

AMERICAN
COLLEGE *of*
EDUCATION®



2022 Impact Report

Certified



Corporation®

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Looking back at 2022, it's exciting to see the great effort ACE has made to truly live out and embody our B Corp mission. We are finally crossing the threshold of the pandemic, and one of the major highlights of our year was celebrating our graduates with an **in-person commencement ceremony**. What a special day that was!

The past year was met with continued service and dedication to our students and communities. In fact, over 150 ACE employees used **more than 2,000 civic hours** to serve those in need. Our generosity didn't stop there, though. **More than 200 hours of PTO** were donated to an organization-wide bank of **over 1,400 hours** to aid employees who need PTO in times of emergency.

It's so challenging to continue watching the cost of higher education increase at the expense of student dreams. Earning a degree has become such a financial burden that it's no longer an option for many. At ACE, we're not only committed to offering high-quality programs that are accessible, but to ensuring they're affordable.

To live this out, we haven't increased tuition since 2016! In addition to our industry-low cost, we created the **ACE Scholarship Fund** in 2022 to enable students who encounter financial hardships to finish their degrees. Since its announcement, almost **\$10,000** has been donated to the fund.

One of my favorite moments of 2022 was ACE's recognition as a **Top Workplace** not just in Indiana, but the nation! This resulted from employee satisfaction and engagement surveys that revealed ACE outperformed other colleges and universities by **double digits** in several areas.

In the fall, we celebrated our annual **ACE Month of Impact** where employees and alumni gathered to make a difference through volunteer work, financial donations and commitments to prioritizing people and planet in daily life. Employees contributed to countless events and causes that serve educators and professionals in business and healthcare. And, we had a blast doing it!

What a year! Our B Corp mission continues to lead us and we can't wait for another year of positive impact.

KK Byland, SPHR, SHRM-SCP
Chief Human Resources Officer

What it Means to Be a B Corporation

As a B Corp, ACE strives to solve social and environmental problems through the power of business. We are certified by the nonprofit B Lab to meet rigorous standards of social and environmental performance, accountability and transparency.

According to the **B Corp Declaration of Interdependence**, we believe:

- That we must be the change we seek in the world.
- That all business ought to be conducted as if people and place matter.
- That, through their products, practices and profits, businesses should aspire to do no harm and benefit all.
- To do so requires that we act with the understanding that we are each dependent upon another and thus, responsible for each other and future generations.

To maintain B Corp standing, ACE must recertify every three years and achieve a minimum score of 80 points on the B Impact Assessment, verified by the B Lab. For 2022, ACE received a recertification score of 97, a significant increase from our 2019 score of 88.6. The assessment measures workers, environment, community, customers and governance and asks how the day-to-day operations of a company create positive impact for its workers, community and environment. Additionally, companies can also earn points if their overall business model can exemplify creating positive social and environmental impact, qualifying the company for specific Impact Business Model points. ACE employees are among over 400,000 B Corp workers from across the globe working toward one unifying goal – to benefit people, community and planet.

OUR B IMPACT SCORE

97

16.7

Governance

26.7

Workers

24.7

Community

6.8

Environment

21.9

Customers

The B Impact Scores are being compared against all businesses that have completed the B Impact Assessment. Most companies score 40 to 100; the highest-performing B Corps score 160-170.

ACE Month of Impact



#ACEMonthofImpact

One of the ways we demonstrate our commitment to our B Corp Certification is by hosting **ACE Month of Impact**, an annual tradition where we encourage the ACE community – staff, faculty, students and alumni – to do something that has a positive impact.

Celebrated in September to commemorate when we originally became a B Corporation, we dedicated the month to showcasing the variety of ways someone can make a positive impact, whether it's spending a day volunteering or making a financial contribution to a charity. We wanted to emphasize that everyone can make an impact, regardless of physical ability or financial status.

