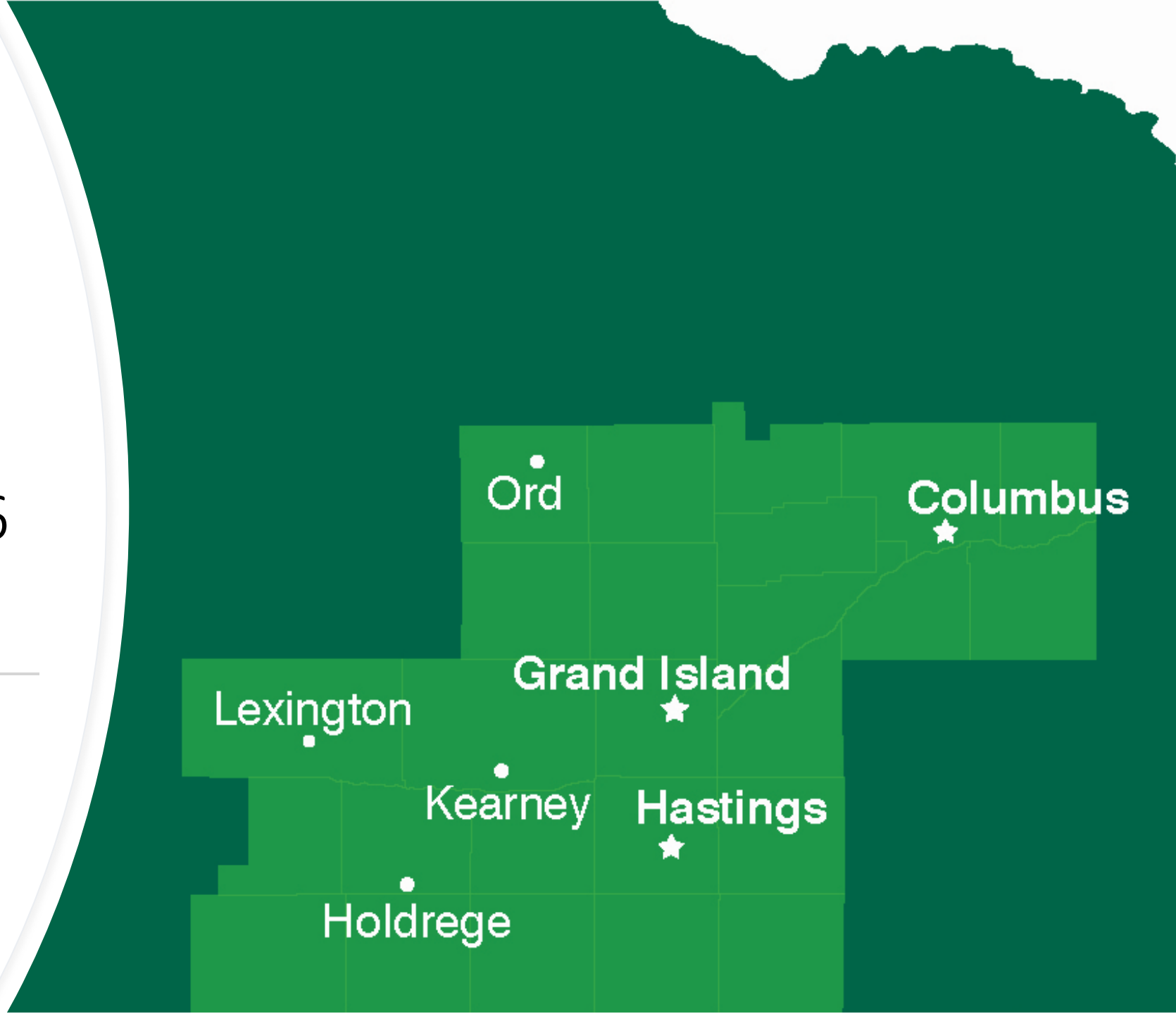




# Central Community College Spring 2026 Updates

Matt Gotschall, PhD

January 2026 via WebEx



# Thank you – A short list of 2025 successes

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- Aspen Institute's Top 200 Community Colleges in Nation (over 1000 in US), eligible for \$1 million,
- 2025 #1 Best for Vets Community College in Nebraska by *Military Times*, #2 Community College in US,
- Named to The Princeton Review's Guide to Green Schools list for 2026,
- 2025 #2 Community College in the United States for our overall AASHE Top Performer category by Advancement of Sustainability in Higher Education (AASHE), #6 globally,
- Soon-to-be announced statewide business award (embargoed until Governor announces),
- National Science Foundation grant to provide Mechatronics courses to Adult Ed and incumbent workers,
- National SkillsUSA Gold team winners in Mechatronics, additional national winners of #2 Heavy Equipment Operator, 4<sup>th</sup> Auto Refinishing, 11<sup>th</sup> Advanced Manufacturing, & 18<sup>th</sup> Automotive Service Technology.
- CCC assisted with first-ever Governor's Youth Summit with over 250 high school juniors & seniors in attendance,
- Over \$80,000 raised in the CCC Foundation Employee Giving Campaign, plus Foundation awarded over \$900,000 in scholarships and over \$5 million in program support to CCC in 2024-25,
- Students earned several scholarship/scholar programs including: Aksarben, Walter Scott Jr Career Scholars, JBS Scholars, Peter Kiewit Scholars, Susan T Buffett Scholars, Nebraska Career Scholarships, Coca-Cola Foundation, Haas Foundation, Metallica & Hornady Scholars, and Nebraska Land ITCA Scholarships.

