



Casper College

2020-2021 Annual Report

Vision, Mission, and Values

Vision

Casper College strives to provide an education for a lifetime that will prepare individuals to thrive and adapt in an ever-changing world.

Mission

Casper College is a public, comprehensive two-year institution with a primary focus on student success that provides learning opportunities to enrich the lives of our students and community.

Values

In support of our college and community mission, Casper College holds the following core values:

Integrity

Hard work, accountability, trust, open communication, and respect.

People

Growth, support, personal development, and positive relationships.

Diversity

Thought, culture, and experience.

Forward Thinking

Intentional, innovative, and sustainable planning in the pursuit of excellence.

Community

Partnership and service.

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Cover photo: Students enjoy a return to an “in-person” commencement ceremony. (Casper College photo)

Letter from the President

While challenging, I can look back on the 2020-21 year as a success in almost every measure as it unfolded on a very positive note.

We knew it was critically important to students and was their overwhelming desire to be on campus, to be in-person, and to continue their progress with their educational goals. With that in mind, and a concerted effort from all corners of the college, enrollment ended higher than the previous year. It was as if we hadn't missed a beat.

The coronavirus relief bill passed in March 2020 provided \$2,001,887 in emergency financial aid assistance to Casper College students and another \$6,124,471 in institutional support during the academic year. These funds allowed students and the college to overcome significant obstacles brought on by the coronavirus. This institutional funding helped defray costs associated with the coronavirus and enabled technology improvements, including the outfitting of 75 classrooms with advanced distance technologies.

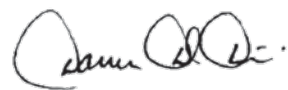
With interest rates at a historic low, the board of trustees authorized the refinancing of the college's Series 2010B general obligation bonds used to pay for the construction of both the Music Building and the Casper College Student Union and University of Wyoming at Casper building. The move effectively reduced the college's debt service by \$2.5M and ultimately the cost to taxpayers. A month later, the board of trustees authorized refinancing the Series 2010 revenue bonds that were used to finance the construction and furnishing of the Residence Hall and effectively reduced the college's debt service by another \$4.2M.

Here are a few more highlights, but there are many more in this annual report.

- The college's first soccer season, although delayed to the spring 2021 semester by the NJCAA, got off to a perfect start with both the men's and women's teams ranked in the top 20 across the country.
- Construction on the new visual arts building began and is slated for completion this coming fall semester.
- The Casper College Foundation put on a wonderful 75th-anniversary gala in June to end our year-long celebration for the college. The event attracted alumni from around the country, including a graduate of the very first class at Casper College.
- A new plumbing apprenticeship program began in partnership with GW Mechanical that highlights the opportunity the college has to partner with local businesses to meet their workforce needs. The college also has a long-standing electrical apprenticeship program in partnership with the Wyoming Electrical Joint Apprentice Training Council.

In summing up the year, although we couldn't say the impacts of the pandemic were behind us, we found ourselves able to concentrate more intently on our strategic long-term goals. Strong student enrollment was a refreshing validation that we were on track and that students were once again focusing on their education with a renewed spirit. By all measures, the information in this report demonstrates that 2020-21 was a successful year for the college.

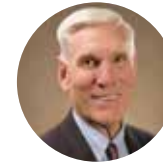
Sincerely,



Darren Divine, Ph.D.
President

Casper College Leadership 2020-2021

Casper College Board of Trustees



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Chair



Tim Kugler
Vice Chair



Sue Schilling
Secretary



Kathy Dolan
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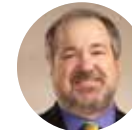


Scott Bennion, M.D.



Susan D. Miller

Casper College Administration



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President



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Academic Affairs



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Jeff McCarty, M.S.
Dean, School of
Health Science



Eric Unruh, D.M.
Dean, School of
Fine Arts and Humanities



Peter Van Houten, Ph.D.
Dean, School of
Social and Behavioral Sciences

Casper College at a Glance

1 Wyoming's first junior college — 1945, year of establishment.

28 Buildings on more than **190 acres**.

104 Degrees offered.

34 Certificates offered.

950,000 Total buildings square footage.

1.95 Million Page views on the Casper College website.

Casper College is a Great Place to Start

by Chris Lorenzen

For students wanting to pursue a college degree, Casper College is a great place to start. The college is nationally accredited, offers a broad array of degree options, is very affordable, and transfer programs are geared toward university academic standards. Students can complete their first two years of study at Casper College whether they choose to focus on common general education requirements or declare a major that fits with their long-term education goals.

The majority of students at Casper College transfer to the University of Wyoming at Casper and UW in Laramie to continue their education. Transfer agreements between Casper College and UW spell out the educational pathway for students making it easy to understand what they'll need to complete at Casper College and later at UW. UWC is on the Casper College campus, making it even more convenient to get a four-year degree for those students that call Casper home.

Over the past 8 years, 1,616 students transferred from Casper College to the University of Wyoming. In the 2020-21 school year, Casper College transfers made up just over 27% of the total transfers from community colleges in Wyoming to the university. Sixty-seven percent of those transferring in the fall 2020 semester favored UW's colleges of arts and sciences and health sciences.

