



Mission Statement: Inspire individuals & enrich our community one student at a time.



Vision Statement: Be a national leader in academic excellence & partner of choice in the communities we serve.

**KANSAS CITY KANSAS COMMUNITY COLLEGE
Board of Trustees Special Meeting
Tuesday, March 17, 2026 – 3:00 P.M.**

**Meeting Location: Hybrid – Kansas City Kansas Community College (KCKCC)-Main Campus
Upper Jewell Lounge and Zoom Meeting**

AGENDA

1. **Call to Order**
2. **Roll Call**
3. **Special Session(s):**
 - 1) Board Vacancy Candidates. Presented by Ms. Linda Hoskins Sutton, Board Chairwoman.
4. **Executive Session(s):**
 - 1) Executive session for consultation with an attorney for the public body or agency, which would be deemed privileged in the attorney-client relationship with possible action to follow in open session (5-minute duration). Open session will take place in Upper Jewell Lounge and in the virtual meeting room.
 - 2) Executive session for consultation with an attorney for the public body or agency, which would be deemed privileged in the attorney-client relationship with possible action to follow in open session (5-minute duration). Open session will take place in Upper Jewell Lounge and in the virtual meeting room.
 - 3) Executive session for consultation with an attorney for the public body or agency, which would be deemed privileged in the attorney-client relationship with possible action to follow in open session (5-minute duration). Open session will take place in Upper Jewell Lounge and in the virtual meeting room.

- 4) Executive session for consultation with an attorney for the public body or agency, which would be deemed privileged in the attorney-client relationship with possible action to follow in open session (5-minute duration). Open session will take place in Upper Jewell Lounge and in the virtual meeting room.
- 5) Executive session to discuss personnel matters of nonelected personnel with possible action to follow in open session (20-minute duration). Open session will take place in Upper Jewell Lounge and in the virtual meeting room.
- 6) Executive session to discuss personnel matters of nonelected personnel with possible action to follow in open session (30-minute duration). Open session will take place in Upper Jewell Lounge and in the virtual meeting room.
- 7) Executive session for consultation with an attorney for the public body or agency, which would be deemed privileged in the attorney-client relationship with possible action to follow in open session (30-minute duration). Open session will take place in Upper Jewell Lounge and in the virtual meeting room.
- 8) Executive session to discuss personnel matters of nonelected personnel with possible action to follow in open session (5-minute duration). Open session will take place in Upper Jewell Lounge and in the virtual meeting room.

5. Adjournment



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KANSAS CITY KANSAS COMMUNITY COLLEGE

Board of Trustees Meeting

Tuesday, March 17, 2026 – 5:00 P.M.

Meeting Location: Hybrid – Kansas City Kansas Community College (KCKCC)-Main Campus
Upper Jewell Lounge and Zoom Meeting

AGENDA

1. Call to Order & Pledge of Allegiance
2. KCKCC Mission Statement
3. Roll Call
4. Approval of Agenda
5. Student/Alumni Successes:
 - Mr. Nicholas Segura, Founder of Segura Marketing and Media Solutions.
6. Audience to Patrons and Petitioners (3-minute limit)
7. Recognitions/Presentations:
 - Leavenworth County Funding. Presented by Dr. Patrick Schulte, Vice President of Finance and Operations.
 - Ruffalo Noel Levitz College Employee Satisfaction Survey. Presented by Ms. Kristine White, Executive Director of Institutional Effectiveness.
 - Enrollment Management and Student Services Division Annual Update. Presented by Dr. Devin Stroman, Vice President of Enrollment Management and Student Services.
8. Communications – None scheduled.
9. Board Committee Reports

10. **Consent Agenda:**

- (Item A) - Approval of Minutes of the February 17, 2026 Meeting
- (Item A1) - Approval of Minutes of the February 17, 2026 Special Meeting
- (Item A2) - Approval of Minutes of the February 24, 2026 Special Meeting
- (Item B) - Approval of Recommendations for Payment
- (Item C) - Approval of Ratification Items
- (Item D) - Approval of Personnel Items (H.R.)

11. **Student Senate Report** – Mr. Nathan “Leo” Solano, Student Senate President

12. **President’s Report** – Dr. Scott Balog, Acting President

13. **Executive Vice President’s Report** – Dr. Scott Balog

14. **Vice President Academic Affairs Report** – Mr. Jerry Pope

15. **Vice President Enrollment Management and Student Services Report** – Dr. Devin Stroman

16. **Vice President Finance and Operations Report** – Dr. Patrick Schulte

17. **Vice President Marketing and Institutional Image Report** – Ms. Kris Green

18. **Unfinished Business:**

- Interlocal Agreement for the Neighborhood Revitalization Act (NRA) Plan:
 - Proposed Interlocal Agreement for City of Bonner Springs Neighborhood Revitalization Plan No. 7 (NRP 7). Presented by Ms. Megan Gilliland, Economic Development Manager, City of Bonner Springs, Kansas.

19. **New Business:**

- Approval of College Policies. Presented by Ms. Linda Hoskins Sutton, Board Chairwoman and Chair of the Board Policy Committee.
 - Hybrid Work (Policy 5.66)
 - Informational: Hybrid Work Procedure (Procedure 5.66A)
- Approval of Alcohol Resolution – Spring Adjunct Appreciation Event. Presented by Dr. Scott Balog, Acting President.

20. **Adjournment**

Next Meeting of the Board of Trustees:
Tuesday, April 21, 2026 - 5:00 p.m.
Hybrid Meeting | KCKCC–Dr. Thomas R. Burke Technical Education Center
– Room AA101 and Zoom Virtual Meeting Room



**College Employee Satisfaction Survey
Kansas City Kansas Community College - Fall 2025**

College Employee Satisfaction Survey™ - Benchmarking Report

SECTION 1: Overall

How likely would you be to recommend this institution to friends or family looking to enroll at a college or university like this one?

	Extremely Unlikely	Somewhat Unlikely	Somewhat Likely	Extremely Likely	Mean	Standard Deviation	Significance
KCKCC	0.0%	15.4%	41.6%	43.0%	3.28	0.71	***
Benchmark	0.1%	2.7%	24.0%	73.2%	3.70	0.52	

How likely would you be to recommend this institution as a good place to work?

	Extremely Unlikely	Somewhat Unlikely	Somewhat Likely	Extremely Likely	Mean	Standard Deviation	Significance
KCKCC	14.5%	20.1%	48.1%	17.3%	2.68	0.93	***
Benchmark	3.0%	9.4%	43.6%	44.0%	3.29	0.76	



SECTION 2: Campus culture and policies

There are many aspects of campus culture. Please indicate your level of agreement with the following statements based on your employment experience at this institution.

	Mean		Standard Deviation		Significance
	KCKCC	Benchmark	KCKCC	Benchmark	
Employee suggestions are used to improve our institution	2.15	2.79	0.97	0.87	***
Faculty take pride in their work (teaching, scholarship, and service)	3.07	3.48	0.86	0.68	***
I am comfortable answering student questions about institutional policies and procedures	2.96	3.15	0.84	0.82	**
I am empowered to resolve problems quickly	2.66	3.20	0.98	0.87	***
I have the information I need to do my job well	3.11	3.41	0.85	0.71	***
Leadership shares information regularly with faculty and staff	2.53	3.11	0.99	0.90	***
Most employees are generally supportive of the mission, purpose, and values of this institution	3.02	3.37	0.83	0.67	***
My colleagues' welcome opinions different from their own	2.93	3.26	0.87	0.80	***
My department has the budget needed to do its job well	2.67	2.91	0.97	0.94	**
My department has the staff needed to do its job well	2.46	2.80	1.01	1.03	***
My department or work unit has written, up-to-date objectives	2.95	3.26	0.99	0.85	***
My job responsibilities are communicated clearly to me	3.05	3.46	0.97	0.77	***
My manager/academic department head communicates openly and honestly with me	3.03	3.50	1.07	0.80	***
My supervisor/academic department head helps me improve my job performance	3.00	3.40	1.05	0.86	***
My supervisor/academic department head pays attention to what I have to say	3.08	3.49	1.03	0.81	***
People of all backgrounds are treated fairly at this institution	2.98	3.41	1.00	0.84	***

	Mean		Standard Deviation		Significance
	KCKCC	Benchmark	KCKCC	Benchmark	
Staff and administration take pride in their work	3.00	3.42	0.86	0.68	***
The goals and objectives of this institution are aligned with its mission and values	2.88	3.39	0.84	0.70	***
The leadership of this institution has articulated at clear vision	2.46	3.16	1.00	0.89	***
The mission, purpose, and values of this institution are well understood by most employees	3.04	3.33	0.78	0.73	***
There are effective lines of communication between department	2.08	2.68	0.98	0.90	***
There is a spirit of teamwork and cooperation at this institution	2.30	3.04	1.00	0.90	***
There is good communication between leadership and faculty, staff, and administrators at this institution	2.19	2.88	0.99	0.94	***
There is good communication in my department	3.09	3.38	0.97	0.82	***
This institution has written procedures that clearly define who is responsible for each operation and service	2.41	2.93	0.99	0.92	***
This institution involves its employees in planning	2.11	2.91	0.98	0.91	***
This institution is well-respected in the community	2.51	3.46	0.96	0.71	***
This institution makes sufficient budgetary resources available to achieve important objectives	2.45	2.98	0.94	0.87	***
This institution makes sufficient staff resources available to achieve important objectives	2.33	2.84	0.98	0.91	***
This institution treats students as its top priority	3.05	3.54	0.82	0.67	***

SECTION 3: Institutional Goals

There are many aspects of campus culture. Please indicate your level of agreement with the following statements based on your employment experience at this institution.

	Mean		Standard Deviation		Significance
	KCKCC	Benchmark	KCKCC	Benchmark	
Develop new academic programs	6.67	6.97	2.65	2.44	NS
Expand academic program modalities such as face to face, hybrid, or online.	7.02	7.07	2.53	2.50	NS
Improve employee morale	8.74	8.43	2.22	2.01	NS
Improve the academic ability of entering student classes	7.39	7.84	2.30	2.17	**
Improve the appearance of campus buildings and grounds	7.53	6.61	2.56	2.61	***
Improve the quality of existing academic programs	8.15	7.90	2.12	2.10	NS
Increase the diversity of racial and ethnic groups represented among the student body	6.80	6.63	2.72	2.69	NS
Increase the enrollment of new students	8.47	8.49	1.86	1.81	NS
Maintain or improve the financial health of the institution.	8.16	8.30	2.19	2.03	NS
Recruit students from new geographic markets	6.39	6.48	2.90	2.76	NS
Retain more of its current students to graduation	8.81	8.91	1.74	1.47	NS

SECTION 4: Employee Experience

Please rate your overall satisfaction with your employment at this institution thus far:

	Mean	Standard Deviation	Significance
KCKCC	3.35	1.27	***
Benchmark	4.20	0.94	

	Extremely Dissatisfied	Somewhat Dissatisfied	Neither Satisfied nor Dissatisfied	Somewhat Satisfied	Extremely Satisfied
KCKCC	9.1%	22.3%	12.7%	36.5%	19.3%
Benchmark	2.1%	5.8%	6.3%	41.7%	44.0%

How likely would you be to continue to work at this institution if you were offered the same job at another institution?

	Mean	Standard Deviation	Significance
KCKCC	3.26	1.46	***
Benchmark	4.01	1.20	

	Extremely unlikely	Somewhat unlikely	Neither likely or unlikely	Somewhat likely	Extremely likely
KCKCC	16.6%	18.6%	15.1%	21.6%	28.1%
Benchmark	4.9%	10.2%	12.0%	25.0%	47.9%

SECTION 4: Employee Experience (cont.)

Please indicate your level of agreement with the following statements based on your employment experience.

	Mean		Standard Deviation		Significance
	KCKCC	Benchmark	KCKCC	Benchmark	
I am paid fairly for the work I do	2.53	2.73	1.10	1.04	*
I am proud to work at this institution	3.07	3.58	0.96	0.68	***
I am satisfied with the amount of flexibility I have in my work schedule	3.23	3.40	0.95	0.84	**
I consider myself to be highly engaged at work	3.57	3.69	0.71	0.59	*
I have opportunities for advancement	2.10	2.60	0.98	1.03	***
I have opportunities for professional development	3.17	3.26	0.92	0.87	NS
I plan to leave this institution in the next six months	1.82	1.59	0.94	0.89	**
If I do great work, I know it will be recognized	2.28	2.89	1.08	0.95	***
In my current role, I am motivated to do my best work	3.39	3.65	0.88	0.64	***
In the last six months, I've considered leaving this institution	2.55	2.15	1.18	1.17	***
Most days, I feel a sense of accomplishment from what I do	3.28	3.51	0.77	0.72	***
My job is secure at this institution	2.74	3.18	0.97	0.84	***
My role (title) and responsibilities are a good fit for my education and experience level	3.13	3.39	0.97	0.83	***
My workload is reasonable	2.95	3.19	1.01	0.93	**
The employee benefits available to me are valuable	3.18	3.47	0.88	0.78	***
The type of work I do on most days is personally rewarding	3.35	3.56	0.78	0.66	***
The work I do is appreciated by my supervisor/academic department head	3.11	3.51	1.03	0.77	***
The work I do is valuable to the institution	3.50	3.72	0.81	0.56	***

	Mean		Standard Deviation		Significance
	KCKCC	Benchmark	KCKCC	Benchmark	
This institution encourages a healthy work-life balance	2.80	3.21	1.00	0.89	***
When I need a break, my workplace has formal or informal spaces to connect with colleagues and relax	2.62	2.91	1.13	1.00	***

Please indicate how important each of the following is to you and then rate your satisfaction with each based on your employment experience thus far at this institution.

	Importance				Satisfaction				Faculty Gap SAT-IMP	Staff Gap SAT-IMP
	Mean		Standard Deviation		Mean		Standard Deviation			
	Faculty	Staff	Faculty	Staff	Faculty	Staff	Faculty	Staff		
Advancement Opportunities	3.19	3.21	0.83	0.81	2.41	2.82	0.95	0.90	-0.78	-0.39
Benefits (such as insurance, tuition benefits, etc.)	3.74	3.74	0.57	0.62	3.08	3.37	0.86	0.79	-0.66	-0.37
Flexible work schedule	3.68	3.70	0.53	0.53	3.12	3.30	0.89	0.84	-0.56	-0.40
Healthy work-life balance	3.84	3.86	0.41	0.37	2.99	3.19	0.89	0.85	-0.85	-0.67
Pay	3.81	3.79	0.42	0.42	2.56	2.71	0.98	0.90	-1.25	-1.08
Professional development opportunities	3.31	3.39	0.71	0.68	3.11	3.15	0.84	0.85	-0.20	-0.24
Recognition	3.05	3.09	0.84	0.82	2.64	2.99	1.04	0.89	-0.41	-0.10

SECTION 5: Demographics

How long have you worked at this institution?

	Count		Percent	
	KCKCC	Benchmark	KCKCC	Benchmark
Less than 1 year	23	94	11.7%	10.1%
1 to 5 years	69	373	35.2%	40.0%
6 to 10 years	31	166	15.8%	17.8%
11 to 20 years	49	177	25.0%	19.0%
More than 20 years	24	122	12.2%	13.1%
All responses	196	932	100.0%	100.0%

Employment status:

	Count		Percent	
	KCKCC	Benchmark	KCKCC	Benchmark
Full-time	171	776	87.7%	83.1%
Part-time	24	158	12.3%	16.9%
All responses	195	934	100.0%	100.0%

Position:

Is your position:

	Count		Percent	
	KCKCC	Benchmark	KCKCC	Benchmark
Faculty	65	350	33.5%	37.8%
Staff	110	467	56.7%	50.4%
Administrator	19	109	9.8%	11.8%
All responses	194	926	100.0%	100.0%

Benchmark Institutions

2 Year Public and 4 Year Primarily Associates

- Daytona State College
- Enterprise State Community College
- Fort Hays Technical College Northwest
- Illinois Central College
- Prairie State College
- Savannah Technical College

Appendix

Fall 2025



COLLEGE EMPLOYEE SATISFACTION SURVEY INTERPRETIVE GUIDE

The College Employee Satisfaction Survey™ (CESS) is designed to our campus partners assess faculty and staff satisfaction, the employee experience, the work environment, and campus culture.

The survey instrument consists of 4 sections:

- Section 1: Overall (2 standard items)
- Section 2: Campus culture and policies (30 standard items)
- Section 3: Institutional Goals (11 standard items)
- Section 4: Employee Experience (29 standard items)

Section 1: Overall

Respondents are presented with statements and asked to indicate likelihood. A four-point Likert rating scale is used.

When calculating means the following numeric values are assigned:

Rating Scale

Rating	Numerical value
Extremely unlikely	1
Somewhat unlikely	2
Somewhat likely	3
Extremely likely	4

Section 2: Campus culture and environment and select Section 4 items: Employee experience

Respondents are their level of agreement with statements related to campus culture, their employee experience, and satisfaction. A four-point Likert rating scale is used.

When calculating means the following numeric values are assigned:

Rating Scale

Rating	Numerical value
Strongly Disagree	1
Somewhat Disagree	2
Somewhat Agree	3
Strongly Agree	4

Section 3: Institutional goals

Respondents are presented with statements describing a set of institutional goals and asked to rate how important it is to them that the institution pursues each of the goals on a scale of 0 to 10 with zero representing not important, 5 representing somewhat important, and 10 representing critical.

Section 4: Satisfaction and Likelihood Items

Respondents are their level of overall satisfaction with their employment. A five-point Likert rating scale is used.

When calculating means the following numeric values are assigned:

Rating Scale

Rating	Numerical value
Extremely dissatisfied	1
Somewhat dissatisfied	2
Neither satisfied nor dissatisfied	3
Somewhat satisfied	4
Extremely satisfied	5

Respondents are presented with statements and asked to indicate likelihood. A five-point Likert rating scale is used.

When calculating means the following numeric values are assigned:

Rating Scale

Rating	Numerical value
Extremely unlikely	1
Somewhat unlikely	2
Neither likely nor unlikely	3
Somewhat likely	4
Extremely likely	5

Respondents are the importance and their level of satisfaction with aspects of their employment experience. A four-point Likert rating scale is used for each scale

When calculating means the following numeric values are assigned:

Rating Scale

Rating	Numerical value
Not at all important	1
Somewhat unimportant	2
Somewhat important	3
Very important	4

Rating Scale

Rating	Numerical value
Very dissatisfied	1
Somewhat dissatisfied	2
Somewhat satisfied	3
Very satisfied	4



College Employee Satisfaction Survey
 Kansas City Kansas Community College – Fall 2025

College Employee Satisfaction Survey™ - Overall Report

SECTION 1: Overall

	Percent				Mean	Standard Deviation	Valid N
	Extremely Unlikely	Somewhat Unlikely	Somewhat Likely	Extremely Likely			
How likely would you be to recommend this institution to friends or family looking to enroll at a college or university like this one?	0.0%	15.4%	41.6%	43.0%	3.28	0.71	214
How likely would you be to recommend this institution as a good place to work?	14.5%	20.1%	48.1%	17.3%	2.68	0.93	214

What is this institution doing well?

[See Appendix A](#)

How can this institution improve the employee experience?

[See Appendix B](#)

SECTION 2: Campus culture and policies

There are many aspects of campus culture. Please indicate your level of agreement with the following statements based on your employment experience at this institution.

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
My team works efficiently and effectively together to consistently produce high-quality results	7.0%	9.5%	39.8%	43.8%	3.20	.88	201
I have the information I need to do my job well	5.0%	15.9%	41.8%	37.3%	3.11	.85	201
There is good communication in my department	9.4%	13.9%	34.7%	42.1%	3.09	.97	202
My supervisor/academic department head pays attention to what I have to say	11.8%	13.3%	30.0%	44.8%	3.08	1.03	203
Faculty take pride in their work (teaching, scholarship, and service)	6.3%	15.0%	44.4%	34.3%	3.07	.86	207
This institution treats students as its top priority	4.3%	17.9%	46.4%	31.4%	3.05	.82	207
My job responsibilities are communicated clearly to me	10.0%	14.9%	35.3%	39.8%	3.05	.97	201
The mission, purpose, and values of this institution are well understood by most employees	2.9%	19.7%	47.6%	29.8%	3.04	.78	208
My manager/academic department head communicates openly and honestly with me	13.8%	13.8%	28.1%	44.3%	3.03	1.07	203
Most employees are generally supportive of the mission, purpose, and values of this institution	3.8%	22.1%	42.3%	31.7%	3.02	.83	208
Staff and administration take pride in their work	5.8%	19.3%	44.0%	30.9%	3.00	.86	207
My supervisor/academic department head helps me improve my job performance	12.9%	16.3%	29.2%	41.6%	3.00	1.05	202

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
People of all backgrounds are treated fairly at this institution	12.0%	14.9%	36.5%	36.5%	2.98	1.00	208
I am comfortable answering student questions about institutional policies and procedures	5.5%	20.9%	45.8%	27.9%	2.96	.84	201
My department or work unit has written, up-to-date objectives	11.6%	16.9%	36.2%	35.3%	2.95	.99	207
My colleagues' welcome opinions different from their own	8.5%	16.4%	49.3%	25.9%	2.93	.87	201
The goals and objectives of this institution are aligned with its mission and values	6.8%	21.4%	48.5%	23.3%	2.88	.84	206
My department has the budget needed to do its job well	16.0%	20.4%	43.7%	19.9%	2.67	.97	206
I am empowered to resolve problems quickly	14.2%	27.9%	35.0%	22.8%	2.66	.98	197
The College provides and leverages technology systems and processes that improves the effectiveness and efficiencies for me and my team	17.3%	18.8%	45.0%	18.8%	2.65	.98	202
Leadership shares information regularly with faculty and staff	17.9%	29.9%	33.8%	18.4%	2.53	.99	201
This institution is well-respected in the community	18.2%	27.6%	38.9%	15.3%	2.51	.96	203
The leadership of this institution has articulated at clear vision	20.3%	30.4%	31.9%	17.4%	2.46	1.00	207
My department has the staff needed to do its job well	21.4%	28.6%	33.0%	17.0%	2.46	1.01	206
This institution makes sufficient budgetary resources available to achieve important objectives	19.2%	29.1%	38.9%	12.8%	2.45	.94	203

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
This institution has written procedures that clearly define who is responsible for each operation and service	21.6%	31.2%	32.2%	15.1%	2.41	.99	199
This institution makes sufficient staff resources available to achieve important objectives	24.5%	29.9%	33.8%	11.8%	2.33	.98	204
There is a spirit of teamwork and cooperation at this institution	24.6%	34.8%	26.1%	14.5%	2.30	1.00	207
There is good communication between leadership and faculty, staff, and administrators at this institution	29.4%	34.3%	24.4%	11.9%	2.19	.99	201
Employee suggestions are used to improve our institution	31.2%	31.2%	28.8%	8.8%	2.15	.97	205
The College creates an environment where it is safe to take risks, to share ideas and disagree openly without fear of negative repercussions	37.6%	23.3%	25.2%	13.9%	2.15	1.08	202
This institution involves its employees in planning	33.8%	30.4%	26.6%	9.2%	2.11	.98	207
There are effective lines of communication between department	36.3%	26.9%	28.9%	8.0%	2.08	.98	201

SECTION 3: Institutional Goals

There are many aspects of campus culture. Please indicate your level of agreement with the following statements based on your employment experience at this institution.

	Percent			Mean	Standard Deviation	Valid N
	Not Important (0-3)	Somewhat Important (4-6)	Critical (7-10)			
Retain more of its current students to graduation	0.5%	6.3%	93.2%	8.81	1.74	196
Improve employee morale	3.1%	10.9%	85.9%	8.74	2.22	195
Increase the enrollment of new students	0.5%	11.5%	88.0%	8.47	1.86	196
Maintain or improve the financial health of the institution.	1.6%	17.8%	80.6%	8.16	2.19	196
Improve the quality of existing academic programs	3.6%	13.5%	82.8%	8.15	2.12	193
Create sustainable processes and procedures across the College toward becoming a high-performing institution	2.7%	14.4%	82.9%	8.06	2.27	192
Improve the appearance of campus buildings and grounds	4.3%	22.6%	73.1%	7.53	2.56	196
Improve the academic ability of entering student classes	1.6%	29.2%	69.2%	7.39	2.30	195
Expand academic program modalities such as face to face, hybrid, or online.	4.5%	29.6%	65.9%	7.02	2.53	191
Increase the diversity of racial and ethnic groups represented among the student body	6.8%	32.2%	61.0%	6.80	2.72	188
Develop new academic programs	6.4%	29.7%	64.0%	6.67	2.65	192
Increase the use of advanced technology and AI to improve the student/user experience, while streamlining and automating repetitive workflows to allow employees to focus on more meaningful work	9.4%	29.2%	61.4%	6.59	2.89	188
Implement Complete College America best practices to improve student completion and success	11.7%	32.2%	56.1%	6.44	2.83	181

	Percent			Mean	Standard Deviation	Valid N
	Not Important (0-3)	Somewhat Important (4-6)	Critical (7-10)			
Recruit students from new geographic markets	8.5%	31.7%	59.8%	6.39	2.90	189

What other institutional goals do you think are important? Please describe them in the space below.