# A short list of 2025 successes (continued)

- Groundbreaking of new Transportation building in Hastings; future ribbon cutting for welding in Grand Island and community & workforce education in Holdrege,
- Successful Big-Idea entrepreneurship competitions throughout CCC service area,
- Shotgun sports' student-athlete posted Raider's first-ever perfect 100 straight in trap competition,
- Of 144 Fall student athletes, 33 are international students from 14 countries,
- Of 24-25 student athletes, 23 earned NJCAA All-American First team (4.0 GPA), 15 second team (3.8-3.99 GPA), and 15 third team (3.6-3.79 GPA),
- Successful Higher Learning Commission Reaccreditation and Nursing Reaccreditation,
- Medical Lab Tech students earned 6<sup>th</sup> place in the 2025 JV Showdown Cell Bowl,
- Successful phase 1 launch of new Trades on the Move program in partnership with Aurora's Edgerton Explorit Center to promote construction trades in Nebraska,
- Third annual Nebraska Apprenticeship Conference, with new support from Aksarben and a \$7 million state-wide apprenticeship opportunity from Nebraska Department of Labor,
- Numerous 20, 25, 30, 35, 40 and 45-year employee service awards earned!

# Nebraska Graduation Trends

## Nebraska Institutions Conferring the Highest Number of Degrees and Other Awards (of 38 NE institutions public & private)

Rank	Institution	2023-2024	10-Year % change
1	University of Nebraska-Lincoln	5,471	5.6%
2	University of Nebraska at Omaha	3,471	5.7%
3	Bellevue University	3,123	9.4%
4	<b>Central Community College</b>	<b>2,842</b>	<b>21.3%</b>
5	Metropolitan Community College	2,738	59.7%
6	Creighton University	2,448	15.6%

CCPE 2025 Factual Look: Degrees and Other Awards (Nebraska Coordinating Commission)

# Nebraska CC Graduation Trends

## Nebraska Community Colleges Conferring the Highest Number of Degrees and Other Awards (23-24)

Rank	Institution	Number	1 Year (+/-)
1	Central Community College	2,842	+ 21.3 %
2	Metropolitan Community College	2,738	+ 59.7 %
3	Southeast Community College	2,054	+ 21.5 %
4	Northeast Community College	1,018	+ 15.9 %
5	Mid Plains Community College	357	- 15.6 %
6	<u>Western NE Community College</u>	<u>266</u>	<u>- 28.7 %</u>
	Total	9,275	+ 25.0 %

# CCC Graduate Outcomes

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## General facts:

### As per the recent Graduate Outcomes Report:

- 88% of graduates were employed full time or continuing education
- 91% of graduates working full-time remained in the CCC Service area
- 96% Satisfied/Very Satisfied employers with preparation of CCC graduates
- 48% of graduates were female and 52% male
- 27% of graduates were Hispanic/Latino
- The oldest graduate was age 72; youngest age 16  
(2024-2025 Graduate Outcomes Report for 2022-23 grads)



# CCC Graduate Outcomes

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- Top, three-year-average earnings of 2022-2023 CCC graduates by program include:
  1. Mechatronics (\$37.17 per hour)
  2. Associate Degree in Nursing (\$35.57 per hour)
  3. Paramedicine (\$34.96 per hour)
  4. Dental Hygiene (\$28.65 per hour)
  5. Truck Driving (\$27.74 per hour)
  6. Heating, Air Conditioning & Refrigeration (\$26.57 per hour)
  7. Nursing Education Diploma – LPN (\$26.34 per hour)
  8. Heavy Equipment Operator (\$26.11 per hour)
  9. Diesel Technology (\$25.08 per hour)

# CCC Transcripts Sent Dec 1, 2024 –Nov 30, 2025

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- Top recipients of 4,786 CCC student transcripts sent in a year:

1.	Nebraska Dept of Education-Teacher Certification	841
2.	University of Nebraska – Kearney	640
3.	University of Nebraska – Lincoln	636
4.	Southeast Community College – NE	309
5.	University of Nebraska – Omaha	260
6.	Northeast Community College – NE	237
7.	Wayne State College – Wayne	183
8.	Bryan College of Health Sciences – Lincoln	106
9.	Bellevue University – NE	94
10.	Western Governors University – Utah	89
11.	Chadron State College – Chadron	86
12.	University of Nebraska Medical Center – NE	60
13.	Hastings College – Hastings	57
14.	Clarkson College – Omaha	55
15.	Nebraska Methodist College – Omaha	54
16.	Creighton University – Omaha	45

# ACE Scholarships – Early College

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- Access College Early Scholarships (ACE) are funded by the state of Nebraska to pay tuition and fees for low-income students to complete college coursework while still in high school. Funds allocated by the state are limited. According to the Nebraska Postsecondary Coordinating Commission's 2024-2025 ACE report, of the **nineteen** Nebraska colleges and universities participating, **CCC had**:
  - The largest number of scholarships (1,219)
  - The most economical average scholarship amount (\$96.14)
  - The largest number of college credits earned (3,857)
  - The largest number of different schools working with CCC (62)
  - The largest number of different subject areas (35)
  - The second largest number of student recipients (525, behind UNO at 694)

As a whole ACE scholarship students from public high schools average a college-continuation rate of **81.6% vs 47.9%** of low-income, non-scholarship students.

