

CENTURY  
COLLEGE



A member of Minnesota State



# ANNUAL REPORT

## 2023

[century.edu](http://century.edu)



## MESSAGE FROM THE PRESIDENT

### MISSION

Century College inspires, prepares, and empowers students to succeed in a changing world.

### VALUES

The Century College community values:

- inspiring learning
- broadening perspectives
- pursuing excellence
- responding to community needs
- achieving goals
- transforming lives
- celebrating achievement

In 2023, Century College experienced a historic milestone with unprecedented enrollment growth. This achievement is a testament to our educational quality and reflects our vital role in empowering community and regional development.

This year, we have significantly contributed to local and state economies by preparing students for in-demand career fields. Our efforts extend beyond academic success; they foster economic growth and societal well-being.

In this Annual Report, you will find highlights of our innovative hyflex/ multi-modality course design options that enable flexible student participation, enhanced student support, and utilization of technology to reach students through various methods. It also covers supports for mental health and food insecurity, and leveraging strategic industry partnerships. These endeavors are crucial in shaping a prosperous future for our students and communities.

Looking forward to 2024, we are optimistic and driven. Our commitment to excellence, diversity, and inclusion continues to guide us towards new heights.

Thank you for being part of this remarkable journey. Together, we are making history.

*Angelia Millender*  
President - Angelia Millender

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### College President

Angelia Millender  
Christine McGing, Assistant to the President

### Executive Cabinet

Rebecca Edberg, Director of Human Resources  
A.K. Khan, Vice President of Finance and Administration  
Rosa Rodriguez, Associate Vice President of Diversity, Equity, and Inclusion  
John Rohleder, Vice President of Information Technology  
Pakou Yang, Vice President of Academic and Student Affairs



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Publication produced by  
Century College Marketing & Communications Department

# 2023

BY THE NUMBERS



**11,030 STUDENTS**

took credit courses at Century College in FY23, and 5,490 individuals registered for non-credit Continuing Education and Customized Training programs.



**162 DEGREES, DIPLOMAS & CERTIFICATES**

offered in a wide variety of transfer and career and technical areas, including applied design, arts and humanities, business, health sciences, human services, industry, social and behavioral sciences, and science, technology, engineering, and mathematics (STEM).



CENTURY COLLEGE GRADUATED **1,555 STUDENTS**

including 92 graduates in Nursing and 514 graduates in other Allied Health programs.



CENTURY COLLEGE GENERATES **\$386.3 MILLION**

in economic impact annually, while supporting and sustaining 2,977 jobs.

## LOWER TUITION RATES

### TUITION COST COMPARISON\*



\*Per credit tuition and fees, based on posted institutions' average cost per credit.

Affordable classes save Century College students thousands on their education, enabling them to avoid student loan debt.



Century College is an ethnically and racially diverse college community with

**45% STUDENTS OF COLOR**



**50%**

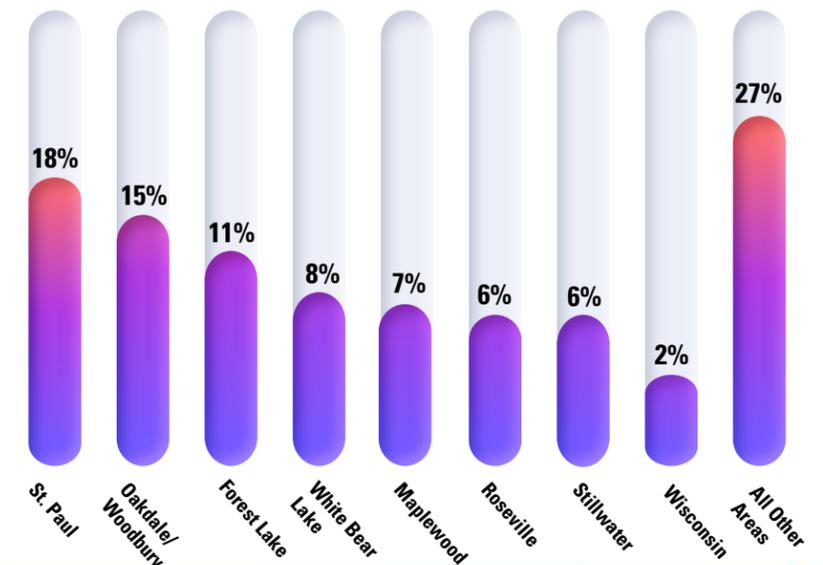
of Century College students are **FIRST IN THEIR FAMILY** to attend college, impacting their families for generations.



**15% HIGH SCHOOL (PSEO)**    **54% 18-24 YRS. OLD**    **30% 25 YRS. OR OLDER**

## Where Century College Students Reside\*\*

\*\*based on Fall Semester 2023



# CELEBRATING ENROLLMENT RESURGENCE

Century College is excited to share promising indicators of enrollment recovery, marking a pivotal step toward regaining our pre-pandemic levels. This positive shift reflects new students recognizing the value of higher education and underscores the success of our efforts to retain continuing students. Our students' commitment to advancing their education through both liberal arts and sciences, as well as career and technical training, demonstrates a collective recognition of its essential role in personal achievement and in strengthening our communities.