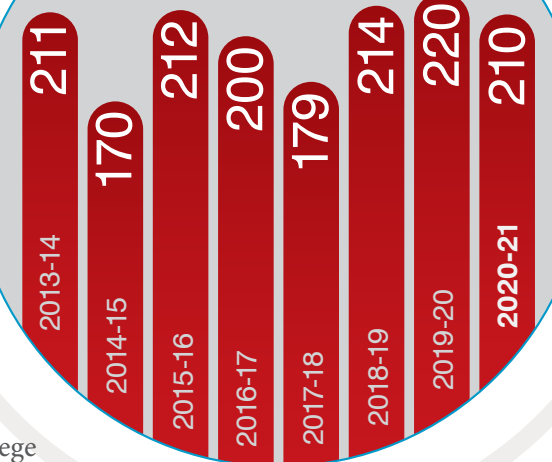
Casper College transfer students tended to be a bit older, with 34% being 25 years of age or older compared to 26% for all transferring students in the fall 2020 semester. They attend UW part-time 31% of the time compared to the statewide average of 25% of transfer students who attend school part-time. Likewise, 69% of Casper College transferring students attend UW full-time compared to 75% for all community college transfers from Wyoming.

Casper College students are well-prepared academically. Their first semester GPA at the university during the fall 2020 semester was 3.04 compared to 2.94 for all transfers and 2.86 for out-of-state transfers. Fifty-nine percent of the Casper College students transferring for the fall 2020 semester had earned their associate degree compared to 47% of all transfers to UW.

In 2017, 51% had graduated within two years, and 67% had graduated within three years at UW. In 2018, 83% of Casper College transfers with 60 or more credit hours continued to their second year at UW.

For many reasons, Casper College is a great place to start, but it doesn't end there. Casper College and the University of Wyoming, as well as a variety of other academic partners, have taken steps to ensure students have options beyond their associate degree, and with that, students can see a path to fulfilling their educational goals.

