



President's Message



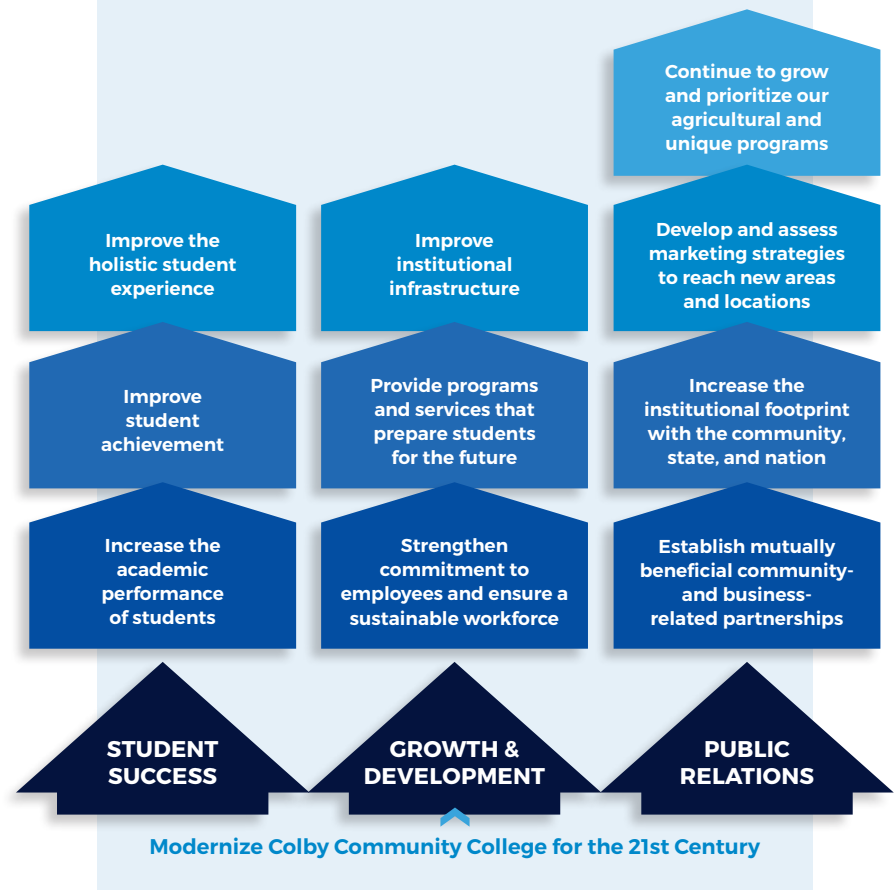
Dr. Seth Carter

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.

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

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

Challenge. Create. Connect.



60



1964 - 2024

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60 YEARS OF
**LEGACY
LEARNING
GROWTH**

Nursing Aces It... Again!

For the second straight year, the Practical Nursing (PN) program on the Colby Campus 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.



All Veterinary Nursing Students Pass Board Exam

The 13 Colby Community College Distance Learning Veterinary Nursing Program graduates who sat for the Veterinary Technology National Exam (VTNE) achieved a 100% first-time pass rate during the July 1, 2022, to June 30, 2023, testing window.

The VTNE is a three-hour exam consisting of 170 questions covering nine domains of responsibility deemed essential for veterinary nurses.

Dr. Jennifer Martin leads the 82-credit-hour program. Instructors are Dr. Beth Fenton; Angie Harris, BS, RVT; Sheyenne Spady, RVT; and Dr. Gina Vanloenen. Amanda Hart serves as the Veterinary Nursing Enrollment and Retention Specialist.

Colby Community College is a pioneer in veterinary medicine education, starting a program in 1969 as one of the first in the country. The accredited distance learning program launched in 2014, and enrollment has increased exponentially. The college is one of just six institutions that deliver vet nursing education through both modalities.

Graduation and Retention Still Top in Kansas

For the sixth time in nine years, Colby Community College was at the top for graduation and had the highest retention rate for the second year in a row, according to the 2024 Kansas Community College Data Book. The annual report, which evaluates the 19 Kansas community colleges, is published by the Kansas Board of Regents.

The graduation rate is measured by the percentage of first-time, full-time students who begin and complete an associate degree from the same institution. Colby ranked first, with 51.4% of students completing within two 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 64.7% in the 2021 cohort. It is the fourth time in five years CCC has led the state.