## Enrollment Growth Highlights:

**Sustained Increase:** From Fall 2022 to Fall 2023, the College experienced a 5.7% increase in new student enrollment, accompanied by a 26% rise in applications, contributing to an impressive 30% growth in new students since 2020. Spring 2024 further illustrated this upward trend with a 12% increase in credit loads for full-time students, a 23.5% rise in new student enrollment, and an 8.4% boost in returning student enrollment compared to Spring 2023.



### Post-Secondary Enrollment Option (PSEO) Advancements:

Our commitment to providing early college access is evidenced by a 22.3% growth in PSEO program participation and a 23.2% increase in registered credits, further enriching our academic community.



**International Student Growth:** In 2023, Century College experienced an 8.5% increase in international student enrollments compared to 2022, welcoming 116 students from 46 distinct countries. This notable growth, with significant student contingents from Brazil, the Democratic Republic of the Congo, Jordan, and Colombia, significantly enhances our campus's global diversity and enriches our educational environment.



Century College's enrollment trends showcase our adaptability, resilience, and dedication to educational excellence. Our strategic, community-focused initiatives have enabled us to emerge from past challenges stronger and poised for sustained growth. We remain committed to fostering lifelong learning, community engagement, and global awareness, positioning Century College as a beacon of opportunity. This resurgence in enrollment transcends mere numbers, embodying the lasting value and impact of our education.

# CENTURY COLLEGE STRATEGIC PLAN 2020-2025

Century College continues to make significant progress on our Strategic Plan 2020-2025 as we build on our accomplishments and move forward toward our 2025 College Vision.

## STRATEGIC GOAL 1: Create a culture that recognizes and develops the whole person.

- Educate the Century College community on the concept and importance of the whole person.
- Build an infrastructure to identify the needs of both students and employees and provide the necessary resources to support them.

## STRATEGIC GOAL 2: Create a culture of inclusion, diversity, equity and action.

- Improve accessibility and outcomes for all members of our community by adopting equitable policies/practices throughout Century College.
- Attract, recruit, hire, and retain more diverse campus leaders, including students and employees.
- Build cultural competency throughout the Century College community.

## STRATEGIC GOAL 3: Create a culture of responsiveness to changing needs and environmental factors.

- Continually improve all Century College functions (including practices, processes, policies, teaching and learning) so that the College is more resilient and responsive to external and internal needs.
- Continually hold all functions of the College accountable through ongoing assessment, alignment, and integration practices to better serve the needs of our community.

## STRATEGIC GOAL 4: Create a culture of collaboration and partnerships to grow and sustain the college community.

- Intentionally nurture mutually beneficial partnerships and collaborations.
- Grow, resource, assess, and sustain an infrastructure that supports our partnerships and collaborations.

## STRATEGIC GOAL 5: Create a culture of innovation for sustained college and student success.

- Develop infrastructure to identify, reward and invest necessary resources for a sustainable culture of innovation.
- Cultivate and support the development, adoption, and dissemination of innovative practices so that our College can take calculated risks.



## MINNESOTA STATE EQUITY 2030

Century College is focused on advancing Minnesota State Equity 2030 and the goal to eliminate the educational equity gap at every Minnesota State college and university. The core value for Minnesota State is to provide an opportunity for all Minnesotans to create a better future for themselves, for their families, and for their communities.

This value of equity is woven through every facet of Century College's planning and work, including examining student success data to identify and address equity gaps, providing financial support, student support services, career and leadership opportunities, and programming to increase retention and completion, and strengthening cultural awareness and competencies for all students and employees.

For more information on Minnesota State Equity 2030, visit [minnstate.edu/Equity2030](https://minnstate.edu/Equity2030).

# ACADEMIC AFFAIRS

## DRIVING ACADEMIC EXCELLENCE AND STUDENT ACHIEVEMENT

In 2023, the Academic Affairs division at Century College significantly contributed to the College's Strategic Plan Goals. Our focus on innovative academic programming, strong collaborations, and partnerships has been pivotal in advancing student success and shaping a future-ready workforce.



## Academic Programming: Embracing Flexibility and Innovation

Century College is dedicated to providing accessible education through diverse course modalities, with 39% online, 27% hybrid, 33% in-person, and 1% hyflex. Our innovative multi-modal/hyflex approach, growing from 19 to 30 sections in 2023, caters to varied student needs.



We are also at the forefront of technology and skill relevance, introducing the innovatively updated InterNetwork Emerging Technologies program and integrating electric vehicles into our Auto Service Technician program. Additionally, our Emergency Medical Services program now offers enhanced high-fidelity simulation experiences, furthering our commitment to practical, industry-aligned training.

The Mathematics department innovated the traditional prerequisite math curriculum into a co-requisite model that affords students the advantage of earning college-level credits right away while also providing supplemental, just-in-time support for strengthening skills and developmental concepts. Early findings in one semester of data indicated a substantial growth in course completion rates (increase of 30-35%) and the pass-through rate (greater than 10%).