[See Appendix C](#)



SECTION 4: Employee Experience

Please rate your overall satisfaction with your employment at this institution thus far:

Percent					Mean	Standard Deviation	Valid N
Extremely Dissatisfied	Somewhat Dissatisfied	Neither Satisfied nor Dissatisfied	Somewhat Satisfied	Extremely Satisfied			
9.1%	22.3%	12.7%	36.5%	19.3%	3.35	1.27	197

How likely would you be to continue to work at this institution if you were offered the same job at another institution?

Percent					Mean	Standard Deviation	Valid N
Extremely unlikely	Somewhat unlikely	Neither likely or unlikely	Somewhat likely	Extremely likely			
16.6%	18.6%	15.1%	21.6%	28.1%	3.26	1.46	199

SECTION 4: Employee Experience (cont.)

Please indicate your level of agreement with the following statements based on your employment experience.

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
I consider myself to be highly engaged at work	2%	7%	23%	68%	3.57	0.71	195
The work I do is valuable to the institution	5%	7%	23%	66%	3.50	0.81	195
In my current role, I am motivated to do my best work	5%	12%	22%	61%	3.39	0.88	195
The type of work I do on most days is personally rewarding	4%	8%	38%	50%	3.35	0.78	195
I feel physically safe at work	3%	12%	33%	52%	3.35	0.79	195
Most days, I feel a sense of accomplishment from what I do	3%	10%	42%	45%	3.28	0.77	195
I am satisfied with the amount of flexibility I have in my work schedule	9%	10%	32%	50%	3.23	0.95	195
The employee benefits available to me are valuable	7%	11%	40%	42%	3.18	0.88	196
I have opportunities for professional development	7%	14%	34%	45%	3.17	0.92	196
My role (title) and responsibilities are a good fit for my education and experience level	9%	14%	31%	45%	3.13	0.97	194
The work I do is appreciated by my supervisor/academic department head	12%	11%	30%	47%	3.11	1.03	195
I am proud to work at this institution	9%	16%	35%	41%	3.07	0.96	195

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
My workload is appropriate and manageable	10%	13%	46%	31%	2.98	0.91	195
My supervisor clearly explains tasks and job assignments so that employees know what is expected of them	10%	17%	38%	35%	2.97	0.97	195
My workload is reasonable	13%	15%	37%	35%	2.95	1.01	195
I have the support and flexibility I need to thrive at work	13%	18%	35%	34%	2.91	1.02	193
This institution encourages a healthy work-life balance	13%	22%	37%	28%	2.80	1.00	194
My job is secure at this institution	13%	23%	41%	24%	2.74	0.97	195
When I need a break, my workplace has formal or informal spaces to connect with colleagues and relax	22%	25%	23%	30%	2.62	1.13	195
In the last six months, I've considered leaving this institution	29%	14%	29%	27%	2.55	1.18	194
I am paid fairly for the work I do	25%	21%	31%	24%	2.53	1.10	196
If I do great work, I know it will be recognized	32%	26%	26%	17%	2.28	1.08	196
I have opportunities for advancement	35%	29%	27%	9%	2.10	0.98	195
I plan to leave this institution in the next six months	47%	32%	14%	8%	1.82	0.94	193

SECTION 4: Employee Experience (cont.)

Please indicate how important each of the following is to you and then rate your satisfaction with each based on your employment experience thus far at this institution.

	Percent - Importance				Mean	Valid N	Percent - Satisfaction				Mean	Valid N	Gap
	Not Important at All	Somewhat Unimportant	Somewhat Important	Very Important			Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied			
Pay	0.0%	1.0%	16.5%	82.5%	3.81	194	19.7%	20.2%	44.1%	16.0%	2.56	188	-1.25
Healthy work-life balance	0.0%	1.6%	13.0%	85.5%	3.84	193	8.0%	16.0%	44.7%	31.4%	2.99	188	-0.85
Benefits (such as insurance, tuition benefits, etc.)	1.5%	2.1%	17.5%	78.9%	3.74	194	6.5%	14.0%	45.2%	34.4%	3.08	186	-0.66
Advancement Opportunities	4.1%	13.9%	40.7%	41.2%	3.19	194	21.3%	27.7%	39.4%	11.7%	2.41	188	-0.78
Professional development opportunities	1.5%	9.7%	44.6%	44.1%	3.31	195	5.3%	14.4%	44.7%	35.6%	3.11	188	-0.20
Flexible work schedule	0.0%	3.1%	25.9%	71.0%	3.68	193	6.4%	14.4%	39.6%	39.6%	3.12	187	-0.56
Recognition	5.7%	15.5%	46.9%	32.0%	3.05	194	19.1%	20.2%	37.8%	22.9%	2.64	188	-0.41

SECTION 5: Demographics

How long have you worked at this institution?

	Count	Percent
Less than 1 year	23	11.7%
1 to 5 years	69	35.2%
6 to 10 years	31	15.8%
11 to 20 years	49	25.0%
More than 20 years	24	12.2%
All responses	196	100.0%

Employment status:

	Count	Percent
Full-time	171	87.7%
Part-time	24	12.3%
All responses	195	100.0%

Position:

Is your position:	Count	Percent
Faculty	65	33.5%
Staff	110	56.7%
Administrator	19	9.8%
All responses	194	100.0%

Faculty Results

Kansas City Kansas Community College

Fall 2025



SECTION 1: Overall

	Percent				Mean	Standard Deviation	Valid N
	Extremely Unlikely	Somewhat Unlikely	Somewhat Likely	Extremely Likely			
How likely would you be to recommend this institution to friends or family looking to enroll at a college or university like this one?	0.0%	7.8%	39.1%	53.1%	3.45	0.64	64
How likely would you be to recommend this institution as a good place to work?	9.4%	15.6%	48.4%	26.6%	2.92	0.90	64

What is this institution doing well?

[See Appendix A](#)

How can this institution improve the employee experience?

[See Appendix B](#)



SECTION 2: Campus culture and policies

There are many aspects of campus culture. Please indicate your level of agreement with the following statements based on your employment experience at this institution.

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
Faculty take pride in their work (teaching, scholarship, and service)	3.2%	4.8%	35.5%	56.5%	3.45	.74	62
My department or work unit has written, up-to-date objectives	6.3%	9.5%	34.9%	49.2%	3.27	.88	63
I have the information I need to do my job well	4.8%	12.7%	33.3%	49.2%	3.27	.87	63
My supervisor/academic department head pays attention to what I have to say	9.4%	12.5%	20.3%	57.8%	3.27	1.01	64
Staff and administration take pride in their work	3.2%	11.3%	43.5%	41.9%	3.24	.78	62
My job responsibilities are communicated clearly to me	7.9%	9.5%	33.3%	49.2%	3.24	.93	63
My manager/academic department head communicates openly and honestly with me	12.5%	4.7%	29.7%	53.1%	3.23	1.02	64
People of all backgrounds are treated fairly at this institution	6.3%	15.9%	27.0%	50.8%	3.22	.94	63
The mission, purpose, and values of this institution are well understood by most employees	3.2%	11.3%	46.8%	38.7%	3.21	.77	62
Most employees are generally supportive of the mission, purpose, and values of this institution	3.2%	16.1%	37.1%	43.5%	3.21	.83	62
I am comfortable answering student questions about institutional policies and procedures	3.2%	12.7%	49.2%	34.9%	3.16	.77	63

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
My team works efficiently and effectively together to consistently produce high-quality results	11.1%	9.5%	31.7%	47.6%	3.16	1.00	63
This institution treats students as its top priority	4.8%	17.7%	37.1%	40.3%	3.13	.88	62
My supervisor/academic department head helps me improve my job performance	10.9%	10.9%	34.4%	43.8%	3.11	.99	64
There is good communication in my department	10.9%	14.1%	31.3%	43.8%	3.08	1.01	64
The College provides and leverages technology systems and processes that improves the effectiveness and efficiencies for me and my team	9.5%	9.5%	49.2%	31.7%	3.03	.90	63
The goals and objectives of this institution are aligned with its mission and values	9.8%	9.8%	49.2%	31.1%	3.02	.90	61
My colleagues' welcome opinions different from their own	11.1%	11.1%	46.0%	31.7%	2.98	.94	63
My department has the budget needed to do its job well	14.5%	16.1%	40.3%	29.0%	2.84	1.01	62
I am empowered to resolve problems quickly	11.1%	25.4%	33.3%	30.2%	2.83	.99	63
This institution has written procedures that clearly define who is responsible for each operation and service	11.1%	23.8%	39.7%	25.4%	2.79	.95	63
My department has the staff needed to do its job well	11.5%	24.6%	37.7%	26.2%	2.79	.97	61
This institution is well-respected in the community	11.5%	23.0%	44.3%	21.3%	2.75	.92	61
The leadership of this institution has articulated at clear vision	14.5%	25.8%	37.1%	22.6%	2.68	.99	62

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
Leadership shares information regularly with faculty and staff	17.5%	27.0%	31.7%	23.8%	2.62	1.04	63
This institution makes sufficient budgetary resources available to achieve important objectives	16.1%	25.8%	40.3%	17.7%	2.60	.97	62
This institution makes sufficient staff resources available to achieve important objectives	16.1%	27.4%	37.1%	19.4%	2.60	.98	62
There is a spirit of teamwork and cooperation at this institution	21.0%	27.4%	25.8%	25.8%	2.56	1.10	62
Employee suggestions are used to improve our institution	17.7%	30.6%	38.7%	12.9%	2.47	.94	62
There is good communication between leadership and faculty, staff, and administrators at this institution	21.9%	31.3%	26.6%	20.3%	2.45	1.05	64
This institution involves its employees in planning	18.0%	36.1%	32.8%	13.1%	2.41	.94	61
The College creates an environment where it is safe to take risks, to share ideas and disagree openly without fear of negative repercussions	36.5%	17.5%	20.6%	25.4%	2.35	1.22	63
There are effective lines of communication between department	29.7%	26.6%	31.3%	12.5%	2.27	1.03	64

SECTION 3: Institutional Goals

There are many aspects of campus culture. Please indicate your level of agreement with the following statements based on your employment experience at this institution.

	Percent			Mean	Standard Deviation	Valid N
	Not Important (0-3)	Somewhat Important (4-6)	Critical (7-10)			
Retain more of its current students to graduation	0.0%	4.8%	95.2%	8.92	1.51	63
Increase the enrollment of new students	0.0%	6.5%	93.5%	8.59	1.56	63
Improve employee morale	3.2%	19.0%	77.8%	8.32	2.36	63
Improve the quality of existing academic programs	1.6%	19.0%	79.4%	8.27	1.96	63
Create sustainable processes and procedures across the College toward becoming a high-performing institution	4.9%	16.4%	78.7%	7.89	2.35	61
Maintain or improve the financial health of the institution.	4.8%	24.2%	71.0%	7.59	2.52	63
Improve the appearance of campus buildings and grounds	1.6%	31.1%	67.2%	7.54	2.30	63
Improve the academic ability of entering student classes	1.7%	27.6%	70.7%	7.39	2.44	62
Expand academic program modalities such as face to face, hybrid, or online.	7.1%	30.4%	62.5%	7.00	2.85	59
Increase the diversity of racial and ethnic groups represented among the student body	5.2%	31.0%	63.8%	6.87	2.60	61
Develop new academic programs	1.9%	35.8%	62.3%	6.68	2.39	60
Recruit students from new geographic markets	9.3%	27.8%	63.0%	6.22	2.80	63
Increase the use of advanced technology and AI to improve the student/user experience, while streamlining and automating repetitive workflows to allow employees to focus on more meaningful work	16.4%	29.1%	54.5%	6.03	3.11	58

	Percent			Mean	Standard Deviation	Valid N
	Not Important (0-3)	Somewhat Important (4-6)	Critical (7-10)			
Implement Complete College America best practices to improve student completion and success	17.0%	28.3%	54.7%	5.96	3.17	57

What other institutional goals do you think are important? Please describe them in the space below.

[See Appendix C](#)



SECTION 4: Employee Experience

Please rate your overall satisfaction with your employment at this institution thus far:

Percent					Mean	Standard Deviation	Valid N
Extremely Dissatisfied	Somewhat Dissatisfied	Neither Satisfied nor Dissatisfied	Somewhat Satisfied	Extremely Satisfied			
9.7%	16.1%	9.7%	33.9%	30.6%	3.60	1.34	62

How likely would you be to continue to work at this institution if you were offered the same job at another institution?

Percent					Mean	Standard Deviation	Valid N
Extremely unlikely	Somewhat unlikely	Neither likely or unlikely	Somewhat likely	Extremely likely			
12.5%	14.1%	18.8%	17.2%	37.5%	3.53	1.44	64

SECTION 4: Employee Experience (cont.)

Please indicate your level of agreement with the following statements based on your employment experience.

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
I consider myself to be highly engaged at work	1.6%	1.6%	12.9%	83.9%	3.79	0.55	62
The work I do is valuable to the institution	4.8%	1.6%	17.7%	75.8%	3.65	0.75	62
The type of work I do on most days is personally rewarding	1.6%	6.5%	22.6%	69.4%	3.60	0.69	62
In my current role, I am motivated to do my best work	4.8%	6.5%	14.5%	74.2%	3.58	0.82	62
I am satisfied with the amount of flexibility I have in my work schedule	4.8%	3.2%	25.8%	66.1%	3.53	0.78	62
My role (title) and responsibilities are a good fit for my education and experience level	4.8%	6.5%	25.8%	62.9%	3.47	0.82	62
I feel physically safe at work	3.2%	11.3%	21.0%	64.5%	3.47	0.82	62
Most days, I feel a sense of accomplishment from what I do	3.2%	6.5%	32.3%	58.1%	3.45	0.76	62
I have opportunities for professional development	1.6%	11.1%	34.9%	52.4%	3.38	0.75	63
The work I do is appreciated by my supervisor/academic department head	9.7%	9.7%	29.0%	51.6%	3.23	0.98	62
My workload is reasonable	6.5%	11.3%	37.1%	45.2%	3.21	0.89	62
I am proud to work at this institution	11.3%	11.3%	25.8%	51.6%	3.18	1.03	62

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
My supervisor clearly explains tasks and job assignments so that employees know what is expected of them	4.8%	19.4%	29.0%	46.8%	3.18	0.91	62
My workload is appropriate and manageable	9.7%	6.5%	40.3%	43.5%	3.18	0.93	62
The employee benefits available to me are valuable	7.9%	11.1%	38.1%	42.9%	3.16	0.92	63
I have the support and flexibility I need to thrive at work	10.0%	10.0%	35.0%	45.0%	3.15	0.97	60
This institution encourages a healthy work-life balance	9.7%	17.7%	37.1%	35.5%	2.98	0.97	62
My job is secure at this institution	14.5%	21.0%	32.3%	32.3%	2.82	1.05	62
I am paid fairly for the work I do	17.5%	17.5%	31.7%	33.3%	2.81	1.09	63
When I need a break, my workplace has formal or informal spaces to connect with colleagues and relax	16.1%	27.4%	19.4%	37.1%	2.77	1.12	62
If I do great work, I know it will be recognized	31.7%	17.5%	23.8%	27.0%	2.46	1.20	63
In the last six months, I've considered leaving this institution	40.3%	9.7%	27.4%	22.6%	2.32	1.23	62
I have opportunities for advancement	30.2%	28.6%	28.6%	12.7%	2.24	1.03	63
I plan to leave this institution in the next six months	54.8%	30.6%	8.1%	6.5%	1.66	0.89	62

SECTION 4: Employee Experience (cont.)

Please indicate how important each of the following is to you and then rate your satisfaction with each based on your employment experience thus far at this institution.

	Percent - Importance				Mean	Valid N	Percent - Satisfaction				Mean	Valid N	Gap
	Not Important at All	Somewhat Unimportant	Somewhat Important	Very Important			Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied			
Pay	0.0%	1.6%	15.9%	82.5%	3.81	63	13.3%	18.3%	45.0%	23.3%	2.78	60	-1.03
Healthy work-life balance	0.0%	1.6%	16.1%	82.3%	3.81	62	8.3%	11.7%	41.7%	38.3%	3.10	60	-0.71
Benefits (such as insurance, tuition benefits, etc.)	3.2%	0.0%	9.5%	87.3%	3.81	63	8.5%	16.9%	42.4%	32.2%	2.98	59	-0.83
Advancement Opportunities	4.8%	12.7%	47.6%	34.9%	3.13	63	15.0%	21.7%	48.3%	15.0%	2.63	60	-0.50
Professional development opportunities	0.0%	10.9%	42.2%	46.9%	3.36	64	1.7%	10.0%	46.7%	41.7%	3.28	60	-0.08
Flexible work schedule	0.0%	1.6%	20.6%	77.8%	3.76	63	0.0%	13.3%	26.7%	60.0%	3.47	60	-0.29
Recognition	7.9%	17.5%	47.6%	27.0%	2.94	63	15.0%	15.0%	38.3%	31.7%	2.87	60	-0.07

SECTION 5: Demographics

How long have you worked at this institution?

	Count	Percent
Less than 1 year	3	4.6%
1 to 5 years	19	29.2%
6 to 10 years	9	13.8%
11 to 20 years	21	32.3%
More than 20 years	13	20.0%
All responses	65	100.0%

Employment status:

	Count	Percent
Full-time	49	76.6%
Part-time	15	23.4%
All responses	64	100.0%

Position:

Is your position:	Count	Percent
Faculty	65	100.0%
Staff	0	0.0%
Administrator	0	0.0%
All responses	65	100.0%

Staff/Administrator Results

Kansas City Kansas Community College

Fall 2025



SECTION 1: Overall

	Percent				Mean	Standard Deviation	Valid N
	Extremely Unlikely	Somewhat Unlikely	Somewhat Likely	Extremely Likely			
How likely would you be to recommend this institution to friends or family looking to enroll at a college or university like this one?	0.0%	18.8%	45.3%	35.9%	3.17	0.72	128
How likely would you be to recommend this institution as a good place to work?	15.6%	24.2%	47.7%	12.5%	2.57	0.90	128

What is this institution doing well?

[See Appendix A](#)

How can this institution improve the employee experience?

[See Appendix B](#)



SECTION 2: Campus culture and policies

There are many aspects of campus culture. Please indicate your level of agreement with the following statements based on your employment experience at this institution.

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
My team works efficiently and effectively together to consistently produce high-quality results	5.5%	8.6%	43.8%	42.2%	3.23	.82	128
There is good communication in my department	7.9%	14.2%	37.0%	40.9%	3.11	.93	127
I have the information I need to do my job well	5.5%	16.5%	46.5%	31.5%	3.04	.84	127
This institution treats students as its top priority	3.9%	16.5%	54.3%	25.2%	3.01	.76	127
My supervisor/academic department head pays attention to what I have to say	12.5%	13.3%	35.2%	39.1%	3.01	1.02	128
The mission, purpose, and values of this institution are well understood by most employees	2.3%	25.0%	46.9%	25.8%	2.96	.78	128
My job responsibilities are communicated clearly to me	11.0%	16.5%	37.8%	34.6%	2.96	.98	127
My manager/academic department head communicates openly and honestly with me	14.1%	18.0%	27.3%	40.6%	2.95	1.07	128
My supervisor/academic department head helps me improve my job performance	13.4%	19.7%	25.2%	41.7%	2.95	1.08	127
Most employees are generally supportive of the mission, purpose, and values of this institution	3.9%	26.6%	43.8%	25.8%	2.91	.82	128
Staff and administration take pride in their work	7.0%	21.9%	45.3%	25.8%	2.90	.87	128
Faculty take pride in their work (teaching, scholarship, and service)	8.6%	18.8%	49.2%	23.4%	2.88	.87	128

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
My colleagues' welcome opinions different from their own	7.8%	19.5%	50.8%	21.9%	2.87	.85	128
I am comfortable answering student questions about institutional policies and procedures	6.3%	25.8%	43.8%	24.2%	2.86	.86	128
People of all backgrounds are treated fairly at this institution	14.1%	16.4%	40.6%	28.9%	2.84	1.00	128
My department or work unit has written, up-to-date objectives	13.3%	21.1%	35.2%	30.5%	2.83	1.01	128
The goals and objectives of this institution are aligned with its mission and values	5.5%	26.6%	48.4%	19.5%	2.82	.81	128
I am empowered to resolve problems quickly	16.1%	29.0%	36.3%	18.5%	2.57	.97	124
My department has the budget needed to do its job well	18.1%	23.6%	44.1%	14.2%	2.54	.95	127
Leadership shares information regularly with faculty and staff	18.1%	31.5%	36.2%	14.2%	2.46	.95	127
The College provides and leverages technology systems and processes that improves the effectiveness and efficiencies for me and my team	21.9%	23.4%	42.2%	12.5%	2.45	.97	128
This institution is well-respected in the community	20.5%	29.9%	37.8%	11.8%	2.41	.95	127
This institution makes sufficient budgetary resources available to achieve important objectives	22.0%	30.7%	37.8%	9.4%	2.35	.93	127
The leadership of this institution has articulated at clear vision	25.2%	31.5%	28.3%	15.0%	2.33	1.02	127
My department has the staff needed to do its job well	26.6%	30.5%	30.5%	12.5%	2.29	1.00	128

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
This institution has written procedures that clearly define who is responsible for each operation and service	28.0%	33.6%	28.8%	9.6%	2.20	.96	125
This institution makes sufficient staff resources available to achieve important objectives	28.6%	31.0%	34.1%	6.3%	2.18	.92	126
There is a spirit of teamwork and cooperation at this institution	26.6%	38.3%	26.6%	8.6%	2.17	.92	128
The College creates an environment where it is safe to take risks, to share ideas and disagree openly without fear of negative repercussions	38.3%	26.6%	27.3%	7.8%	2.05	.99	128
There is good communication between leadership and faculty, staff, and administrators at this institution	34.1%	35.7%	23.0%	7.1%	2.03	.93	126
Employee suggestions are used to improve our institution	37.3%	33.3%	23.8%	5.6%	1.98	.92	126
There are effective lines of communication between department	40.5%	27.8%	27.0%	4.8%	1.96	.93	126
This institution involves its employees in planning	42.2%	27.3%	23.4%	7.0%	1.95	.97	128

SECTION 3: Institutional Goals

There are many aspects of campus culture. Please indicate your level of agreement with the following statements based on your employment experience at this institution.

	Percent			Mean	Standard Deviation	Valid N
	Not Important (0-3)	Somewhat Important (4-6)	Critical (7-10)			
Improve employee morale	3.2%	7.3%	89.5%	8.93	2.15	127
Retain more of its current students to graduation	0.8%	7.2%	92.0%	8.73	1.87	128
Maintain or improve the financial health of the institution.	0.0%	15.3%	84.7%	8.42	1.99	128
Increase the enrollment of new students	0.8%	13.6%	85.6%	8.41	1.97	128
Improve the quality of existing academic programs	4.0%	10.5%	85.5%	8.14	2.12	125
Create sustainable processes and procedures across the College toward becoming a high-performing institution	1.7%	14.0%	84.3%	8.11	2.25	126
Improve the appearance of campus buildings and grounds	5.0%	17.5%	77.5%	7.65	2.60	127
Improve the academic ability of entering student classes	1.6%	30.3%	68.0%	7.36	2.26	128
Expand academic program modalities such as face to face, hybrid, or online.	2.5%	30.5%	66.9%	7.04	2.36	127
Increase the diversity of racial and ethnic groups represented among the student body	7.8%	32.8%	59.5%	6.78	2.76	123
Increase the use of advanced technology and AI to improve the student/user experience, while streamlining and automating repetitive workflows to allow employees to focus on more meaningful work	6.3%	28.8%	64.9%	6.78	2.76	125
Develop new academic programs	7.0%	27.2%	65.8%	6.75	2.73	127
Implement Complete College America best practices to improve student completion and success	9.6%	35.1%	55.3%	6.57	2.64	120

	Percent			Mean	Standard Deviation	Valid N
	Not Important (0-3)	Somewhat Important (4-6)	Critical (7-10)			
Recruit students from new geographic markets	7.5%	34.9%	57.5%	6.47	2.94	122

What other institutional goals do you think are important? Please describe them in the space below.

[See Appendix C](#)



SECTION 4: Employee Experience

Please rate your overall satisfaction with your employment at this institution thus far:

Percent					Mean	Standard Deviation	Valid N
Extremely Dissatisfied	Somewhat Dissatisfied	Neither Satisfied nor Dissatisfied	Somewhat Satisfied	Extremely Satisfied			
8.5%	25.6%	14.0%	38.0%	14.0%	3.23	1.22	129

How likely would you be to continue to work at this institution if you were offered the same job at another institution?