"This sustained excellence is a testament to students, employees, the Board of Trustees, and the communities we serve," said CCC President Dr. Seth Carter. "These accolades are exceptionally important because they directly reflect our students' accomplishments and long-term success."

The institution continues to grow enrollment, posting the second-highest percentage change in student headcount over the last five years and the second-highest percentage change in full-time equivalency enrollment over the same period. Among the community college sector, only Colby reported positive enrollment growth over the last decade.

» Graduation rate: **51.4%**

» Retention rate: **64.7%**

Ag Certification Added

In the fall semester, Colby Community College announced a new one-year feedyard certificate program to help students gain the skills and confidence to work in a feedyard operation. The 15-credit-hour curriculum includes these courses: Feedyard Techniques, Welding, Agricultural Workplace Communications, Horsemanship, Market Beef Production, and Nutrition. An internship in the spring semester is possible.

First-Year Experience

The freshman orientation class at Colby Community College, formerly known as Student Success Seminar, has been updated to better meet students' needs and enhance their guided pathways. The class duration has been reduced from eight weeks to four, allowing a more efficient fit into students' schedules. More advisors have been incorporated as instructors, fostering better student-advisor relationships, crucial for personalized guidance and support. Additionally, the course now offers enhanced resources to support student success. A welcome presentation featuring all campus offices and services has been introduced in the first week to ensure students are well-acquainted with available support. These changes collectively enhance the guided pathways for students by providing timely, comprehensive support and clearer, more direct routes to achieving their academic and career goals.

CCC Partners with FHSU for BSN

The presidents of 11 Kansas community colleges signed an agreement with Fort Hays State University that guarantees nursing graduates admission to Fort Hays State's bachelor's program in nursing. The agreement's foundation began with conversations between FHSU and Colby Community College and grew to include each Kansas community college with a nursing program.



Fort Hays State University President Dr. Tisa Mason, left, and Colby Community College President Dr. Seth Carter met with CCC nursing students to discuss a new partnership between the schools.



Bull Sale

The CCC Beef Production class hosted the Annual Bull Sale on March 22 in the Beef Unit at the college farm. About 150 people enjoyed a complimentary lunch.

A new event this year was the Bull Sale Seminar for producers the night before the sale in the Lon R. Frahm Agricultural Center. Seminar topics were The Value of GrowSafe Systems, Breeding Soundness Exams: A Real Deal Breaker, and Economics of Reproduction. Presenters included beef production students, North Dakota State University Extension Agent Dr. Lacey Quail, and Kansas State University Extension Agent Dr. Sandy Johnson. Visitors had the chance to take tours of the Frahm Ag Center and the renovated Stanley Carr Agricultural Center, followed by a dinner and the seminar.

» RENOVATIONS

Frahm Agricultural Center Opens

The Lon R. Frahm Agricultural Center officially opened with a ceremonial ribbon-cutting on Aug. 11, 2023. It is located at the north entrance off College Drive.

The need for the 12,400-square-foot building came from limited space to accommodate existing and expected new enrollment in ag-related majors. The facility features six classrooms (the largest of which can seat 53 students), offices for 16 full-time ag employees, and a 28-person meeting room. The lower level also serves as a tornado shelter for the north side of campus.



Lon R. Frahm

"We are humbled by the generosity of so many people who contributed to making this facility a reality," said President Dr. Seth Carter.

"It will impact Colby Community College students, the community, and the region for many years."

Carr Renovation

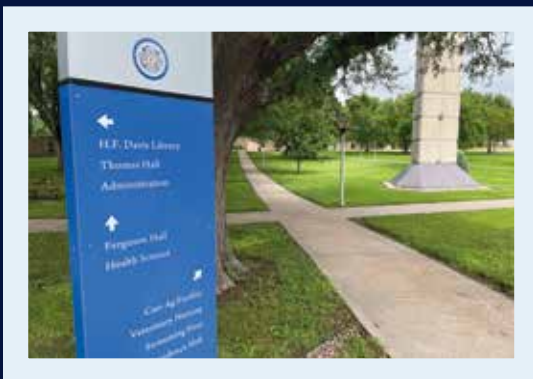
The Stanley Carr Agricultural Center, which houses the veterinary nursing program, underwent a full remodel this year.