Century's Solar Certificate Program was a featured highlight in the Fall 2023 publication of the Lumina Foundation's FOCUS magazine. With the tag line, "Century College Solar Energy program shows students the light and the money," the article highlights the lucrative aspects of completing the 16-week certification to become a solar assessor and showcases the efforts of our students, graduates, and program director.

## 2023 Highlights: Achievements and Milestones

**Impressive Graduation Figures:** We awarded 2,124 degrees, diplomas, and certificates to 1,554 students with over 450 credentials in health science-related programs. This achievement underscores our role in preparing skilled professionals in vital community sectors.

**Global Learning Opportunities:** Our students explored new horizons through study abroad programs in Tokyo and Paris, led by English department faculty. These experiences deepened their understanding of cultural contexts in literature and arts, enhancing their global perspectives. In 2024, there will be more opportunities for students to study abroad.

**Artistic Expressions:** In Spring 2023, Century's Art Gallery featured "Sylvan Essence," an interactive installation by Shoshana Fink. Fall 2023's exhibition featured "How We Got Here & Where We're Going," curated by Pao Houa Her, highlighting the rich history and experiences of the Hmong community and demonstrating our commitment to cultural diversity and artistic expression.

## Collaborative Initiatives: Enhancing Learning and Community Impact

In 2023, Century College's Academic Affairs division deepened its collaborative efforts significantly. The Auto Service Technology and Auto Body Technology programs joined forces with 916 Career and Tech Center for the Auto Olympics event, sparking interest in trade careers among high school students. Concurrently, the Criminal Justice and Law Enforcement programs partnered with the Career and Tech Center for a VirTra police simulator, enhancing scenario-based training. The Auto Body program secured a \$55,000 grant for eco-friendly upgrades, reducing environmental impact.

Education faculty collaborated with local legislators at the Stillwater Area School District's Summer Success Program to discuss innovative educator training. The Psychology department partnered with the Mental Health Collaborative, creating new educational pathways, while the Orthotics and Prosthetics program trained Ukrainian healthcare professionals in collaboration with the Protez Foundation. Additionally, a substantial Rigorous Course Grant expanded our concurrent enrollment program, improving access to quality education for high school students.

## Academic Accomplishments: Accreditation and Redesign

Following a year-long collaborative effort, Century College submitted its Assurance Argument to the Higher Learning Commission (HLC), reaffirming our accreditation for the 10-year cycle until 2028.

Our Dental Hygiene and Dental Assisting programs received continued accreditation from the Commission on Dental Accreditation (CODA), affirming the high quality of our dental education.

The Associates Degree in Nursing launched an updated program in Fall 2023, reducing the credit requirements from 75 to 64, and implemented a holistic admissions process to increase access. It also expanded the path for advanced standing in the first semester to qualified paramedics and licensed practical nurses.



## Workforce Development and Corporate Training: Bridging Skills Gaps

In 2023, Century College's Continuing Education and Customized Training (CECT) served 5,888 students in 939 classes, collaborating with diverse community partners like Harmony Learning Center and Presbyterian Home Services. CECT leads in fire training across the Minnesota State System. Additionally, the Next Generation Nursing Assistant program continues to expand, highlighting our commitment to innovative healthcare education.

CECT currently holds 13 active grants through the Minnesota Job Skills Partnership (MJSP), administered through the Minnesota Department of Employment and Economic Development, providing training and working with 17 business partners with over 2,800 trainees to deliver over 67,000 training hours in the areas of heating and ventilation systems, computer-aided design, manufacturing processes, welding, safety, computer skills, quality management, and leadership. For example, CECT launched a 12-week training program in partnership with Genz Ryan that equips people with no HVAC experience to become HVAC installers.

# FINANCE & ADMINISTRATION

## STRENGTHENING FOUNDATIONS FOR THE FUTURE

**In 2023, the Finance & Administration team at Century College demonstrated a strong commitment to enhancing our educational environment and ensuring financial stability. Through the transformative power of data-informed decisions and advanced technologies, we have focused on maintaining financial and programmatic stability while improving our facilities with an emphasis on safety and efficiency. Our efforts have been integral in forging a path toward academic excellence and enhanced student success, reflecting our shared dedication to creating a progressive and empowered educational community.**

## Financial Stewardship & Planning: Enhancing Efficiency and Compliance

This year marked significant improvements in our budgeting process, leveraging a new module for enhanced efficiency and alignment with strategic goals. The Finance area maintained exemplary financial compliance and controls, as evidenced by our deficiency-free financial statement and internal control audit for FY23, reflecting full compliance with state, system, and professional standards.

## Elevating Campus Security: Key Upgrades and Investments

In 2023, Century College significantly boosted campus security by implementing access control systems on all exterior doors, enhancing our emergency response capabilities. This upgrade allows for immediate lockdowns, reinforcing our emergency preparedness. Additionally, we enhanced our Public Safety fleet with two new 4WD Ford Explorers, replacing older vehicles to improve response times and reliability, especially under challenging weather conditions, further ensuring the safety and well-being of our campus community.