Percent					Mean	Standard Deviation	Valid N
Extremely unlikely	Somewhat unlikely	Neither likely or unlikely	Somewhat likely	Extremely likely			
17.8%	21.7%	14.0%	23.3%	23.3%	3.12	1.45	129

SECTION 4: Employee Experience (cont.)

Please indicate your level of agreement with the following statements based on your employment experience.

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
I consider myself to be highly engaged at work	2%	9%	28%	61%	3.47	0.76	129
The work I do is valuable to the institution	4%	9%	26%	61%	3.43	0.82	129
In my current role, I am motivated to do my best work	5%	16%	26%	54%	3.29	0.90	129
I feel physically safe at work	2%	13%	38%	47%	3.29	0.78	129
The type of work I do on most days is personally rewarding	5%	9%	46%	40%	3.22	0.80	129
The employee benefits available to me are valuable	5%	11%	41%	43%	3.21	0.84	129
Most days, I feel a sense of accomplishment from what I do	3%	12%	47%	37%	3.19	0.77	129
The work I do is appreciated by my supervisor/academic department head	13%	12%	30%	45%	3.07	1.05	129
I am satisfied with the amount of flexibility I have in my work schedule	11%	13%	34%	42%	3.07	0.99	129
I have opportunities for professional development	10%	16%	33%	41%	3.05	0.99	129
I am proud to work at this institution	7%	19%	40%	35%	3.02	0.91	129
My role (title) and responsibilities are a good fit for my education and experience level	10%	19%	34%	37%	2.98	0.98	128

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
My workload is appropriate and manageable	10%	16%	50%	24%	2.88	0.89	129
My supervisor clearly explains tasks and job assignments so that employees know what is expected of them	13%	16%	43%	29%	2.87	0.98	129
My workload is reasonable	16%	16%	37%	30%	2.81	1.04	129
I have the support and flexibility I need to thrive at work	14%	21%	36%	29%	2.80	1.01	129
My job is secure at this institution	12%	23%	46%	19%	2.73	0.91	129
This institution encourages a healthy work-life balance	16%	23%	37%	24%	2.70	1.00	129
In the last six months, I've considered leaving this institution	23%	16%	31%	30%	2.66	1.14	128
When I need a break, my workplace has formal or informal spaces to connect with colleagues and relax	23%	25%	26%	26%	2.55	1.12	129
I am paid fairly for the work I do	27%	24%	30%	19%	2.41	1.09	129
If I do great work, I know it will be recognized	32%	30%	26%	12%	2.18	1.01	129
I have opportunities for advancement	37%	30%	27%	6%	2.03	0.95	128
I plan to leave this institution in the next six months	42%	33%	16%	9%	1.91	0.96	128

SECTION 4: Employee Experience (cont.)

Please indicate how important each of the following is to you and then rate your satisfaction with each based on your employment experience thus far at this institution.

	Percent - Importance				Mean	Valid N	Percent - Satisfaction				Mean	Valid N	Gap
	Not Important at All	Somewhat Unimportant	Somewhat Important	Very Important			Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied			
Pay	13.3%	18.3%	45.0%	23.3%	3.81	128	21.6%	21.6%	44.8%	12.0%	2.47	125	-1.34
Healthy work-life balance	8.3%	11.7%	41.7%	38.3%	3.85	128	8.0%	17.6%	46.4%	28.0%	2.94	125	-0.91
Benefits (such as insurance, tuition benefits, etc.)	8.5%	16.9%	42.4%	32.2%	3.70	128	4.8%	12.9%	46.0%	36.3%	3.14	124	-0.56
Advancement Opportunities	15.0%	21.7%	48.3%	15.0%	3.22	128	24.0%	30.4%	35.2%	10.4%	2.32	125	-0.90
Professional development opportunities	1.7%	10.0%	46.7%	41.7%	3.28	128	7.2%	16.8%	42.4%	33.6%	3.02	125	-0.26
Flexible work schedule	0.0%	13.3%	26.7%	60.0%	3.65	127	9.7%	15.3%	45.2%	29.8%	2.95	124	-0.70
Recognition	15.0%	15.0%	38.3%	31.7%	3.13	128	21.6%	23.2%	36.0%	19.2%	2.53	125	-0.60

SECTION 5: Demographics

How long have you worked at this institution?

	Count	Percent
Less than 1 year	20	15.5%
1 to 5 years	49	38.0%
6 to 10 years	21	16.3%
11 to 20 years	28	21.7%
More than 20 years	11	8.5%
All responses	129	100.0%

Employment status:

	Count	Percent
Full-time	120	93.8%
Part-time	8	6.3%
All responses	128	100.0%

Position:

Is your position:	Count	Percent
Faculty	0	0.0%
Staff	110	85.3%
Administrator	19	14.7%
All responses	129	100.0%

Appendices

Kansas City Kansas Community College

Fall 2025



Appendix A

What is this institution doing well?

Type	What is this institution doing well?
Faculty	4DX seems to be going well. Making progress on repairs
Faculty	attention to detail.
Faculty	Bullying and intimidating employees
Faculty	cares for its students and staff
Faculty	Caring about students
Faculty	Communication
Faculty	Communication
Faculty	Community is good
Faculty	Cost effectiveness for student.
Faculty	CTE
Faculty	developing new technical programs to meet the needs of the workforce
Faculty	Educating students
Faculty	educating students.
Faculty	Embracing all cultures & nationalities
Faculty	Engagement with students and staff.

Type	What is this institution doing well?
Faculty	Everyone is extremely friendly and helpful, the resources for students are easily accessible. It really shows how much everyone cares about the students and it's a wonderful learning environment!
Faculty	Extremely innovative with new technology and locations around the Kansas City Kansas area as well as Leavenworth. The technical education center is a great institution for students not wanting to go to traditional college.
Faculty	Finding money to line the pockets of the president against the will of the people. Offering scholarships to students.
Faculty	Flexibility with part of the building being closed
Faculty	For the most part, we work hard to serve students. We are an asset to the community. We prepare students for real job opportunities to fill real needs.
Faculty	Getting people through college and having a lot of graduates
Faculty	Getting the college classrooms updated.
Faculty	Good clean facility, tech set up is good
Faculty	Good people doing good work the best they can
Faculty	Helping students
Faculty	Hiring people into newly created positions which increases employment opportunities in the KCK area.
Faculty	I enjoy my schedule, work environment, and those who I work with, as well as the work I do.
Faculty	I love the programs that are offered as well as the small class sizes. KCKCC also does a great job at being student-centered.
Faculty	I think KCKCC does a great job of providing opportunities to support faculty and staff. I also believe the pay is fair for the work that is done compared to the field for which I teach.



Type	What is this institution doing well?
Faculty	I'm pleased with the appearance of the main campus. The college has made continuous improvements to the infrastructure of the main campus to maintain a 50-year-old campus. I really like the fountains and the ponds. I'm happy that our students have a safe, clean place to live on campus (Centennial Hall). KCKCC campus police does a good job of making students and staff feel safe on campus even after dark. In general, I believe that KCKCC does a good job of attracting students and meeting their needs.
Faculty	I'm very happy with our new dean. He does an excellent job. We are also doing a good job reinvigorating the student activities
Faculty	KCKCC is doing well in expansion and rebounding enrollment numbers from the Covid era. KCKCC has done well with keeping faculty and staff employed for many years.
Faculty	Keep everyone informed of all the changes
Faculty	keeping employees informed of activities and meetings
Faculty	Keeping up to date with thing around the world.
Faculty	keeps employees abreast of up coming events
Faculty	Making improvements. But doing these more quickly would come across as someone sees and understands what is needed.
Faculty	Many areas of the institution do a great job of putting students first. In these areas, both faculty and staff truly care about student success and go above and beyond to provide support both in and out of the classroom. The Technical Education Center and Pioneer Career Center, in particular, foster a welcoming and inclusive environment where students feel valued and motivated to reach their goals.
Faculty	NA
Faculty	No comment
Faculty	not sure yet
Faculty	Nothing for students and faculty.

Type	What is this institution doing well?
Faculty	Overall, we have improved in overall communication to students and adherence to school policies. There is also good communication via the president chats with staff/faculty.
Faculty	Pay is competitive, outside of that, not much else.
Faculty	Providing quality education for students at economy rates.
Faculty	scheduling and communication
Faculty	Securing funding for programs
Faculty	Spending money on new buildings that will have to have outside business support while neglecting updates that are needed
Faculty	Spending money uselessly
Faculty	Supporting our students- the dorms are impressive and unique to what we can offer students than many of our peers cannot.
Faculty	Supportive environment, Affordability, small size class
Faculty	The administrators are working to build stronger relationships and foster collaboration between staff and faculty to eliminate the “us versus them” mentality.
Faculty	The benefits are amazing, has a community feel but not as much over the last few years, flexible with certain supervisors, has a bunch of opportunities to offer such as having a deli on campus, can work from home a couple days a week. We offer decent tuition rates and flexible class times. We also provide free events to the community and employees.
Faculty	The college's focus on student success and community engagement.
Faculty	The institution is doing well in student recruitment and maintaining strong enrollment numbers. This has been especially true in my department, where enrollment remains consistently high. That success reflects the nature and quality of the work our department does.



Type	What is this institution doing well?
Faculty	The President has the whole college participating in WIGS (Wildly Important Goals) which motivates each department to contribute to the overall mission of the college.
Faculty	The teamwork in the division my department is is very good. The Dean is supportive and helpful
Faculty	There are employees who truly care about students.
Faculty	There are many instructors and staff that care deeply about student success.
Faculty	This institution is doing well with employees that have been here for years, and the ones that continue to stay are what make the institution well.
Faculty	This is a great community!
Faculty	Treat students well
Faculty	Trying to move forward with technology.
Faculty	trying to update facilities
Faculty	Working on updating systems and assessment.
Faculty	Working with the community
Staff	* employees try to find common grounds even when there no support for leadership
Staff	A high success rate of graduate students.
Staff	A lot of opportunities for students
Staff	As a whole, I think that retention has started to improve.
Staff	At its core, everyone seems to be moving from a place that centers student success and well-being. Students and the student experience seem to be guiding decision making.



Type	What is this institution doing well?
Staff	Athletics, TEC, debate,
Staff	attention to detail.
Staff	Benefits are good, workplace is positive, general mission
Staff	COLA salary adjustments
Staff	Compensation and benefits.
Staff	Currently, employee morale is struggling. Compensation concerns and unequal recognition have created frustration among staff, particularly in departments that feel their contributions are not fully valued. The perception of favoritism and unequal opportunities for engagement have also had a negative effect on workplace culture. A renewed focus on fairness, recognition, and transparent communication could make a meaningful difference.
Staff	Embracing all cultures & nationalities
Staff	Employee tuition for continuing education.
Staff	Employee-only benefits have been reasonably priced with a decent selection of coverage options.
Staff	Enrollment numbers are very good. Nursing program is thriving and producing amazing nurses. We have several committed and qualified employees that are capable of making a positive impact on the students.
Staff	everything
Staff	facilities communicates
Staff	Finding money to line the pockets of the president against the will of the people. Offering scholarships to students.
Staff	Flexibility on hours, paid gym membership, competitive pay

Type	What is this institution doing well?
Staff	For the higher people in the collge they are doing well.
Staff	From my understanding the Institution is doing much better on community reach within the local community, and is continuing to expand its presence.
Staff	fully engaged in our community on and off campus / trades and workforce training opps / no student should fail at KCKCC -- so many excellent supportive resources from learning commons, tutoring, counseling, foundation scholarships and good staff.
Staff	Getting people through college and having a lot of graduates
Staff	Good benefits for employees.
Staff	Good clean facility, tech set up is good
Staff	Great benefits and time off.
Staff	Having supporting staff for students
Staff	Helping students get certifications.
Staff	Helping students meet their academic goals
Staff	Hiring quality people
Staff	I can't pinpoint any one thing but some areas are improving - facilities, for example.
Staff	I enjoy the amount of time off available. Sick, vacation, merit, personal, etc. Including the holidays.
Staff	I have only worked at KCKCC for 6 months. People are friendly and the events at the institution are well intentioned for the community.
Staff	I love that all of the members of the institution that I have worked with so far truly have the students' best interest in mind.
Staff	I love the programs that are offered as well as the small class sizes. KCKCC also does a great job at being student-centered.

Type	What is this institution doing well?
Staff	I think KCKCC cares about its students and are continually looking for ways to improve the quality of education it is giving and preparing students to earn a degree, transfer or enter the work force. I also believe that the students are at the top of mind when making institutional decisions. KCKCC has also done a good job in recent years being more involved and impactful with the community. I don't feel we are as much of a "best kept secret" anymore.
Staff	I think that staff tries to work well together despite leadership
Staff	I think there are some great employees who are trying to ensure KCKCC serves students well and is a great place to work.
Staff	<p>I think we move quickly and are making an honest effort to address skill gaps within the community. We are a fiscally conservative and purposeful college that values their resources. We continue to look for new and alternative ways to build our enrollment pipelines and create degree and certificate programs that align with our culture and build a more skillful workforce in Wyandotte County.</p> <p>Additionally, we have a great number of hard-working servants to the college that are innovative and do more with less, especially considering we operate with such a lean staff.</p>
Staff	Ignoring issues that need to be addressed
Staff	Improvement of appearance on main campus
Staff	In my department, the supervisors are not micro-managing the staff and show support in the job that we are doing.
Staff	In my opinion, not much is being done well. We waste huge amounts of money on dumb things like blue dye for the ponds and bullet proof glass for some areas and let major areas like water pipes and roofs be patched instead of properly replaced. Then the bigwigs get mad when infrastructure fails. Main Campus is old and things are going to fail. PLAN FOR IT!
Staff	Information Services is very responsive. Calls to the help desk are addressed and help provided in a timely manner.
Staff	Innovation
Staff	Institution has a strong emphasis on the student experience and there are ways we are all working towards improving the experiences of our students.

Type	What is this institution doing well?
Staff	KCKCC communicates effectively through email, keeping employees informed about important updates, events, and procedural changes. This consistency helps foster transparency and keeps staff connected across departments and campuses.
Staff	KCKCC does a good job of including people in discussions when decisions need to be made.
Staff	KCKCC has a long-standing history of making education and second chances available to Wyandotte county. I would hope that investing into our community members continues to be a priority.
Staff	KCKCC has improved communication with students, staff, and faculty. Televisions around campus display announcements of events and programs. The weekly newsletter provides a good recap of activities.
Staff	KCKCC is doing an excellent job of fostering a student-centered environment that emphasizes access, inclusion, and community impact. The College continues to provide strong academic and workforce programs that meet the diverse needs of our students while maintaining a commitment to quality and innovation.
Staff	KCKCC maintains aspirational goals towards improving in the future.
Staff	Keeping media lines assessable to students.
Staff	Keeping people informed as to what's going on regarding college operations -- both material (infrastructure issues, etc) and non-material (academic programs, trustee developments, etc.).
Staff	Keeping the college running.
Staff	kept its accreditation
Staff	Looking forward with enthusiasm and quality control
Staff	Lower Tuition Cost
Staff	Makes every effort to put students first.
Staff	making access to higher education reasonable

Type	What is this institution doing well?
Staff	Making the front hallways look really good while ignoring everything else
Staff	Meeting student needs. Expanding offerings to meet workforce demands. Putting students first. Improving the quality of educational offerings.
Staff	Most of the faculty and staff seem to want the best outcome for the students. Institutionally the benefits and time off are as competitive as it gets.
Staff	n/a
Staff	not sure yet
Staff	Nothing really stands out
Staff	Only making the faculty and administration richer than they already are.
Staff	Operating within granted funding, being a force of positive change, engaging with the surrounding community.
Staff	Partnering with the outside community.
Staff	Pay is competitive, outside of that, not much else.
Staff	Prioritizing student enrollment and retention.
Staff	Provides a great education for students who attend. Wonderful alternative to a 4-year university.
Staff	Providing opportunities for students.
Staff	PTO and holidays
Staff	Recruiting new leadership from outside the organization with fresh exciting ideas.
Staff	Remaining open to criticism, complaints and requests and attempting to resolve them. Always trying to improve



Type	What is this institution doing well?
Staff	Screwing over employees and students.
Staff	Securing funding for programs
Staff	Small class sizes, assessing student learning outcomes, providing professional development to faculty and staff.
Staff	Some departments are and some are not
Staff	Some faculty members genuinely care about their students and try to ensure that they have all the tools to be successful. Departments are seemingly doing better at working together for the good of the school and students.
Staff	Striving for continuous improvement annual salary rais (competitive percentage rates) salaries
Staff	Striving for continuous improvement.
Staff	Striving to update appearances of the institution. Website, facilities etc
Staff	Student Support
Staff	Taking care of the students, we serve.
Staff	The are inclusive and offer multiple resources to the community.
Staff	The benefits are amazing, has a community feel but not as much over the last few years, flexible with certain supervisors, has a bunch of opportunities to offer such as having a deli on campus, can work from home a couple days a week. We offer decent tuition rates and flexible class times. We also provide free events to the community and employees.
Staff	The college offers several program options for students, has amazing support services, and most of the faculty are concerned about teaching students what they need to know. It is also a plus that the college finally got a deli back and added student housing. I also think that overall, employees are trying to make changes that will help our students.



Type	What is this institution doing well?
Staff	The faculty and staff really do care about student success
Staff	The flexibility in scheduling allows me to manage my professional and personal life effectively.
Staff	the institution does a good job making student feel welcome. Although this is not a four-year institution, students feel pride and the activities make it feel like it is a four-year institution.
Staff	The institution is doing very well with new projects, such as the new Downtown location. We have also had an increase in enrollment recently.
Staff	The institution is doing well at making sure all student demographics are being thought of when decisions are being made. Also, the institution seems to hire individuals that are passionate about educating others and helping others improve their situations.
Staff	The institution is doing well with athletics and overall enrollment.
Staff	The institution is experiencing continuous growth and has supervisors/managers who genuinely care, not just about students and the broader community, but also about the development of their employees. There is a clear effort toward supporting professional growth and succession planning, with the goal of setting individuals up for long-term success.
Staff	The institution is trying to retain students.
Staff	The people who work customer service and middle management are really dedicated to the job and seem to truly want to help people.
Staff	There are a lot of benefits to the community around the school.
Staff	There are employees who truly care about students.
Staff	There are many instructors and staff that care deeply about student success.
Staff	There are some very long-term staff inside of middle management positions and lower. That says a lot. It feels like family. It's a small college and I think students get great value for their money as well as mentors and personal attention. The college has a

Type	What is this institution doing well?
	long history in the community with deep roots and forward-looking leadership. It has well-known and established programs. Many alumni with only certificates and associate's degrees have done very well for themselves.
Staff	<p>There have been small and fragmented but meaningful steps toward modernization. There seems to be an awareness of the need for change. Some recent hires bring valuable perspectives and potential for progress, and there is hope that this new leadership will recognize the systemic gaps and take decisive action to address them.</p> <p>It's important to acknowledge that many individuals across the institution are working far beyond their capacity to keep things functioning. Their dedication and resilience are the only reasons many programs and processes continue to operate at all. The commitment of these staff members deserves genuine recognition.</p>
Staff	<p>There is so much potential at this college - the possibilities are endless! We're just not there in most areas....</p> <p>Your health sciences, AET, HVAC, welding, auto tech, audio engineering, and music programs seem to be well-run.</p>
Staff	They are doing well at losing programs and students.
Staff	They are really accommodating with their employees.
Staff	They offer affordable opportunities to advance a student's education. They give a variety of options that can set the student up for success.
Staff	This institution is doing well with employees that have been here for years, and the ones that continue to stay are what make the institution well.
Staff	This institution is very good at just barely keeping the doors open and WASTING MONEY!!!!
Staff	This is a great community!
Staff	Treat students well

Type	What is this institution doing well?
Staff	Trying to move forward with technology.
Staff	Trying to put students first. Trying to collaborate and reduce unnecessary spending.
Staff	Under the Leadership of our President, I have seen growth updated changes to reflect the current technology-based institutions, an upgraded in environment The moral and appearance of KCKCC is state of the art! Not to mention the new campus downtown!
Staff	Very little. Supporting online classes is good and lets teachers be more flexible, though.
Staff	vocational school
Staff	vocational school
Staff	We educate our student well.
Staff	We have some exceptional faculty and staff across the institution that contribute greatly to the success of KCKCC. Our athletic programs, fine arts, and on-campus housing are a great addition to the student experience. Overall, the resources and services available to support students and faculty are also wonderful.
Staff	We offer a wide variety of courses and programs to help students select which is most appropriate for their future to study. We have a wide variety of resources for students on campus. Campus is always clean and tidy. IT and Facilities respond to requests in a reasonable, timely manner. Chat with the Prez allows us a chance to ask questions directly to the President. The pay for a community college employee is competitive.
Staff	We offer an affordable education to our students. We are trying to be as reachable to them as possible.
Staff	Well informed information provided by upper management.

Appendix B

How can this institution improve the employee experience?

Employee Type	How can this institution improve the employee experience?
Faculty	An emphasis on better communication. Offer a training on how/when/how often to communicate with members of your division.
Faculty	Be more transparent and listen to the employees (staff and faculty)
Faculty	Better funding for classes Better support for employees The administration is evermore interested and able to hire another VP or manager but does very little to help the employees it has already. Pay should be increased across all lower level employees
Faculty	Better hiring process and opportunities within the workplace
Faculty	Better pay would be a good incentive
Faculty	Better systems and orientation on systems. a coordinator training.
Faculty	Boost morale. Improve faculty and student engagement.
Faculty	Clarity and transparency on new policies, procedures, plans, and upcoming changes. Results and implementation are expected with too little training, time to plan, or clear expectations.
Faculty	Clearer expectations for teachers, quarterly meetings, or other ways to exchange ideas and information on instructional methods especially with multiple levels/sections in one class period.
Faculty	Communication needs to be better, and decisions need to be made timelier. Employees should be required to do their jobs in a professional manner and not continue employment if not.
Faculty	Compensation continues to lag behind inflation rates year on year.

Employee Type	How can this institution improve the employee experience?
Faculty	Consistency amongst administration. In the past 10 years I have had 5 Deans. Multiple Presidents and what seems to be a revolving door in other administrative positions. This effects the employees experience due to continuous changes in duties, processes and expectations. It makes it hard for employees to trust administration.
Faculty	Consistent scheduling and utilizing veteran Adjuncts before hiring and assigning new Adjuncts to teach.
Faculty	Continue education for staff and enhance environment on staff celebration.
Faculty	Continue to increase employees' salaries to off set the effects of inflation.
Faculty	Contract negotiations. This institution takes much longer than any district I have ever worked to complete this.
Faculty	expand enrollment windows
Faculty	Fix the aging and outdated infrastructure to prevent flooding, power outages, etc.
Faculty	Get a new president
Faculty	Hold employees accountable, including administration. Some Deans are putting people in charge of their duties without the expertise or knowledge of what to do in the classroom. There are non-Bachelor employees overseeing students without a Master faculty instructor (ie Health Professions)
Faculty	I am satisfied
Faculty	I feel departments are very siloed. It would be helpful to hold interoffice joint meetings as a way for staff members between departments to get to know each other and their roles. I see staff in the halls often and I know they are KCKCC employees, but I do know their names or where they work. If we can strengthen communication and collaboration, this will ultimately help us provide better service to our students and each other.
Faculty	Improve transparency and trust.

Employee Type	How can this institution improve the employee experience?
Faculty	Improving the employee experience requires better communication, more equitable policies, stronger leadership accountability, and clearer paths for career growth.
Faculty	It feels like more and more work is added on with less and less help. People are getting burned out and feeling undervalued in the workplace.
Faculty	Keep everything and everyone informed about things that are going on in the world and beyond
Faculty	Leaders that have knowledge of how to lead people would be a starter. Someone interested in seeing their division thrive. Have administrators that listen to their employees, email them back in a timely manner, not 6-12 months later after they've been email a number of times. A leader in the department that actually cares about making professionals not just happy students. Administrators that stand by their own policies and procedures when their faculty upholds them with the students and not let the students change their mind because they cry and throw fits. Stop trying to run the departments with skeleton faculty just to save money ey at the students expense. Stop putting brand new faculty as lead in classes. I could go on.
Faculty	Less crap from administration: all doors must be closed; geese everywhere with pooping coyote dummies as deterrents; 4DX
Faculty	Limit the number of redundant trainings one has to take - assessment, Title IX, etc. Every other year should be all that is required.
Faculty	<p>listen to the mutterings that go on with in the walls, here, and at PCC and TEC. People do talk and if administration is not listening then shame on them.</p> <p>but letting a middle school come in first and ruin some of the improvements made for the colleges faculty who help this college keep going is wrong. Reward them for their continued efforts and understand most are here because they want to be. They believe in students.</p> <p>When will you wake up and support them, you would see some moral grow again. Not feeling appreciated is getting to be quite the impossible.</p>

Employee Type	How can this institution improve the employee experience?
Faculty	Listen. Go to a 4 day work week. This helps students more than employees. Allow some remote work. Understand that education is a 24-7 job. Instructors are always on the job even when we are asleep we are still thinking about our classes and students.
Faculty	more administrators who formerly were faculty or have experience in education rather than from the corporate world Also, fewer high-paid administrators so faculty salaries can be higher
Faculty	More organized onboarding for new faculty regarding academics (Human Resources does a great job). Things like Blackboard basics (if needed by the new hire), Assessment basics (specific to KCKCC), allow more curriculum work hours during Welcome Back week instead of so many required sessions - this is needed for all faculty, but especially for new hires.
Faculty	more respect for faculty, faculty pay increase to exceed rate of inflation of past few years, fewer administrative positions where salaries have increased beyond inflation
Faculty	More timely communication about what is happening on the administrative side and what is happening in regards to the community.
Faculty	No comment
Faculty	Overall, I'm satisfied. But I think we could improve in a sense of community among the faculty and staff. I think it's sad that the school cut back on funding on food for gatherings, because that facilitates people getting together, sharing ideas, building connections, and improving our service to students.
Faculty	Pay us raises at the start of the fiscal year, instead of making us wait months to get them. Treat all employees with respect, not just favor a few. Be fair to everyone, no matter their position.
Faculty	Prioritize faculty salaries and support. Without faculty, there is no one to teach students and there is no need for new facilities or locations. Faculty are the building blocks of our institution.
Faculty	Provide better communication amongst the different departments and academic divisions. There are a lot of policies we hear about but don't actually know if it is truly operational until sometime later.