# Apprenticeships (2025)

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Central Community College became the FIRST Nebraska community college to become US Dept of Labor approved to award Adult Registered Apprenticeships (RAP). Active agreements include:

- Angus Burger/K/Hospitality & Culinary Arts
- Brown Construction/K/Construction
- Camaco/C/Mechatronics
- McCains/GI,K/Mechatronics
- Central Community College/A/IT Support & Admin Assistant
- Chief Fabrication/GI/Welding
- Chief Drafting/GI/Drafting
- Standard Iron/GI/Welding
- Colfax County Court/C/Office Manager
- Columbus Police Dept/C/Police Officer
- Columbus Hydraulics/C/Welding
- Gary Michaels Clothiers/H/Bookkeeper
- Mars/H/Mechatronics
- Blueprint Engines/K/ Mechatronics
- Sidump'r Trailer/C/ Welding
- CNH Industrial/GI/Welding
- Distar/C/Welding
- Lindsay/C/Welding
- Valmont/C/Welding
- Flowserve/H/Welding
- Joy's Table/K/Hospitality & Culinary Arts
- Lavender's Automotive/Holdrege/Autobody & Auto
- Grand Island Motor Company/GI & H/Auto Mechanic
- Family Suite Learning Center/K/Early Childhood
- Krieger Electric/H/Electrician
- Thermo King /H/Welding
- Cruise & Associates/C/Bookkeeper
- Walter's Electric/K/Electrician
- YMCA/K/ Early Childhood
- Pavelka Insurance Agency/H/ Admin Assistant
- Buffalo County Community Partners/K/ Admin Assistant & IT

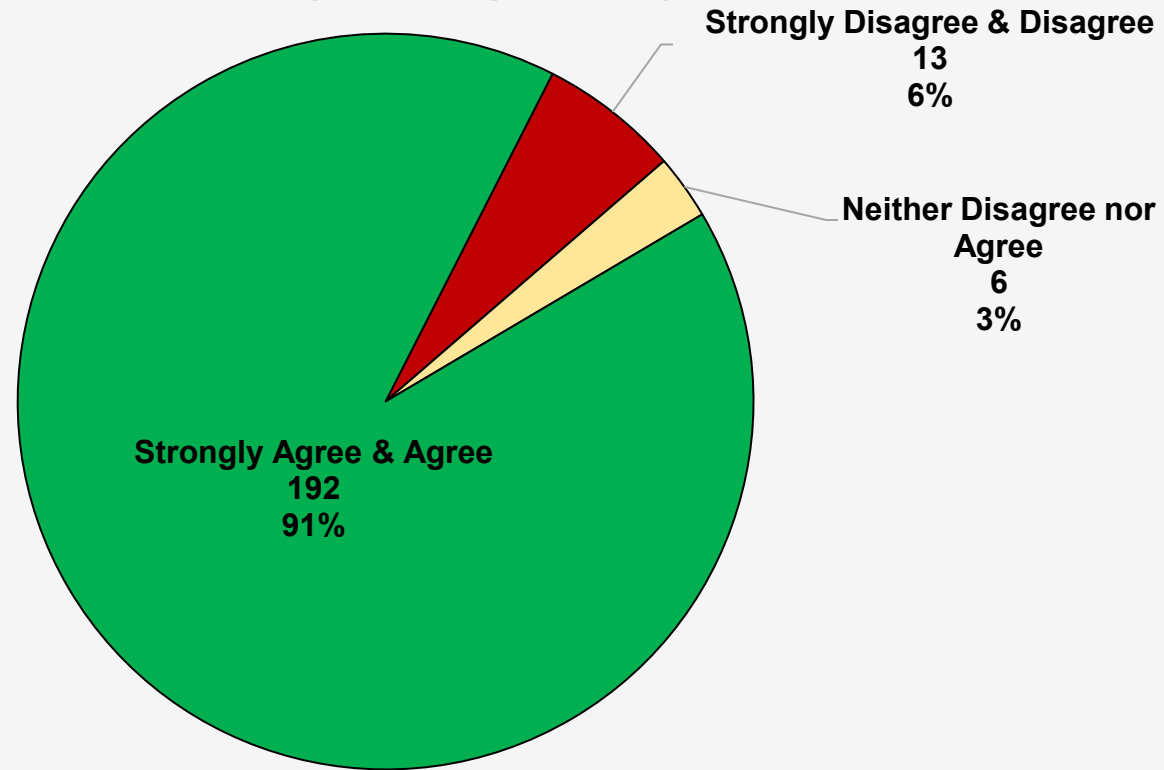
# Fall 2025 Student Survey of Instruction Results

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- Each semester 100% of enrolled students have the opportunity to evaluate 100% of their courses and 100% of their instructors. Here are the Fall 2025 results from 4,528 evaluations!
  - 98% Strongly agree or agree that materials were directly related to topics discussed in the course
  - 97% Strongly agree or agree that graded work reflects topics covered in course and materials
  - 96% Strongly agree or agree that the teacher/course materials were prepared and ready when expected
  - 95% Strongly agree or agree that course activities enhanced my learning
  - 94% Strongly agree or agree that the instructor demonstrated strong knowledge of the subject matter through class discussion/ answering questions
  - 94% Strongly agree or agree that the course was well organized
  - 94% Strongly agree or agree that the course helped me see connections between its ideas and concepts and my field of study.
  - 93% Strongly agree or agree that instructors regularly responded to questions within 48 hours
- Congratulations to **Outstanding Faculty** and support provided by Faculty Resource Center, Learning Support Services and Information Technology Departments!