Walking Trail **Expanded**

The Colby Community Walking Trail was expanded, connecting the path from the Colby Event Center along College Drive westward to the sidewalk near the Carr Agricultural Center. The Colby Rotary organized and raised funds for the project, completed in the summer of 2024. The City of Colby will maintain the stretch of the trail.



Other Renovations and Updates

- New flooring and paint in the living centers East and North.
- Completed the Radio Frequency Identification (RFID) door sensors/access controls throughout campus.
- Purchased a new 54-passenger bus.
- New computers and monitors in three labs.
- Implemented a Zoom phone/video communication system.
- Updated the dental hygiene lab with new chairs, lights, and flooring.
- New carpet and paint in multiple areas.
- Bathroom renovations in Thomas Hall and the Student Union.
- Roof replacement on all but three buildings at the college farm.

Team GPAs

With a collective 3.25 grade point average for the 2023-24 academic year, the Colby Community College Athletic Department ranked second in the Kansas Jayhawk Community College Conference (KJCCC) and had 79 students earn All-Academic recognition by the National Junior College Athletic Association (NJCAA).

Six teams posted at least a 3.0 grade point average. The volleyball team had the second-best GPA in the country, with a 3.85, while softball earned a 3.71. Other squads were women's cross country (3.44), women's basketball (3.43), baseball (3.40), women's outdoor track and field (3.35), and men's basketball (3.27).

Volleyball Goes to Nationals



In November, the Trojans volleyball team earned an automatic bid to the NJCAA Volleyball National Tournament in Hutchinson after winning the Region VI and Plains District Championship in the middle of a nine-match winning streak.

This feat marked just the third time in program history (1977, 1978) that Colby went to nationals. To celebrate, about 100 students, staff, and

community members joined the Trojans to watch the NJCAA bracket reveal and discover their first-round opponent.

Under Head Coach Carey Jones and assistant Julie Archer, CCC went 1-2 at the tournament and finished with an overall record of 23-11.

Booster Club Returns



In 2023, first-year Athletic Director Kenny Hernandez reestablished the Trojans Booster Club. The club offers alumni, supporters, and community members an opportunity to directly impact and contribute to the Trojans' success.

"There is a misconception that only major gifts make a difference," said Hernandez. "But in reality, each donor has a significant impact on the success of Trojans Athletics."

Membership levels begin at \$50 and can provide perks like reserved seating, reserved parking, and special recognition for businesses.

Cross Country Teams Take Region VI



Both men's and women's cross-country programs emerged victorious at the 2023 Region VI and KJCCC Championships in Iola, Kan.

The men's team secured their third consecutive regional crown, with four athletes placing in the top six and all five scoring athletes in the top 10. Kgadi Monyebodi led all runners with a time of 23:35.4. Mohammed Baghati (3rd),

Sibonelo Khumalo (5th), Leandre Lahalle (6th), and Gift Mashilo (10th) were the All-Region performers. The Trojans scored a total of 25 points. Coach Brady Johnson was named Men's Jayhawk Conference Coach of the Year.

The Trojan women brought home the first regional title since 2017. Colby had three in the top five, and all five runners in the top 15 earned All-Region honors. Elif Poyraz was the individual champion with a time of 18:28.2. Rosemary Arthur (3rd), Nonhlanhla Mabuza (5th), Tara Bert (11th), and Asli Atan (14th) rounded out the scoring five. Colby's 34 team points outpaced defending champion Hutchinson with 69.

The combined team championships were Colby's first as an NJCAA Division I program. As Division II competitors, the Trojans swept the team titles in 1998.

SAAC Returns



The Student-Athlete Advisory Committee (SAAC) was brought back in the fall 2023 semester, consisting of one sophomore and one freshman from each program. Each month, 20 student-athletes met to discuss

the student-athlete experience and ways to improve their time in Colby. This year's SAAC executive team included President Keller Metzker, Vice President Sarah Berst, Treasurer Armonie Jones, and Secretary Clarysa Webber. SAAC also organized and ran the student-athlete end-of-the-year banquet with program and department awards. The organization reconvenes in the fall of 2024 and will continue to build an inclusive environment and provide a voice for all programs.