Employee Type	How can this institution improve the employee experience?
Faculty	Shared governance. It feels like there are too many top-down decisions.
Faculty	snacks at division meetings again
Faculty	Standard more pay?
Faculty	<p>Strengthen Communication and Trust Increase transparency around decisions affecting compensation, promotions, and workload. When employees understand why decisions are made, trust improves. Regular “listening sessions” or town halls hosted by leadership can help employees feel heard — especially if follow-up actions are reported back. Supervisor communication training can help leaders handle sensitive feedback and deliver information consistently. 2. Address Compensation and Fairness Conduct a campus-wide compensation review to ensure internal equity and external competitiveness. Share the findings openly and outline steps for improvement. Standardize job classifications and salary ranges to minimize favoritism and pay discrepancies. Reintroduce or expand merit-based or recognition pay tied to clear, equitable criteria. 3. Increase Recognition and Appreciation Launch a “KCKCC Employee Recognition Program” highlighting achievements in all departments — not just the most visible ones. Celebrate milestones (years of service, certifications, special projects) in staff meetings or newsletters. Encourage peer-to-peer recognition — for example, through a “Thank a Colleague” or “Blue Jay Spotlight” feature on the intranet. 4. Foster Connection and Belonging Offer cross-department team-building events or shared service projects that help employees connect outside their silos. Create or strengthen employee resource groups (ERGs) or interest-based committees (wellness, DEI, sustainability, etc.). Encourage leadership to be visible and approachable — walking departments, attending events, and connecting informally. 5. Support Professional Growth Provide funded professional development (conferences, workshops, certifications) and make it accessible for all employee groups. Create internal mentorship or leadership-shadowing programs to build career pathways within the college. Recognize the completion of trainings or certifications publi</p>
Faculty	<p>The administration has forgotten that faculty and staff are the "face" of this institution. Many of us are under paid, where most, if not all of the administration make over \$150 000 annually. The rest of us are living paycheck to paycheck. The faculty in healthcare, cosmetology, computer graphics and so many others could make more with their specialized skills. The administration want faculty have advanced degrees, but will not pay them enough to cover the financial burden of student loan payments, therefore, that faculty person loses money in the end, while already being financially strapped.</p>

Employee Type	How can this institution improve the employee experience?
Faculty	the communication, especially from HR is pitiful. Not replying to emails, not returning phone calls. HR's main job is to communicate with employees- is it not? It is incredibly frustrating and unprofessional.
Faculty	The employee experience could be strengthened through improved communication and collaboration between administration and faculty. Open, consistent dialogue would help ensure that decisions and initiatives are clearly communicated and that faculty perspectives are meaningfully included in the process. Granting each campus greater autonomy would enable them to better address the unique needs of their students, regardless of which division their faculty or staff report to at the main campus. Additionally, assigning a dedicated individual to be based at each satellite campus to oversee operations and advocate for its needs would help ensure that students and employees receive equitable support and resources comparable to those at the main campus.
Faculty	The individuals that I need help from are very nice.
Faculty	The institution can improve the employee experience by providing fair and competitive compensation that reflects each employee's duties and years of service. This is especially important for those who consistently perform their work professionally and contribute to improving the student experience. Recognizing and rewarding that dedication would go a long way in strengthening morale and retention.
Faculty	The institution needs to improve the employee experience with putting the best people in supervisor positions/roles and leadership oppose to "just being managers".
Faculty	The pay is not competitive with other places. The pay is not fair across the board, people with more experience are getting paid the same as entry level individuals. There are too many false promises and no transparency. There are many individuals dealing with hostile work environments, retaliatory situations, and don't feel comfortable enough to speak about it. There is no trust with supervisors to have issues brought to them, to be kept between them or to be taken seriously and brought to the right person and handled properly. There is no appreciation to employees who have been going above and beyond, we are told there is merit at the end of the year, but when it comes time, no merit is given out, and we are told it is being taken away.
Faculty	The TEC center needs a cafe so staff can have lunch without leaving the campus. The bookstore is so expensive on most items. They don't have a very healthy selection to choose from.

Employee Type	How can this institution improve the employee experience?
Faculty	To many inconsistencies. There is focus on the business side of the institution and academics is pushed to the side to satisfy the needs of the community.
Faculty	Treat employees with more respect; hire people based on their qualifications and experience. Focus on putting assets where they count. Of course, regarding pay, those at the administrative level are adequately paid (and overpaid) compared with the number of employees, students, and program offerings. When compared with similar schools, such as JCCC, it is interesting why some departments at KCKCC continue to add people...such as marketing, IT, human resources to solve problems. Sometimes adding employees doesn't 'fix' the root problems.
Faculty	Trust employees to effectively do their jobs
Faculty	Two way Communication could be improved, equal standards across all divisions, and quality facility updates would be nice. Particularly equal treatment on updates done to all campuses
Staff	<ul style="list-style-type: none"> * no effective communication between leadership and employees * no support for employees * see a lot of favoritisms * every department for themselves
Staff	<ol style="list-style-type: none"> 1) Make staff and faculty take computer course. I don't know how many here that barely can-do basic Word, Excel, or write an email without ChatGPT. It makes confusion with communication and organization. 2) Take staff and faculty complains, concerns, and options seriously. I know a lot of people that stopped even putting ideas or concerns out because they feel it is a waste of time due to deaf ears. 3) Need to take a look at management. There are several departments where the management, or leadership is subpar and causing high turnover. I know of several staff that have changed departments or left the school because of it. This is how we lose talent. 4) Pay needs to be reevaluated school wide. Most departments are not even close to halfway on pay range and a few that are almost max. All this doesn't matter how long someone has been here. This I have seen causing stress between departments and almost broken work behavior that generally leads to departure. 5) Communication is still awful. There are a few here that have zero communication due to not wanting to interact as a behavior, a few have zero communication skills to start with, or just will not communicate well do to view of rank/degree on the person they are speaking to.

Employee Type	How can this institution improve the employee experience?
	6) Fix stuff here. There are tons of places on campus that have not been updated in a long time. Students see that. Some of the places only need some new paint or carpet.
Staff	A fair salary for staff, and actual opportunities for advancement. For example, coordinators and admin assistants, specialists, etc. have levels such as coordinator, Staff, etc. I have been here for several years now and despite consistently performing duties well beyond my base-level hire position job description and title, I have had no room for promotion or advancement at all. Incredibly frustrating. Every time I inquire I get stonewalled, told they are looking into it, or just flat out ignored.
Staff	Always room for positivity and customer service...catering to our students, staff faculty and the community
Staff	At times, there appears to be a disconnect between leadership decisions and the day-to-day realities experienced by students and staff. Greater collaboration with frontline employees from all locations and consideration of campus-specific needs could help ensure that policies and initiatives are more responsive, practical, and supportive of both student success and employee well-being.
Staff	Be honest and transparent about what is happening at the college. Quit hiding behind the fake numbers of saving for college when we can see that, as a community, the numbers are not lying. Do not only protect the faculty. Do something for the staff. They work endlessly with no appreciation or respect. We are often blamed for wrongdoings and never receive a simple thank you for what we do to help bring in students.
Staff	better benefits better retirement saving plans - much better, please !!! higher administration does not respond to emails in a timely manner - if they respond at all email response culture - is very poor (not everyone responds to emails)
Staff	Better communication. Acknowledge and listen to employee input better. Contribute to the pension fund.
Staff	Better pay
Staff	better pay

Employee Type	How can this institution improve the employee experience?
Staff	Better pay without overloading staff, faculty get babied and all the privileges, while staff get little help and no resources.
Staff	Better, more targeted communication. Reduce employee turnover. Remember there are employees at other locations besides main campus. Tech & PCC employees are forgotten when it comes to events
Staff	By fostering accountability at all levels, from leadership to frontline employees. Many ongoing issues stem from a lack of accountability, which often leads to perceived bias when similar situations result in different outcomes. Policies and procedures exist for a reason, but without consistent enforcement, they lose their value. When accountability is missing, meaningful change doesn't happen, and that has become increasingly clear. As a result, we're losing talented employees to competitors who offer a more consistent and fair work environment.
Staff	Can remove some of the channels we have to go through just to get something approved or our thoughts out there. The College is no longer an open door atmosphere, have to go through so many top heavy people, not longer able to just go to the source that can help.
Staff	Clarity on websites, clarity on hiring, department coordinator evaluations, leadership roles given to people equip to lead.
Staff	Clear communication. Accountability.
Staff	Consistent processes that are coherent and do not change depending on the employee sharing the information. Also, address the annual performance evaluation tools for staff. The merit leave associated with the evaluation makes it difficult to have thoughtful conversations and should be removed. The process for completing the evaluations does not hold the employee accountable; only the supervisor does.
Staff	Cultural expectations surrounding communication between employees as well as among internal departments For example, some faculty and staff are either slow to respond or completely unresponsive to emails and sudden facility disruptions such as power outages are not addressed quickly enough. There is a lack of a culture of communication. The fact that I can email a colleague and never get a response is very frustrating; I should not have to track someone down in person after several days of waiting for a response to

Employee Type	How can this institution improve the employee experience?
	an email. Improving communication expectations would streamline workflow and allow decisions to be made more quickly as well as improve moral and perceptions of respect.
Staff	Dr. Greg Mosier has made decisions that have drastically and negatively affected KCKCC's enrollment and retention following the summer flooding events of Staff0Staff5; the choice to rent out KCKCC's newly constructed facilities to Arrowhead Middle School was without consultation to other board members or subsequent departments, including Continuing Education, Adult Education, Nursing, and more. This short-sighted decision was not communicated to most governing and supervision parties, leaving instructors with no room to conduct classes and without necessary classroom materials. After the departure of the middle school students, KCKCC's newly renovated buildings suffered thousands of dollars of damages, further delaying Continuing and Adult Education classes to resume schedule. Our students feel that this decision displayed the college's disorganization, and a lack of value for their time and investment into their education.
Staff	Employee engagement is an issue across the country. While higher education across the nation is preparing for enrollment declines and budget cuts, it's important to remember that your employees, at all levels of the institution, are critical. KCKCC has known gender equity issues in the compensation of employees that have not been readily addressed. When workplace climate surveys are unfavorable, the employees are blamed rather than identifying the root cause for dissatisfaction. Additionally, very little separates high performing employees from those that provide minimal effort. Cost of living raises, faulty steps, etc. occur across the board. There are limited opportunities for advancement leaving the only driver to encourage peak performance to be department level supervisor engagement and internal motivation.
Staff	Employees are told that they have a voice (thru Staff Senate, Faculty Senate, etc.) but it doesn't seem like administration actually listens to the input we give them.
Staff	Ensuring all policies are clear to employees and followed by all employees no matter what role. Employees feeling more supported by higher role individuals.
Staff	Ensuring everyone has the ability to voice their opinions



Employee Type	How can this institution improve the employee experience?
Staff	<p>Fair salaries for people in positions and not hiring people for the same position at a higher salary, especially if already employed person has more qualifications and a higher degree.</p> <p>Communication is non-existent throughout the college.</p>
Staff	faster employment process and take care of the staff
Staff	Focus less on expanding building space in other parts of the city and focusing more on main campus needs (restoration and fixing).
Staff	Focus on employee satisfaction and communication.
Staff	Focus on ergonomics, lighting, temperature, noise control, and the overall design of the workspace.
Staff	Get a new president.
Staff	Have more finances available to the class and not put so much effort and money for 'Pet Projects'.
Staff	Have supervisors and management that are more attentive of the employees and each of their work or lack of. Supervisors should be more accepting of others and everyone with no favoritism or abuse of power
Staff	hire people who actually do their job/are enjoyable to work with, do something about the people who are miserable to work with, take education seriously/put the student experience first instead of fiending over shiny, fancy titles, update the main campus building, maintain the cleanliness of the building, conduct mandatory exit surveys when employees leave their positions, etc
Staff	Honestly, I think KCKCC cares too much about the employee experience when it needs to focus on giving better guidance. If we all have to follow the same play book, then employees would feel like everyone has the same opportunities.
Staff	I do not have any specific suggestions for improvement.

Employee Type	How can this institution improve the employee experience?
Staff	<p>I hear from various faculty and staff that they feel under appreciated in the work they do for the college. Not a lot of room for growth/movement within the college/promotions/raises aside from the cost of living wage increases that are still behind COL. Changes to the time the college offices are made to stay open without consulting those impacted by this - open until 6pm M-Th when traffic in these offices typically end around 4:30p.</p>
Staff	<p>I think that the institution should invest more in employee training and utilize the available talent at KCKCC regardless of Education. I am a subject matter expert in my field of work here with KCKCC, have a superior understanding in most departments such as finance, financial aid, enrollment management and even the academic side of the house, yet I am ineligible for a promotion due to my lack of a degree. Experience with the college should be a great asset and is treated as nothing on a consistent basis. As an employee with KCKCC, I do not feel that I am taken as a serious contributor to this college. This has been brought to my attention by at least three (3) other offices in the last 6 months with the same feelings.</p> <p>Issues within the college that are brought to the attention of supervisors/management are dismissed frequently, causing un-needed interruption in day-to-day procedures in regard to functionality, and inconsistent information for students at best. This is if you can actually speak with a superior, which is getting harder and harder everyday as they are always "too busy" or "In a meeting".</p> <p>Inter-office communication is almost nonexistent and Employees who deal with specific functional positions in the college are rarely asked to even provide an opinion on any functional areas, or operating procedures that may pertain to their area as decisions are generally made without consult by upper management who does not and/or cannot process the role themselves. Employees would like to be a part of the growth and contribute more to the college and community, but it is ultimately up to KCKCC to provide employees with these opportunities.</p> <p>The college has a pretty outstanding untapped workforce, and we also have many staff members who seem to "float along" with the help of other staff. This is noticed by employees in several areas and is extremely discouraging. While I understand that education is indeed and important, hiring an individual simply for having</p>

Employee Type	How can this institution improve the employee experience?
Staff	If everyone answered emails, that would be nice. It seems to take days, if not months, to get a response from higher ups. And if we go "over" someone, it is considered unacceptable. Which is to say (employee feelings) ...don't express your concerns. Lower-level employees do not feel like they can go to almost anyone about a problem or concern. People that have been working for the college for MANY years are treated as their service isn't that important.
Staff	Improve communication and collaboration across offices, staff/faculty, and from student services to academic affairs.
Staff	Improve compensation to match peer institution in the metropolis/region.
Staff	Improve the visibility and engagement from the college leadership, especially the President's Office. The culture that currently exists is very hostile and the employees of the institution (faculty and staff) are micromanaged by the President's Office. It is well known that the only person on campus that can make decisions is the President. Employees feel undervalued and are reprimanded for giving an opinion that is counter to that of the President.
Staff	In my situation, place me in a higher position/pay bracket



Employee Type	How can this institution improve the employee experience?
Staff	<p>Inconsistent Pay & Evaluation Raises</p> <p>The college treats all employee positions as Salary Jobs. Facilities and Police Department are Hourly Jobs that work weekends/odd hours and respond to emergencies.</p> <p>Every year the college only gives 'Cost of Living Adjustment' pay increases which does not factor into annual evaluations. Each employee is not given any pay increase step for who working longer/harder or years of stay at the college.</p> <p>Only the possibility of 40hrs Merit Time is given yearly by Administrators. No financial longevity bonus is given.</p> <p>Solution:</p> <p>All non-emergency positions remain on Salary Pay; receive C.O.L.A. each year based on college board recommendations.</p> <p>Emergency/On-call positions need a pay scale created based on years of service/experience. Yearly evaluation pay increases each on evaluation scoring and H.R. approval. These employees will be paid on their skill years, college employment time, and productivity.</p> <p>Pay Scales need to include Special Duty Assignments: i.e. knowing multiple languages, Trainer in field for other staff, Shift Differential for overnight working hours</p>
Staff	<p>Increase the salary for law enforcement officers. Ensure the standard monthly salary is consistent.</p>
Staff	<p>Instead of being told that there is transparency, we need to actually have transparency. I feel administration makes decisions purely on what their wants and needs are and not always for the better of the institution or for the students.</p>
Staff	<p>Institute any retention strategies. Even when we do well we don't get raises or bonuses and the merit leave system is a joke. How can everyone exceed expectations?</p>



Employee Type	How can this institution improve the employee experience?
Staff	<p>Institute more automated systems....improve infrastructure/operations & administration</p> <p>Create clear pathways for advancement. The org is too flat</p> <p>Provide more support to senior level, middle mgt....staffing, \$\$ resources, etc...</p>
Staff	<p>It would be nice for the senior leadership to have more interaction with the staff throughout the different offices on Main Campus. The new website is terrible - this needs immediate attention as it is not user friendly for students or staff....AT ALL.</p>
Staff	<p>It's pretty annoying as a lone support staff individual in my department when everyone is gone and I'm forced to come in all summer/winter and I have absolutely nothing to do but sit and do nothing. If I'm going to get paid either way, I'd rather get the paid time off like everyone else.</p> <p>No sense of urgency to fill empty positions. The department I am part of has been without their aid positions filled for years and they offer low pay for the positions so even if they were to post it, the only people who will seriously apply won't be anyone willing to put forth the effort to work for the paycheck they're receiving.</p> <p>When/if we get yearly raises it takes forever to go into effect and there is absolutely no communication about the progress about the discussion about it. It all depends on a board of other individuals deciding whether we deserve it or not. But the president gets his pockets filled and bonuses and housing credits, car credits, etc. But us normies are scraping to afford mortgage and groceries. Thanks.</p>
Staff	<p>KCKCC can continue to strengthen the employee experience by fostering clearer communication, ensuring greater consistency in institutional processes, and providing more opportunities for professional growth and collaboration. Employees value transparency and appreciate when decisions, particularly those affecting workloads, structure, and priorities are communicated openly and with context.</p> <p>Additionally, expanding professional development opportunities that are both relevant to individual roles and aligned with institutional goals would enhance engagement and retention. Recognizing and celebrating employee achievements more consistently across all divisions would also contribute to a stronger sense of belonging and morale.</p>

Employee Type	How can this institution improve the employee experience?
	<p>Finally, continued attention to equity in workload distribution, compensation, and access to resources will help ensure that all employees feel supported and valued as integral contributors to the College's mission</p>
Staff	<p>Keep up with current pay scales and work harder to retain good and dedicated employees.</p>
Staff	<p>Leadership is very disconnected. They are not genuine and from my understanding the cabinet can be a very hostile place. HR director is not approachable and not open to constructive criticism without taking it as a personal attack. How do you improve? Make connections with staff and realize the importance of caring and taking the time to listen.</p> <p>We instituted 4DX which was targeted at increasing retention and persistence. Leadership is stating how numbers have increased in enrollment and goals are being met. I don't recall any baseline being established which would have required actually talking to each department and seeing what they do for students. It has the appearance of leadership assuming that we do nothing to help in enrollment, etc. For a school to spend 10's of thousands of dollars on 4DX instead of utilizing the skills and effort that student facing staff and faculty put into this institution is very wasteful and insulting.</p> <p>Positions are filled without being posted. Positions aren't filled that should be.</p> <p>I wonder sometimes if the toxicity at the top trickles down to create an environment where people feel they have no voice and are only appeased.</p>
Staff	<p>LEADERSHIP.....there is a complete lack of performance management and accountability at this institution. Upper leadership seems to have no idea what's actually going on within the college. Faculty are not held accountable for anything. There is zero connection between performance and compensation - seeing people who put in very little effort/refuse to do the bare minimum of their job, or do nothing but make things worse at the college are rewarded in exactly the same way as high performing employees.</p> <p>A 360-degree evaluation of leadership would be great - it seems that our president operates exclusively on what his VPs tell him...which seems to mostly be whatever they think he wants to hear - it seems the truth is very rarely getting through. There are a couple of VPs and a dean who have been with the college for a long</p>

Employee Type	How can this institution improve the employee experience?
	<p>time who are extremely unprofessional and nearly impossible to work with, and it is common knowledge with employees from all areas. And yet...all we ever see is their board report material, which is only ever a highlight reel. There is so much lack of effective communication and siloed work between departments, lack of clear processes/SOPs throughout the college, and SO many ongoing problems that just keep getting ignored.</p>
Staff	<p>Limited and no opportunities for advancement.</p> <p>The evaluation process needs to be updated. It is very deflating for everyone to receive the same pay increase, regardless of their performance. The way we evaluate employees does not motivate them to work harder or perform better. It continues to allow employees who are performing the most basic tasks to do as little as possible.</p> <p>Human Resources needs to be held accountable for their lack of work/communication. Human Resources seems to have its own set of rules/expectations than the rest of the college. They are the only department on campus that can close the full department. They are the first impression employees get when they are onboarded, and I have heard many new hires say they did not have a good experience with onboarding. Human Resources needs to do better with communicating with employees (ex. about hiring, pay increases, back pay, and merit leave being added to leave).</p> <p>Instead of building a new location in Leavenworth, focus on updating the main campus so our facilities are up to date and make sure the downtown campus is fully operational and self-sufficient before starting a new location. We need to focus on our current facilities.</p>
Staff	<p>Listen to the employees. Morale is very low - that affects the job performance as well as the work atmosphere. They make it appear as though employee opinions matter, but nothing changes. It also makes it tough when not all employees are treated the same. Those that work hard don't get the acknowledgement they should and those that don't work hard have no consequences.</p>
Staff	<p>Listen to what the employees say.</p>

Employee Type	How can this institution improve the employee experience?
Staff	Listen to/act on feedback, hold staff accountable, hold people to the same standards across departments, work with or dismiss underperforming staff that negatively affects the moral of hard-working staff. I see a lot of staff getting paid a lot of money in high position that are incompetent what they do. Supervisors need to understand the roles that they are supervising and sit in with their supervisees. Staff need the opportunity to sit in on other departments/offices to gain perspective on how their actions affect others.
Staff	Make efforts to lessen the salary disparity between faculty and staff. It seems faculty are making a lot more money and for far less work/impact /effort to benefit the college. It is probably not that uncommon in higher education but the "why" behind it could be better explained to all employees so it is better understood. I pause from time to time when I read the salaries on the website and/or in trustees meeting minutes. I hear from students that some faculty are disrespectful toward them, especially when they are struggling. I have also heard that some of the male faculty are "predators" and this made me pause. I see higher paid staff strolling in around 9-ish and try not to judge but it does make me pause when the rest of us are present and ready to serve the public and students at the published opening time. What standards are the faculty held to for performance? Who evaluates them? Hopefully students are invited to evaluate.
Staff	Make one centralized location online to input purchase reqs, travel reqs, etc. And a way to track it's progress instead of by paper.
Staff	Make the process of adding curriculum more streamlined. Hire pay and some way to balance pay for part time employees along with more flex in the schedule for those employees that see extended unpaid time off which makes it difficult to balance living expenses and the need for a second income.
Staff	Many employees are fearful of expressing opinions and asking about benefits that the school provided in the past, due to fear of repercussion. Employees seem to have low morale, due to all the changes and many positions being hired without being posted, including cabinet positions. The long term employees are left wondering whether the school still cares about them, while new employees feel that the low morale is due to lack of communication and siloed work spaces.
Staff	Micromanaging from the President is unbearable. He excessively supervises and controls every detail of everyone's work, often leading to a controlling and critical attitude. I have only been at the college a little over a year, and I am looking for new opportunities due to the toxic work environment.