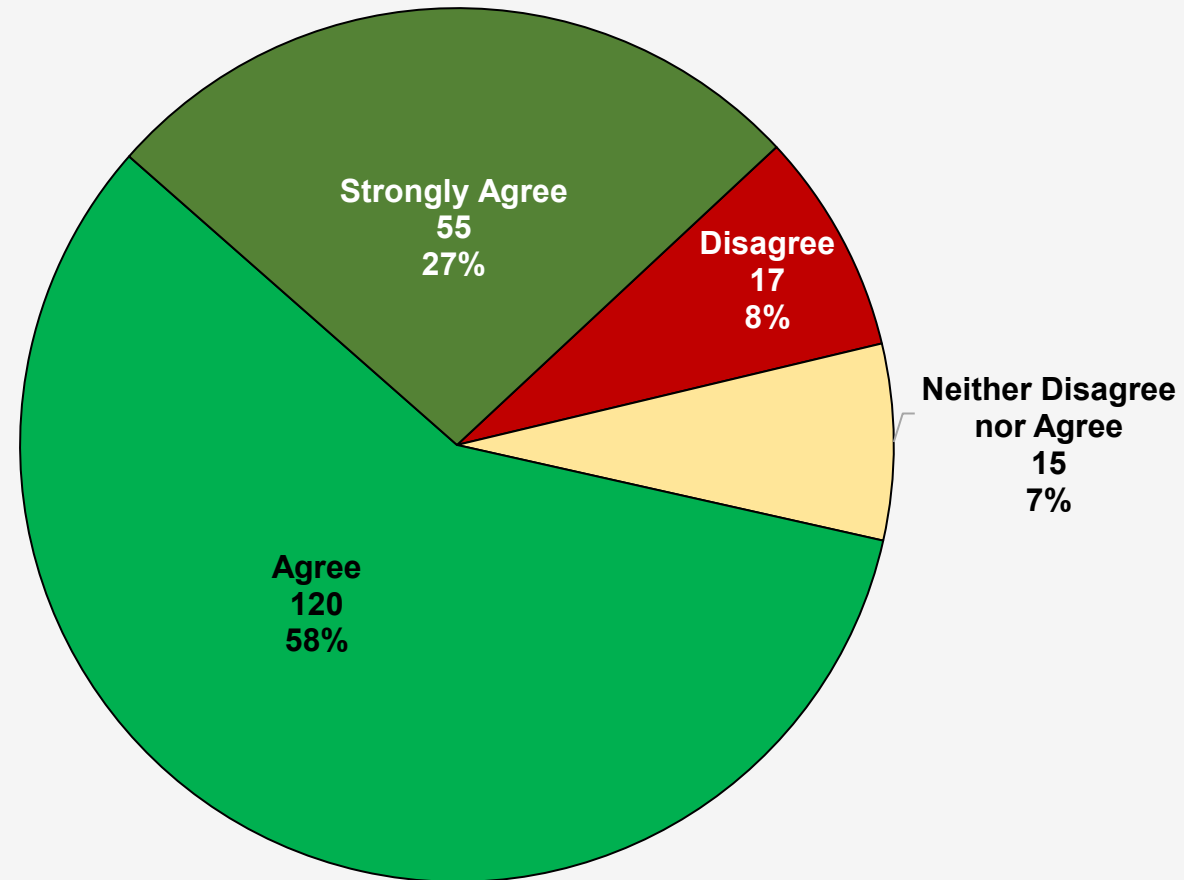
# 2025 Employee Engagement Survey (Unofficial Results, Dec. 2025)

I believe that all CCC employees who work directly or indirectly with students can have an impact on student success (211 responses)



# 2025 Employee Engagement Survey (Unofficial, Dec. 2025)

I am satisfied with the responsibilities assigned to my job. (207 responses)

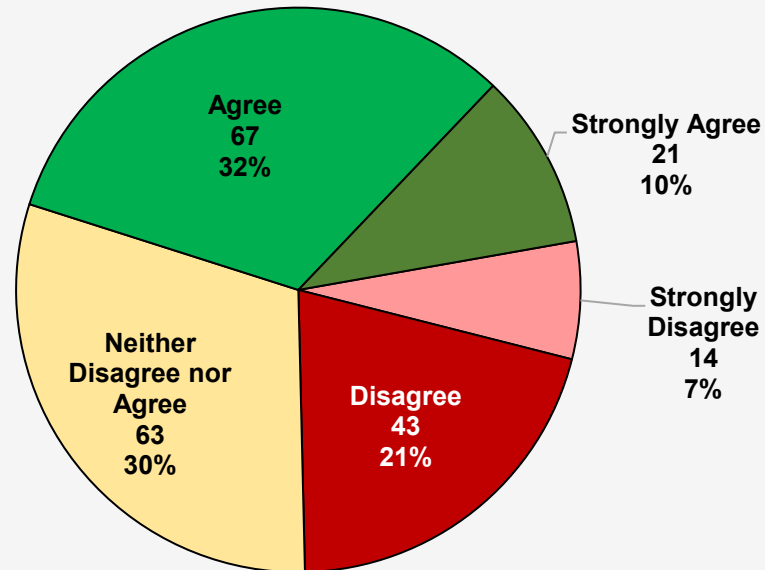


Strongly Disagree Disagree Neither Disagree nor Agree Agree Strongly Agree

# 2025 Employee Engagement Survey

## Stress (N=208)

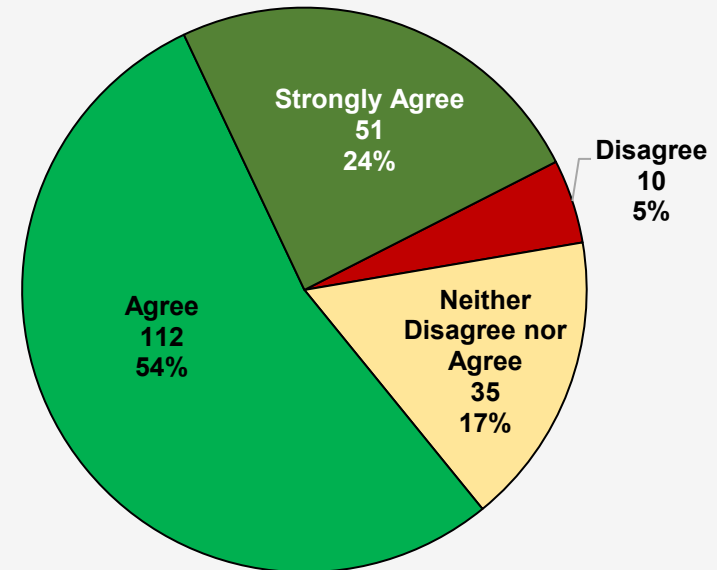
I feel stressed at work.