## Data Empowerment: Advancing Equity and Student Success

Our journey towards data democratization continued with the introduction of the Equity Scorecard, enhancing access to critical data for informed discussions on equity and action. Additionally, the Boynton Health Survey presentation provided comprehensive insights into student well-being, financial stability, and safety, fostering community-wide conversations to support our students better.

The DataWise initiative further exemplified our commitment by aiding faculty in accessing and interpreting disaggregated data, sparking discussions that identify successful strategies and areas for development. These efforts underscore Century College's dedication to data-driven decision-making, ensuring that our future directions are informed, impactful, and aligned with our mission to enhance institutional effectiveness and student success.



## Revitalizing On-Campus Dining: A Fresh Approach

In 2023, Century College enhanced on-campus dining with food trucks, providing diverse, healthy options and backing small businesses. This move revitalized our culinary scene and helped reopen campus cafeterias in collaboration with these vendors. Farmer's Fridge vending machines were introduced, offering fresh meals and broadening food choices. These steps underscore our dedication to improving dining services, engaging the community, and advancing sustainability in partnership with local businesses and our campus community.



## Campus Upgrades: Modernizing Infrastructure and Learning Spaces

The Facilities team at Century College, in partnership with the IT and Academic Affairs departments, has modernized learning spaces and notably improved campus navigation. Highlights include updating the Auto Body program's 40-year-old spray booth with cutting-edge technology and initiating electronic wayfinding and enhanced cell coverage to boost learning and accessibility.



# STUDENT AFFAIRS

## ADVANCING STRATEGIC GOALS THROUGH STUDENT-CENTERED INITIATIVES

In 2023, the Student Affairs Division at Century College was a cornerstone in advancing the College's Strategic Plan Goals. Our strategic efforts focused on increasing access and admissions, enhancing student and academic support services, providing financial support for college affordability, and boosting student engagement have all created an environment where every student can thrive.

### Financial Support/College Affordability: Easing the Financial Burden

At Century College, 6,967 students received \$40.6 million in financial aid from federal and state sources in 2023. Emphasizing affordability, we offered 168 courses with no textbook costs, saving students approximately \$330,200 in 2022 and \$269,000 in 2023, supporting affordable access to education.

FINANCIAL SUPPORT OF  
**\$40.6 MILLION**  
IN STUDENT AID

### Empowering Students with Innovative Support and Wellness Programs

In 2023, Century College's Advising and Counseling department improved support with a predictive analytic and retention tool, efficiently prioritizing proactive assistance for approximately 3,900 high-risk students and providing timely interventions.

The Tutors Linked to Classes (TLC) program, with its team of 48 peer tutors, significantly boosted academic success, particularly benefiting students of color, Pell-eligible, and first-generation students. Through individualized and small-group tutoring in specific courses, students in TLC courses demonstrated more substantial success rates (higher grade point average, complete more courses, and persist to subsequent terms, transfer, or graduation).

Through support from the Minnesota State Legislature, Century College received over \$125,000 to support students' basic needs and mental health. These funds provided opportunities to increase Mobile Markets with free food for students, added additional basic need items in Century College's Resource & Support Center, created a dedicated space for calming and relaxation activities, and helped to increase awareness and normalization of seeking help for mental health and basic need resources. Additionally, our Mental Health First Aid training, backed by the AANAPIS! grant, certified 35 students and 17 employees, emphasizing our commitment to mental wellness. With plans to expand this program in 2024 with legislative funding, we continue to prioritize comprehensive support for our college community.

## Access and Admissions: Breaking New Grounds

Century College expanded college access by increasing outreach to students through multiple modes of communication (e.g., phone calls, text messages), encouraging students who had previously attended the opportunity to return with added resources and supports, implementing efficiencies for more seamless admissions processes, and connecting students with advising support throughout the admissions and financial aid process leading to our resurgence in student interest and enrollment.

## Engagement and Athletics: Celebrating Activities and Achievement

In 2023, Century College buzzed with student engagement, hosting over 4,000 students in more than 60 events, including a new five-week leadership series aimed at empowering students as agents of change. From events connecting students to campus resources to entertaining student activities sponsored by student clubs and Student Senate engagement, this vibrant array of activities underscored our commitment to fostering a sense of belonging, community involvement, and leadership.

Century College has notable athletic teams. In 2023, the Baseball team achieved a 34-16 record with Nick Ibrahim as an All-American and Gold Glove honoree. The Volleyball team excelled as NJCAA DIII National Runner-Up, demonstrating our commitment to excellence in both sports and academics.



### Student & Academic Support Services: A Holistic Approach

Century College's holistic advising model ensures personalized guidance for every student, from initial inquiry to graduation.

#### Key components include:

**The "Start Right" Model:** This program equips first-year students with academic planning, peer mentoring, and financial guidance for a strong start.

**Pathway Advisors:** These advisors focus on academic progression and career planning for continuing students.

**Broad Support Services:** Includes peer tutoring, academic centers, career services, and mental health support, accessible virtually and on-campus.

**Inclusive Support for Diverse Needs:** With centers like the Multicultural, Veterans, Access, and LGBTQ Centers, we cater to the diverse needs of our student community.