» HONORS AND RECOGNITION

PTK Celebrates Colby Students

Recent Colby Community College graduates Emily Davis and Emma Lehman were named to the PTK All-Kansas Academic Team during the Annual Phi Theta Kappa Honors Luncheon on April 12, 2024, in Junction City.

Phi Theta Kappa (PTK) is the national honor society of the two-year college. The organization focuses on leadership, scholarship, service, and fellowship and connects students to growth opportunities and potential transfer scholarships. To be accepted, students must have at least a 3.5 GPA.

Davis is a graduate of Roosevelt High School in Johnstown, Colo., majoring in biology. She was the treasurer for CCC's Rho Iota PTK chapter and a two-year member of the Trojans softball team. The daughter of Michele Davis and Richard Davis, she is pursuing a degree in biology from Fort Hays State University.

A Goodland High School alumna, Lehman graduated with associate degrees in exercise science and physical education at the end of the fall 2023 semester. She is enrolled in the Fort Hays State nursing program, working toward a Bachelor of Science in Nursing. Her long-term goal is to earn a doctorate in nursing and become a nurse practitioner.



Honorary Degree Posthumously Awarded to Mark Winger

Colby Community College alumnus Mark Winger was posthumously awarded the honorary associate degree during commencement on May 17 at the Colby Event Center. A committee of college employees selects the recipient to highlight an individual's distinguished contributions to Colby Community College and Thomas County.

Winger served his community in many ways. He assisted with and supported Colby athletics at all levels. His civic work could be seen in the Colby Rotary, where he was named a Paul Harris Fellow. In leadership, he was on the Prairie Museum of Art and History board, was president of the Chamber of Commerce, board chairman and director of the Kansas Agriculture and Rural Leadership (KARL) organization, and a Thomas County Leadership graduate. CCC knew him well through his terms on the Board of Trustees and the Endowment Foundation board.

Mark had a career with Farm Credit of Western Kansas for 30 years, serving as Chief Credit Officer at the time of his passing on Dec. 16, 2020.

Inlow Honored by K-State

Kansas State University recognized Colby Community College Transfer and Advising Specialist Jade Inlow for her work with CCC transfer students.



A member of the K-State community nominated her for her dedication to the success of transfer students. As the recipient, Inlow received funding to attend K-State's 2024 Transfer Summit in Manhattan and a \$1,000 educator choice scholarship award to be given to a CCC student planning to attend K-State.

Inlow is in her sixth year as the transfer and advising specialist in Student Support Services, a grant-funded program that serves students who are first-generation (neither parent holds a bachelor's degree), meet federal income guidelines, or have a documented learning or physical disability.



Carter Wins Tangeman Award

Social and behavioral sciences instructor Krista Carter was the recipient of the 2024 Tangeman Award for Teaching Excellence. A CCC alumna, Carter also won the award in 2005.

Kinnett Earns No. 300

Colby Community College Head Softball Coach Steve Kinnett notched his 300th career victory on March 9 against Pratt Community College.



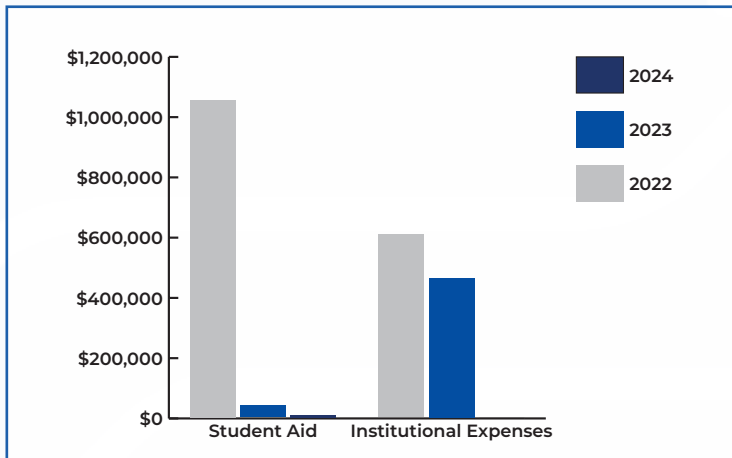
Afrifa Named Athlete of the Year

Anita Afrifa was named the U.S. Track & Field and Cross Country Coaches Association (USTFCCCA) 2024 NJCAA Division I Female National Athlete of the Year.