Fall Transfers Trend from Casper College



Transfer GPA Fall 2020

Casper College **3.04**

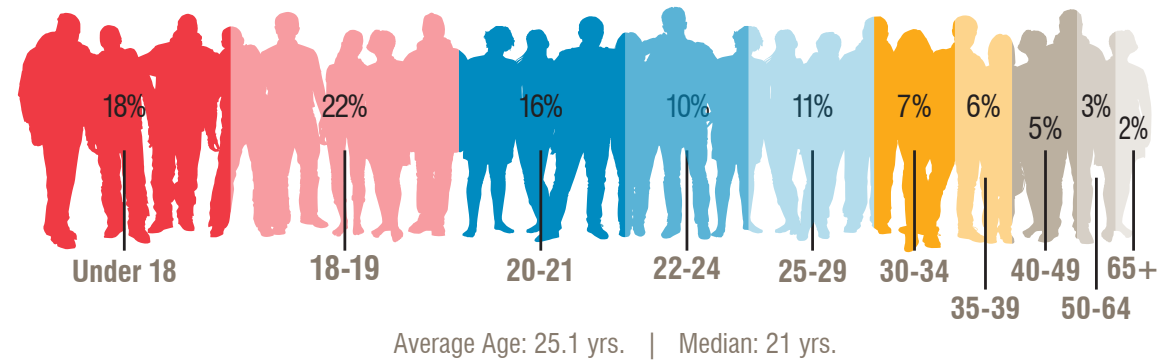
Wyoming **2.98**

Out-of-State **2.86**

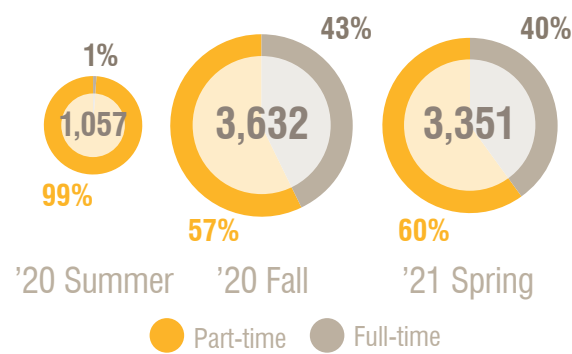
All Transfers **2.94**

Enrollment for 2020-2021 Academic Year

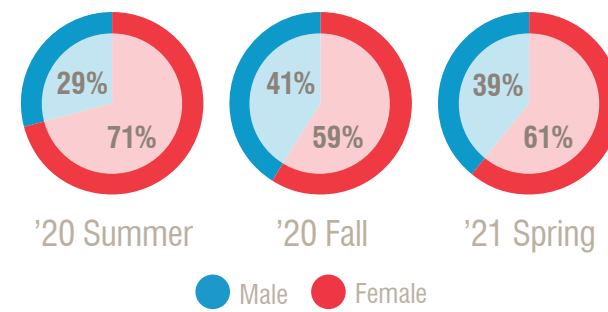
% Students by Age



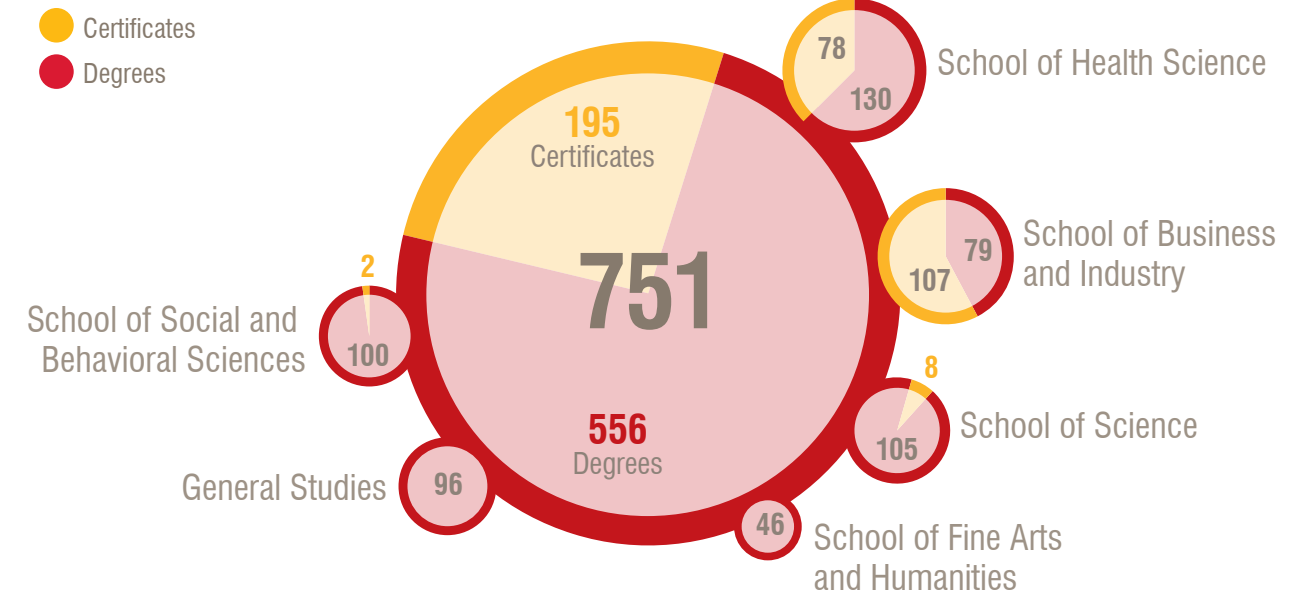
Total Part-time vs. Full-time Students



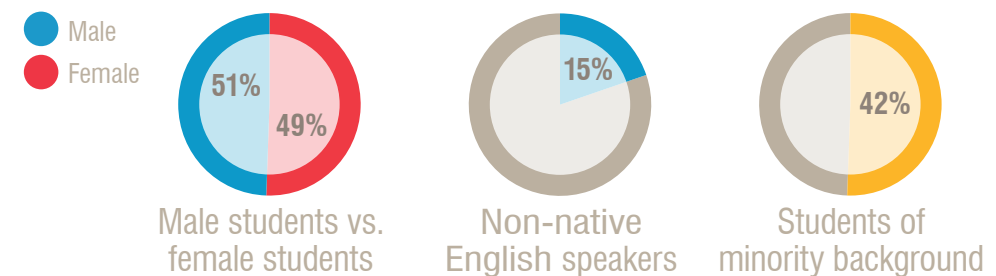
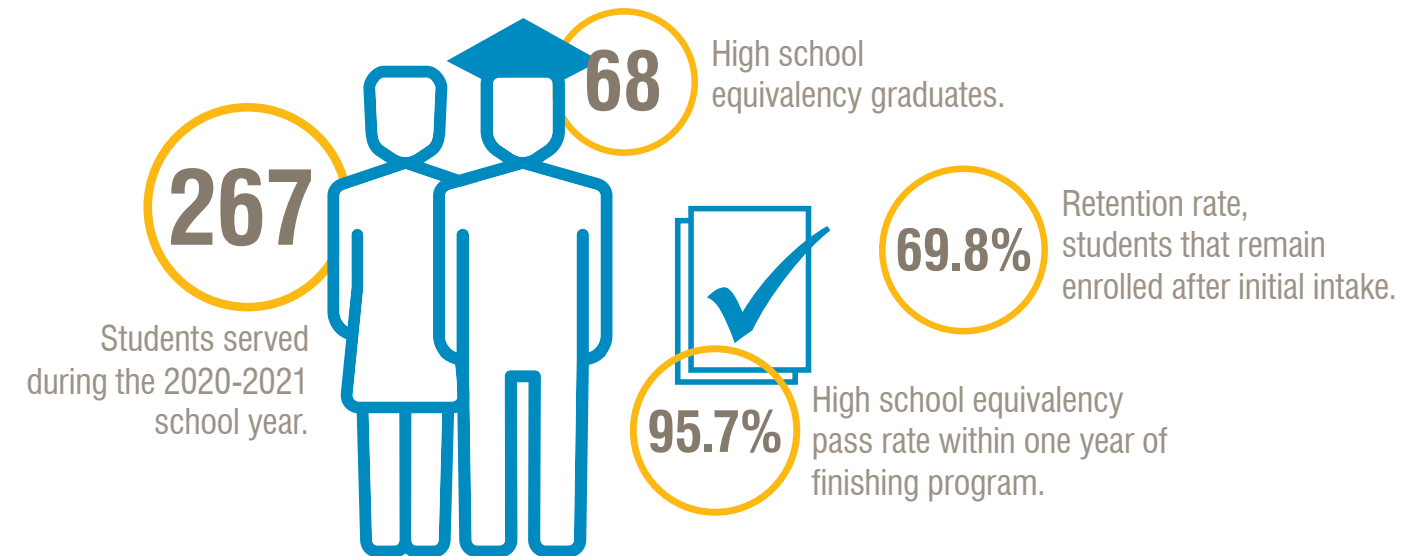
Total Male vs. Female Students



Academic Degrees and Certificates Awarded



Castellow Adult Learning Center Statistics



Enrollment: A Strategic and Systemic Shift From the Past

by Chris Lorenzen

In 2016, Casper College lamented the steady decline in enrollment since its peak in 2010. Enrollment in 2010 had reached its highest point in the college's history following the Great Recession of 2008 and 2009. A small decline was expected but certainly not the nearly 13% drop the college was struggling to come to grips with.

The same declining enrollment trend could be seen at colleges and universities across the country. Still, the decline in enrollment didn't sit well with the college and it decided to look at enrollment differently.