This integrated approach ensures every student at Century College receives the support needed for academic and personal growth. Student satisfaction survey results reported that these services were essential to students' success, and they were highly satisfied with the quality of advising they received.



**Blessing N.**

*"The Multicultural Center at Century College is a lifeline for students like me who enjoy support and a sense of community. The Center has made my college experience richer. With its inviting atmosphere and diverse range of programs, the Center played an instrumental role in keeping me engaged and focused on my educational journey."*

# DIVERSITY & INCLUSION

## EMBRACING DIVERSITY IN OUR STRATEGIC VISION

At Century College, 2023 was a year where our commitment to diversity and inclusion shone brightly, aligning perfectly with our forward-thinking strategic plan. We believe that preparing our students for a global society begins with a campus environment where diversity is acknowledged and celebrated. This year, we took significant steps towards building cultural competencies, enhancing student retention, and ensuring our staff reflects the vibrant diversity of our student body.

## Cultural Competency: More Than Just a Program

In collaboration with college stakeholders, the Office of Diversity and Inclusion (ODI) enhanced cultural competencies across Century College through diverse initiatives. We hosted numerous sessions focused on addressing inequities related to race, gender, class, and more, fostering an inclusive community dialogue.

The “Gender-Based Violence: The Silent Epidemic” webinar series deepened our understanding of the impact of violence, and supported survivors, highlighting our commitment to a safe and supportive campus environment.



Celebrations of heritage months, including Black History, Asian American Heritage Month, Juneteenth, and Hispanic Heritage, have further enriched our campus culture and supported our community's professional and personal growth.

Additionally, we have hosted Title IX training for advocates/support/resource persons who assist students

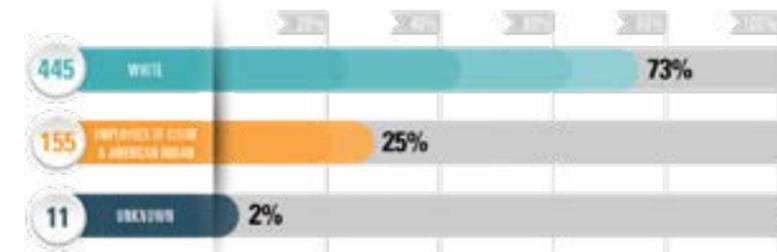
and employees in navigating the complaint process and connecting them with college and community resources.

To create a welcoming and safe college community, we offered the Bias Incident Response Team training to refocus the conversation from intent to impact while maintaining an educational focus on response.

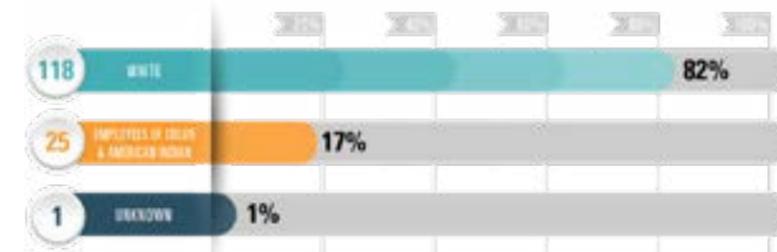
Century College has offered Seeking Educational Equity and Diversity (SEED) for employees and the Institute for Culturally Responsive Pedagogy (ICRP) workshops for faculty for over twenty years. This has allowed personal and professional growth opportunities designed to challenge faculty and staff to think critically about their provision of service, course content, and pedagogy to better to meet the needs of today's learners and employers.

Inspired by Professor Artika Tyner's work, an Inclusive Leadership Series for supervisors offered strategies for building inclusivity within our organization. This initiative underscored our ongoing efforts to champion justice, equity, and inclusive excellence at Century College.

## Century College Employees - Academic Year 2023



## Century College Full-Time Faculty - Academic Year 2023



## Reflecting Our World: Diversifying Our Workforce

Aligning with our 2020-2025 Strategic Plan, we have made significant strides in workplace diversity. This year, 38% of our new hires were people of color, a milestone in mirroring our student diversity. Our student demographic saw a commendable increase in diversity, from 43% to 45% students of color.

## Global Perspectives: Welcoming International Students

Century College is proud to host 116 international students from more than 46 countries, bringing a rich diversity to our campus life. These students contribute to a global community that enhances our educational environment with a wide range of perspectives and experiences.

The International Student Services (ISS) plays a crucial role in ensuring these students transition smoothly into life at Century College. By providing comprehensive support, from orientation tailored to international students' needs to ongoing assistance with academic and cultural adjustments, ISS aims to create a welcoming atmosphere that feels like a second home.

ISS also encourages a vibrant exchange of cultures through various programs and activities, enriching the campus experience for both international and domestic students. This fosters an inclusive environment where diversity is celebrated, and all students are encouraged to share and learn from each other's backgrounds.

In making Century College a nurturing and supportive space for international students, we commit to promoting diversity, encouraging cultural understanding, and preparing all students for success in a globally connected world.



Rosa Camila Baca Navarrete from Peru exemplifies academic and cultural distinction at Century College. Her notable academic success and leadership in cultural initiatives enhance campus diversity. Rosa organizes events that celebrate her heritage, fostering inclusivity and cultural insight among students. Her dedication to cultivating a diverse and welcoming community is truly inspiring.

