and memorialize Kathy’s legacy,” said President Dr. Seth Carter.

## Employee Aid

CCC employees seeking advanced degrees and training can offset costs through scholarships provided by the Foundation. Over the last year, allocations from the Hinthier Fund, Pete Henry Professorship, and Garvey Fund provided \$11,974 for faculty and staff to enhance their careers.

Since 2015, nearly \$92,000 has been dispersed from these funds to assist with professional development opportunities.

## Create Opportunities for Student Growth

IN THE 2022-23  
ACADEMIC YEAR,

## *The Endowment Foundation*

AWARDED

**\$179,659** to  
**165** Students!

## Nathan Emmons Memorial Scholarship

Colby Community College and the Colby Community College Endowment Foundation were pleased to announce the Nathan Emmons Memorial Scholarship.

Mrs. Marsha Berens, Nathan’s mother, presided over the scholarship signing in the Thomas Hall Boardroom. Several students were present.

“Nathan was such a bright light, and he loved sharing his experiences with the work-study students,” she said. “He truly loved spending time with these students, and with this scholarship, Nathan’s legacy will always be preserved by helping students.”

Nathan Emmons worked at Colby Community College in the Custodial/Maintenance department for over seven years. He was a resident of Colby and passed away on Feb. 24, 2023.

Contributions can be made to the Nathan Emmons Memorial Scholarship at Colby Community College by contacting the CCC Endowment Foundation at (785) 460-5482 or [endowment@colbycc.edu](mailto:endowment@colbycc.edu).



*President Dr. Seth Carter, Marsha Berens, and Foundation Director Melissa Rickford.*

# » MISSION

**Challenge** students to adapt to a diverse society.  
**Create** opportunities for student growth.  
**Connect** student learning with professional experiences.

## Board of Trustees



*Quintin Flanagan*



*Donna Henry*



*Audrey Hines*



*Arlen Leiker*



*Patrick Toth*



*Jessica Vaughn*

# » VISION



*CCC will be a national leader in academics and student success to transform lives in the communities we serve.*

Colby Community College is a two-year public institution of higher education. Located in Colby, Kan., the college is situated in the northwest part of the state in Thomas County and is approximately 50 miles from the Neb. and Colo. borders. Once known as the Golden Buckle on the Wheat Belt, Thomas County is now also a leading producer of sustainable agriculture. Although not the largest county in the state by acres, Thomas County has more farmable acres than any other county in Kan.

From a humble beginning of 99 students in 1964, CCC now serves over 2,200 students annually. The institution provides a diversity of academic options and has highly qualified and caring faculty and staff. In addition to a 57-acre main campus, CCC has a 60-acre farm utilized as a hands-on laboratory and training facility.

The college also accommodates off-campus students nationwide through face-to-face, online, and hybrid courses. A number of studies (from SmartAsset, WalletHub, the Aspen Institute, and the Chronicle of Higher Education) conclude CCC is a solid educational investment and is consistently a peer leader in graduation and retention rates.

Colby Community College is governed by an elected, committed six-member Board of Trustees.

# » HALL OF FAME

Four individuals joined the Colby Community College Hall of Fame in 2022. The institution's first three presidents, Dr. Richard Mosier, Dr. James Tangeman, and Dr. Mikel Ary, along with retired rodeo coach Allen Russell, were honored with a Nov. 5 reception at the Colby Event Center.



## Dr. Mikel Ary

In 1988, Ary was hired as CCC's third chief executive officer. At the time of his retirement in 2005, he was one of the longest-tenured college presidents in Kansas.

Under his leadership, the college experienced unprecedented enrollment. His dedication to academic excellence is recognized each year at commencement with the presentation of the Ary Award to an outstanding student.



## Dr. Richard Mosier

Mosier was the college's founding president, serving from 1966 to 1972. He was the youngest college president in Kansas at the time. CCC honors his contributions at commencement each year with the presentation of the Mosier Award, which recognizes a student's academic performance and representation of the institution.



## Allen Russell

A rodeo coach and agribusiness instructor, Allen Russell taught at Colby Community College from 1990 until his retirement. In addition to instructional and coaching responsibilities, he also advised agriculture and ag economics majors and served as a division chair.

In 2009, we awarded him the Tangeman Award for Teaching Excellence. Today, Russell is a part-time ag business instructor at CCC.



## Dr. James Tangeman

Hired as CCC's dean of instruction in 1969, James Tangeman served as president from 1972 to 1988.

Under his leadership at CCC, agriculture programs expanded, the livestock judging teams became a fixture on the national stage, and the college pioneered outreach education in northwest Kansas.

Tangeman's influence is remembered annually with the Tangeman Award for Teaching Excellence, a faculty award for demonstrated dedication and passion for student learning.