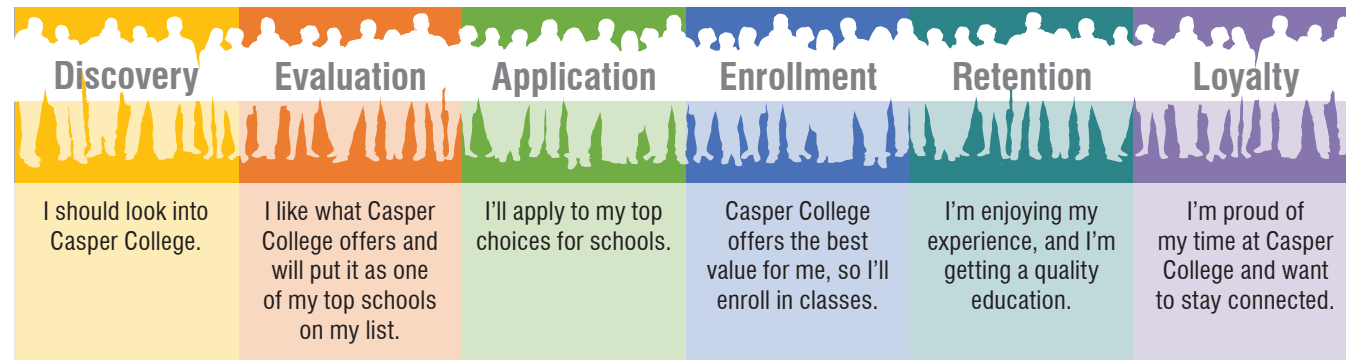
A drop in energy prices, in 2015, meant people that lost their jobs locally would seek employment outside the state, and they did just that. However, Natrona County's population of those 25 to 45 years of age, an important demographic for nontraditional college enrollment, declined 9.4% and at twice the statewide average rate from 2015 to 2020.

The discussions at the college in 2015 and 2016 looked toward developing a strategic process and approach to enrollment, referred to as strategic enrollment management among higher education entities. The goal was to implement a planning process and foundation for the college to grow enrollment at a time when the number of high school graduates was expected to increase and to dampen the effects that local economic changes have on nontraditional student enrollment.

There have been other challenges. Increased competition from colleges and universities in other parts of the country is being felt in Wyoming. The opportunity for them is here, in the Mountain West, being the only area in the country projected to see increasing numbers of high school graduates in the coming few years.

A new generation of students, namely Gen Z, has begun to enroll in college. They bring their own genre of communication and behavior, having never experienced life without the internet or social media, yet they're also different from their predecessors. Gen Y and Gen Z students simply have vanished into the internet and social media.

Student Journey



By 2019, the college had completed the objectives with its first look at enrollment. In Feb. 2019, using Lean process improvement methods taken from other industries with a focus on creating greater value for students, the college completed a deep-dive that resulted in sweeping changes to the enrollment process. In 2020, a team mapped out the student's journey through four key phases to their enrollment, including their discovery and evaluation of Casper College, their application, and their subsequent enrollment at Casper College. The mapping process revealed further opportunities for improvement, including how the college communicates with prospective students.

Particular focus was given to creating a more student-friendly process by asking the question, "Is this easy for students, or does it create a barrier?" This led to changes that resulted in a faster application and acceptance process, detailed email communication plans to keep students informed and on track with their enrollment, earlier and more flexible access to student advisers, and an improved student orientation — see below — that focused on early engagement by connecting students to staff, peers, and Casper College resources. To accomplish this, the college had to overcome process and technological barriers, former assumptions, and redefine roles and responsibilities at every step in the process.

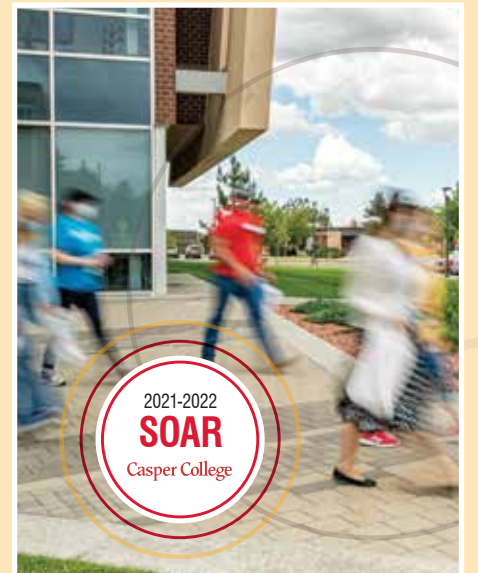
In short, the college was, and is currently, looking for new and innovative ways to build relationships, simplify processes to improve the student experience, and engage the entire campus community in the enrollment process. The efforts have proved effective as enrollment increased 4.2% from 2017 to 2020, overcoming a significant economic headwind, a national trend in declining community college enrollment, and even a global pandemic. Strategic enrollment is an iterative process and never ends but with each iteration, further learning, and often success follow.

A New Program to Engage Students Early in the Enrollment Process

Research and model programs from other colleges and universities were showing that early student engagement was translating to better student outcomes, including lower rates of failure and withdrawal. A new program called SOAR which stands for Student Orientation, Academics and Resources, was developed in response to this research and the benefits it could bring to new students at the college.

The overall goal of SOAR is to boost student excitement, confidence, and engagement on campus. SOAR connects them to employees and resources at the beginning of their journey by helping them:

- Make a connection with at least one of their peers.
- Make a connection with at least one Casper College employee.
- Be introduced to campus policies and procedures such as financial aid, accounting, and the student handbook.
- Be introduced to academic departments and campus resources.
- Navigate the physical campus environment and understand how to find their classes.
- Learn about the advising process at Casper College, how to connect with their adviser, and understand the adviser and advisee's roles and responsibilities.
- Demonstrate the ability to use MyCCInfo, the college's advising and class registration system.
- Learn how to register for courses that have been selected in collaboration with their adviser.