32% feel stressed on a daily basis with 67% of those due to overwhelming workload.

## Joy (N=208)

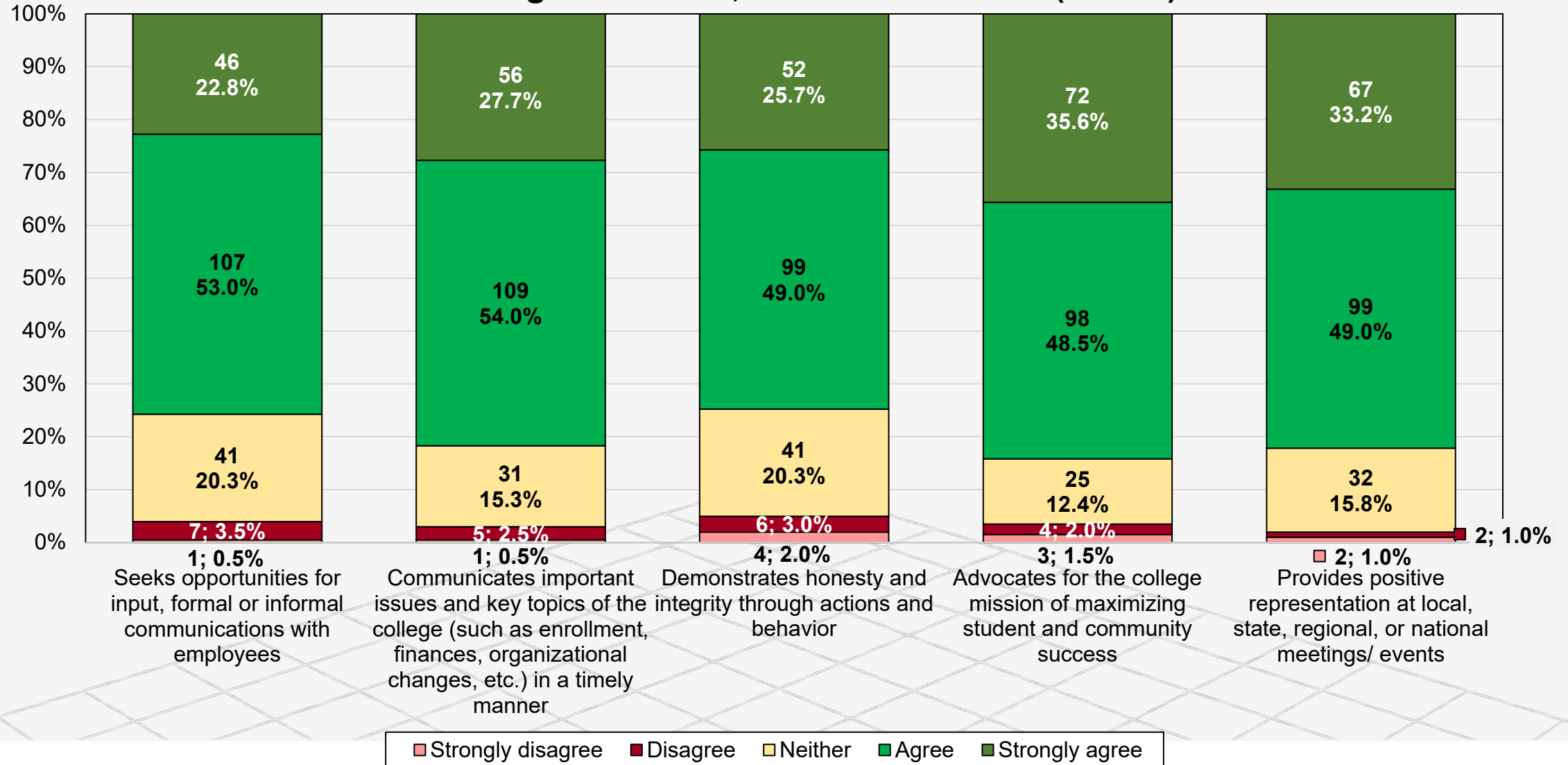
I find joy at work.



49% find joy on a daily basis with 82% of those due to finding their work fulfilling.

# 2025 Employee Engagement Survey Feedback

The College President, Dr. Matt Gotschall (N=202)



# Strategic Plan 2025-2030 Employee Survey Results

An email invitation to participate in the survey on the proposed mission, vision, values, and key initiatives for the 2025-2030 Strategic Plan was sent to 498 full-time and 637 part-time employees on November 5, 2025. The survey remained open until November 21, 2025.

**Full-time employee response rate: 48%**

**Part-time employee response rate: 6%**

**Total responses: 272**, yielding an overall response rate of 24% (as shown in the chart).

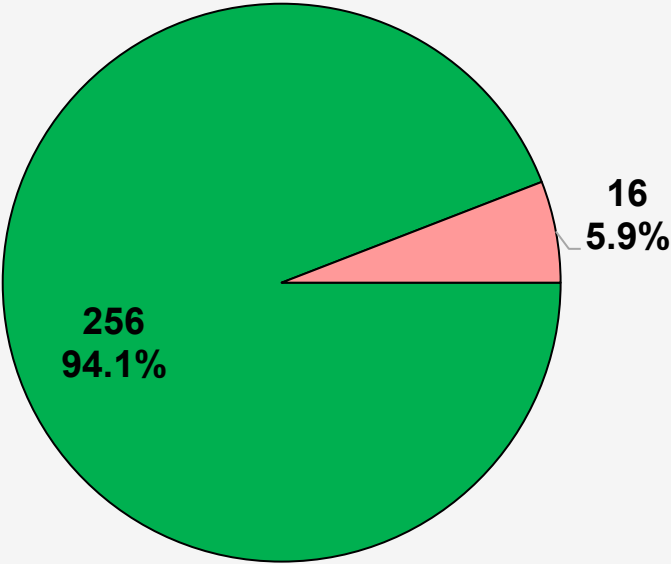
	Full-time		Part-time		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
<b>Invitations</b>	498		637		1,135	
<b>Opted out of survey</b>	3	0.6%	2	0.3%	5	0.5%
<b>Did not open email</b>	169	33.9%	528	82.9%	697	61.4%
<b>Opened email</b>	326	65.5%	107	16.8%	433	38.1%
<b>TOTAL RESPONSES RECEIVED</b>	<b>237</b>	<b>47.6%</b>	<b>35</b>	<b>5.5%</b>	<b>272</b>	<b>24.0%</b>
<b>Complete responses</b>	184	77.6%	27	77.1%	211	77.6%
<b>Partial responses (did not complete entire survey)</b>	53	22.4%	8	22.9%	61	22.4%