Employee Type	How can this institution improve the employee experience?
Staff	More communication between the departments. Keep us updated with changes.
Staff	More equity for staff and support and recognition for a job well done.
Staff	More money, and let us do our job without all the micro management from the very top.
Staff	More training for new employees. Better standard operating procedures. Fewer new college-wide initiatives so we can focus on "getting our house in order." Considering whether the college is appropriately staffed in all areas. Focus on succession planning and building so-called bench strength.
Staff	My experience with the work culture is that the general attitude is "every man for himself" mixed with a "glass half empty" perspective and a lack of accountability and support for each other. Until the culture can change to fostering more camaraderie, empathy, and shared responsibility, I am looking to find employment elsewhere with a more positive work culture.
Staff	need more details on where money is being spent, what is priority to keep campus beautiful-is there a budget, not enough accountability-how did contract get signed with food service at such an expense to college if numbers aren't met, why is hybrid so difficult to get into a full policy, should have 8 hour work day with paid hour lunch, should be more opportunities to recognize employees, ridiculous that bathrooms were closed and air was off and required employees to be in office, yet rumor was that president wasn't in office all week, if a person is an issue deal with person-don't make it global issue, why does it take so long to get responses, departments don't share info or resources-such a silo mentality, too many people focus on control (showcasing themselves) versus what is best for student
Staff	nothing
Staff	Offer additional incentives to employees such as community service opportunities.
Staff	Offering higher pay raises.
Staff	Onboarding new employees, including benefits overview and new employee orientation could be better. Also, people need to feel safe to ask questions and make suggestions for improvement in their respective areas.

Employee Type	How can this institution improve the employee experience?
Staff	<p>One area where I believe the company could improve is in creating more consistency across roles. Currently, employees with the same job title may have very different responsibilities and levels of flexibility, depending on who their supervisor is. This inconsistency — especially in terms of who can work remotely or take on certain tasks — can lead to confusion, frustration, and a sense of unfairness within teams.</p> <p>Similarly, the ability to work from home seems to vary not by role, but by position or supervisor preference. While I understand that higher-level roles may offer more flexibility, the lack of clear and transparent guidelines can create tension between employees in the same department. It can feel inequitable when some are granted that privilege while others are not, despite similar job functions.</p> <p>Lastly, I think communication within and across departments could be strengthened. At times, there's a disconnect that causes delays, misunderstandings, or missed opportunities for collaboration. Improving internal communication would go a long way in fostering a more cohesive and efficient work environment.</p> <p>I appreciate that the company is open to feedback — these adjustments could make a big difference in improving morale and performance.</p>
Staff	<p>Open door policy needs to be put back in place! I don't feel I should have to go through numerous people to be able to get an answer to simple questions. Example: why does it take months to get our raises? I shouldn't have to ask my supervisor and they ask theirs and so on.</p>
Staff	<p>pay increase to match the rise in the cost of living</p>
Staff	<p>Pay Communication</p>
Staff	<p>Policies and procedures are old and need updated. A lot of our processes - specifically, anything involving technology - are slow or only used to half the capability of the software. An example of this is our electronic scanning through Perceptive. There is so much more we could do with this software that we do not utilize. This does not help us serve students to the best of our ability. Communication between departments is not streamlined and often conversations with decision-makers do not involve the people that are directly</p>

Employee Type	How can this institution improve the employee experience?
	impacted. The turnover at C-level positions is high, so there has been a lack of consistency during my short time here.
Staff	<p>President operates in a vacuum without much concern for employee feedback. High turnover rate in President's Cabinet jobs makes it hard to imagine there is enough stability to make real long term change for better or worse.</p> <p>Facility investment on main campus was needed yesterday. Desire to work people on campus but there are regular power and water outages and limited working restrooms for students and faculty/staff.</p>
Staff	Replace leadership with a more campus friendly agenda, and openness to idea sharing
Staff	Response times and communication are slow which delays implementation of programs and services. Communication about the budget - what was approved and what was not, is slow or does not happen. More people are needed to do the work, we are often stretched thin for manpower, and that limits how we can serve students.
Staff	Retention employee networking communication across divisions Website
Staff	Salaries are low, so improving messaging about benefits would be helpful. Also, provide more opportunities for staff to advance their training through academic resources.
Staff	Snap decisions can go bad like Arrowhead here. Open the question up to more ideas and opinions.
Staff	Stay the course
Staff	Stop constantly questioning why so many staff members are needed and trust leadership. I have seen many instances of, and made personal decisions not to take another job at KCKCC based on, watching people retire/leave only to have their position never refilled and all other people have to pick up their work. Why would anyone want to "move up" when you know it just means more work for others or adding more work for

Employee Type	How can this institution improve the employee experience?
	yourself? I personally experienced this when I moved from one position to another, and they got rid of my previous position, therefore making the work I was doing either come with me, or put it on others to pick up.
Staff	stop micromanaging, allow employees to be adults!
Staff	Stop the double standards for employees. Improve communication. Treat part-time staff with respect, they deserve paid time for college closures, it will make us more attractive as a place of employment. Figure out how to fix the communication issues.
Staff	Strengthen communication and transparency, enhance recognition and appreciation.
Staff	The biggest thing they could do right now is invest in a decent phone system. The Teams phones are awful. There's a delay, they cut out, and they are inefficient. It's not that I don't appreciate change, these are just horrible and I don't know anyone that has had a good experience with them.
Staff	The college can be more equitable and not expect employees to assume extra rolls without extra pay.
Staff	The college treats employees like they are a burden, there is no appreciation for years of service. New employees are brought in way higher than people who have been here for years. Bonus increases for years of service would be nice. Mostly we also need more people. Some many of us are doing the work of two or three people and the lack of assistance brings us down. Especially when we are under paid especially because of the fact that we should be more than one person.
Staff	The constant turnover in upper leadership, particularly the President's Cabinet is disconcerting. It leaves employees with the feeling that they never measure up and could be fired at any moment. There are many stories which bears this out. Under current leadership things feel very hierarchal with constant concern for missteps. I work for what I would describe as a "kiss up/kick down" boss who is very insecure that the employees she supervises might be appropriately recognized for their success. Sometimes it seems there are "protect your turf" with managers. There are concerns over whether there is funding and how the community will vote for mil levies which also weighs heavily on employees because of cuts.

Employee Type	How can this institution improve the employee experience?
Staff	The institution can improve the employee experience by compensating employees fairly, as well as, communicating better. The divide amongst departments is very apparent. I believe many employees are scared to voice their concerns due to retaliation.
Staff	The institution is doing better getting pertinent information to the departments.
Staff	The institution needs to do a better job creating a community where we all feel we are on the same team and working towards the same goals. The WIG conversations are great but that is on paper. When it comes to real life collaboration, there should never be a time where leadership does not support their staff that do so much. Verbally taking down a staff member should never be an option from a person in leadership, yet we see it time and again. Raise you employees up, do not tear them down.
Staff	The rate of pay! The difference in pay between faculty and staff is such a huge gap. Also, staff are not paid the same rate as those at similar institutions. The salary disparity between men and women, performing the same job, is very noticeable. There are people who work so hard and are told that they should be making more, but sadly nobody does anything. The college can also make cabinet accountable. The president says that we implemented 4DX so that we are all working toward a shared goal; however, the staff are really doing all the work without support from our cabinet members. They are supposed to help remove roadblocks but they are a roadblock. Some of the deans are roadblocks too. The dean for health professions has a nasty attitude, she's loud and inappropriate, a gossip, and is a bully if she doesn't like you. The cabinet are paid so much money, but we are confused about what they are doing. I have been in a couple of meetings where my cabinet member will complain to whoever will listen. The marketing lady is rude and devalues others because they aren't a cabinet member. If the college really wants to make some changes, look at your cabinet because several of them are the problem. Also, what exactly does the executive vice president do? He is paid way too much money. A college this size does not need this position. He did a terrible job at convocation and we are yet to see an actual return on investment for this position. Anyone can set up meetings with vendors. Where is the strategic part of his job? Please don't take this the wrong way. I think he is a very nice man but the college does not need this position. All of those cabinet members can get out there in the community and develop partnerships. Finally, the communication on campus is still a major problem. ALL of the decisions are being made by cabinet and people are asked to give input after all decisions have been made. What kind of shared governance is that? For example, the college should have at l

Employee Type	How can this institution improve the employee experience?
Staff	<p>There are a number of things. Starting with annual increases actually going into effect within the first quarter of the fiscal year. It's ridiculous that we still don't have these and it's now 10/10. I've never worked for an organization that takes this long. Our Human Resources department is terrible. They make mistakes and don't take responsibility for them. Most emails that are sent to HR receive out of office notifications. There is absolutely no expectation for responses to emails at this institution. Again, I've never worked anywhere that didn't have an expectation for responding within Staff4 hours. My work is often held up because I'm waiting on responses from others. This is unacceptable. Allowing Arrowhead Middle School to use classroom space in Flint when KCKCC staff were already stressed with the recent flood was not for the KCKCC employee experience. This added additional stress and in some cases reduced services for students. This decision impacted employees and students negatively and was not a good way to start the fall semester.</p>
Staff	<p>There are serious systemic failures that are undermining both staff effectiveness and morale. Processes are fragmented, outdated, and often create more obstacles than solutions. Change may be inevitable, but it should not be unmanaged.</p> <p>Academic Affairs operates with little coordination or clarity, and programming has become increasingly dysfunctional and misaligned with state and institutional standards. These issues reflect a lack of coherence and accountability across the board. The role of a coordinator is NOT defined, and it causes conflict among faculty. Unfair or preferential treatment is condoned by leadership.</p> <p>There have been unexplained budget changes and decisions made without transparency or communication. This has eroded trust and fostered a sense that staff input and effort are neither valued nor respected, perpetuating dysfunction and disengagement.</p>
Staff	<p>There is a serious culture of fear working here. Faculty and staff walk on eggshells constantly.</p>
Staff	<p>There is very little communication between the department and the college employees. There is low accountability in some areas/departments. The adjuncts are not always available to help students by email, etc... There seems to be a lot of Chiefs and not enough Indians, so to speak. The internet connection is VERY poor for a college.</p>

Employee Type	How can this institution improve the employee experience?
Staff	They need to figure out the salary situation. I would need to move down a pay grade to make ANY more money because the new hires a paygrade under me are starting at a higher salary than those of us who've been loyal here for many, many years!!
Staff	This institution could improve the employee experience by continuing to offer opportunities for different departments to come together and interact with one another. Especially bringing everyone together to celebrate all the positive things that are going on throughout campus and the surrounding community.
Staff	To elevate the employee experience, the institution should cultivate a culture where every individual feels respected, valued, and empowered to contribute their best. By prioritizing employee well-being, recognition, and psychological safety, the organization can strengthen morale, enhance engagement, and inspire a shared sense of purpose and belonging across all levels.
Staff	Transparent fairness between employees
Staff	transparent fairness between employees
Staff	Treat everyone with respect give them raises for their hard work and dedication on improving their work.
Staff	Treating people with dignity and respect.
Staff	Trust employees to make decisions related to their position without having to get approval for every decision



Employee Type	How can this institution improve the employee experience?
Staff	<p>We have such a lean structure, especially on the staff side of the house. More recently, a lot of our staff have had to assume multiple roles to introduce and facilitate technological changes and manage surges in enrollment with equal or fewer departmental staff/human resources. At some point, we need to place a greater emphasis on human capital. We are so committed to boosting our enrollment, adding relevant programs, and bolstering persistence/retention, but in my opinion, we are so hesitant to also invest in more people to get things done. It seems like each department, particularly on the staff side (where I am most familiar), is constantly playing a game of "catch up."</p> <p>There's a constant, persistent churn of toxic, "this place," culture that perpetuates throughout the college, and I think a lot of that simply has to do with mental burnout, exhaustion, and frustrations related to diffusion of responsibilities and delegation issues. There is a contingent of employees at the college that refuse to move forward and are stubborn to new ideas and technology. Often these same individuals communicate unprofessionally, display territorialism, and often provide poor customer service to students. Ironically, some of these individuals have the most power on campus and are often immune to discipline or change management. It's extremely frustrating and makes it very hard to accomplish goals that require collaboration across multiple constituencies.</p>
Staff	<p>When discussing pay and workplace conditions, it's important to distinguish between equity and equality. Equity ensures that compensation and treatment reflect individual roles, responsibilities, and circumstances, while equality promotes uniform standards across the board. Working toward better pay equity and uniform standards would improve the experience. Unfortunately, many of us face hostile work environments where these principles are not upheld.</p> <p>Several employees live and work in this community, yet decisions—especially those involving taxation—are often proposed by individuals who do not share our lived experiences. This disconnect can lead to policies that overlook the realities faced by those directly impacted.</p>
Staff	<p>While I think there can still be changes made to improve the employee experience, I do think significant positive steps have been made. That being said, I often feel like administration is against making decisions that impact staff specifically - not closing the college early when there is no power or water, making adjustments in the summer when only staff are here, etc.</p>

Employee Type	How can this institution improve the employee experience?
Staff	Work to increase morale. While the evaluation/merit process is a joke to start with, this year the experience was even worse. The entire process needs to be overhauled. Make the evaluation relatable to each position. I believe that every employee deserves some amount of "merit" and if they don't, why are they still employed? How about incentives? How about merit pay raises? How about monetary bonuses rather than additional time off?
Staff	You could may us more and start treating us as people and not just bodies filling seats



Appendix C

What other institutional goals do you think are important? Please describe below.

Employee Type	What other institutional goals do you think are important? Please describe them in the space below:
Faculty	Broadening access for all students Ensuring staff and faculty diversity is reflective of the community
Faculty	Communicate the value and opportunities of the college to the broader community.
Faculty	Employees report feeling more engaged and valued when communication from leadership is frequent and open. Providing clear paths for professional growth is a key factor in improving morale and retention. Improving the day-to-day work environment, as referenced in the goal "Create sustainable processes and procedures," directly affects employee morale.
Faculty	Faculty. Creating an environment where all students, regardless of background, feel supported, welcomed, and have access to the resources they need to succeed, at all campuses. Staff. Seeking input from faculty, support staff, and local school districts on which new certificate programs would be most beneficial. Additionally, gathering feedback from current faculty and support staff at the different campuses on ways to enhance existing programs to increase enrollment. 3. Seeking input from faculty and support staff at each campus on ways to increase enrollment across programs at these locations, as well as identifying the resources and support services the students may need to succeed.
Faculty	Fix what we have, expand what works, replace president with true leader
Faculty	get the moral of faculty up, stop with all the new buildings talk when it doesn't happen. take steps to get the improvements needed on the campuses we serve to our community and students. They help with paying the bills. Also listen to what is being said, if you don't understand ask, then let the answer help you with

Employee Type	What other institutional goals do you think are important? Please describe them in the space below:
	understanding what is being said with no repercussion being given to whom has said it. IF you want some truth being willing to accept it.
Faculty	<p>Having a consistent, clear, transparent, and collaborative administration is one of the keys to improving employee morale. Too much power and decision-making abilities reside with too few people. Shared governance is on life support at KCKCC.</p> <p>The employee salary scales need to be reviewed to adjust for market rates and provide a pathway for merit increases, not just cost-of-living increases or class adjustments due to additional education for faculty.</p> <p>Communication across the board is consistently dysfunctional at KCKCC.</p>
Faculty	HR needs to have professional development trainings for their staff and faculty. Procedure manual should include how to operate systems used.
Faculty	I think the collage is doing a fine job so far.
Faculty	<p>I think there needs to be a serious facelift on main campus. The buildings seem old and neglected...there seems to be little pride in the appearance of the buildings (open ceilings, dirty floors/walls/carpets, patching instead of fixing, sloppy paint jobs, etc).</p> <p>Top-down enthusiasm would be helpful...we need cheerleaders and supporters at our highest levels to increase buy-in and cooperation across campus.</p>
Faculty	Improve funding to existing programs to grow. There are vocational programs that are held back for some reason, and students and parents don't understand why when we have the potential for improvement and growth.
Faculty	<p>Improve the technological competence of staff and faculty on campus before we invest in advanced technology.</p> <p>Improve the QUALITY and SUSTAINABILITY along with appearance of buildings and grounds. There are spaces with inadequate HVAC because of addition of new spaces and structural issues.</p>

Employee Type	What other institutional goals do you think are important? Please describe them in the space below:
Faculty	It is important to sunset programs that are no longer needed and look at new programs that align with workforce needs.
Faculty	Maintain financial solvency while growing.
Faculty	n/a
Faculty	NA
Faculty	No comment
Faculty	none at this time
Faculty	One important institutional goal should be improving faculty compensation. The current pay does not reflect the cost of living or inflation, and it has remained unchanged for several years. The institution needs to make fair and competitive pay a priority, both to support its current faculty and to stay aligned with what other institutions are offering.
Faculty	Putting students first. Educating them so they are prepared to work in an AI world.
Staff	<p>- We must get a grip on our technological endeavors. The way our SASS project has been managed and rolled out is egregious. No one really understands their purpose or role, nor do we understand the role of our consulting team.</p> <p>-Establish more clear Standard Operating Procedures and best practices across all institutional constituencies.</p>

Employee Type	What other institutional goals do you think are important? Please describe them in the space below:
	-Increase human capital related to systems administrators rather than relying on department heads to become syntax/coding exports.
Staff	A complete review of the college's institutional goals is needed.
Staff	Academics. There should be cabinet-level initiatives to make sure our programming is top-notch. We do not utilize program review to its highest potential. Academic Affairs Committee approves programs not in alignment with KBOR and favors certain programs over others.
Staff	Actually become a good steward of taxpayer money.
Staff	Administrators should actually spend time with the student body, and not just for photo ops and speeches. Actually get to know and listen to the students who are the whole reason we are all here.
Staff	All of the KCKCC Institutional goals are important. Equity and equality should be as important not just in words but in deeds.
Staff	An institutional goal that I think is important is preparing students for college before they even start their classes, so that they feel empowered to do well in those classes. Students often do not ask for help or don't know about all the resources we offer. They don't realize they have a bill or how to check Self-Service. We should set up some system to get this information to students.
Staff	Cater to both day and night students equally
Staff	Create universal standard order of procedures and protect employees from retaliation
Staff	Creating sustainable processes question above is so extremely important. Having a process for creating financial agreements that gives the college a clear understanding of outside invoicing.

Employee Type	What other institutional goals do you think are important? Please describe them in the space below:
Staff	Each office should and must have "Processes and Procedures," set in place. As well as flow charts within their Individual offices. This is a must in my perspective, especially the flow charts. Flow charts provide a view of the workflow and where additional support is required within various group organizations. Past experience I have seen business go under due to the lack of flow charts.
Staff	Employee morale is the most important goal. Treating employees with respect and valuing their input and their expertise.
Staff	Expand and modernize the existing campus with less focus outside
Staff	first impressions at main entrance.
Staff	Follow the recommendations from the salary study and work on equal pay. Create a strategic plan that we actually follow. Fix the maintenance issues on main campus. Early college should not be a priority.
Staff	General morale at the college is very low. There are very few inspiring activities for staff & students to engage in. All projects are small with only limited attendance and variety.
Staff	Having a faculty from different countries, languages and cultures. This would likely to draw in more diverse students to the campus. If they see and feel like this campus is relatable to them personally. Looking at faculty with the same face and languages is something important for student success. I believe that we can reach this goal being open to obtaining new faculty that is more student focused. Change of guards sometimes is scary but the end results are exceptionally exciting.
Staff	Hold employees accountable for their mistakes.
Staff	I believe the 4DX should have been shared with ALL of the staff at KCKCC. It is brought up all of the time and most of us don't even really understand what it is? If this college wants to improve, maybe they should include the people that are doing the work DIRECTLY with students. Most of us are out here trying to do

Employee Type	What other institutional goals do you think are important? Please describe them in the space below:
	better for OUR community. Meanwhile, we are trying to find students from other countries to play sports, get free housing/school, etc.
Staff	I believe we should be concentrating more on getting the graduates from Basehor, Piper and Tonganoxie to attend here at KCKCC rather than JCCC, than trying to recruit students from out of state, and definitely not from out of the country. We are a community college and should be serving our community.
Staff	I would like to see our institution put priority into improving and maintaining the facilities and resources we already have before trying to build and create a lot of other new facilities. We have a really great main campus that has a lot of needs to keep it up to date and enticing.
Staff	If you take better care of the employees, they will in return do a better job of taking care of the students. Happy Employees means Happy Students
Staff	Improve accessibility on campus (e.g. broken bathrooms in Learning Commons leaves the only bathrooms on the Staffnd floor, which do not have a changing table for infants of students; frequently broken elevators across campus). Improve student access to resources (e.g. extending hours of Learning Commons; more definitively stated Blue Devils' Cupboard locations and hours)
Staff	In addition to the institution's current goals, I believe it is essential to prioritize consistency, equity, and transparent communication across all departments. Establishing clear, organization-wide standards for roles, responsibilities, and workplace flexibility — regardless of supervisory structure — would help ensure all employees are treated fairly and can perform at their best. Strengthening internal communication should also be a key institutional goal. Timely and transparent communication across departments not only minimizes confusion and inefficiencies but also encourages collaboration and mutual respect among teams. Finally, fostering a culture where all employees feel heard, valued, and included can significantly enhance morale, engagement, and retention. When employees see that their concerns and contributions matter, it creates a more motivated and productive workforce — which ultimately benefits the entire organization.
Staff	Increase capacity in our health sciences and skilled trades programs.

Employee Type	What other institutional goals do you think are important? Please describe them in the space below:
Staff	Increase outreach to Wyandotte County students at the Middle School level.
Staff	It is important for the campus to look inviting to the public and perspective students. They want it to feel like home. The main campus has a lot of issues. It would be nice if they would focus on getting the main campus up to par and then go from there.
Staff	<p>Just to reiterate and expand on what I mentioned earlier:</p> <ul style="list-style-type: none"> - Enhancing employee well-being and work-life balance to support a healthier, more productive workforce. - Moving beyond simply talking about diversity by demonstrating it through meaningful actions, including true representation in leadership. For example, in a community with a large Hispanic/Latino population, it's important to see that reflected within our leadership team. - Improving communication and transparency across all levels to build trust and ensure everyone is aligned. - Emphasizing accountability at every level to drive consistent and fair outcomes. - Updating and modernizing our technology to increase efficiency and better support both employees and students. - PAY
Staff	<p>Maintain our integrity in the community</p> <p>Students First</p> <p>Customer Service</p>
Staff	Make the KCKCC website so it is user friendly and students, parents, and staff can find what they are looking for easily. Make the organization make sense - which it currently does not.
Staff	<p>Managers need more training on what creates motivation for employees. Employees need to feel ownership and pride in their work and be empowered to solve problems without constant fear and looking over their shoulder to see if a supervisor approves. Attaboys would go a lot further than a supervisor nitpicking over tiny things but letting the larger good performance achievements go unnoticed. Give employees a chance to stretch their skills and develop not be pigeon-holed into roles because the manager is insecure. Train managers to listen and judge the manager's skills on how they work with their team to higher performance. Allow employees to shine once in awhile not have all the busywork tasks delegated to the subordinates. Train managers so they have some self-awareness that they can acknowledge their own mistakes not</p>

Employee Type	What other institutional goals do you think are important? Please describe them in the space below:
	project them onto their employees - though granted, some supervisors are unable to gain awareness of their own behavior.
Staff	More open communication between school leaders and employees without fear of repercussion. Faculty and staff diversity should be more equal to the community and students that we serve.
Staff	Most importantly keeping everyone informed
Staff	nothing
Staff	Offer additional programs such as Dental Hygiene.
Staff	phase out low-performing programs that are not in demand and reduce faculty if their classes don't hit metrics to make them sustainable financially. Track post-grad data. Where do our students transfer? Where do they go to work and in what careers?
Staff	prioritize supporting students when they get here, having a universal understanding of policy and procedure throughout departments, prioritizing students workforce readiness and job obtainment, serving students overall/putting students FIRST
Staff	Probably not a 'institutional goal', but focusing on relationship building and connection. Leadership is not seemingly interested in connection with staff that is meaningful and positive and faculty could improve their relationships with students and create an environment where students feel safe and connected to their instructor. In my experience, talking to students and getting referrals from first alert faculty is not interested in reaching out to students who are struggling. Adult students have issues outside of this school that make learning hard and taking the time to connect can make all the difference.
Staff	Questions I left unanswered indicate that I don't have the complete picture of this school. or what everyone does and how. My view is limited for detailed planning.