In total, **154 people** from the ACE community participated in ACE Month of Impact. Those individuals took **182 actions** that made a positive impact. We were thrilled with the variety of things our community engaged in, everything from composting to donating to a local food bank. We also worked together to send **29 cards with positive messages** to youth in foster care through **Braid Mission's Cards for Hope** initiative. At the end of the month, we selected four individuals out of the 154 who participated to win donations made in their honor to an organization or cause of their choice. In total, we contributed **\$1,850** in donations.

“The Arthritis Foundation does a fantastic job of increasing the awareness of autoimmune diseases and keeping people up to date on what can be done to alleviate symptoms. It has been especially helpful to me over the years while I have been fighting rheumatoid arthritis.”



Courtney Shelton

Alumni Engagement Officer, on supporting The Arthritis Foundation



- 1 Alumni and current doctoral student Cheryl Bennett celebrates after walking 60 miles over three days and raising \$2,500 for the Susan G. Komen Breast Cancer Foundation.
- 2 Greetings cards created for Braid Mission's Cards for Hope from positive messages contributed by ACE staff and faculty.
- 3 Crystal Neumann, assistant provost of business professions, makes an impact by composting her food waste.

| Serve

A Gift for Teaching

A Gift for Teaching, a nonprofit organization in Central Florida, provides students and educators with supplies for success in the classroom and beyond. The **2022 Great Big Backpack Build** saw volunteers pack school supplies into **15,000 backpacks** for students in need.

The ACE team, led by Vice President of Human Resources **Natalie Pelham**, worked alongside teams from Duke Energy, Wells Fargo and the Walt Disney World Resort. The teams met the organization's goal of 15,000 backpacks filled with school supplies for students in need.

“ACE has supported school supply drives, fundraisers, backpack builds and our mobile Free Teacher Supply Store; overall, they have provided approximately \$700,000 worth of educational resources to Central Florida schools. We are so grateful!”



Angela Garcia

A Gift for Teaching Vice President of Development & Marketing



15,000 backpacks filled for the 2022 Great Backpack Build

Natalie Pelham, vice president of human resources, helps stuff backpacks for the Great Big Backpack Build.



A Gift For Teaching

American Heart Association (Indianapolis)

ACE supported the American Heart Association of Indianapolis this past year in amazing ways that culminated in the fall. The **2022 Indy Heart Walk** included **three ACE teams** – ACE Staff and Faculty, ACE Current Students and ACE Alumni – where we raised **\$1,824** for education and research to fight heart disease and strokes.

The American Heart Association also hosted **STEM Goes Red in Indianapolis**, which ACE was able to sponsor and provide gifts for. The event was held for local high school female students, who were chosen by their schools to attend and hear from mentors in STEM. Each school had a table, and mentors would move to each table to discuss their experience in education, share their professional background and answer any questions. Our employees **Crystal Neumann**, assistant provost for business professions, and **Stephie Guptill**, regulatory compliance manager, served as mentors for the event.

Raised

\$1,824

for education and research to fight heart disease and strokes

“Serving as a mentor at the STEM Goes Red event was not only fulfilling, but inspiring. This experience was an exciting glimpse of the upcoming generation of women in STEM, and I was impressed to see that they are driven, intelligent and ready to be world changers. To answer their questions and listen to their aspirations was an honor and privilege. I can’t wait to see what these outstanding young women contribute to STEM in the future.”



Stephie Guptill

Regulatory Compliance
Manager

Crayons to Computers (Cincinnati)

Last summer, ACE supported the **25th Anniversary Gala of Crayons to Computers**, which raised **\$14,000** for teachers to supply their classrooms with tools for learning. The event was attended by both ACE employees and alumni from various programs.

Not only did ACE sponsor the Teacher's Lounge, but we also gave away a **full scholarship** for a master's degree. Crayons to Computers chose the scholarship winner from an essay contest, where applicants shared what the scholarship would mean to them and why they wanted to continue their education. Winner **Xiara Quinn** will be furthering her studies in early childhood education, and we are grateful to have had the opportunity to facilitate her educational journey.