# Proposed Retaining Mission: Central Community College maximizes student and community success

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**Q1. 2025-2030 Retention of Current Mission  
(N=272)**

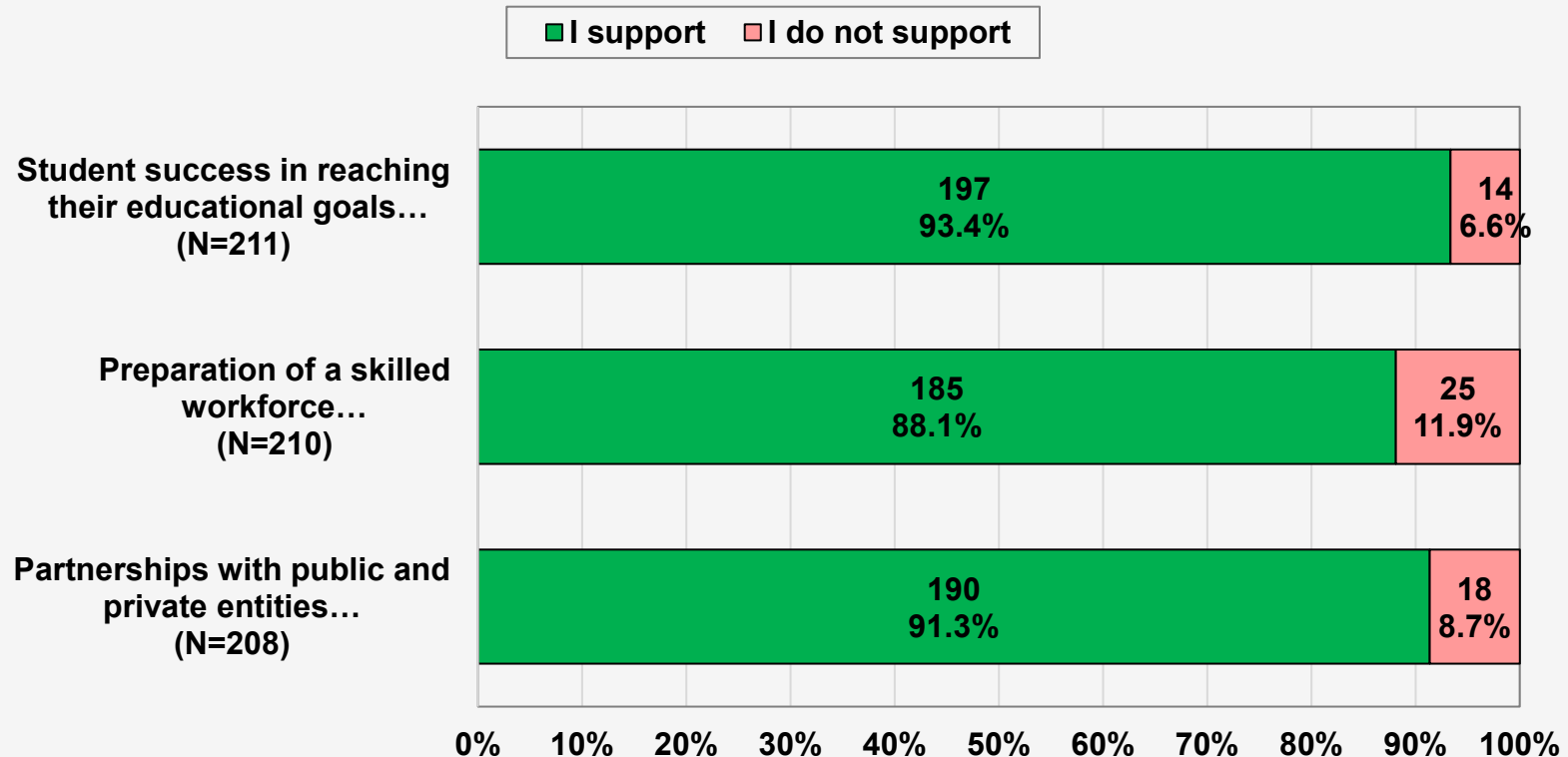
■ I support keeping this mission    ■ I do not support keeping this mission



Ninety-four percent of employees support keeping the current mission of Central Community College maximizes student and community success. Nine people provided insights and recommendations for improving the mission statement.