» FINANCIALS

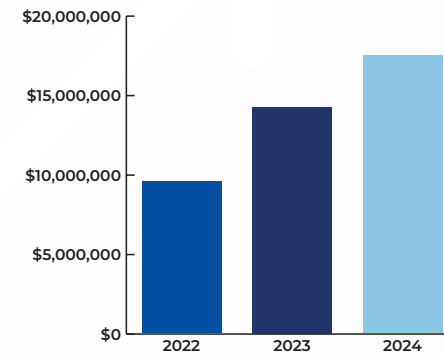
HEERF Funding

	FY2022	FY2023	FY2024
Student Aid	\$1,057,088	\$42,594	\$11,165
Institutional Expenses*	\$610,102	\$465,655	-



Investment in Assets

FY2023	\$14,220,434	FY2022	\$9,528,557
		FY2024	\$17,487,956

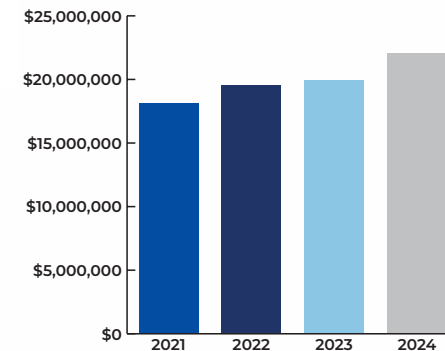


Fiscal Performance

	FY2021	FY2022	FY2023	FY2024
Operating Revenues	\$7,669,886	\$9,770,750	\$8,348,757	\$8,232,146
Non-Operating Revenues	\$12,138,461	\$10,078,890	\$11,319,836	\$12,564,734
Operating Expenses	\$(15,989,839)	\$(17,074,879)	\$(16,583,763)	\$(16,691,513)
CHANGE IN NET POSITION	\$3,818,508	\$2,774,761	\$3,084,831	\$3,835,367

Cash Reserves

FY2021	\$18,083,692	FY2022	\$19,500,000
FY2023	\$19,866,360	FY2024	\$22,005,082



» Since 2017, CCC has reduced the mill levy from **46.819** to **39.393** in 2024 (pending board approval), a decrease of **7.388** mills.

» ENROLLMENT

Welding Offered at Norton Correctional Facility

Twenty-four students began welding classes in January 2024. In March, NCF welding students began making projects for local community members. Instructor Jake Conger developed a plan and worked with staff at the college and at NCF to provide students with real-world experience. The first project was a gooseneck trailer. Additionally, the work of some CCC welding students is featured in the Beyond the Fence art exhibit at the Gloria Nelson Cultural Center in downtown Norton.



High School Enrollment

» **947** students took **5,343** credit hours through CCC in 2023-24.

Forklift Classes Begin

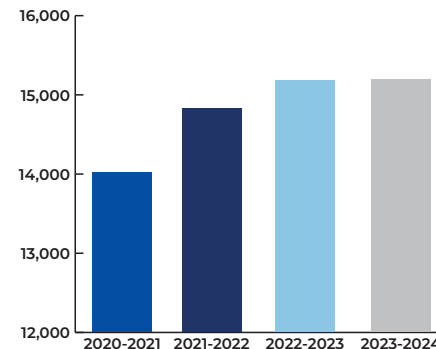
Twenty students completed the first forklift certification classes at the Norton Correctional Facility in March 2024. Another class was held in May, and three additional classes over the summer. All students enrolled in Welding, Alternative Energy, and TeleCommunications curriculums take the class, and additional students will be offered opportunities.



Enrollment Credit Hours

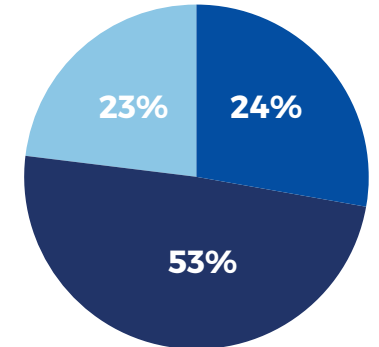


Growth of Online Credits



2020-2021: 14,027
 2021-2022: 14,831
 2022-2023: 15,183
 2023-2024: 15,204

Age Breakdown



High School Enrollment (under 18): 24%
 Traditional (18 to 24): 53%
 Nontraditional (25 and older): 23%

» COMMUNITY

Student Life



FBI Agent Comes to CCC

Author and former FBI Agent William Plunkett was featured in Colby Community College's Dr. Max Pickerill Lectures Series in October 2023. He addressed the public in the evening and spoke to criminal justice classes the following day.