Employee Type	What other institutional goals do you think are important? Please describe them in the space below:
Staff	Rearrange funding so that programs with outdated facilities and equipment can be updated. Stop paying the president a salary, a bonus, and monthly funds for personal expenses. Stop sending upper-level staff to meaningless conferences and meetings outside the state. Deans don't know anything about the programs they lead, but decide what is or isn't needed. Lack of training to stay current and updated in technical fields. Lack of support for anyone other than deans and faculty, but with ever-increasing workloads. The idea that PTO and holidays make up for the lack of benefits or support.
Staff	Retain, appreciate, incentivize, and empower employees. We feel like replaceable cogs, with our jobs always on the chopping block.
Staff	Staff advancement
Staff	<p>Staff pay is very low (this is somewhat expected as we are a Community College) while "executive" pay is insanely high.</p> <p>The top Staff employees of the college earn a combined total in excess of \$500,000. While other employees do not even earn the minimum salary for their position stated by HR.</p> <p>There was a position CREATED for a specific individual that earned in excess of \$Faculty50,000, this person later left the college and the position was eliminated.</p> <p>The college needs to focus on our existing infrastructure instead of spending money building new buildings. Our current buildings are falling apart and full of code violations. Honestly I am surprised we have not had any citations.</p> <p>The college need to focus on hiring more low level employees. Just about every department is under staffed. When someone leaves, their duties are typically divided out to other employees instead of rehiring for the position.</p> <p>Our work from home policy is very restrictive. This drives existing employees to find better options elsewhere and limits the quality of potential new candidates.</p>

Employee Type	What other institutional goals do you think are important? Please describe them in the space below:
Staff	The ability to bring equal care to the tec center students as other programs. The ability for departments to have more say in curriculum and implementation of it that reaches thier students in thier chosen field
Staff	The institution is innovative and creative when establishing new initiatives, programs, etc. but severely lacks the planning and execution needed to establish buy-in from employees and the community. The college needs to take a hard look at current procedure and processes across the college, lines of communication, human capital, and knowledge management to obtain the organizational resilience necessary to compete.
Staff	To achieve our goals, we must all feel we are part of the same team. I am not certain that really happens on a day to day basis. There are multiple examples of critical departments begin left out of conversations that impact their day to day operations and they find out after the fact. That is never a good thing for the department or the student.
Staff	<ul style="list-style-type: none"> -Treat all departments equally and hold them to the same standards. -Implement/Improve/increase cross departmental training to improve understanding of other department roles and responsibilities -Better communicate relevant processes and policies to college community (eg, FEPPA, IA Charges, Withdrawal date, refund timelines)
Staff	Unfortunately, KCKCC likes to have lots of discussions that derail substantive decisions from happening. This then leads to different departments deciding to do things that may not meet the college objectives or that follow college policy. I think one of our institutional goals should be to finalize and separate our policies from the procedures that enforce the policies.
Staff	Update our facilities to compete with other community colleges in the metro area



Appendix D

COLLEGE EMPLOYEE SATISFACTION SURVEY INTERPRETIVE GUIDE

The College Employee Satisfaction Survey™ (CESS) is designed to our campus partners assess faculty and staff satisfaction, the employee experience, the work environment, and campus culture.

The survey instrument consists of 4 sections:

- Section 1: Overall (2 standard items)
- Section 2: Campus culture and policies (30 standard items)
- Section 3: Institutional Goals (11 standard items)
- Section 4: Employee Experience (29 standard items)

Section 1: Overall

Respondents are presented with statements and asked to indicate likelihood. A four-point Likert rating scale is used.

When calculating means the following numeric values are assigned:

Rating Scale

Rating	Numerical value
Extremely unlikely	1
Somewhat unlikely	2
Somewhat likely	3
Extremely likely	4

Section 2: Campus culture and environment and select Section 4 items: Employee experience

Respondents are their level of agreement with statements related to campus culture, their employee experience, and satisfaction. A four-point Likert rating scale is used.

When calculating means the following numeric values are assigned:

Rating Scale

Rating	Numerical value
Strongly Disagree	1
Somewhat Disagree	2
Somewhat Agree	3
Strongly Agree	4

Section 3: Institutional goals

Respondents are presented with statements describing a set of institutional goals and asked to rate how important it is to them that the institution pursues each of the goals on a scale of 0 to 10 with zero representing not important, 5 representing somewhat important, and 10 representing critical.

Section 4: Satisfaction and Likelihood Items

Respondents are their level of overall satisfaction with their employment. A five-point Likert rating scale is used.

When calculating means the following numeric values are assigned:

Rating Scale

Rating	Numerical value
Extremely dissatisfied	1
Somewhat dissatisfied	2
Neither satisfied nor dissatisfied	3

Somewhat satisfied	4
Extremely satisfied	5

Respondents are presented with statements and asked to indicate likelihood. A five-point Likert rating scale is used.

When calculating means the following numeric values are assigned:

Rating Scale

Rating	Numerical value
Extremely unlikely	1
Somewhat unlikely	2
Neither likely nor unlikely	3
Somewhat likely	4
Extremely likely	5

Respondents are the importance and their level of satisfaction with aspects of their employment experience. A four-point Likert rating scale is used for each scale

When calculating means the following numeric values are assigned:

Rating Scale

Rating	Numerical value
Not at all important	1
Somewhat unimportant	2
Somewhat important	3
Very important	4

Rating Scale

Rating	Numerical value
Very dissatisfied	1
Somewhat dissatisfied	2
Somewhat satisfied	3
Very satisfied	4

Guide for Using Open-end Questions

Open-ended questions can provide rich qualitative

- The open-ends are qualitative and not everyone provides answers; they may not be statistically representative. Be cautious in sharing them broadly. Most campuses only allow review by a trusted executive team and/or Human Resources. Often summary themes from open ended questions are shared.
- The open-ends are unrestricted textboxes so do not be surprised if some are controversial or name other employees by name.
- The open-ends can provide helpful suggestions of quick “just do it” fixes and other longer-term ideas that might require more resources and planning.
- The open-ends can provide insight into problem areas that need further investigation (additional interviews or a survey item for next time to test it more broadly.)
- It is important to highlight any suggestions that are implemented that came from employee input, to show that the survey results were used.



Mission Statement: Inspire individuals & enrich our community one student at a time.



Vision Statement: Be a national leader in academic excellence & partner of choice in the communities we serve.

KANSAS CITY KANSAS COMMUNITY COLLEGE
Board of Trustees Meeting
Tuesday, February 17, 2026 – 5:00 P.M.

CONSENT AGENDA – Item A
Meeting Minutes

1. **Call to Order & Pledge of Allegiance:** Chairwoman Linda Hoskins Sutton called the Kansas City Kansas Community College (KCKCC) Board of Trustees Meeting to order at 5:21 p.m. at KCKCC-Main Campus Upper Jewell Lounge and in the KCKCC Zoom meeting platform on Tuesday, February 17, 2026. The Pledge of Allegiance was led by Trustee Caiharr.
2. **KCKCC Mission Statement:** Chair Hoskins Sutton read the College’s mission statement.
3. **Roll Call:** Trustees present were Chairwoman Linda Hoskins Sutton, Vice Chairman Geoffrey Kump, Mr. Donald Ash, Mr. Joseph Caiharr, Mr. Alex Sanchez, and Dr. Brenda Scruggs Andrieu. Mr. Mark S. Gilstrap was not present.
4. **Approval of Agenda:** Chair Hoskins Sutton called for a motion to approve the agenda. Vice Chair Kump made the motion. Trustee Ash seconded the motion. **The Motion Carried.**
5. **Student/Alumni Successes:** Chair Hoskins Sutton invited the presentation of Mr. Nathan “Leo” Solano, Student Senate President and Political Science Major.
 - Student Senate President Solano shared that although his time at KCKCC and as Student Senate President has been brief, the College has provided valuable opportunities that support his academic and career ambitions. He described initially feeling nervous about the leadership role but came to view it as a tool for mentorship, collaboration, and creating opportunities for fellow students.
 - He highlighted attending the National Conference of Student Governance and the Association of Community College Trustees (ACCT) National Legislative Summit conference in Washington, D.C. (attended with Board Chair Hoskins Sutton, Trustee Ash, and President Greg Mosier), where he networked with student leaders and met Kansas congressional representatives. Mr. Solano expressed gratitude for the experience and shared that it strengthened his aspiration to pursue a political science career and one

day become Governor of Kansas.

Trustee Scruggs Andrieu asked Student Senate President Solano what inspired his goal of becoming the Governor of Kansas. Mr. Solano stated that his motivation stems from a desire to serve and lead his community, emphasizing that leaders should care deeply about Kansas and its residents. He added that education is his primary policy focus, noting that the strong academic preparation he received at Sumner Academy of Arts and Science shaped his commitment to ensuring all students have access to high-quality education.

Trustee Sanchez asked what ideas Mr. Solano brought back from the national conferences. Mr. Solano explained that many student governments operate with larger senates and committee structures, and he hopes to expand the College's Student Senate by recruiting more students and creating additional committees to increase engagement.

Chair Hoskins Sutton commented on Mr. Solano's enthusiasm during the Washington, D.C., trip and the impact of the experience, particularly his conversations with national leaders. Mr. Solano expressed gratitude to Chair Hoskins Sutton, Trustee Ash, and Dr. Mosier for mentoring and supporting him during the trip. Trustee Ash commended Mr. Solano's professionalism and noted that connections made during the visit may lead to a potential congressional internship opportunity.

6. **Audience to Patrons and Petitioners:** Chair Hoskins Sutton invited patrons or petitioners to address the Board for a 3-minute limit. There were no patrons or petitioners online or in person.
7. **Recognitions/Presentations:**
 - Chair Hoskins Sutton invited the presentation of the KCKCC Strategic Plan Biannual Report. Dr. Scott Balog, Executive Vice President, presented the following –
 - Dr. Balog provided a Strategic Plan progress update for the College's 2024–2027 planning cycle, emphasizing four priorities: Student Success, Quality Programs and Services, Employee Engagement, and Community Engagement. He reported expansion of program pathways that help students map academic and career journeys, including individualized advising support, Blue 101 first-year seminar integration, and redesigned developmental education models that embed support within college-level coursework. The College strengthened employer partnerships through advisory boards, career fairs, internship and micro-internship development, and workforce initiatives recognized regionally and nationally, including Bellwether Award finalist recognition. Dr. Balog also highlighted modernization efforts such as the MyDotte employee portal, stakeholder experience feedback systems, expanded transfer articulation agreements, and successful fundraising supporting advanced manufacturing program expansions. Looking forward, the College will open the downtown center, pilot early college programs, advance enrollment management and data governance systems, and continue strategic growth aligned with workforce demand.

Trustee Kump asked how success would be measured for partnership Memorandums of Understanding (MOUs) with four-year institutions and how the College could expand upon that with other universities. Dr. Balog cited the University of Missouri–Kansas City enhanced articulation agreement as a model, emphasizing affordability, credit transfer efficiency, and scholarship opportunities for students. He also described a pilot partnership with the University of St. Mary designed to support workforce demand in construction and trade-related fields by allowing students to augment bachelor’s degree programs through coursework at KCKCC.

Trustee Ash asked Dr. Balog to grade the College’s progress on implementing the strategic plan. Dr. Balog assigned a grade of B+, noting strong performance while emphasizing ongoing systemization and modernization, data governance development, cloud migration via Ellucian Colleague, and preparation for distributed operations, including investments in staff and faculty support to effectively operate the downtown center. He stressed a culture of pride, continuous improvement, and organizational scalability.

Trustee Sanchez asked about long-term strategic priorities beyond the current three-year plan. Dr. Balog stated that student success will remain the highest priority, with increasing emphasis on postgraduation outcomes, alignment with in-demand jobs, and collaboration with university partners to support upper-division completion and employment placement. Dr. Balog emphasized that the College will continue to grow capacity, operate efficiently, and optimize return on investment across people, technology, and facilities. He added that the strategic plan’s core pillars will continue to guide the College’s work.

President Mosier added that stakeholder engagement sessions will inform the next strategic plan, with continued emphasis on workforce development, apprenticeships, and program alignment with regional labor market demand. Dr. Balog noted the importance of leveraging funding opportunities such as Workforce Pell and maintaining a program portfolio responsive to industry needs. He described the strategic plan as a living document that guides budgeting, planning, and institutional priorities.

Chair Hoskins Sutton expressed appreciation for the report and commended the progress presented. She acknowledged the collective effort required across the College and thanked all involved for their work.

- Chair Hoskins Sutton invited the presentation of the Academic Affairs Biannual Program Highlight – High Voltage Line Technician. Mr. Robert Manthei, Instructor and Program Coordinator, presented the following –
 - Mr. Manthei expressed gratitude for the opportunity to develop the program and emphasized safety as the foundation of student training. He described a training philosophy focused on ensuring students return home safely each day, teaching Occupational Safety and Health Administration (OSHA) standards early, reinforcing good work habits, and preparing students for real-world working conditions, including adverse weather.
 - He highlighted the program’s first-year development, beginning with basic fieldwork

and hands-on learning, such as pole setting, climbing, and transformer installation. The program also prioritizes student confidence, competence, and progression through practical experience, while capturing milestone moments to help students reflect on their training journey.

- Mr. Manthei noted the importance of industry connections, including partnerships with utility organizations and participation in the International Lineman's Rodeo, which provides networking and scholarship opportunities. He concluded by relaying student appreciation for the program's creation and inviting college community members to visit students in the field or classroom to support engagement.

Chair Hoskins Sutton thanked Mr. Manthei for the inspiring presentation.

Trustee Sanchez inquired about the number of High Voltage Line Technician programs in the country. Mr. Manthei responded that there are several institutions in the region and that he focuses on establishing a high standard rather than competing with other schools, emphasizing program quality and student outcomes. Trustee Sanchez noted the value of technical education pathways for students who prefer hands-on training over traditional academic coursework, highlighting the importance of trades as a foundation for the workforce.

Trustee Kump asked about post-completion employment pathways. Mr. Manthei reported maintaining strong industry relationships with the Kansas City Board of Public Utilities (BPU), Kansas City Power & Light, the City of Gardner, Capital Electric, and Local 53 of the International Brotherhood of Electrical Workers (IBEW). He noted that the utility workforce absorbs only a limited number of new workers each year and stressed the importance of internships and early industry exposure to help students enter the field.

Trustee Scruggs Andrieu also thanked Mr. Manthei for the inspiring presentation.

Chair Hoskins Sutton expressed appreciation for the talent supporting the program.

Trustee Caiharr recognized Mr. Manthei as a trailblazer, highlighted the hands-on learning approach of having students perform foundational fieldwork, and expressed interest in visiting the program to observe training activities in person.

- Chair Hoskins Sutton invited the presentation of the Applicant and Hires Data Annual Update. Ms. Lorraine Mixon-Page, Chief Human Resources Officer, presented the following –
 - Ms. Mixon-Page presented the 2025 annual applicant and hiring demographic report, noting that the College received 3,076 applications and filled 147 positions, representing a 32% increase in applications compared to 2024. Applicant interest in working at the College increased across gender, racial, ethnic, veteran, and disability categories. Female applicants represented 52.41% of the applicant pool and 61.23% of new hires.
 - The College saw a significant increase in Hispanic applicants and hires following

- targeted outreach through the Hispanic Chamber of Commerce and Guadalupe Center career fairs, with Hispanic hires increasing from 3 in 2024 to 13 in 2025. Applicant outcomes for the other racial categories remained relatively consistent.
- o Human Resources (HR) processed 2,028 applications for 83 staff vacancies and successfully recruited 14 new faculty members from approximately 250 applications. Ms. Mixon-Page reported progress toward aligning workforce demographics with student enrollment and Wyandotte County population data, while acknowledging ongoing gaps. She also outlined future HR priorities, including employee retention strategies and continued expansion of recruiting partnerships and talent pipelines.

Chair Hoskins Sutton thanked Ms. Mixon-Page for the informative report and noted the Board's interest in tracking local hiring metrics, including recruitment within Wyandotte County. Ms. Mixon-Page indicated the College is beginning to monitor these data points and will provide additional statistics in future reports.

8. **Communications:** Chair Hoskins Sutton announced there were no communications.
9. **Board Committee Reports:** Chair Hoskins Sutton invited the Board Committees to report.
 - On behalf of the **Board Finance Committee (BFC)**, Trustee Ash reported that the committee met last Tuesday with college staff and reviewed financial reports, including discussions related to tuition and fee information that would be presented later to the Board. The committee found the reports satisfactory and recommended moving items forward for full Board consideration. He stated that the College remains in a strong financial position and is poised to manage potential fiscal contingencies. Trustee Ash also noted ongoing monitoring of Kansas legislative activity that may affect the College and expressed confidence that the Board would be pleased with the financial report.

Chair Hoskins Sutton called for a motion to accept the report. Vice Chair Kump made the motion. Trustee Sanchez seconded the motion. **The Motion Carried.**

- On behalf of the **Board Policy Committee (BPC)**, Chair Hoskins Sutton, Chair of the BPC, reported that the committee met last Thursday and found the discussion with vice presidents and department employees to be informative in evaluating the policies. She noted that policies presented to the Board later in the meeting have completed the review process but remain subject to Board approval and may be revised or rejected if concerns arise.

Chair Hoskins Sutton called for a motion to accept the report. Trustee Sanchez made the motion. Vice Chair Kump seconded the motion. **The Motion Carried.**

- On behalf of the **Board Community Engagement Committee (BCEC)**, Trustee Ash reported that the committee voted in December to suspend January and February meetings due to limited membership and the need to reconstitute the committee. He

indicated that committee membership will be addressed during the current meeting and that the committee expects to resume reporting next month.

Chair Hoskins Sutton called for a motion to accept the report. Trustee Scruggs Andrieu made the motion. Vice Chair Kump seconded the motion. **The Motion Carried.**

- As the **Association of Community College Trustees (ACCT)** Delegate, Trustee Ash reported on the College's Washington, D.C. National Legislative Summit trip, noting meetings with members of the Kansas congressional delegation, including Senators Marshall and Moran and Representative Schmidt, as well as staff representatives. Discussions focused on college initiatives, workforce development programs, and potential federal funding opportunities, particularly through programs shifted to the Department of Labor related to workforce and student career readiness.

Trustee Ash noted that the KCKCC team attended higher education policy sessions addressing the evolving federal higher education landscape. He highlighted positive feedback from federal contacts regarding the College's workforce and student success initiatives.

Trustee Ash emphasized that Student Senate President Solano shared his personal story during meetings and that congressional representatives encouraged continued pursuit of educational and career goals. He concluded that the trip was productive, relationship-building, and potentially beneficial for future funding and partnership opportunities.

Chair Hoskins Sutton reported on her participation in the Association of Community College Trustees (ACCT) National Legislative Summit in Washington, D.C. She noted that she serves on the ACCT Impact and Success Committee, which met on February 7. Despite significant travel delays, she still attended the meeting after arriving late in Washington, D.C. Chair Hoskins Sutton remarked that the committee meeting was productive and noted that ACCT committee members wore scarves identifying their service, which she described as a point of distinction.

During the conference, Chair Hoskins Sutton attended the Roundtable Seminar for Community College Lawyers on February 9. One key takeaway was whether colleges had an artificial intelligence (AI) policy. She noted that AI is being used both to create "ghost students" and to detect them, and emphasized that AI should be treated as a tool rather than a definitive solution, requiring verification from additional sources. The session also addressed emerging legal developments in college athletics, noting that lawsuits currently affecting National Collegiate Athletic Association (NCAA) institutions could eventually affect community colleges and the National Junior College Athletic Association (NJCAA).

Chair Hoskins Sutton also attended a session on shifting benefits and support needs for community college students. She noted that 80% of community college students are

working while enrolled and emphasized the importance of understanding students' basic needs. The session highlighted that recent reductions in programs such as the Supplemental Nutrition Assistance Program (SNAP) and Medicaid are having a ripple effect for students by affecting access to food and healthcare, which can directly impact student success.

Chair Hoskins Sutton attended an inspiring congressional forum for community colleges on Capitol Hill. She noted that representatives from both political parties expressed strong support for education and community colleges and emphasized the importance of maintaining an educated workforce. She reported the forum was enlightening.

- As the **Kansas Association of Community Colleges** (KACC) Delegate, Trustee Ash reported that KACC is closely monitoring legislative activity as the Kansas Legislature remains in session. He noted that Executive Director Heather Morgan is actively tracking legislation and coordinating rapid-response efforts involving college presidents and trustees as needed. At this time, no testimony has been requested, though that may occur later in the session. Trustee Ash added that President Mosier, Executive Vice President Balog, and Vice President of Finance and Operations Schulte regularly participate in weekly KACC presidents' calls to stay informed and monitor potential legislative impacts on community colleges.

Vice Chair Kump motioned to approve both the KACC and ACCT reports. Trustee Sanchez seconded the motion. **The Motion Carried.**

10. **Consent Agenda:** Chair Hoskins Sutton called for questions or comments regarding the Consent Agenda. Hearing none, Chair Hoskins Sutton called for a motion to approve the Consent Agenda. Trustee Caiharr made the motion. Trustee Ash seconded the motion. **The Motion Carried.**

11. **Student Senate Report:** Chair Hoskins Sutton called for the Student Senate report. Mr. Nathan "Leo" Solano, Student Senate President, presented the following –
 - Student Senate is focusing on increasing student engagement and strengthening its membership through "Lunch and Learn" outreach events, which include free pizza and the opportunity to meet with representatives. The first event, held February 17, drew approximately 10 students, with additional sessions scheduled for March 11 and April 15. These events aim to recruit students and expand the membership of senate committees. He noted that two interviews have been scheduled for a Student Senate officer and senator position.
 - Student Senate has completed its review of the hybrid work policy and is prepared to submit its feedback.
 - Members of the Senate look forward to attending the Midwest Student Government Association Conference on March 6–7, describing conferences as valuable opportunities that provide meaningful information for student leaders. He expressed appreciation that participation in this conference opportunity is open to the entire

Student Senate.

- On behalf of the Student Senate, Mr. Solano thanked the Board for supporting his attendance at the ACCT Legislative Summit in Washington, D.C., noting the experience strengthened his leadership skills and benefited the Senate.

Trustee Ash motioned to accept the report. Trustee Caiharr seconded the motion. **The Motion Carried.**

12. **President's Report:** Chair Hoskins Sutton called for the President's report. Dr. Greg Mosier presented the following –

- Regarding the ACCT National Legislative Summit, President Mosier reported on successful meetings in Washington, D.C., with several U.S. Department of Labor (DOL) divisions, highlighting potential partnerships and funding opportunities supporting the College's workforce initiatives.
 - Discussions included the YouthBuild program, which serves individuals ages 16–24 without a high school diploma by combining GED completion with residential construction training, aligning with programming at the downtown center.
 - He noted meetings regarding Registered Apprenticeships, emphasizing that the College has expanded its apprenticeship programs and now exceeds other Kansas community colleges in apprenticeship completions. Opportunities discussed included participation in a national apprenticeship initiative, access to \$35.8 million in funding, and a future \$65 million partnership round.
 - Additional conversations addressed Strengthening Community College Training Grants, five-year grants focused on regional workforce development, for which the Kansas City region may be well-positioned with a bi-state approach.
 - Dr. Mosier reported positive meetings with federal legislators. The College plans to request approximately \$4 million in congressional discretionary funding, with support from U.S. Representative Schmidt, to renovate the Willa Gill Center facility into a workforce opportunity hub, working with some DOL, Small Business Administration (SBA), and Small Business Development Center (SBDC) agencies, that could house entrepreneurship initiatives, business incubators, and rental space from partner agencies.
- Dr. Mosier shared that following the ACCT conference, he was invited by Dr. DeRionne Pollard, President and CEO of the American Association of Community Colleges (AACC), to participate in a panel titled "Seeding America's Workforce Talent Pipeline." The discussion addressed national challenges in workforce preparation and talent development. He noted that the College's workforce initiatives were highlighted as part of the solution to strengthening the workforce pipeline, drawing strong interest from industry representatives, community college leaders, and workforce professionals in attendance. Participants asked about the College's approaches to registered apprenticeships, employer partnerships, and workforce training models, including strategies such as selling training seats directly to employers through consortium and original equipment manufacturer (OEM)-style models.
- Dr. Mosier reported that KCKCC's prison education program at Lansing Correctional

Facility has been approved by the U.S. Department of Education. He credited Vice President Pope, the Financial Aid team, and other staff for their work in securing the approval and noted that the College will be required to submit a two-year report evaluating the program's outcomes.

- Dr. Mosier announced that at today's KCK Chamber Annual Meeting, the College was recognized as one of three finalists for the Partner of the Year Award, alongside Mark One Electric and Nebraska Furniture Mart. While KCKCC did not win, it was honored as the runner-up, highlighting its strong community partnership.
- President Mosier provided an update on the downtown center project, stating that construction continues to progress well. The College is working with its owner's representative and contractor McCownGordon Construction to develop a detailed final construction schedule outlining the specific steps required between now and June 1 to ensure the project remains on track.
- Dr. Mosier noted that the College has been named a finalist for the national Bellwether Award, one of 10 community colleges across the country selected for the recognition, with representatives traveling to present at the upcoming conference and competition.