# INFORMATION TECHNOLOGY

## CHARTING A TECHNOLOGICALLY ADVANCED FUTURE

In 2023, the Information Technology division at Century College has been instrumental in advancing our technological capabilities to enhance the educational experience. Emphasizing innovation and accessibility, our team has effectively integrated cutting-edge technologies into our campus infrastructure, supporting both in-class and remote learning. This commitment not only reflects our dedication to academic excellence but also to ensuring equitable access to technology for all members of our community.

## Strategic Technology Planning: A Roadmap for the Future

In 2023, our IT Solutions team embarked on an ambitious journey with the Century College community to develop and complete its 2023-2026 Strategic Technology Plan (STP). This pivotal plan aligns with our College Strategic Action Plan and the Century Academic Master Plan, setting a clear direction for our technology endeavors for the coming years. It encompasses five strategic goals:

- 1. Core Service Excellence:**  
Enhancing the reliability and effectiveness of our fundamental IT services.
- 2. Support and Communication Excellence:**  
Elevating the quality of our support and communication channels.
- 3. Addressing the Technology Opportunity Gap:**  
Bridging digital divides to ensure equitable access to technology.
- 4. Investing in Innovation and Research & Development:**  
Fostering a culture of innovation and exploration.
- 5. Sustainability through Collaborations:**  
Building partnerships for long-term technological sustainability.



## Revolutionizing Learning Spaces with Technology

A significant achievement in 2023 was the expansion of Zoom-enabled environments. Following the successful installation of remote audio and video solutions in 130 classrooms and conference rooms in late 2022, we introduced hyflex classes in the Spring and Fall. These classes offer students the flexibility to attend in-person, remotely via Zoom, or asynchronously. Furthermore, we extended this technology in 2023 to include student spaces including the Student Nest on West campus and Lincoln Mall on East campus, both highly-used spaces for our students and our internal and external communities, enhancing our local community's access to Century's live events and presentations.



## Empowering Students with Technology

Our commitment to student success led us to continue the Free Technology Loan Program. While others scaled back, Century secured grants and reallocated resources to provide over 300 students with essential technology tools, including ChromeBooks, desktop computers, and cellular wireless hotspots with free unlimited data. This initiative is a testament to Century's dedication to supporting every student's educational journey.



# HUMAN RESOURCES

## CREATING A CULTURE OF CARE THROUGH EMPLOYEE DEVELOPMENT

In 2023, the Century College Human Resources department staff were dedicated to fostering a workplace culture that values development and recognition. Our focus on employee growth has not only supported our faculty and staff but has also indirectly contributed to the enriched learning experiences of our students. Collaborating with internal stakeholders, we have worked tirelessly to build a diverse and well-prepared workforce that meets the evolving needs of our college community.

## Empowering Our Employees: A Commitment to Professional Growth

We believe in the continuous growth of our employees, and our leadership team has been instrumental in supporting this vision. We have launched numerous professional development opportunities by working closely with the Center for Professional Development and Collaboration. These initiatives are tailored to meet the changing needs of our workforce, reinforcing our commitment to lifelong learning and growth.

One of our key initiatives has been fostering intentional employee engagement through professional coaching. Supervisors leveraging partnerships with professional coaches have participated in monthly group development sessions based on conflict management, best practices in continuous conversations, and intentional employee engagement. Further, supervisors demonstrate these skills in monthly smaller cohort discussions and in one-on-one coaching sessions with human resources. These discussions reinforce our professional development efforts and open doors for mentorship and collaboration among staff.

Moreover, our collaboration with the Center for Professional Development has revolutionized our onboarding process, ensuring that new employees receive comprehensive support from day one. Since July 2022, we have hosted an impressive

286 professional development events, underlining our commitment to nurturing our staff's talents and skills. The most popular sessions for professional development have included D2L Gradebook Rescue, Career Stories of Century College, Faculty Focus Fridays, Accessibility and QM Workshop, Grading and Academic Integrity, Course Mapping, and Accessibility Across Modality.



## Tuition Waiver Program: Investing in Learning and Growth

Building on college-provided professional development opportunities, the "tuition waiver" program at Century College is a testament to our commitment to fostering an environment of continuous learning and professional development. This innovative program allows our employees and their dependents to enroll in credit-bearing courses, significantly reducing their financial barriers to education.

In the fiscal year 2023, the program saw a notable success, with 145 tuition waiver requests being approved.

This translated into 642 credits, offering our college community a substantial benefit value of \$123,450. By offering these opportunities, we aim to enrich our workforce's skills and foster a culture that values educational growth. The tuition waiver program embodies Century College's commitment to our employees' futures, facilitating their academic and career goals. This initiative reflects our belief in education's transformative power, benefiting individuals and our college community.