- 1 Taylor Ingles, marketing engagement manager, poses with Crayons to Computers scholarship winner, Xiara Quinn, at the 25th Anniversary Gala.
- 2 ACE employees gather to support Crayons to Computers at the 25th Anniversary Gala.

“I made a commitment to myself that there was nothing stopping me from pursuing my master's degree even if it would take some time and not yield benefits for me until completion. To my surprise, I was wrong! Winning the Crayons to Computers scholarship to American College of Education last year immediately opened doors for me that I never thought possible. This opportunity has propelled me so much closer to my goals and has made me a profoundly better educator. Crayons to Computers has always been an invaluable resource for me as a teacher, but I never thought that the place that helped me get a few supplies here and there to help sustain my classroom would also be the place that accelerated my whole career and changed my life.”



Xiara Quinn

Scholarship
Winner

Dress for Success (Indianapolis)

Dress for Success Indianapolis is well-known for providing women with interview suits through their Style for Success program, but their service to the community runs much deeper. For over 20 years, the organization has been providing career development services, promoting economic independence and building networks of professional women to support and encourage one another.

ACE was proud to be a Gold Sponsor for the organization's **20th annual Stepping Out In Style** fundraising event. Director of Marketing Operations **Mike Cook** and UX/UI Design Lead **Nick Lee** attended the event and hosted a table of local K-12 teachers. The event had a wonderful reception, dinner, fashion show and more, but it also raised important funds for programming that helps women to excel in the workplace.



“Dress for Success Indy is a fantastic event that celebrates, empowers and inspires women in business. It’s all about providing the tools that help women succeed in the workplace, and it’s an honor to be able to contribute and be part of that powerful mission.”



Monica Carson

Chief Growth Officer



Mike Cook, director of marketing operations, poses with his wife as they support Dress for Success at their 20th annual Stepping Out in Style event.

Ronald McDonald House (Phoenix)

Ronald McDonald House Charities work to support children in all areas of health and wellness, particularly those undergoing medical challenges. Their houses serve as welcoming homes for these families receiving care out of their hometowns. **Nine** ACE volunteers participated in the Phoenix location's **2022 volunteer event**, where they were able to support both the charity itself and the families it serves.



“We are so grateful to our volunteers for donating their time and talent. With their support, our families feel more at home. We could not do what we do here at the Ronald McDonald House without the help of our amazing community partners like ACE.”



Jen Donnelly

Ronald McDonald House Charities Volunteer Manager



- 1 ACE employees volunteer for the Ronald McDonald House in Phoenix.
- 2 Mike Rasmussen, director of student experience, cleans a window during the Ronald McDonald House volunteering event.



Teachers' Treasures (Indianapolis)

Teachers' Treasures serves educators in underserved areas in Indianapolis. The valued nonprofit operates stores fully stocked with school supplies where teachers of students in need can shop and supply their classrooms free of charge. ACE continues to support their mission through volunteering, sponsorship, donations and more!

Twenty ACE employees participated either in person or virtually and 17 volunteered for the annual **Circle City Donut Dash 5K** where we served as a presenting sponsor for the seventh consecutive year. ACE joined several organizations in **raising \$10,060** directly donated to Teachers' Treasures. The event attracted over **1,200 participants** – many who were from ACE. Needless to say, we loved having fun, including eating donuts, for a great cause!



In addition, ACE supported the annual virtual school supply drive for Teachers' Treasures, the **Gr8 Paper Push**, that provides Indianapolis area schools with supplies. We were excited to be the **team that raised the most for this initiative, donating \$3,850.**

The 2022 Dream Big! Gala was Teachers' Treasures most formal fundraising event where ACE served as a sponsor and contributed over **\$12,000** to a grand total of **\$130,000**. Some of our team members attended to show our love.