Chair Hoskins Sutton called for a motion to accept the report. Vice Chair Kump made the motion. Trustee Scruggs Andrieu seconded the motion. **The Motion Carried.**

13. Executive Vice President's Report: Chair Hoskins Sutton called for the Executive Vice President's report. Dr. Scott Balog highlighted the following –

- The EVP report includes three key areas: Institutional Strategy, Partnerships and Community Engagement, and Operational Execution.
- Strategy – Institutional Effectiveness is being built up with the addition of a new Director of Strategy and Data Analysis; the search is currently underway for that position. The analyst positions are being updated, with the roles designed to best meet the College's needs once the data warehouse and analytics solution is deployed this fall.
- Partnerships and Community Engagement – Kansas City has been shortlisted for a new sizable company site, with the College collaborating with the Kansas Department of Commerce and local economic development organizations to support this recruitment. Several college representatives, alongside local Entrepreneurship Education Initiative coalition members, will meet with the Kauffman Foundation about a funding request to support the initiative's implementation. The implementation grant would propel the initiative's work in advancing KCKCC's entrepreneurial ecosystem and help transform the local economy, further positioning the College as a regional leader in workforce and entrepreneurship development. Dr. Balog expressed hope to share positive outcomes from these efforts in the coming month.
- Operational Execution –
 - The College is actively searching for the next Executive Director of the KCKCC Foundation, noting that the role comes with significant responsibility but that there is strong talent interest. The Foundation has surpassed its \$800,000 annual

goal, raising \$1.2 million to date for scholarships and program support. The Foundation successfully completed the \$6.5 million targeted Automation Engineer Technology program campaign, funding the Advanced Manufacturing Lab in the downtown center. Planning and fundraising are underway for the annual Hall of Fame Awards Luncheon on April 17.

- o The Pioneer Career Center (PCC) team continues their work in supporting the needs of the Leavenworth community, including KCKCC students, local high school students, active service members and their families at Fort Leavenworth, and the residents of the U.S. Disciplinary Barracks and Joint Regional Correctional Facility. PCC will hold career exploration camps in culinary and construction for area youth. PCC is also pleased to host Workforce Partnership at the center. Workforce Partnership is the College's regional workforce board, so it makes sense to co-locate. It streamlines the path to job opportunities and informs KCKCC's programming. This arrangement is already driving traffic and energy into the Pioneer Career Center through hiring fairs, workshops, and services for students and area career seekers.

Trustee Sanchez asked about the PCC's culinary initiatives. Dr. Balog explained that at the Pioneer Career Center, the College aims to increase summer engagement for area youth by offering programs modeled on national best practices, such as Greenville Technical College's robust summer camp programs. PCC's strengths in culinary and construction trades make these ideal areas for developing summer camps. The camps are intended to give youth productive summer activities and exposure to career fields they might not otherwise encounter. When asked if local students, such as those at Shawnee Mission North, could participate, Dr. Balog confirmed that any local student would be welcome during summer or holiday sessions.

Chair Hoskins Sutton called for a motion to accept the report. Trustee Sanchez made the motion. Trustee Caiharr seconded the motion. **The Motion Carried.**

14. Vice President Academic Affairs Report: Chair Hoskins Sutton called for the Vice President of Academic Affairs report. Mr. Jerry Pope highlighted the following –

- The division's activities continue to reflect the depth and breadth of instruction at Kansas City Kansas Community College, from classroom innovation and accreditation outcomes to workforce partnerships and community engagement, and represent the collective efforts of the faculty, staff, and students advancing the college's mission every day.
- Quality Programs and Services – Investment continues in instructional excellence and academic rigor across the institution. During Welcome Week, the Institute for Teaching and Learning hosted a virtual adjunct professional development event with 46 participants and coordinated 19 breakout sessions that reached nearly 170 faculty and staff, directly advancing Strategic Plan Priority 2 by strengthening teaching accessibility and student engagement practices. The Assessment team continues monthly faculty support sessions to ensure course and program-level outcomes

remain aligned with institutional goals. Library and Learning Services further reinforce this work through faculty presentations highlighting integrated research and writing support. Program quality is also reflected in external recognition and student outcomes. Music faculty and students represented KCKCC on a national stage at the Jazz Education Network Conference, including a featured ensemble performance and participation in an intercollegiate honors group. In Health Professions, December 2025 physical therapist assistant graduates received a 100% first-time pass rate, and nursing graduates posted first-time National Council Licensure Examination (NCLEX) pass rates above 91%, with ultimate pass rates reaching 100%. These outcomes are strong indicators of program effectiveness, alignment with accreditation standards, and workforce readiness.

- Student Success – Measurable impact continues. Adult Education enrollment stands at 397 students, with substantial, measurable skills gains of 57.6% overall and a 100% retention rate. GED completers continue to grow both on campus and at Lansing Correctional Facility, reinforcing KCKCC’s commitment to second-chance pathways and economic mobility. The Saturday Academy welcomed 68 KCK Public School middle and high school students for hands-on Science, Technology, Engineering, Mathematics, and Business (STEMB) learning, strengthening early college exposure and placement readiness. In Career and Technical Education, students are actively engaged in applied learning, whether mastering refrigeration principles in building engineering, executing precise layout methods in construction technology, or participating in industry tours in culinary arts. These experiences connect theory to practice and ensure graduates are job-ready.
- Employee Engagement – This is evident in professional growth and cross-functional collaboration. Faculty are contributing to national publications, leading accreditation visits, launching new nanobiotechnology labs, and securing Perkins grant funding to enhance instructional equipment. Administrative staff development initiatives, including the new Admin Power Hour and upcoming Admin Conference, reflect KCKCC’s commitment to investing in employees at every level.
- Community Engagement – Workforce Innovation continues to expand employer partnerships and customized training. Hill’s Pet Nutrition will join the Kansas City Federation of Advanced Manufacturing Education (KC FAME) Chapter as its eleventh employer partner, and early recruitment for the fall 2026 cohort is strong. Customized training for partners, such as the Board of Public Utilities and regional manufacturers, generated both workforce upskilling and revenue for the College. Additionally, a strategic partnership with Per Scholas is being developed to create no-cost, industry-aligned technology credential pathways that articulate into KCKCC credit programs, further aligning credentials with employment opportunities.
- This month's activities reflect an Academic Affairs division that is disciplined in outcomes, responsive to workforce needs, committed to equity and access, and aligned to the strategic direction the Board and the College have set. Across instruction, workforce alignment, and community partnership, the division continues to focus on measurable student achievement, fiscal stewardship, and institutional quality. Mr. Pope expressed thanks for the Board’s continued leadership and support

of all that is being done at Kansas City Kansas Community College.

Trustee Sanchez asked about the GED program at Lansing Correctional Facility, specifically whether it's KCKCC's initiative or in partnership with Brothers in Blue. Vice President Pope confirmed it is KCKCC's initiative and said he would verify any partnership details with Dr. Richard Wallace, Director of Adult and Continuing Education. Trustee Sanchez also asked about career pathways for GED students to ensure KCKCC serves as their provider of choice. Mr. Pope explained that the College provides GED and ESL students with services similar to those offered to for-credit students and is working to integrate them into the Ellucian system to access those resources.

Trustee Sanchez inquired whether ESL students are moving into the GED program; Vice President Pope confirmed there is some success and ongoing support, including financial aid guidance for students transitioning from ESL to GED or for-credit programs. Trustee Kump added interest in tracking how well students transition from ESL to GED and ultimately into college enrollment.

Chair Hoskins Sutton called for a motion to accept the report. Trustee Scruggs Andrieu made the motion. Trustee Caiharr seconded the motion. **The Motion Carried.**

Trustee Sanchez thanked Mr. Pope for the work being done with ESL and GED, as they are needed programs.

15. Vice President Enrollment Management and Student Services Report: Chair Hoskins Sutton called for the Vice President of Enrollment Management and Student Services report. Dr. Devin Stroman highlighted the following –

- Spring 2026 reflects strong institutional momentum across enrollment, credit hour production, student support services, and engagement initiatives.
- Enrollment and credit hour growth – In spring 2026, the unduplicated headcount increased 6.3% compared to spring 2025, and 11.7% compared to spring 2024. In spring 2026, credit hours increased 5% compared to spring 2025, and 11.8% compared to spring 2024. High school enrollment grew from 1,227 students to 1,471 students between spring 2025 and spring 2026 (nearly a 20% growth), and the total college credit hours generated by high school students increased from 8,785 to 9,892. These gains strengthen tuition revenue, support long-term enrollment pipelines, and reinforce the College's commitment to early college and dual credit pathways.
- As of January 28, the Military and Veterans Center has certified 107 students using U.S. Department of Veteran Affairs (VA) Educational Benefits for spring 2026. These certifications represent \$141,433 in funding brought to the College.
- In the Basic Needs Center, the Blue Devils' Cupboard served 107 households in January, including 227 adults, 93 children, and 7 individuals aged 65 plus totaling 327 individuals served.
- For Student Engagement and Community Connection, the Office of Student Engagement launched Project SERVE, which stands for Student Engagement Respects

Volunteerism Everywhere. This is a new initiative centered on service, civic engagement, and community partnerships.

- In student housing, Centennial Hall is 95% occupied for spring 2026, with 244 residents, which is consistent with strong historical spring utilization.
- In Student Success and Advising, the advisors served 1,309 students in January 2026 through in-person advising, graduation checks, and enrollment assistance. This represents a 14.12% increase over January 2025, of 1,147 students.
- Overall, the spring 2026 data indicate healthy enrollment trends, strong utilization of student services, and expanding engagement initiatives. These outcomes position the College well for continued growth and reinforcement, with the strategic focus on access, support, and student success.

Trustee Sanchez asked about the Blue Devils' Cupboard, and Dr. Stroman explained that it is part of the College's student basic needs and support, open to anyone with such needs. President Mosier noted that the program has existed for a long time under different names and levels of activity, and that it is currently highly active. Dr. Stroman added that it is well-marketed and located downstairs on campus.

Trustee Sanchez asked about partnerships with the VA to support veterans, an underserved population. Dr. Stroman said he would provide more information in next month's report. President Mosier confirmed the College actively participates in VA-related programs, including support for veterans demobilizing from the Fort and for veterans in general. Trustee Ash added that KCKCC's Veterans' Office is very active, serving veterans, their spouses, and children.

Chair Hoskins Sutton highlighted a recent student-athlete recognition event for high-GPA students, acknowledging the co-curricular effort required to balance academics and athletics.

Trustee Ash shared the College's long history with veterans, dating back to 1923, and noted a plaque in KCKCC's Veterans' Office honoring students who served and lost their lives in World War II. Dr. Stroman emphasized that the Veterans' Office provides strong pre- and post-graduation support, including resume assistance and job connections.

Chair Hoskins Sutton called for a motion to accept the report. Vice Chair Kump made the motion. Trustee Sanchez seconded the motion. **The Motion Carried.**

16. Vice President Finance and Operations Report: Chair Hoskins Sutton called for the Vice President of Finance and Operations report. Dr. Patrick Schulte highlighted the following –

- Honored to highlight the progress and achievements across five key areas: Finance, Human Resources, Information Services, Facility Services, and College Police.
- Finance – The Board Finance Committee held an engaging meeting and reviewed the upcoming tuition and fees proposal. The Business Office and Finance Department completed all 2025 tax forms and have begun developing the Fiscal Year (FY) 2026-2027 budget, gathering data, forecasting variables, and monitoring state and federal budgets to inform planning. Service areas focus on enhancing student engagement,

including updated Blue Devil Café hours to better meet student needs. The bookstore remains collaborative across the College and is preparing a request for proposal (RFP) for a new point-of-sale system to improve the customer experience. Feedback from the Happy or Not kiosk has been positive, and the College continues to monitor student flow and consistency in using the bookstore for purchasing and returning materials, as well as accessing other sundries. The Wellness and Fitness Center is seeing increased student participation, driven by outreach and promotion. Efforts focus on meeting the needs of students, staff, and faculty and ensuring the center provides relevant services for current and future users.

- Human Resources (HR) – In addition to the research Ms. Lorraine Mixon-Page, Chief Human Resources Officer, has done on the hiring data, HR is implementing the first phase of NEOED, an Information System to streamline HR functions, modernize processes, and enhance performance management throughout employees' tenure at KCKCC. Recruitment remains active with strong retention and training initiatives, including preparation for an upcoming administrative conference to support professional growth. HR continues employee benefits education, employee relations, and well-being efforts, such as Medicare sessions, to foster transparency and communication.
- Information Services (IT) – Chief Information Officer Eché Okoye and the IT team maintain 99% system uptime, ensuring reliable technology for students, faculty, and staff. Major modernization projects are underway, including the Team Dynamics ticketing system to streamline service requests across the College and track progress from submission to completion. The IT team also improved student payment processes, strengthened system integration, and provided critical operational support for the spring semester.
- Facility Services – Highlighted Ms. Debbie Fangman, Executive Director of Facility Services, for her leadership in maintaining safe, clean, and efficient campus environments across all college locations. Her team manages regular maintenance, repairs, and inspections while also supporting major projects such as the downtown development, flood mitigation, and nursing space renovations. Dr. Schulte emphasized Ms. Fangman's hands-on dedication, noting her willingness to address issues at any hour, and wanted to recognize her.
- College Police – The department continues to strengthen campus security, safety, and community engagement. This month, the department participated in a statewide Special Olympics "Tip a Cop" fundraiser, building positive community connections, supporting a meaningful cause.
- Dr. Schulte thanked the Board and expressed appreciation for his department, emphasizing that the accomplishments presented are the result of strong, exceptional leadership across all departments under his oversight.

Chair Hoskins Sutton thanked Ms. Fangman for her leadership and dedication in Facilities Services, acknowledging the significant work she oversees and emphasizing that well-maintained facilities are essential to the College's operations, even though that work is often taken for granted when everything functions properly.

Chair Hoskins Sutton called for a motion to accept the report. Trustee Scruggs Andrieu made the motion. Trustee Caiharr seconded the motion. The Motion Carried.

17. **Vice President Marketing and Institutional Image Report:** Chair Hoskins Sutton called for the Vice President of Marketing and Institutional Image report. On behalf of Ms. Kris Green, Mr. Randy Royer, Director of Media Services, highlighted the following –

- Quality Programs and Services –
 - Marketing purchased a new software solution for storing and accessing photography and other digital media through Photoshelter. The team continues to migrate existing photography and organize the new database. This software gives employees greater access to college photography and makes it easier for Marketing to support work across the College.
- Student Success –
 - For fall 2025, KCKCC spent \$137,513 with Carnegie for digital advertising. The campaigns impacted 719 first-time students and 38 stop-out students, equaling 7,225 credit hours. This generated \$773,075 in revenue, based on the assumption of \$107 per credit hour. This resulted in a 562% return on investment in digital advertising. Marketing is working with Carnegie to obtain the depth of data needed to expand analysis of digital advertising for admitted students, the yield rate for these students, and ongoing student retention.
 - Promotion of the 8-week class start is underway. The team created a video, a digital advertisement, a postcard, and other materials to tout the launch. The postcard was sent to more than 5,000 students who had stopped out, applied but not enrolled, or had fewer than nine credit hours this semester.
 - The Vice President of Marketing and Institutional Image continues to co-lead Commencement with the Registrar’s Office. This month, the contract was signed with Sporting Park, a new photography service was hired for Commencement, and a site visit was completed. The Commencement Committee continues to meet twice a month to plan the celebration.
- Community Engagement –
 - Marketing administered interviews for Panasonic student videos highlighting the Registered Apprenticeship program and the partnership with Panasonic.
 - Marketing worked with the Executive Vice President on two projects this month: the Strategic Plan Biannual Update and the Bellwether Digital Binder. The team provided copywriting, editing, and design support.
 - Marketing created new materials and gifts for the Association of Community College Trustees (ACCT) delegation to distribute during visits with elected officials at the ACCT Conference in Washington, D.C. A new challenge coin was produced, along with new handouts highlighting KCKCC facts and recent academic achievements.
- The video showcasing the Music Department was played.

Trustee Ash reported that the KCKCC Jazz Trio performed at the KCK Chamber luncheon today, receiving positive feedback and representing the College well.

Chair Hoskins Sutton added that the music program consistently provides strong representation for the College both locally and nationally.

Trustee Ash recognized Ms. Green and Ms. Danielle Frideres, Career Services Coordinator, for assisting his church in connecting with a KCKCC student candidate for a paid social media internship, noting the student has relevant experience and will be interviewed soon.

Trustee Sanchez commended the Music Department video and media presentation, noting the strong impact of visual storytelling.

Vice Chair Kump motioned to accept the report. Trustee Caiharr seconded the motion. **The Motion Carried.**

18. **Unfinished Business:** Chair Hoskins Sutton presented the **2026 KCKCC Board and College Committees, and Delegate Assignments**. She noted that the Board reorganized in January but had not yet finalized Board committee assignments and delegate appointments. Chair Hoskins Sutton explained that she would read the assignments aloud because they were not included in the meeting packet, before the Board collectively voted on them.

- For the **Board Audit, Finance and Facilities Committee:** Mr. Don Ash as Chair, with Mr. Joe Caiharr and Mr. Geoffrey Kump as members.
- For the **Board Policy Committee:** Ms. Linda Hoskins Sutton as Chair, with Mr. Geoffrey Kump and Dr. Brenda Scruggs Andrieu as members; Mr. Alex Sanchez as an alternate member.
- For the **Board Community Engagement Committee:** Dr. Brenda Scruggs Andrieu as Chair, with Mr. Joe Caiharr and Mr. Alex Sanchez as members.
- For the **Board Representative of College Senate:** Ms. Linda Hoskins Sutton, as the Board Chair typically attends College Senate meetings as part of the shared governance process. Chair Hoskins Sutton explained that while Trustees do not vote, she noted the importance of maintaining Board representation and stated that if she is unable to attend, she would ask another Trustee to participate.
- For the **Delegate of the Kansas Association of Community Colleges (KACC):** Mr. Don Ash would remain as the long-standing voting delegate.
- For the **Delegates of the Association of Community College Trustees (ACCT):** Mr. Don Ash would remain as the long-standing voting delegate.
- For the **Board Representative(s) of the KCKCC Foundation:** Mr. Alex Sanchez would participate in this non-voting role.

Chair Hoskins Sutton read the following statement: *“Alternate Explanation: Trustee Sanchez will be serving as an alternate to help assure that we have three Trustees at the Board Policy Committee meeting. If you will be absent from this committee assignment, please inform Trustee Sanchez in a timely manner so that he can plan to attend. I will keep Trustee Sanchez in the loop of the Board Policy by sending him the policies we are reviewing.”*

Chair Hoskins Sutton clarified that this does not mean Trustee Sanchez will vote, but it means that the purpose of this is that he will be ready to step up and serve.

Chair Hoskins Sutton further explained that with only three returning Trustees currently serving, newer Trustees are still learning their roles, making it important for experienced members to step into leadership roles on committees while helping prepare others to serve. Chair Hoskins Sutton described this approach as “Board succession planning,” explaining that having alternates participate and stay informed will help Trustees step into committee roles more quickly and effectively.

Chair Hoskins Sutton called for questions or comments. Vice Chair Kump motioned to approve the 2026 KCKCC Board and College Committees and Assignments as presented. Trustee Sanchez seconded the motion. **The Motion Carried.**

Chair Hoskins Sutton expressed gratitude for the Trustees’ willingness to serve.

19. **New Business:**

- Chair Hoskins Sutton presented the Resignation of Trustee Mark S. Gilstrap.
 - Chair Hoskins Sutton announced that Trustee Mark S. Gilstrap had submitted his resignation effective January 2026, and that the Board needed to formally accept the resignation. She expressed appreciation for Trustee Gilstrap’s two years of service, noting that Board service requires significant time and commitment.

Chair Hoskins Sutton called for a motion to accept the resignation of Trustee Mark. S. Gilstrap. Trustee Scruggs Andrieu made the motion. Trustee Sanchez seconded the motion. **The Motion Carried.**

- Chair Hoskins Sutton presented the Resolution for Board Vacancy Notice: To Fill Trustee Vacancy – Public Notice.
 - Chair Hoskins Sutton explained that under statute the Board of Trustees had two options regarding the vacancy created by Trustee Mark S. Gilstrap’s resignation: the Board could leave the position open until the next regular election cycle next year, or the Board could choose to fill the vacancy. She stated that the Board discussed the matter during the recent Board Retreat and decided to move forward with filling the position. Chair Hoskins Sutton added that, to proceed, she needed to read the Resolution to give public notice of the vacancy.
 - Chair Hoskins Sutton read the Resolution as presented in the board meeting book. She explained that each Trustee would need to sign the Resolution after the meeting.
 - Chair Hoskins Sutton read the Procedures the Board would follow for filling the vacancy as public notice.
 - Date 1 (February 17): Announce the vacancy and procedure at the Board of Trustees meeting and approve the public notice.
 - Date 2 (February 18): Publish an unofficial public notice on the KCKCC website.

- Date 3 (February 26): Publish the official Legal Record. (Send to “The Wyandotte Echo” by Friday, February 20. “The Wyandotte Echo” newspaper’s deadline for publications is Friday at 12:00 p.m. via email to ensure publishing the following Thursday.)
- Date 4 (March 11): Application deadline at 5:00 p.m.
- Date 5 (March 12): Distribute application materials to Board Members, includes applications, worksheet, and procedures.
- Date 6 (March 17): At the regular Board Meeting, a Special Board Meeting will be held starting at 4:00 p.m. or earlier. The Board narrows the slate of applicants for review, if necessary.
- Date 7 (March 18): Notification to selected candidates of interview date and time. Send letter via email to those not selected, if necessary. Call and send letters to those selected to schedule interviews.
- Date 8 (March 24 (or carryover date of March 31)): Special Board Meeting to interview candidates.
- Date 9 (April 21): Selection of new Trustee by roll-call vote at the next regular meeting of the Board of Trustees.
- Date 10 (May 19): The successful candidate takes office to fill the Trustee vacancy for the balance of the unexpired term. This is a regular Board of Trustees meeting date.
- Date 11 (November 2, 2027): The appointed Trustee runs for election in November of the next odd-numbered year.

Chair Hoskins Sutton called for a motion to approve the Resolution and Procedures as presented. Vice Chair Kump made the motion. Trustee Sanchez seconded the motion. **The Motion Carried.**

- Chair Hoskins Sutton, as Chair of the Board Policy Committee, presented the College Policies for approval: Honorary Closings (Policy 1.07), Solicitations (Policy 1.09), Graduation Requirements (Policy 2.14) [Informational: Graduation Requirements Procedure (Procedure: 2.14A)], and Shared Leave (Policy 5.17) [Informational: Shared Leave Procedure (Procedure: 5.17A)].
- Chair Hoskins Sutton noted that the Board Policy Committee benefited from input from individuals directly involved with the policies, particularly Registrar Theresa Holliday, who clarified changes to graduation intent dates. She thanked Vice President Jerry Pope for facilitating the clarification and added that the policies were straightforward, with helpful input from the college senates during the review process.

Chair Hoskins Sutton called for a motion. Vice Chair Kump motioned to approve the College Policies as listed: Honorary Closings (Policy 1.07), Solicitations (Policy 1.09), Graduation Requirements (Policy 2.14) [Informational: Graduation Requirements Procedure (Procedure: 2.14A)], and Shared Leave (Policy 5.17) [Informational: Shared Leave Procedure (Procedure: 5.17A)]. Trustee Sanchez seconded the motion. **The Motion Carried.**

- Chair Hoskins Sutton called for the presentation of the Proposed FY2027 Special Course Fees.
 - Mr. Jerry Pope, Vice President of Academic Affairs, explained that course fees are brought to the Board twice annually for approval: in October for high school Excel in Career and Technical Education (CTE) courses, and in February for all other courses to be uploaded to the system for enrollment, which begins April 1. In the meeting book document, proposed fee revisions are listed in red next to current fees, and the College works to keep fees as low as possible while supporting program quality, particularly in healthcare and technical education programs.

Trustee Ash noted that many fee changes reflect regulatory updates, including OSHA requirements and vendor cost fluctuations, while some fees were dropped due to program discontinuation. Trustee Caiharr appreciated the explanatory notes accompanying fee changes. Mr. Pope thanked the program coordinators and the deans for their work.

Trustee Kump asked about the costs of the nursing and practical nurse programs related to virtual reality (VR) clinical training, expressing interest in monitoring student outcomes, including NCLEX performance, as VR simulation technology is implemented. President Mosier invited Trustees to observe instructional technologies, including VR nursing simulations, Automation Engineer Technology (AET) robotics, and collaborative robot (cobot) training systems.

Chair Hoskins Sutton called for a motion to approve the FY2027 Special Course Fees as presented. Trustee Sanchez made the motion. Vice Chair Kump seconded the motion. **The Motion Carried.**

- Chair Hoskins Sutton called for the presentation of the Proposed FY2027 Tuition, General Fees, and Student Housing Fees.
 - Dr. Patrick Schulte, Vice President of Finance and Operations, presented the proposed tuition, fee, and housing pricing strategy, emphasizing competitive positioning, enrollment growth, and revenue sustainability. The proposed tuition changes include modest increases to maintain affordability while supporting instructional quality and institutional operations.
 - Increases per credit hour would include: \$2 for Wyandotte County In-District and In-District Online, \$3 for In-State, \$3 for Metro, \$4 for Out-of-State, and \$4 for International. The online tuition rate for non-Wyandotte County would increase by \$10 per credit hour to \$118, which remains below the Kansas Association of Community Colleges (KACC) institutional average online rate of \$140 per credit hour and positions KCKCC at the 17th percentile among peer pricing.
 - Revenue projections indicate that, under a 3% enrollment growth, the tuition strategy could generate approximately \$720,000 in additional annual revenue, and under a 5% enrollment growth, approximately \$915,000. Online instruction represents the primary opportunity for revenue growth while maintaining access for Wyandotte County residents, who already contribute property tax support.
 - For student housing (Centennial Hall), the College proposed a \$300 annual increase

across housing units, equating to roughly \$1 per day over a 10-month contract. Housing pricing is intended to maintain 98–100% occupancy, remain affordable, and generate revenue sufficient to cover operating expenses and debt service without producing significant surplus. Overall, the strategy focuses on balancing affordability, competitive market pricing, enrollment behavior, and financial sustainability while supporting investment in instructional and student services.