Plunkett shared tales about the Bureau's infancy, from its formation by President Theodore Roosevelt to the birth of modern crime-fighting, the evolution of the early FBI during the turbulent Public Enemy era of the 1930s, and the demise of John Dillinger, Machine Gun Kelly, Baby Face Nelson, Pretty Boy Floyd, and others.

There was no charge to attend the presentation. The Dr. Max Pickerill Lecture Series is funded annually by anonymous donors.

International Students

113 students represent 35 countries.

Australia	China	Haiti	Mexico	South Africa
Austria	Colombia	Hong Kong	Morocco	Spain
Bahamas	Croatia	Hungary	Netherlands	Sweden
Barbados	Denmark	Italy	Papua and	Turkey
Belgium	France	Jamaica	New Guinea	United Kingdom
Brazil	Germany	Japan	Poland	
Canada	Ghana	Jordan	Republic of	
Chile	Guyana	Kenya	Latvia	

Scholarship Offers Courses at No Cost

In October 2023, Colby Community College announced the Colby Commitment Scholarship, a tuition, fees, and books benefit for high school students who qualify for free or reduced-price school lunches in the institution's 14-county service area. Additionally, Thomas County high school students are eligible for the award regardless of income.



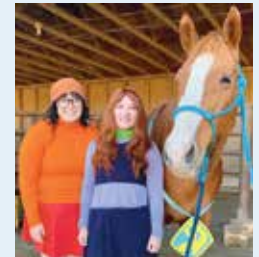
"We are so grateful to the board for supporting this initiative," said President Dr. Seth Carter. "Colby Community College is deeply invested in the success of Northwest Kansas, and the Colby Commitment Scholarship further illustrates this by providing access to a high-quality education."

All juniors and seniors who are permanent residents in Thomas County qualify.

Students at high schools in Cheyenne, Decatur, Gove, Graham, Logan, Norton, Phillips, Rawlins, Rooks, Sheridan, Sherman, Thomas, Trego, and Wallace counties may be eligible according to a family's adjusted gross income in relation to the Kansas State Department of Education (KSDE) income guidelines for free and reduced meals.

Halloween 'N Horses

The Colby Community College equestrian team, horse production program, and ag programs hosted the annual Halloween 'N Horses event at the college farm. The event, featuring horses dressed in costumes and children's games and treats, has grown each year and has become a community favorite.



Fair Parade

CCC employees and their families walk in the Thomas County Fair Parade each year and distribute 1,000 CCC T-shirts and other items.

The Wizard Comes to CCC

The Colby Community College music and drama department performed the musical "The Wizard of Oz" on April 19 and 20 in Frahm Theatre.



» NEW FACES

Jazmine Esparza



With her hiring in May 2024, Jazmine Esparza became the fifth softball head coach in program history. Esparza joins the

Trojans program after two years as an assistant coach at Kansas Wesleyan University (2022-2024). The Sylmar, Calif., native took over after tenured coach Steve Kinnett's retirement.

"I believe in the potential of the Colby Community College softball program to achieve success and desire to be a part of that growth," she said.

Joseph Cornejo



In spring 2024, Joseph Cornejo began as the fifth men's wrestling head coach in program history.

He brings 11 years of college coaching experience, most recently serving as an assistant at Cowley College in Arkansas City for four seasons (2018-2022).

"I was interested in the Colby wrestling program because I know it has a rich tradition in wrestling," said Cornejo. "In year one, I am looking forward to putting my roots down as a head coach and getting everything in line to be a successful wrestling program in the classroom and on the mat."

Angel Morrison



Colby Community College introduced Angel Morrison as the next vice president of academic affairs in summer 2024.

She will provide leadership and strategic direction for student learning outcomes and advocate for faculty. Before her new post, she was the college's dean of online learning.

"I am excited and honored to step into this new role," said Morrison. "I am eager to support our faculty and academic support services in helping students achieve their educational goals and become strong advocates for their own learning."