- 1 KK, chief human resources officer, calls the race to start at the Circle City Donut Dash.
- 2 Bianca Stakes, marketing content and communications specialist, and her family participate in the Circle City Donut Dash virtually.
- 3 ACE employees attend the Dream Big! Gala.

\$3,850

for the Gr8 Paper Push

Texas Trees Foundation

The Texas Trees Foundation offers a variety of programs and events with the goal of building livable communities, educated citizens and a better world. ACE has volunteered in previous years and we were more than happy to do so again.

In the fall, **20 ACE volunteers** gathered at Nancy Moseley Elementary School as part of the Cool Schools program. Together with the Texas Trees Foundation and a few local families, they planted **88 trees** and educated the students about planting and how trees benefit the earth. The trees will work to keep the local environment surrounding the school clean, healthy and beautiful.

“Volunteering with the Texas Trees Foundation is a special event we look forward to every year! It’s a great opportunity to love the outdoors with others and be a part of creating beauty in urban areas by planting trees. My favorite part is working with the kids and seeing the pure joy on their faces!”



➤ **Sabrina-Hill Gadlin**

Student Services Manager



ACE employees gather to plant trees and support local students and cultivate a beautiful, healthy environment.



88 trees planted in partnership with the Texas Tree Foundation



| Lead

Improving ACE’s B Lab score is something our entire organization is passionate about. Each year, our three B Corp committees – comprised of volunteer ACE employees – come together to discuss initiatives or policies the college could implement to grow our B Lab score in the areas of Community, Environment and Workers.

Community Committee

One of ACE’s most unique policies is giving employees up to 16 hours of paid time off each year to volunteer in their community. In 2022, the Community Committee focused on rallying employees to use this civic PTO.

THE CIVIC TIME CHALLENGE

Throughout the year, the Community Committee issued organization-wide civic time challenges. The first took place over the summer, when the committee pinpointed special calendar days – such as National Safety Month and Hug a Cat Day – as inspiration for ways people could spend their volunteer time. In December, the committee encouraged each department to think of a way their team could give back as a group and this led to a variety of interesting initiatives. For example, the Curriculum Production team collected funds to donate to a local school that had unpaid lunch debt. Meanwhile, the Student Services, Admissions, Enrollment and Field Operations teams banded together to support The Angel Card Project, sending 450 Christmas cards to those in need over the holidays. All told, **159** ACE employees used **2,024 civic hours** in 2022.

At the end of the year, the Community Committee hosted a drawing for employees who had used all of their civic PTO in 2022 where they could win a **\$500 donation** to an organization of their choice. Winner Jennifer Miller, senior enrollment counselor, chose to support Meals on Wheels of Peters Township with the donation.

“Meals on Wheels is important to me because of its unwavering commitment to serve those who need extra support with meals. Particularly, it’s special to my family because my late mother was very involved with them and always loved to take her grandchildren on her route to meet all her clients. I’m grateful to ACE for its generosity and dedication to giving back.”



➤ **Jennifer Miller**

Senior Enrollment Counselor, on supporting Meals on Wheels





Environment Committee

Thanks to the efforts of the Environment Committee, ACE employees were inspired to live more sustainably over the course of the year through fun activities and opportunities to share the smart ways they've incorporated sustainable living into their daily lives.

EARTH DAY SCAVENGER HUNT

To celebrate Earth Day, the Environment Committee hosted an **#EarthDay2022 Scavenger Hunt**. On ACE's internal discussion board, employees shared ways they were living sustainably or celebrating the planet. From environmentally conscious consumer products to pollinator-rich gardens, ACE staff and faculty ended up sharing **over 50** different examples of how to be more earth friendly every day.