Statements of Net Position

Casper Community College District
For the years ended June 30, 2021 and 2020

	2021	2020
Assets		
Current Assets*	\$ 44,450,820	\$ 36,737,863
Restricted Cash	\$ 5,462	\$ 13,064
Restricted Investments	\$ 6,134,339	\$ 6,312,260
Deposits with Bond Trustee	\$ 7,349,988	\$ 6,395,209
Investments-Endowment Challenge Prog.	\$ 20,838,559	\$ 15,619,856
Property, Plant and Equipment, Net	\$ 98,975,612	\$ 102,124,540
Total Assets	\$ 177,754,780	\$ 167,202,792
Deferred Outflows of Resources:		
Total Deferred Outflows	\$ 13,937,338	\$ 9,244,396
Liabilities		
Current Liabilities	\$ 6,439,368	\$ 7,101,138
Long-Term Liabilities**	\$ 84,716,196	\$ 80,053,796
Total Liabilities	\$ 91,155,564	\$ 87,154,934
Deferred Inflows of Resources		
Total Deferred Inflows	\$ 30,518,862	\$ 31,279,216
Net Position		
Net Investment in Capital Assets	\$ 45,468,553	\$ 46,451,141
Restricted***	\$ 43,084,862	\$ 34,627,386
Unrestricted	\$ (18,535,723)	\$ (23,065,489)
Total Net Position	\$ 70,017,692	\$ 58,013,038

Notes:

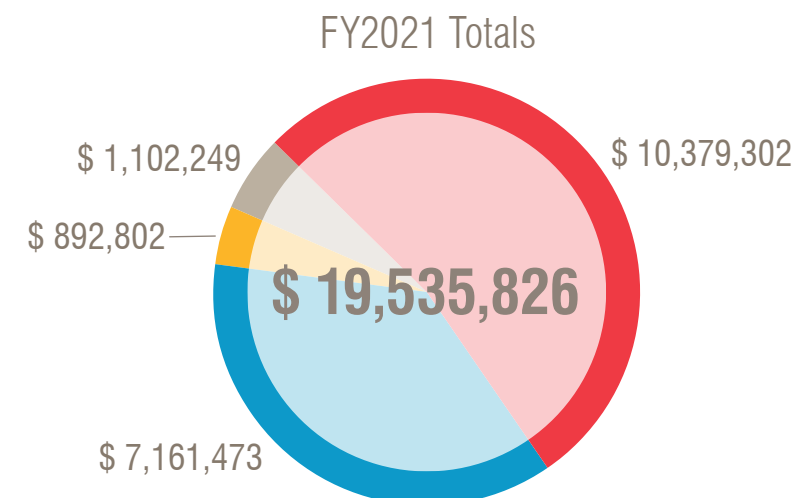
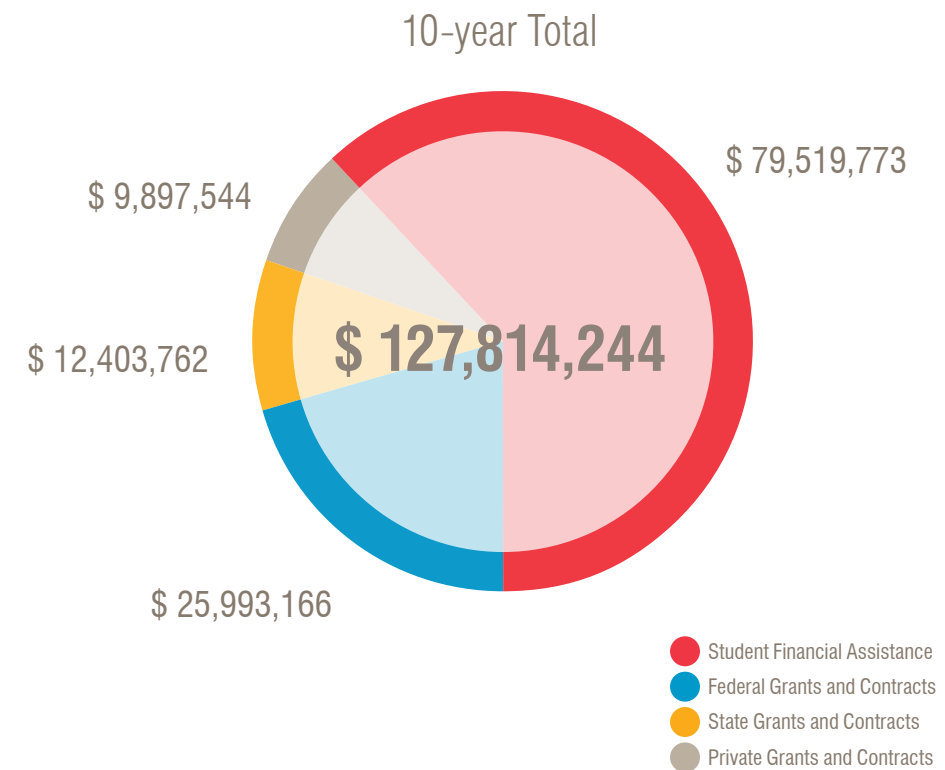
*Increase in current assets is due primarily to one-time federal assistance funds received.

** Changes occurring between FY20 and FY21 include financial accounting policy changes that require the college to report its fiduciary net position of the Wyoming Retirement System on the same basis as the State of Wyoming has reported. Other significant changes in actuarial assumptions with the State of Wyoming Group Insurance Retiree Health Plan. For additional information, visit caspercollege.edu/about/audits-budgets.

***Increase due to gains on investments with the Endowment Challenge program.

Outside Grants Received by Casper College

Grants are an important funding source in support of the college's mission. Most grant funding comes from sources outside Natrona County and generate increased economic activity in addition to supporting programs and services of the college, and students.