Timothy Servis



Tim Servis began as the men's and women's cross country head coach in July 2024. He came to CCC after leading the

men's and women's cross-country program at Division II Southern Arkansas University since 2010.

"We are thrilled to have Tim Servis lead our cross-country program at Colby Community College," said Athletic Director Kenny Hernandez. "Tim brings years of leadership experience, and we are excited to see where he will take the program."

» CCC BIDS FAREWELL TO RETIREES

Colby Community College recognized retiring employees for their service during a public reception on May 8 in the Robert Burnett Student Union. English instructor Deb Bickner, math instructor Brad Griffith, and softball coach Steve Kinnett were the guests of honor.

Deb Bickner

Bickner arrived at CCC in 1987 as the technical director of theater and assistant director of the Cultural Arts Center. For many years, she worked half-time in the theater position and taught the other part of her day in the English department before eventually transitioning to a full-time instructor. Her career spanned every CCC presidency except the first, Dr. Richard Mosier's. In 2014, Bickner was selected for the Tangeman Award for Teaching Excellence.

Brad Griffith

Beginning as an adjunct instructor while teaching at Trego Community High School, Griffith became a full-time CCC math instructor in 2006. In 2023, Griffith won the Tangeman Award for Teaching Excellence, an honor chosen by a committee of previous recipients and current CCC students.

He holds a bachelor's degree from the College of Emporia and a master's from Fort Hays State University.

Steve Kinnett

Coach Kinnett joined the Colby softball program in 2013. During his tenure as head coach, he posted a record of 313-229 (.577). For nine straight seasons, his teams had at least 30 wins, the most being the 2015-16 club that won 42. His teams dazzled in the classroom, too, with 120 student-athletes making NJCAA All-Academic teams. In 2019 and 2024, Kinnett was named the Jayhawk Conference Coach of the Year.

» ENDOWMENT FOUNDATION

Removing Barriers

IN THE 2023-24 ACADEMIC YEAR,

The Endowment Foundation

AWARDED

**\$194,675 to
138 Students!**

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 Hinder Fund and Garvey Fund provided \$12,269 for faculty and staff to enhance their careers.

Since 2015, more than \$100,000 has been disbursed from these funds to assist with professional development opportunities.

Comedy Night

The Endowment Foundation hosted '60s Delight: A Milestone Night Comedy Show and Benefit Auction in April at Four Mile Field east of Frahm Farmland Headquarters.

Comedian, teacher, and author Chris Voth provided the laughs before a limited live auction.

'60s Delight, commemorating the college's 60th anniversary in 2024, was the Foundation's major fundraiser for the year. Proceeds funded endowed scholarships that assist students pursuing their goals at CCC. The Foundation plans to return to its traditional auction in the spring of 2025.

The Colby 60 for 60 Campaign: A Milestone in Scholarship Initiatives

As Colby Community College proudly celebrates its 60th anniversary, the Endowment Foundation is excited to highlight the Colby 60 for 60 Campaign, our most ambitious scholarship initiative to date. This campaign aims to establish 60 new endowed scholarships by the end of 2024, marking a significant milestone in our commitment to providing transformative opportunities for current and future students.

These scholarships are designed for a diverse range of majors, including but not limited to: agriculture, animal science, nursing, chemistry, physics, education, engineering, math, accounting, and business. Several scholarships are open to any major, ensuring broad access to financial support. Notably, one generously covers the tuition and fees for a deserving veterinary nursing student's final year in the program, showcasing the donor's dedication and passion for the field of veterinary medicine.

This remarkable accomplishment would not have been possible without the unwavering support and generosity of our loyal supporters. We are confident that the Colby 60 for 60 Campaign will continue to make a profound difference in the lives of our students. The impact of these scholarships will resonate for generations, fostering a legacy of excellence and opportunity at Colby Community College.



The Colby Community College sign under construction in 1966 and in 2024.

» MISSION

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

Board of Trustees



Zack Odell



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 Nebraska and Colorado borders. Once known as the Golden Buckle on the Wheat Belt, Thomas County is now also a leader in sustainable agriculture. Although not the largest county in the state by acres, Thomas County has more farmable acres than any other county in Kansas.

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 it is consistently a peer leader in graduation and retention rates.

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

Thank You to Our Donors

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