1 Melissa Hill, manager of field operations, picks up trash at her local beach in support of Earth Day.

2 Audra Pickett, curriculum revisions manager, reduces her carbon footprint by shopping with reusable bags.

3 Julia Moses, training and development learning designer, makes homemade jam.

4 Bianca Stakes, marketing content and communications specialist, plants flowers to encourage pollination.

5 Jill Algate, executive assistant, and her husband enjoy spending time outdoors to celebrate Earth Day.

6 Karina Becerra-Murillo, adjunct faculty member, helps present Pedley Elementary School with a check from the California Fertilizer Foundation (CFF) to support a garden managed by students with disabilities.





122

signed ACE's sustainability pledge

ENVIRONMENTAL RESPONSIBILITY PLEDGE

As part of ACE Month of Impact, the Environment Committee created the ACE Environmental Responsibility Pledge. This online pledge allowed members of the ACE community to express their commitment to living more sustainably by choosing a few actions they would implement in their daily lives. The list included things like using reusable grocery bags, putting computers to sleep when not in use and properly recycling or disposing of atypical items. People could participate in ACE Month of Impact by signing the pledge and, by the end of September, the pledge had received 122 signatures.

REUSE CREATIVELY: BUILD A BIRDHOUSE

What better way to demonstrate the reuse potential of everyday household items than showing creative ways to reuse them? This was the idea behind the Environment Committee's Build a Birdhouse activity, where employees were encouraged to build a birdhouse by repurposing materials they already had on hand. The committee specifically chose a birdhouse for the activity because of the way it serves as a direct, positive engagement with the local environment. Employees were challenged to show their ingenuity and creativity, and it resulted in some beautiful new homes for birds.

Jill Algate and her family created this birdhouse using an empty plastic jar, a plastic plate, a ceramic spoon, floral stickers and some landscaping twine.



“ACE is passionate about demonstrating substantial and environmentally friendly practices in our daily lives. It's important to consistently prioritize these types of practices, and it's even better when we can make it fun and engaging for everyone!”



➤ Monica Speer

Senior eLearning Content Designer,
Environment Committee member



Workers Committee

Time and again, ACE is recognized as an excellent place to work for its unwavering commitment to its mission and the care it shows its employees through its thoughtful policies. The Workers Committee's goal is to identify even more opportunities to improve ACE employees' quality of life.

EXPANDED PTO CONVERSION OPTIONS

Over the years, ACE has added a number of **PTO conversion** options as a way to give employees more flexibility in how to use the PTO they accrue. The Workers Committee wanted to see if there were any more opportunities to expand these options even further. This led to their new proposal for converting PTO into scholarship contributions. ACE offers its students many grant and scholarship opportunities, and it also routinely gives away scholarships through some of its nonprofit partners. This new PTO conversion option would give ACE employees an easy way to support these scholarship efforts if they so choose. The committee's proposal is slated to go to ACE leadership for approval in 2023.

“The Workers Committee has done a great job in 2022 brainstorming initiatives that can benefit ACE employees. While sometimes these proposals can be met with challenges, we still continue to strive toward the best possible employee experience that aligns with our B Corp mission. I love being part of the committee because I can serve as a change agent for not only my colleagues, but our organization as a whole”



↗ Dr. Bette Bogdan

Chair of Nursing and Workers
Committee Member

Achieve

Academic Excellence

Every year, ACE prioritizes executing its mission of offering affordable, flexible and high-quality programs to students across the globe. Our academic experience is intentionally designed with busy professionals in mind. This creates a way for adult learners to advance their careers while maintaining work and personal obligations. **We proudly conferred over 4,600 degrees and certificates in 2022 to contribute to over 37,000 ACE distinguished alumni.**

ACE connects our academic approach with community to align with our B Corp mission and make a positive impact. We accomplish this by listening to our communities and developing programs that enable students to fill human capital gaps in education, healthcare, nursing and business. We seek to benefit both students and society.

One of the keys to academic excellence at ACE is ensuring students can afford it. The education landscape has seen astronomical challenges with student debt and unaffordable tuition cost. **Even amidst today's times of inflation, many of our students graduate with little or no debt.** Our stackability model and transfer-friendly programs make our offerings accessible to more students. Plus, we gave over **\$2.5 million in scholarships** in 2022 with **\$1.87 million** going to students we reach through our partnerships.