America's Promise Grant

America's Promise Grant was established to assist people in earning industry certifications and state/national licenses that provide employment opportunities in high-growth occupations. Students to date: **378**. Completed degrees or certificates: **256**. Seeking degrees or certificates: **15**.

Wyoming Works Grant

The Wyoming Works Program includes a \$5 million appropriation; \$3 million of which will be used for individual student grants, and the balance will support program development. Students to date: **33**. Total tuition awards: **\$ 81,103**. Average tuition award: **\$ 2,458**.



CARES Funding

A portion of the \$1.25 billion allocated to Wyoming as part of the Coronavirus Aid, Relief, and Economic Security Act helped individuals that could benefit the most from further job training or college education.

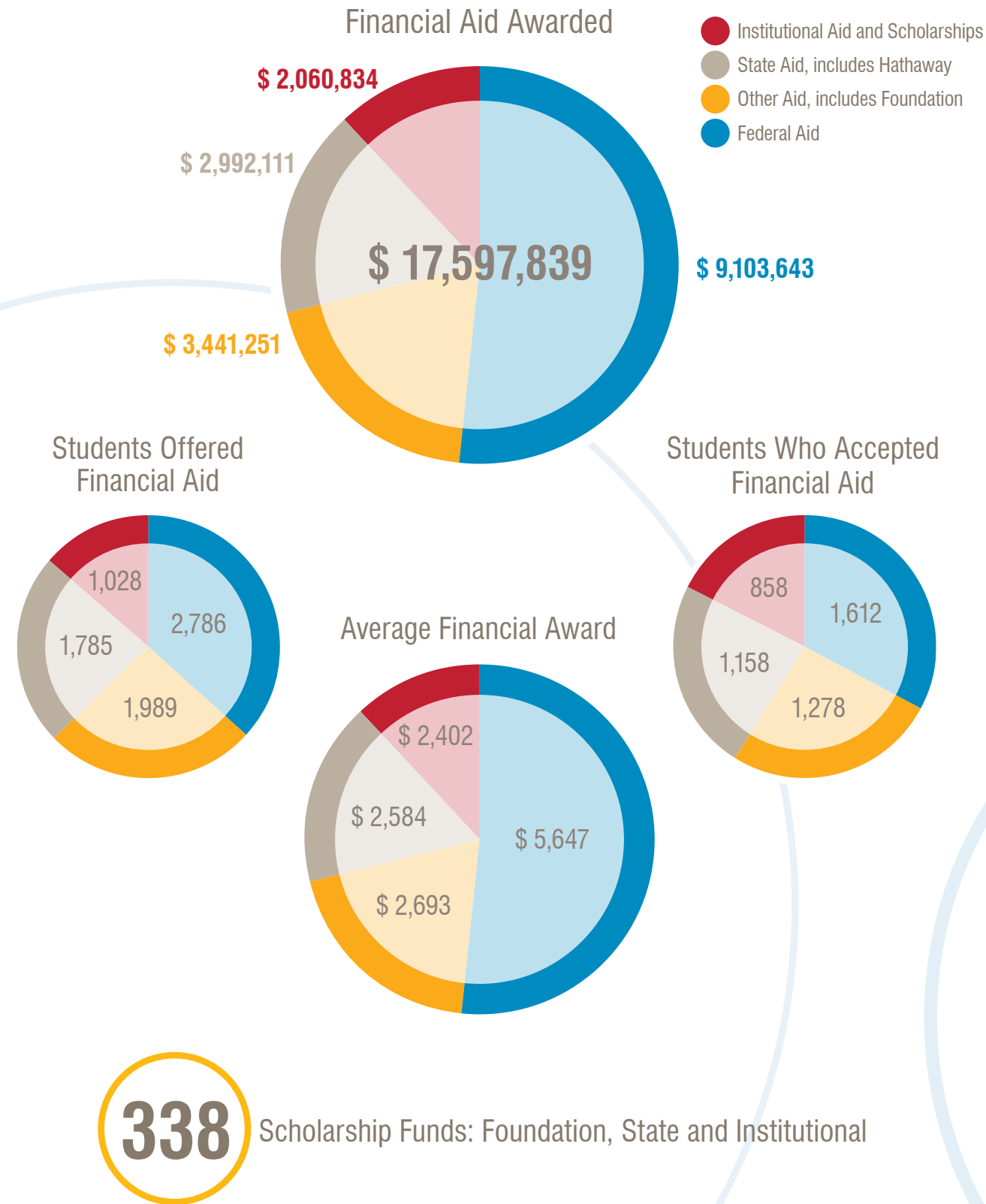
Federal Support

Students to date: **2,011**. Total tuition awards: **\$ 3,594,712**. Average tuition award: **\$ 1,788**.

Ellbogen Opportunity Scholarship

(New for fall 2021) Students to date: **19**. Total tuition awards: **\$ 25,125**. Average tuition award: **\$ 1,322**.

Financial Aid and Scholarships



Water Short Circuits High Tech

By Chris Lorenzen

At 2 a.m. May 28, 2021, facilities personnel woke to a moisture alarm in the 66-year-old Liesinger Hall. They arrived and found a 1" water pipe had burst on the second floor. Water was quickly flooding adjacent rooms and traveled the length of the building, at which point it began to pour into the space below and flood the college's data center.

The Memorial Day weekend plans for many information technology and facilities staff abruptly changed, and for the next 12 days, they would end up dedicating hundreds of hours repairing the facility and bringing the college back online. Although there were many people involved, one person that typically spent his days from 8 a.m. to 5 p.m. maintaining the college's network logged 160 hours in the first eight days of the incident. Another sat on a call for over 18 hours straight while engineers on the other end helped troubleshoot issues.