145 APPROVED TUITION WAIVER REQUESTS

642 CREDITS

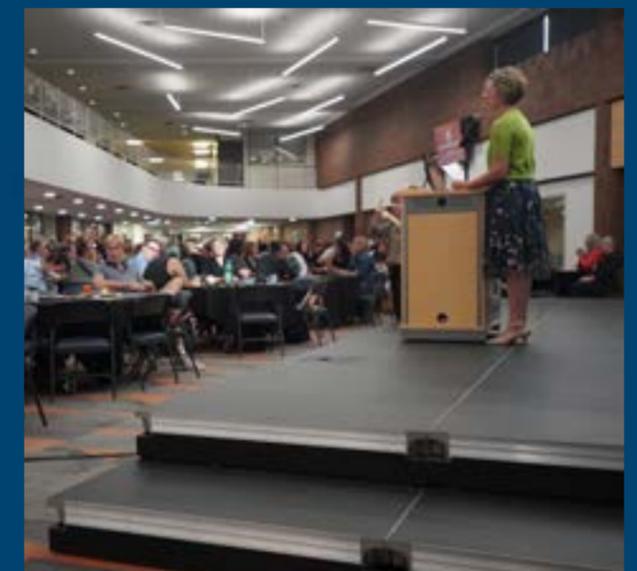
\$123,450 BENEFIT VALUE

## Celebrating Our Team: Recognizing Dedication and Excellence

Marking the onset of the academic year, the State of the College event acts as a catalyst for setting our goals and celebrating our collective efforts. Breakout sessions provided by campus experts in August 2023 responded to employee requests for conflict resolution among colleagues, accessibility across campus, using artificial intelligence in the classroom, and provided a preview into Workday.

**All-College Team-Building Event:** In its sophomore year, this casual event allows campus leadership to express gratitude and appreciation to all our college employees before the semester break. In December 2023, this event featured on-site catering partners Chef Luca from Woody's Canteen and Chef Andrea Meza from Mi Sazon.

**Celebrate Century Day:** A spring event that honors service milestones and exceptional contributions. In April 2023, we recognized our Teacher of the Year nominee, Laurel Smith, League for Innovation Award Recipients (10 award recipients), Century Excellence award winners (two team award recipients), and celebrated 64 retirees since 2020. It is a day of joy, reflecting on achievements and looking forward to new beginnings.



# THE FOUNDATION

## EMPOWERING STUDENTS AND STRENGTHENING COMMUNITY TIES

In 2023, the Century College Foundation actively supported the College's mission through strategic collaborations, providing scholarships, emergency grants, and crucial program support to enhance student success and workforce development.

### Century College Foundation Board of Directors

Russ Fleming - President  
Greg Mueller - Vice President  
Sarah Johnson - Treasurer  
Liz Moscatelli - Secretary

Julie Barton  
David Berg  
Kim Bowman  
Tammey Busch  
John Channon

Kevin Donovan  
Danielle Gathje  
Hannah Johnson  
Lisa Klopp  
Steve Schad

Sammi Swanson  
Melissa Martyr-Wagner  
Jessica Walton  
David Wortman

### Ex-Officio Board Members

Angelia Millender - President, Century College  
Nora Slawik - Executive Director of the Foundation and Institutional Advancement

## Enhancing Educational Opportunities: Scholarships and Emergency Aid

The Century College Foundation bridges affordability gaps by raising and awarding \$337,148 in scholarships to 470 students. It garnered \$802,500 via seven grants, enriching programs like the Start Right Program for first-time college students' success. It partnered with Target, 3M, and Xcel Energy, creating scholarships for solar energy, skilled trades, and other high-demand fields. Additionally, the Foundation was honored to receive \$3,000 from the Mexican Consulate, with a match of \$4,000 supporting six students, further showcasing the breadth of its collaborative efforts.

Beyond these partnerships, the Foundation provided \$27,461 in Acts of Kindness grants to support students' basic needs. This multi-layered resource approach to supporting students, from scholarships to emergency aid, illustrates the Foundation's understanding that for students to succeed, we must provide the support that bridges affordability to ensure they can excel academically, enriching their lives and building stronger communities.

## Community Engagement: Lunch & Learn Insights

The Century College Foundation Board successfully conducted four Lunch & Learn events, offering a platform for community members to connect with President Millender and explore the College's future direction. These gatherings aimed to deepen community ties, showcasing the College's mission, innovative programs, and strategic goals. By highlighting the College's commitment to bridging affordability gaps, supporting academic innovation, and enhancing workforce readiness, these events fostered discussions on potential collaborations with business and industry, underlining the college's dedication to excellence and community partnership.

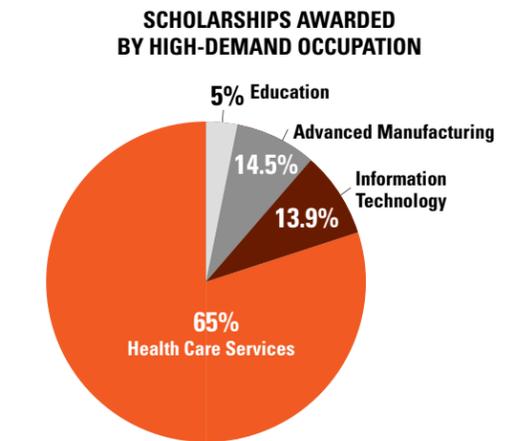
The Century College Foundation, a 501(c)(3) non-profit, supports student success through scholarships and programs. For details on making a difference, contact **Nora Slawik** at [foundation@century.edu](mailto:foundation@century.edu) or **651.779.3338**.