# Proposed: 2025-2030 Vision is to be a leader through measuring

## Q2. 2025-2030 Proposed Vision Statement: CCC's vision is to be a leader through measuring:

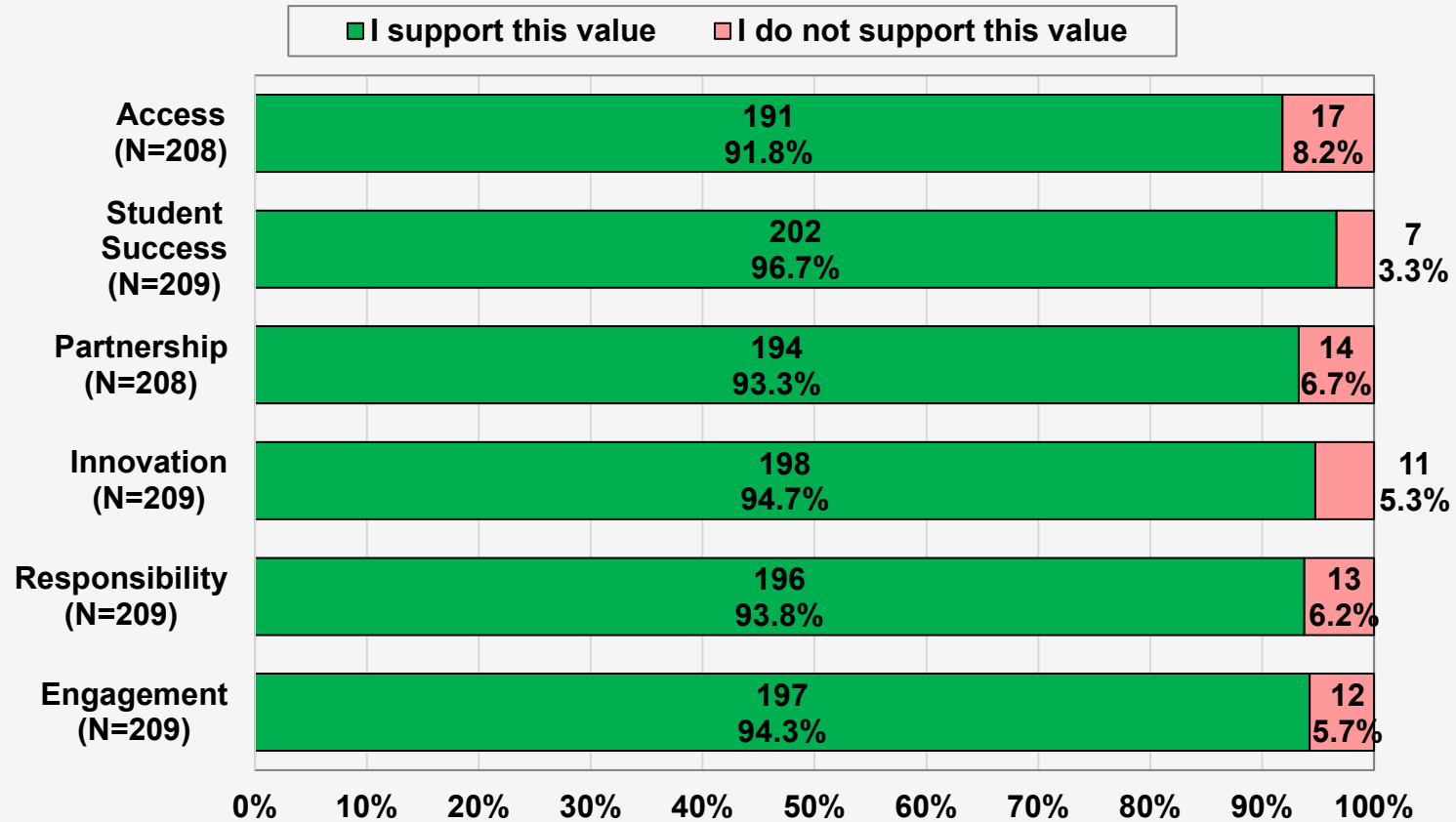


Overall support of the vision statement components ranges between 88.1% and 93.4%. Between 10 and 25 people provided feedback to help improve individual components of the vision statement.

# Proposed 2025-2030 Values: The following values create the acronym: ASPIRE

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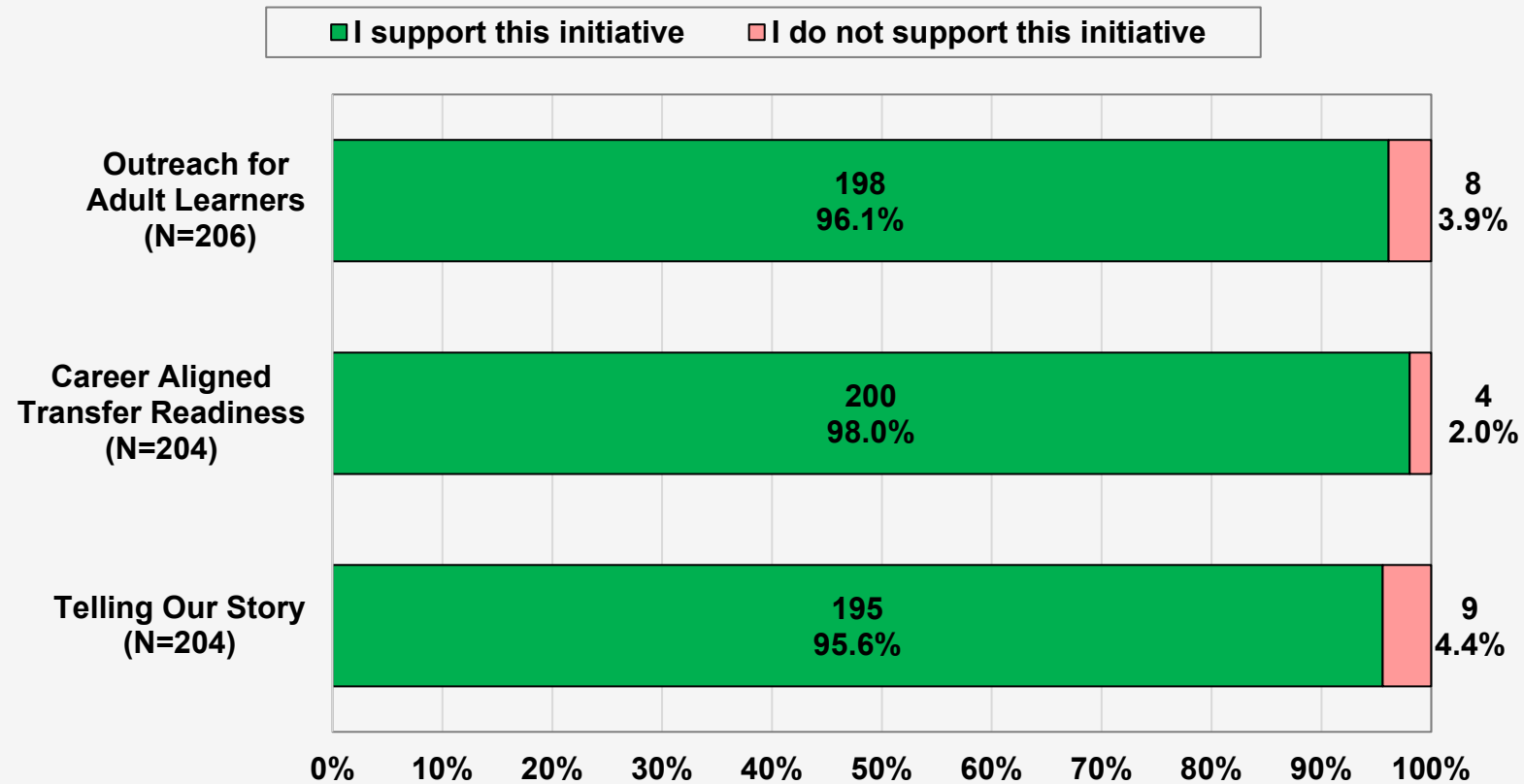
## Q3. 2025-2030 Proposed Values: ASPIRE