In 2022, ACE added to its suite of program offerings with three micro-credentials, a certification, two bachelor's-completion degrees and nine master's degrees across verticals of education, healthcare and business. Of the new master's degrees, students have more opportunities to customize their teaching pathway and best prepare educators for specialized teaching.

Program development at ACE is led by what students need. We not only consider program

STUDENT SATISFACTION

- 85% graduation rates
- 90% employer satisfaction
- 94% student satisfaction
- 85% of students pay as they go without going into debt

Source: <https://ace.edu/about/student-right-to-know/>

“We’re very proud of ACE’s affordable, high-quality options, which are programs that enable learners to progress in their careers. It’s our priority to provide a world-class education to students nationwide to help solve the human capital challenges in education, nursing and healthcare. The only regret our students have is that they didn’t start at ACE sooner. We love our students and actively strive to ensure they’re prepared to serve their communities and careers.”



➤ **Geordie Hyland**

President and CEO

selection, but how students are learning through specific curriculum outcomes that funnel from institutional goals all the way down to assignments. This detailed commitment stems from a strategic investment in preparing graduates for real-world career advancement. And clearly, today’s students are looking for this. Heading into 2023, we were named the **#2 best online college in America by Newsweek** based on a survey of 9,000 recent online learners.

Training and Development

ACE encourages employees to have professional development goals each year. Not only can these goals be met outside of ACE, but we offer a wealth of opportunities to develop skills in-house through our Training and Development department. Just in 2022, **over 1,800 trainings were completed**—a record to date. The Training and Development team **added 36 trainings organization-wide and three department-specific trainings**. Additionally, the annual **Virtual Quarter of Learning**, a series of employee-led sessions held in the fourth quarter of the year, included **nine presentations**. They discussed topics of mental health, mentorship, networking, strategic thinking and more.

“ACE is proud to have a team dedicated to developing training opportunities for our employees. Not only does it enable us to cultivate a culture of learning, but it also helps align our teams toward the same mission. This way, we make a greater impact for our students because we have a unified goal to support them toward their career aspirations.”



Dr. Jennifer Linch

Director of Training and Development

“At ACE, we prioritize elements of learning that go beyond the status quo, such as how we connect to what and how students are learning. It’s about how we’re incorporating our B Corp identity into our coursework and, ultimately, the learning outcomes we want our students to have. We’re committed but we’re also strategic. We’re invested in understanding the community and the opportunities there are, which affects how we’re preparing our graduates, because we want them to be able to give back to the community.”



Dr. Jodi Feikema

Chief Academic Officer and Provost

Diversity Equity and Inclusion

In 2019, ACE realized a great need and desire for dedicated attention to diversity, equity and inclusion (DEI) efforts. We hired our first DEI coordinator, Dr. Fawzia Reza, and she immediately created ACE's first diversity statement as well as the development and implementation of a **diversity and inclusion training for all employees**.

As part of ACE's continued efforts in 2022, we hosted **two panel discussions** to give faculty, staff, students and alumni the opportunity to use their voices and foster methods by which we can become more inclusive in all we do. We hosted our first **student-led DEI panel discussion** and it was a huge hit. ACE stakeholders were also invited to contribute to two annual DEI newsletters. Lastly, DEI presentations were **included in at least one of our many employee-wide Coffee Chat webinars**.

ACE even offers a **Micro-credential in Diversity and Inclusion**, which provides students tools to implement inclusivity in all aspects of life. Additionally, students can now utilize the **Diversity and Inclusion Center** in Student Commons, an online hub of student resources, to learn more about how to be a champion of DEI in their lives and workplaces.

To assess the effectiveness of our DEI efforts, Dr. Reza conducted a student survey in 2022 and compared the results to a similar survey conducted in 2019.