## Advancing Careers: Scholarships for Workforce Development

Thanks to the Minnesota State Legislature, 157 students who pursued degree and certificate programs in high-demand fields received \$2,500 in a Workforce Development Scholarship. These resources were further boosted by the Foundation's efforts to match and increase each award to \$3,000.

Additionally, eight new workforce scholarships were introduced, contributing an extra \$24,500 in support, showcasing the Foundation's commitment to student success in key industries.



## New Annual Scholarships

Iris Eaves and Shirley Jordon Memorial SSS TriO  
Yelo Sports Auto Body

## New Endowed Scholarships

Brian Kohler Nursing  
Compassionate Care in Nursing  
Fostering Prospective Community College Faculty (Larry Litecky Memorial)  
Rose Polga Bayuk Nursing



May C.

*"Century College scholarships positively impacted my life by allowing me to study more and work less. The support positively impacted my education by allowing me to focus solely on school and not the financial burdens that stand in the way of it."*



Daniel S.

*"My path to Century College doesn't follow a traditional course. I am a 14-year veteran of the U.S. Army and Minnesota National Guard with five years of active duty. I initially enlisted in 2008 as a Combat Medic and was Commissioned as an Officer with the Army Medical Department in 2021. I have since focused on pursuing my nursing education."*

# LOOKING AHEAD

As we usher in 2024, Century College is poised for a year of transformative developments and exciting initiatives that promise to enrich our community and elevate the educational experience we offer.

## Commitment to Affordability

**North Star Promise:** With the Minnesota legislature's forward-thinking investment in higher education, Century College is set to launch the North Star Promise (NSP) Scholarship program in Fall 2024. This program is a groundbreaking effort to offer a tuition and fee-free educational journey for eligible Minnesota residents, making higher education more accessible and inclusive.

**Tuition Freeze:** Century College will continue implementing the legislative-supported tuition freeze through Spring 2025. The tuition freeze has locked in current tuition rates for two academic years, directly addressing the issue of rising educational costs and providing much-needed financial relief for our students.

**Student Emergency Assistance and Workforce Scholarships:** Recognizing the challenges faced by our students, we have earmarked \$50,000 for emergency assistance and \$200,000 for scholarships targeting students pursuing careers in high-demand fields in 2024. This substantial support, made possible by the Minnesota legislature, underscores our dedication to academic success, workforce readiness, and career advancement.



## Strategic Vision and Academic Expansion



**Forward-Looking Strategic Planning:** Crafting our next five-year strategic plan (2026-2030) is a collaborative endeavor that invites input from the entire Century College community. This pivotal planning phase is an opportunity to envision our future, drawing on our past successes and the diverse perspectives within our community to chart a course toward continued growth and innovation.

**Adding Capacity to Academic Programs:** Responding to the urgent demand for dental hygienists in our community, we are expanding the Dental Hygiene program to accommodate more students starting Fall 2024. This expansion is a proactive step toward addressing critical healthcare needs and reflects our commitment to community service and health education.

**Launching a New Chapter in Cybersecurity Excellence:** In 2024, Century College proudly steps into its designation as a National Center of Academic Excellence in Cyber Defense (CAE-CD) through the academic year 2029. This prestigious recognition highlights our commitment to delivering exceptional cybersecurity education and playing a vital role in the national initiative to protect our information infrastructure. It underscores the strategic importance of cultivating a skilled cybersecurity workforce, showcasing a key development in our academic offerings, and emphasizing our dedication to national security and cyberspace protection.

## Technological Advancements

**ERP System Transformation:** The upcoming transition to Workday Finance and Human Resources platforms in July 2024 represents a major leap forward in our technological infrastructure. This change will streamline how students interact with our College, from academic planning to financial transactions, enhancing their educational journey with modern, user-friendly digital tools.



**Advances in Cloud-Based Collaboration:** The transition to Office365 and the introduction of a new cloud-based telephone system are set to revolutionize communication and collaboration across our campus. These technological upgrades will facilitate a more connected, efficient, and innovative learning environment.

## Facility Improvements and Enhancements



**State-of-the-Art Renovations:** With the support of legislative funding designed to support improvements in workforce programs and student learning spaces, Century College will embark on significant renovations to modernize the Medical Assisting program and add more seats to the Dental Hygiene program.

**Alternative Learning Center Relocates to Century:** Through a collaboration with the Mahtomedi Alternative Learning Center, Century College will lease space on the East Campus so that students who attend this Center can experience college while completing their high school diploma.

These forward-looking initiatives embody Century College's unwavering commitment to excellence in education, student support, and community engagement as we prepare our students for a successful and fulfilling future.

# CENTURY COLLEGE



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Century College is a member of Minnesota State. We are an affirmative action, equal opportunity employer and educator. This document can be available in alternative formats to individuals with disabilities by calling 651.773.1745 or emailing [access.center@century.edu](mailto:access.center@century.edu).