The college had taken steps to protect its data infrastructure over the previous 10 years, recognizing the importance of keeping it secure and protecting against loss. They decentralized the data center to a second location on campus, with both locations equipped with independent emergency power generators. A brand-new battery uninterruptible power supply or UPS had just been installed in the primary data center with the capacity to power the entire room. Off-site backups are completed each day, and a disaster recovery site outside Casper was set up to mirror systems and data on campus on a daily basis. Third-party cloud service partnerships, an updated network design, state-of-the-art firewalls, multi-factor authentication for all users, and a security information and event management tool were all in place to prevent and speed up online threat detection and response against what are now daily attacks on the college's network.

Staff and students share in this responsibility through education and awareness of cybersecurity threats that, in reality, can freeze the entire network by the click of a mouse button. According to a recent article from Ferrilli Higher Education Technology Consultants, higher education is now the most targeted industry in ransomware attacks.

Data integrity, security, and privacy are critical to the college's operations, so investments in people and technology have been increasing steadily over the years to support these systems. That proved beneficial this past summer and made it possible for the college to install new equipment and be online by the next business day, which in this case was five days after the leak occurred.

There were other challenges. Given the age of Liesinger Hall, two of those days were dedicated to the removal of asbestos. A national holiday weekend and pandemic-related supply chain issues only added complexity, but there was opportunity in all of this. Water, coming halfway across the building, proved it could get past the data center's security, and all of the intelligent, state-of-the-art technologies and well-thought-out measures to protect the center still had opportunity for improvement. That work started right away.



The uninterruptible power supply (UPS), large enough to power the entire data center during a power outage, came into direct contact with water.

Recognitions and Highlights

September 2020

- The Casper-Natrona County Health Department and Casper College partnered to offer Natrona County residents another option to receive testing for COVID-19 at the Casper College Fire Science Training Center.
- The Casper College Department of Theatre and Dance celebrated its 35th year.
- Thanks to a generous donation from Lee and Felicia Castellow, the Adult Learning Center at Casper College was renamed the Lee and Felicia Castellow Adult Learning Center at Casper College.



October 2020

- The Casper College Dance program became an accredited member of the National Association of Schools of Dance.

March 2021

- Casper College was named to the 2021-2022 Military Friendly Schools list as a Bronze Award recipient.

April 2021

- Players from the Casper College Lady Thunderbirds basketball team were named to the 2020-2021 North All-Region IX team and the All-Defensive team.
- Dwight Gunnare, the Casper College Women's Basketball team's head coach, was named Coach of the Year in Region IX for 2020-2021.
- Four players from the Casper College Lady Thunderbirds Volleyball team were named to the 2020-2021 North All-Region IX team, and two also received individual honors.
- Angel Sharman, women's volleyball head coach at Casper College, was named Coach of the Year in Region IX North for the 2020-2021 season.
- The Casper College men's and women's soccer teams opened their inaugural home season.
- The Casper College Forensics team competed virtually at the 2021 Phi Rho Phi National Forensics Tournament. The team took a gold medal in the debate sweepstakes and a silver medal in the individual events sweepstakes and the overall sweepstakes.



Recognitions and Highlights

May 2021

- Seven Casper College employees were recognized with 2020-2021 year-end honors: Megan Schafer, executive assistant for administrative and student services, Robert Durst Classified Staff Award; Outstanding Administrator of the Year, Linda Toohey, associate vice president for student services; Judith Bailey Scully Award, Julia Whyde, English instructor; Eric Atkins, Spanish instructor, Shanklin Faculty Leadership Award for full-time recognition and Bridget Veauthier, philosophy and psychology instructor, part-time recipient; and Kendall Jacobs, mathematics instructor and Paul Brutsman, engineering technology and design instructor, Rosenthal Outstanding Educator Award.

June 2021

- Casper College celebrated its 75th anniversary with a gala Saturday, June 5, 2021. Wyoming Senator John Barrasso, Wyoming Governor Mark Gordon, and Casper College 1995 Distinguished Alumni Dr. Stephen Nicolas spoke at the well-attended event.
- The Casper College Men's Rodeo team qualified to compete in the 2021 College National Finals Rodeo and took third in the nation. Kellan and Carson Johnson took first place in the team roping category.
- Seven Casper College volleyball players were recognized regionally and nationally for their academic performance during the 2020-2021 school year at Casper College.



75th Anniversary Gala

July 2021

- The Casper College Lady T-Birds basketball team finished in the top 20 of the 2020-2021 Women's Basketball Academic Team of the Year rankings by the National Junior College Athletic Association with a combined 3.43 GPA. The NJCAA also recognized five players for their academic performance during the 2020-2021 school year at Casper College.
- Casper College sophomore and men's soccer player Jose Alvarez Esquivel was one of seven international Phi-Theta Kappa members named a 2021 Coca-Cola Global Leaders of Promise Scholar.