95%

of participating students agree or strongly agree that ACE's programming, services and initiatives support its Diversity Statement

...To create and maintain a truly diverse, equitable and inclusive learning community, we strive to make all feel equally valued, and we uphold our Commitment to Freedom of Expression. We may celebrate diversity, but we "live" inclusion.

“I am keenly aware that my work impacts our students' experiences at ACE. Diversity is like a rainbow, all joined together with hues of different colors, each with an equal chance to shine. At ACE, we not only strive to increase diversity, but also make a conscious effort to 'live inclusion.' Diversity is nothing without inclusion. We cannot foster inclusivity if we do not provide equitable learning opportunities for all our students to succeed. Our DEI statement is a constant reminder of our commitment to all our stakeholders.”



Dr. Fawzia Reza

Diversity, Equity and
Inclusion Coordinator

Why Our Employees Love ACE

ACE employees have time and again expressed that ACE is a great place to work. This shows in the fact that ACE was named a **Best Place to Work in Indiana** for the sixth consecutive year. But we also received a new recognition in 2022 that drove this home – we were named a **Top Workplace in the USA**, based on employee surveys conducted by Energage. Survey responses showed that ACE employees felt included and that new ideas were encouraged. Employees also believed that ACE operations were rooted in our strong values. Based on our survey results, we received additional **Culture Excellence Awards** for Innovation, Leadership, Purpose & Values, Woman-Led and Work-Life Flexibility.

To show how much we value our employees and their time, we launched new ways for our employees to use the PTO they've earned. Employees can convert PTO into **student loan payments** or contributions toward a **529 college savings plan**. They can also **donate PTO to an employee sharing program**, which gives employees who may need additional time away from work in emergency situations the ability to access extra PTO hours.

In 2022, ACE employees **converted PTO hours equivalent to over \$81,400**. This included 1,064 PTO hours that went toward student loan payments and 1,514 PTO hours that went toward 529 savings plans. The PTO employee sharing program was able to help employees in need take 558 hours in donated PTO and an additional 233 PTO hours were donated over the course of the year, bringing the total in the PTO bank to over 1,400 hours.

EMPLOYEE ENGAGEMENT

- **100%** of employees say ACE actively promotes diversity and inclusion¹
- **96%** of employees say ACE does not differentiate based on backgrounds, beliefs or identities¹
- **92%** of employees believe ACE operates by strong values²
- **91%** of employees feel new ideas are encouraged²
- **91%** of employees feel included at ACE²

¹ According to the Best Places to Work Indiana survey
² According to an Energage employee engagement survey

EMPLOYEE EDUCATION

- **22** employees enrolled in ACE programs in 2022
- **\$72,043** in tuition reduction for employees enrolled in ACE programs
- **\$18,114** in tuition reimbursement for employees enrolled at other higher education institutions



ACE by the Numbers

MORE THAN

\$1.87 million

in partnership grants

MORE THAN

\$2.5 million

in total scholarships

CONFERRER OF DEGREES NATIONALLY¹

#1

- English as a Second Language and Bilingual Education degrees
- Educational Administration degrees
- M.Ed. in Health and Wellness Education

#2

- Educational/Instructional Media Design degrees
- M.Ed. in Educational Leadership
- M.Ed. in Literacy
- M.Ed. in STEM Education
- M.Ed. in Teacher Leadership

#3

- Curriculum and Instruction degrees
- M.Ed. in Advanced Studies
- Teaching, Specific Subject Areas degrees

¹ Based on 2020-2021 Conferred Degrees IPEDS data: <http://nces.ed.gov/IPEDS/datacenter>

² Source: <https://ace.edu/about/student-right-to-know/>

No. 3

conferrer of Master of Education degrees nationally¹

No. 8

conferrer of Doctor of Education degrees nationally¹

4,649

degrees and certificates conferred in 2022

87

total programs

479

total employees

85%

of students pay as they go without going into debt²



American College of Education



American College of Education

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