Overall support for the ASPIRE values is positive, ranging from 91.8% to 96.7% support. Between 10 and 17 people provided feedback on individual values to help improve them.

# Proposed 2025-2030 Impactful Initiatives

## Q4. 2025-2030 Proposed Impactful Initiatives

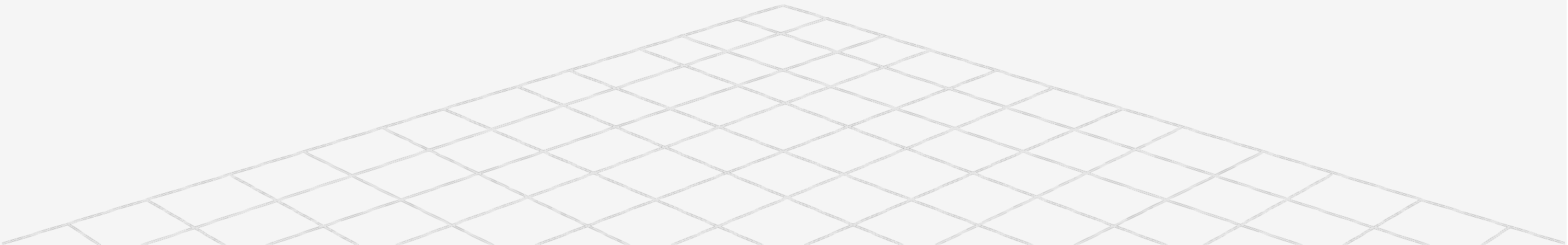


Support for the proposed impactful initiatives ranges from 95.6% to 98.0%. Between 10 and 19 people provided feedback for individual initiatives.

# Implementation team

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- Thirty-nine percent of employees expressed interest – or possible interest – in serving on an implementation team, including 31 who said “yes” and 49 who said “maybe.”
- Interest in serving on an implementation team is fairly evenly distributed: 34% of employees are interested in outreach for adults, 28% in career-aligned transfer readiness, and 37% in telling our story.



# Impactful opportunities for Spring 2026

- Finalize updated Strategic Plan and create teams for three major initiatives:
  - Career-Aligned Transfer Readiness,
  - Outreach to Adult Learners,
  - Telling Our Story
- Explore Additional Learning Center Opportunities,
- Exploring Additional Micro-credentials and Badges,
- Implement Data Governance Initiative,
- Continued Education & Implementation of Artificial Intelligence (AI),
- Update CCC Website & Electronic Accessibility,
- Response and training to assist as needed due to Lexington layoffs

# Spring 2026 FTE Pre-enrollment (01/05/26)

FTE Comparisons: 2026 Spring data date: 01/05/26   2025 Spring data date: 01/06/25							
Spring-to-Spring FTE by Campus	Columbus	Grand Island	Hastings	Kearney	Lexington	Holdrege	Total
SP 26	418.60	350.62	386.18	122.55	12.10	9.40	1,299.45
SP 25	408.82	344.74	415.77	109.87	10.00	7.50	1,296.70
Difference	9.78	5.88	-29.59	12.68	2.10	1.90	2.75

Source: Weekly institutional research credit enrollment reports

Ended Fall 25 semester up just over 1.81% FTE from previous fall.

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## 2025 Pioneer Hero

CCC Early College alum: Ashley De La Cruz-Martin and CCC alum Chuck Putnam in front of the Pawnee Plunge Waterpark in Columbus.

Ashley responded when seeing Chuck down, as she was entering the swim park with her family. While his wife was on the phone with 911, she began CPR – an act credited for saving his life.

Ashley completed CPR training and CNA coursework through partnership with Columbus Public Schools and Columbus Hospital and was honored as Nebraska's Hero during the Husker/Iowa football game in November 2025.

Another fun-fact – the metal palm tree in background was welded by CCC students at the request of City of Columbus several years ago.

Photo courtesy of Huskers.com website.