Jose Alvarez Esquivel

Academic Degrees, Certificates, and Programs

Degrees and Certificates

Accounting, A.B. ☐
 Addiction Studies, A.S., Cert.
 Agribusiness, A.A.S., A.S. ☐
 Agricultural Communications, A.S.
 Agriculture, A.S. ☐
 American Sign Language Studies, A.A.
 Animal Science Technology, A.A.S.
 Animal Science, A.S.
 Anthropology, A.A.
 Applied Statistics, A.S., Cert.
 Architectural Graphics and Design Cert.
 Art Education, A.F.A.
 Art, A.A.
 Assistive Technology, Cert.
 Athletic Training, A.S.
 Auto Body Repair Technology, A.A.S., Cert.
 Automotive Technology, A.A.S., Cert.
 Aviation, A.A.S., Cert.
 Biology, A.S.
 Bookkeeper, A.A.S., Cert. ☐
 Business Administration, A.B.
 Chemistry, A.S.
 Coaching, Cert.
 Communication — Public Relations, A.A.
 Communication — Human Communication, A.A.
 Communication — Journalism, A.A.
 Communication — Multimedia, A.A.
 Computer Science, A.S.
 Community Emergency Medical Services, Cert.
 Construction Management, A.S.
 Construction Technology, A.A.S., Cert.
 Criminal Justice, A.A., A.A.S.
 Cyber Security, A.A.S., Cert.
 Dance A.A.
 Diesel Power Technology, A.A.S., Cert.
 Early Childhood Education, A.A. ☐
 Economics, A.S.
 Electrical Apprentice, Cert.
 Electronics Technology, A.A.S.
 Elementary Education, A.A.
 Engineering Technology and Design, A.A.S., Cert.
 Engineering, A.S.
 English, A.A.

Entrepreneurship, A.A.S.
 Environmental Science, A.S.
 Equine Assisted Therapy, Cert.
 Fine Art, A.F.A.
 Fire Science Technology, A.A.S., Cert. ☐
 Forensic Science, A.S.
 Foundations of Interprofessional Health Care, Cert.
 General Studies, A.A., A.S. ☐
 Geographic Information Systems, A.S., Cert.
 Geology, A.S.
 Gerontology, Cert.
 Graphic Design, A.F.A.
 Health Science, A.S. ☐
 History, A.A.
 Hospitality and Tourism Management, A.A.S. ☐
 Industrial Electronics, Cert.
 International Studies, A.A.
 Kinesiology and Health Promotion, A.S.
 Liberal Arts, A.A.
 Machine Tool Technology, A.A.S., Cert.
 Management, A.A.S.
 Manufacturing and Automation Technology, A.A.S.
 Manufacturing Technology, Cert.
 Marketing, A.S., Cert.
 Mathematics — Secondary Education, A.S.
 Mathematics, A.S.
 Mechanical Graphics and Design, Cert.
 Medical Laboratory Technician, A.S.
 Museum/Gallery Studies, A.A.
 Music Education, A.F.A.
 Music Performance, A.F.A.
 Music, A.A.
 Musical Theatre Performance, A.A.
 Nursing, A.D.N.
 Nutrition, A.S.
 Occupational Therapy Assistant, A.S.
 Office Management, A.A.S., Cert. ☐
 Outdoor Recreation & Tourism A.S. ☐
 Paralegal, Cert.
 Paralegal Studies, A.A.
 Paramedic Technology, A.S.
 Personal Trainer Education, Cert.
 Pharmacy Technology, A.S., Cert.

Phlebotomy Technician Training, Cert.
 Photography, A.F.A.
 Physical Education, A.S.
 Physics, A.S.
 Political Science, A.A.
 Practical Nursing, Cert.
 Pre-Dentistry, A.S.
 Pre-Law (Business), A.B.
 Pre-Medicine, A.S.
 Pre-Occupational Therapy, A.S.
 Pre-Optometry, A.S.
 Pre-Pharmacy, A.S.
 Pre-Physical Therapy, A.S. ☐
 Pre-Veterinary, A.S.
 Psychology, A.S. ☐
 Radiography, A.S.
 Ranch and Agrotourism Management, Cert.
 Range Management, A.S.
 Respiratory Therapy, A.S.
 Social Studies — Secondary Education, A.A.
 Social Work, A.A.
 Sociology, A.A.
 Spanish, A.A.
 Technical Education, A.S.
 Technical Studies, A.A.S.
 Technical Theatre, A.A.
 Theatre Performance, A.A.
 Web Design and Development, A.A.S., Cert.
 Welding, A.A.S., Cert.
 Wildlife and Fisheries Biology and Management, A.S.
 Women's and Gender Studies, A.A.

A.A. = Associate of Arts
 A.A.S. = Associate of Applied Science
 A.B. = Associate of Business
 A.D.N. = Associate Degree Nursing
 A.F.A. = Associate of Fine Arts
 A.S. = Associate of Science
 Cert. = Certificate
 ☐ = 100% Online Option

Programs at Casper College

Castellow Adult Learning Center

The Lee and Felicia Castellow Adult Learning Center at Casper College offers free assistance to out-of-school adult students, 16 years old and older, who need to improve their basic reading, writing, and math skills in order to reach their educational and employment goals. Educational services are also available to speakers of other languages.

Center for Training and Development

Casper College offers several career training programs through its Center for Training and Development that can quickly prepare students for meaningful employment. The CTD also provides customized training for employers who want to help their employees increase productivity and gain a competitive advantage.

Community Education

Community education offers fun and interesting classes for personal enrichment and growth. Learn a new hobby or skill.

Osher Lifelong Learning Institute — OLLI

OLLI at Casper College is a program created for adults age 50+ who wish to continue learning and exploring for the sheer joy of it. OLLI is a vibrant learning community offering a rich array of short courses, field trips, and lectures of particular interest to adult learners who are interested in taking short-term, noncredit classes.

Casper College is an equal opportunity institution and as such, does not discriminate on the basis of race, sex, color, national origin, religion, age, veteran status, political affiliation, disability, sexual orientation, gender identity, or any other characteristic protected under applicable federal, state, or local law in admission or access to or treatment or employment in its educational programs or activities. Direct inquiries or complaints concerning Title IV, Title IX, and Section 504 to Linda Toohey, associate vice president for student services, at 125 College Dr., Casper, WY 82601, 307-268-2667, or linda.toohey@caspercollege.edu, or the U.S. Department of Education, Office for Civil Rights, 1244 Speer Blvd., Ste. 310, Denver, CO 80204-3582, 303-844-5695 or TDD 303-844-3417.



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