Chair Hoskins Sutton thanked Dr. Schulte for the informative tuition and fee presentation.

Trustee Sanchez commended the quality of the information and asked about the sustainability of student housing. Dr. Schulte confirmed that Centennial Hall is designed to be self-sustaining, with pricing structured so that occupancy revenue covers operating costs and debt service. Trustee Sanchez asked if plans were being considered for additional student housing, if needed. President Mosier explained that while demand exists, construction costs have increased significantly since Centennial Hall was built for \$22 million (approximately \$200 per square foot). Current construction costs would likely be \$500 per square foot, making new housing financially difficult. The College is instead exploring nearby private housing developments being constructed that could provide additional options for students.

Trustee Ash noted that the Finance Committee reviewed the tuition and fee proposals and believed the increases were fair and reasonable, particularly after the College limited increases during the economic challenges from 2021 to 2024. He added that the adjustments ask students to contribute slightly more while keeping KCKCC competitively priced and positioned to benefit from enrollment growth.

Trustee Kump supported the proposal, describing it as a careful and diligent approach that maintains affordability while potentially generating additional revenue to support student services and reduce reliance on Wyandotte County taxpayers.

Vice Chair Kump motioned to approve the FY2027 Tuition, General Fees, and Student Housing Fees as presented. Trustee Caiharr seconded the motion. **The Motion Carried.**

- Chair Hoskins Sutton called for the presentation of the Alcohol Resolution – “Artistic Radiance” Exhibition Reception.
 - Dr. Greg Mosier, President, explained that the College periodically brings forward alcohol resolutions. For the benefit of new Trustees, he stated that a state ordinance allows higher education institutions to authorize alcohol service at specific events. He indicated that he would first read the technical language of the Resolution, then review the details of each event requesting approval.
 - Dr. Mosier read the Resolution as posted in the Board packet.

Chair Hoskins Sutton called for a motion to approve the Alcohol Resolution for the “Artistic Radiance” Exhibition Reception as presented. Trustee Sanchez made the motion. Vice Chair Kump seconded the motion. Trustee Scruggs Andrieu opposed the motion. **The Motion Carried.**

- Chair Hoskins Sutton called for the presentation of the Alcohol Resolution – “Darshan: Ways of Seeing” Exhibition Reception.
 - As noted in the previous business item above, Dr. Greg Mosier, President, reviewed the technical language of the state statute.
 - Dr. Mosier read the Resolution as posted in the Board packet.

Chair Hoskins Sutton called for a motion to approve the Alcohol Resolution for the “Darshan: Ways of Seeing” Exhibition Reception as presented. Trustee Caiharr made the motion. Vice Chair Kump seconded the motion. Trustee Scruggs Andrieu opposed the motion. **The Motion Carried.**

20. **Adjournment:** Chair Hoskins Sutton reminded the Trustees to sign the Resolution regarding the Board vacancy. She noted the need to schedule a Special Meeting the following week. Trustees discussed potential meeting dates, considering scheduling conflicts, facility availability, and Dr. Mosier’s travel schedule for the Bellwether Conference. Because of limited availability among Trustees, Chair Hoskins Sutton indicated the Board may need to request an extension if they are unable to meet before a February 28 deadline for notifying the President of the Board’s intentions. She stated the Board would continue coordinating schedules to determine whether a meeting could be held that week or if an extension would be necessary.

Chair Hoskins Sutton called for a motion to adjourn the meeting. Trustee Sanchez made the motion. Vice Chair Kump seconded the motion. **The Motion Carried.**

The meeting adjourned at 8:09 p.m.

ATTEST:

Chairperson, Linda Hoskins Sutton

Acting Secretary, Dr. Scott Balog



Mission Statement: Inspire individuals & enrich our community one student at a time.



Vision Statement: Be a national leader in academic excellence & partner of choice in the communities we serve.

**KANSAS CITY KANSAS COMMUNITY COLLEGE
Board of Trustees Special Meeting
Tuesday, February 17, 2026 – 4:30 P.M.**

CONSENT AGENDA – Item A1
Meeting Minutes

1. **Call to Order:** Chairwoman Linda Hoskins Sutton called the Kansas City Kansas Community College (KCKCC) Board of Trustees Special Meeting to order at 4:30 p.m. at KCKCC-Main Campus Upper Jewell Lounge and in the KCKCC Zoom meeting platform on Tuesday, February 17, 2026.
2. **Roll Call:** Trustees present were Chairwoman Linda Hoskins Sutton, Vice Chairman Geoffrey Kump, Mr. Donald Ash, Mr. Joseph Caiharr, Mr. Alex Sanchez, and Dr. Brenda Scruggs Andrieu. Mr. Mark S. Gilstrap was not present.
3. **Executive Session(s):**
 - Chair Hoskins Sutton called for a motion to amend the agenda to have two executive sessions, each for a 15-minute duration, removing the original executive session for consultation with an attorney for the public body or agency, which would be deemed privileged in the attorney-client relationship (20-minute duration) from the agenda. Trustee Sanchez made the motion. Vice Chair Kump seconded the motion. **The Motion Carried.**

Chair Hoskins Sutton announced that the first executive session would be an executive session for consultation with an attorney for the public body or agency, which would be deemed privileged in the attorney-client relationship for a 15-minute duration, with possible action to follow in open session. Open session would take place in Upper Jewell Lounge and in the virtual meeting room. Present with the Board would be Mr. Greg Goheen, College Attorney, and Dr. Greg Mosier, President.

Chair Hoskins Sutton announced that the second executive session would be an

executive session to discuss personnel matters of nonelected personnel for a 15-minute duration, with possible action to follow in the open session. Open session would take place in Upper Jewell Lounge and in the virtual meeting room. Present with the Board would be Mr. Greg Goheen, College Attorney.

Chair Hoskins Sutton called for a motion to enter executive session. Vice Chair Kump made the motion. Trustee Scruggs Andrieu seconded the motion. **The Motion Carried.**

The Board was allowed time to travel to the executive session meeting room.

The Board entered the first executive session for consultation with an attorney for the public body or agency, which would be deemed privileged in the attorney-client relationship for a 15-minute duration in Room 3397 and in the virtual meeting room at 4:35 p.m. At 4:50 p.m., Chair Hoskins Sutton called for a motion to return to open session. Trustee Scruggs Andrieu made the motion. Vice Chair Kump seconded the motion. **The Motion Carried.**

Chair Hoskins Sutton called for a motion to enter the second executive session to discuss personnel matters of nonelected personnel for a 15-minute duration. Vice Chair Kump made the motion. Trustee Scruggs Andrieu seconded the motion. **The Motion Carried.**

The Board entered the second executive session at 4:52 p.m. At 5:07 p.m., Chair Hoskins Sutton called for a motion to return to open session. Trustee Scruggs Andrieu made the motion. Vice Chair Kump seconded the motion. **The Motion Carried.**

Chair Hoskins Sutton called for a motion to extend the second executive session for a 5-minute duration. Vice Chair Kump made the motion. Trustee Scruggs Andrieu seconded the motion. **The Motion Carried.**

The Board reentered the second executive session at 5:08 p.m. and ended the executive session at 5:13 p.m.

The Board was allowed time to travel back to Upper Jewell Lounge.

At 5:19 p.m., Chair Hoskins Sutton called for a motion to return to open session. Vice Chair Kump made the motion. Trustee Caiharr seconded the motion. **The Motion Carried.**

Chair Hoskins Sutton announced there was no action from the two executive sessions.

4. **Adjournment:** Chair Hoskins Sutton motioned to adjourn the meeting. Trustee Ash seconded the motion. The Motion Carried.

The meeting adjourned at 5:20 p.m.

ATTEST:

Chairperson, Linda Hoskins Sutton

Acting Secretary, Dr. Scott Balog



Mission Statement: Inspire individuals & enrich our community one student at a time.



Vision Statement: Be a national leader in academic excellence & partner of choice in the communities we serve.

**KANSAS CITY KANSAS COMMUNITY COLLEGE
Board of Trustees Special Meeting
Tuesday, February 24, 2026 – 5:00 P.M.**

CONSENT AGENDA – Item A2
Meeting Minutes

1. **Call to Order:** Chairwoman Linda Hoskins Sutton called the Kansas City Kansas Community College (KCKCC) Board of Trustees Special Meeting to order at 5:00 p.m. at KCKCC-Main Campus Executive Boardroom #3252 and in the KCKCC Zoom meeting platform on Tuesday, February 24, 2026.
2. **Roll Call:** Trustees present were Chairwoman Linda Hoskins Sutton, Vice Chairman Geoffrey Kump, Mr. Donald Ash, Mr. Alex Sanchez, and Dr. Brenda Scruggs Andrieu. Mr. Joseph Caiharr joined the meeting at 5:26 p.m. The seventh Trustee seat is vacant.
3. **Executive Session(s):** Chair Hoskins Sutton announced there would be one executive session. Chair Hoskins Sutton called for a motion to enter an executive session to discuss personnel matters of nonelected personnel for a 45-minute duration with possible action to follow in open session. Open session would take place in Executive Boardroom #3252 and in the virtual meeting room. Trustee Scruggs Andrieu made the motion. Vice Chair Kump seconded the motion. **The Motion Carried.**

At 5:01 p.m., the Board was transferred to the virtual meeting room for the executive session. They were joined by Mr. Greg Goheen, College Attorney.

The Board entered the executive session in Executive Boardroom #3252 and in the virtual meeting room at 5:02 p.m. At 5:47 p.m., Chair Hoskins Sutton motioned to return to open session. Vice Chair Kump seconded the motion. **The Motion Carried.**

Chair Hoskins Sutton called for a motion to extend the executive session for a 30-minute duration. Vice Chair Kump made the motion. Trustee Scruggs Andrieu seconded the motion. **The Motion Carried.**

The Board reentered the executive session in the Executive Boardroom #3252 and in the virtual meeting room at 5:48 p.m. At 6:18 p.m., Chair Hoskins Sutton motioned to return to open session. Vice Chair Kump seconded the motion. **The Motion Carried.**

Chair Hoskins Sutton called for a motion to extend the executive session for a 10-minute duration. Trustee Caiharr made the motion. Trustee Sanchez seconded the motion. **The Motion Carried.**

The Board reentered the executive session in the Executive Boardroom #3252 and in the virtual meeting room at 6:19 p.m. At 6:29 p.m., Chair Hoskins Sutton motioned to return to open session. Vice Chair Kump seconded the motion. **The Motion Carried.**

Chair Hoskins Sutton called for a motion to extend the executive session for a 10-minute duration. Vice Chair Kump made the motion. Trustee Caiharr seconded the motion. **The Motion Carried.**

The Board reentered the executive session in the Executive Boardroom #3252 and in the virtual meeting room at 6:32 p.m. and ended the executive session at 6:42 p.m.

The Board was transferred from the executive session virtual meeting room into the Executive Boardroom #3252.

After a technical issue, at 6:44 p.m., Chair Hoskins Sutton called for a motion to return to open session. Trustee Scruggs Andrieu made the motion. Trustee Sanchez seconded the motion. **The Motion Carried.**

Chair Hoskins Sutton announced that for the executive session the Board would make a decision tonight. Vice Chair Kump motioned to place the College President on administrative leave with pay pending further action of the Board. Trustee Caiharr seconded the motion. Chair Hoskins Sutton called for a roll call vote:

- Ayes: Ash, Caiharr, Hoskins Sutton, Kump, Sanchez, Scruggs Andrieu
- Nays: None
- With a unanimous vote, **The Motion Carried.**

Chair Hoskins Sutton explained that the meeting had paused due to a technical difficulty.

Chair Hoskins Sutton announced there would be a second action from the executive session. Vice Chair Kump motioned to nominate Dr. Scott Balog as Acting President. Trustee Scruggs Andrieu seconded the motion. Chair Hoskins Sutton called for a roll call vote:

- Ayes: Ash, Caiharr, Hoskins Sutton, Kump, Sanchez, Scruggs Andrieu
- Nays: None
- With a unanimous vote, **The Motion Carried.**

4. **Adjournment:** Chair Hoskins Sutton thanked the Board for their time at this additional meeting. Trustee Ash motioned to adjourn the meeting. Vice Chair Kump seconded the motion. The Motion Carried.

The meeting adjourned at 6:47 p.m.

ATTEST:

Chairperson, Linda Hoskins Sutton

Acting Secretary, Dr. Scott Balog



Recommendations for Payment

These items are over \$25,000 and require preapproval by the Board of Trustees.

CONSENT AGENDA – Item B

March 17, 2026

1. Approval in the amount of **\$26,011.50** to **Frank Paxton Lumber Co.** for lumber for the Commercial Construction program at TEC. Requested by Jerry Pope. Funding Source – DOL Commercial Construction: Supplies and Expense.
2. Approval in the amount of **\$318,101.66** to **Bobcat Company** for a Bobcat Compact Track Loader for the Commercial Construction program at TEC. Requested by Jerry Pope. Funding Source – DOL Commercial Construction: Equipment Capitalized over \$5,000.
3. Approval in the amount of **\$38,432.00** to **Topeka Foundry & Iron/Topeka** for Steel supplies. Requested by Jerry Pope. Funding Source – DOL Commercial Construction: Supplies and Expense.
4. Approval in the amount of **\$106,634.88** to **The Lewer Agency** for international student insurance. Requested by Devin Stroman. Funding Source – Mandatory Health Insurance: College Agency.
5. Approval in the amount of **\$68,491.36** to **Bulletproof Pond and Lake LLC.** for lining the courtyard pond to prevent water leaking and to maintain the fill level. Requested by Patrick Schulte. Funding Source – Capital Outlay: Construction.
6. Approval in the amount of **\$43,662.41** to **Allegis Group Holdings Inc./Aerotek Inc.** for the following temporary staffing payments for Facility Services:
 - **\$10,126.89** for period ending 01/24/2026.
 - **\$11,446.16** for period ending 01/31/2026.
 - **\$11,575.96** for period ending 02/07/2026.
 - **\$10,513.40** for period ending 02/14/2026.Requested by Patrick Schulte. Funding Source – Maintenance: Staff Salaries.

July bills totaling **\$4,198,050.10** which includes June VISA charges totaling **\$211,101.93**.

August bills totaling **\$4,582,254.76** which includes July VISA charges totaling **\$154,864.89**.

September bills totaling **\$4,955,441.21** which includes August VISA charges totaling **\$240,089.61**.

October bills totaling **\$3,628,663.62** which includes September VISA charges totaling **\$206,200.84**.

November bills totaling **\$3,079,825.41** which includes October VISA charges totaling **\$215,807.14**.

December bills totaling **\$5,135,055.70** which includes November VISA charges totaling **\$230,518.34**.

January bills totaling **\$4,529,539.89** which includes December VISA charges totaling **\$144,329.76**.

February bills totaling **\$5,509,167.78** which includes January VISA charges totaling **\$174,033.06**.

YTD bills totaling **\$35,617,998.47** which includes **YTD VISA charges** totaling **\$1,576,945.57**.



Items for Ratification

These items are over \$10,000 but less than \$25,000.

CONSENT AGENDA – Item C

March 17, 2026

1. **\$13,200.00** to **Rodina Company Inc.** for a water heater for the Deli and the College Nurse's office. Requested by Patrick Schulte. Funding Source – Capital Outlay: Plumbing.
2. **\$10,600.00** to **Ellucian Inc.** for Service Flex Plus Package subscription. Requested by Patrick Schulte. Funding Source – Information Services: Software Expense.
3. **\$10,998.00** to **Woodcraft Supply LLC.** for equipment for the Commercial Construction program at TEC. Requested by Jerry Pope. Funding Source – DOL Commercial Construction: Equipment Capitalized over \$5,000.
4. **\$13,393.00** to **The Webstaurant Store Inc.** for electric range replacement for the Deli. Requested by Patrick Schulte. Funding Source – Finance & Administration: Contingency Fund.
5. **\$17,652.80** to **Permanent Software Group Operations** for software for student housing. Requested by Patrick Schulte. Funding Source – Information Services: Software Expense.
6. **\$11,205.00** to **American Welding & Gas Inc.** for a Miller-Dynasty 300 welder for the welding program at TEC. Requested by Jerry Pope. Funding Source – Perkins Grant-Prog Improv: Equipment Capitalized over \$5,000.
7. **\$15,000.00** to **Packback Inc.** for AI Ed Platform software. Requested by Patrick Schulte. Funding Source – Information Services: Software Expense.
8. **\$14,891.00** to **Flynn Midwest, LP** for glass replacement in President's Office. Requested by Patrick Schulte. Funding Source – Capital Outlay: Furnishing & Equipment.
9. **\$20,987.73** to **KJCCC** for the following:
 - **\$10,752.00** – Umpires for the 2026 Softball spring season.
 - **\$10,235.73** – Umpires for the 2026 Baseball spring season.Requested by Devin Stroman. Funding Source – Softball: Home Game Expense
Baseball: Home Game Expense.



HUMAN RESOURCES - PERSONNEL ITEMS

CONSENT AGENDA – Item D

March 17, 2026

SEPARATION INFORMATION

ACTION	NAME	JOB TITLE	DEPT	DIVISION	EFF. DATE
Resignation	Burgette, Brandon	Head Coach - Men's Basketball	Athletics	Enrollment Management and Student Services	3/12/2026
Resignation	Howard, Angela	Administrative Assistant I	Automotive Collision Repair	Academic Affairs	3/27/2026
Resignation	Jackson, Alex	Accounting Specialist II	Financial Services	Finance and Operations	3/18/2026
Resignation	Klise, Kimberly	Administrative Assistant to the Dean	Career and Technical Education	Academic Affairs	3/6/2026
Resignation	Loucks, Laena	Veterans Certifying Specialist II	Military and Veteran Center	Enrollment Management and Student Services	2/25/2026
Resignation	Patrick, Brian	GED Instructor	Adult and Continuing Education	Academic Affairs	3/12/2026
Resignation	Sirmans, Jamie	Administrative Assistant I	Student Success Center	Enrollment Management and Student Services	2/27/2026

STIPEND

ACTION	NAME	JOB TITLE	DEPT	DIV	DATE	SALARY
Additional Duties	Driskell, Michael	Interim Director of Admissions and Recruitment	Admissions and Recruitment	Enrollment Management and Student Services	1/26/2026	\$738.00 per month

RECOMMENDATIONS / APPROVALS

ACTION	NAME	JOB TITLE	DEPT	DIV	DATE	SALARY
New Hire	Heier, Alexa	Adjunct	Physical Therapy Assistant (PTA)	Academic Affairs	3/10/2026	\$1,070.32 per credit hour

New Hire	Keehn, Mike	Athletic Table Assistant	Athletics	Enrollment Management and Student Services	2/17/2026	\$21.45 per hour
New Hire	Danda, Matthew	Motorcycle Rider Coach	Adult and Continuing Education	Academic Affairs	03/06/2026	\$25.00 per hour
Rehire	Rogers, Teresa	Motorcycle Instructor	Adult and Continuing Education	Academic Affairs	3/10/2026	\$27.60 per hour
Rehire	Stransky, Barbara	Adjunct	Sociology	Academic Affairs	3/16/2026	\$1,070.32 per credit hour

PROPOSED DOWNTOWN STAFFING

ACTION	NAME	JOB TITLE	FTE	DIV	PROPOSED DATE	PROPOSED SALARY
New Hire	TBD	Accounting/ Bookkeeping/ Etc.	0.5	Finance and Operations	7/1/2026	\$37,500
New Hire	TBD	AET Faculty	1	Academic Affairs	7/1/2026	\$100,000
New Hire	TBD	AET Lab Aide	1	Academic Affairs	7/1/2026	\$60,000
New Hire	TBD	Art Faculty (Adjunct)	0.33	Academic Affairs	7/1/2026	\$19,800
New Hire	TBD	Commercial Construction Technology Lab Aide	1	Academic Affairs	7/1/2026	\$60,000
New Hire	TBD	English Faculty (Full-time, not Downtown only)	0.5	Academic Affairs	7/1/2026	\$30,000
New Hire	TBD	ESL Instructor	1	Academic Affairs	7/1/2026	\$26,880
New Hire	TBD	GED Instructor English (Part- time)	0.5	Academic Affairs	7/1/2026	\$13,440
New Hire	TBD	GED Instructor Spanish (Part- time)	0.5	Academic Affairs	7/1/2026	\$13,440

New Hire	TBD	History Faculty (Adjunct)	0.1	Academic Affairs	7/1/2026	\$6,000
New Hire	TBD	Information Technician (IT)	1	Finance and Operations	7/1/2026	\$50,000
New Hire	TBD	Maintenance/ Shipping/ Receiving	1	Finance and Operations	7/1/2026	\$45,000
New Hire	TBD	Math Faculty (Adjunct)	0.5	Academic Affairs	7/1/2026	\$30,000
New Hire	TBD	Psychology Faculty (Full-time, not Downtown only)	0.1	Academic Affairs	7/1/2026	\$6,000
New Hire	TBD	Science Faculty (2 Adjuncts)	0.25	Academic Affairs	7/1/2026	\$15,000
New Hire	TBD	Site Director	1	Executive Vice President	7/1/2026	\$90,000
New Hire	TBD	Site Director Administrative Assistant	1	Executive Vice President	7/1/2026	\$60,000
New Hire	TBD	Sociology Faculty (Adjunct)	0.1	Academic Affairs	7/1/2026	\$6,000
New Hire	TBD	Speech Faculty (Adjunct)	0.1	Academic Affairs	7/1/2026	\$6,000
New Hire	TBD	Student Service Specialist	1	Enrollment Management and Student Services	7/1/2026	\$60,000
Transfer	TBD	Commercial Construction Technology Faculty	0	Academic Affairs	7/1/2026	\$0

Action Definitions

- **Additional Duties** - responsibilities assigned beyond an individual's regular, established role, for a limited or specific timeframe.
- **Additional Position** - an additional position that is given to someone who is actively employed at the college.
- **Back Pay** - the difference between what the College paid an employee and the actual amount owed to the employee.
- **Interim** - an employee filling a vacant position temporarily until a competitive search process is completed.
- **Master Contract** - completion of the degree changes the faculty member's class on the contract.
- **New Hire** - an individual who enters their first employment relationship with the College.
- **Non-Renew** - a Professional Employee's contract will not be renewed at the end of their term.
- **Promotion** - is the advancement of a staff member's grade or an increase in their salary.
- **Reassignment** - a change to an employee's current position. It may result in movement within the same organizational unit or another unit, a change in duties, work location, days of work, salary, or hours of work.
- **Rehire** - an individual who reenters into an employment relationship with the College.
- **Resignation** - a formal way an employee voluntarily ends their employment.
- **Retirement** - a formal way an employee voluntarily ends their employment. As indicated on their separation notice.
- **Separation** - a formal way in which an employee is involuntarily ending their employment.
- **Stipend** - a fixed payment to compensate for additional duties that fall outside of a primary role, assigned with a defined start date, end date, and total compensation.
- **Transfer** - a staff transfer to another position that does not increase to a higher job grade. A faculty transfer is from the 182 to 212 designation and vice versa.

March 2026 Board of Trustees Report
Acting President
Dr. Scott Balog

Executive Summary

The Acting President’s report highlights continued progress in advancing Kansas City Kansas Community College’s (KCKCC) mission through institutional strategy, regional partnerships and operational leadership. Activity during the reporting period reflects strong alignment with the College’s priorities in workforce development, student access, organizational effectiveness and community impact, while maintaining stability and continuity.

Institutionally, KCKCC is shoring up long-term capacity in data governance, analytics and strategic decision-making. The College is preparing to release a Request for Proposals (RFP) for a comprehensive data warehouse and analytics solution while advancing the search for a Director of Strategy and Data Analytics. Together, these efforts represent an important investment in institutional effectiveness, enabling more coordinated planning, improved performance monitoring and data-informed leadership across the organization.

KCKCC’s role as a regional workforce and economic development partner remained highly visible. The College hosted KC BizFest and the Youth Entrepreneurship Challenge (YEC) as part of a broader Entrepreneurship Education Initiative designed to create a K–12 to postsecondary entrepreneurship education continuum and ecosystem in Wyandotte County in partnership with universities, school districts and local entrepreneur support organizations. At the same time, KCKCC continued supporting state-led efforts to recruit a major manufacturer to the Kansas City region, a project estimated to create approximately 6,000 jobs. The College also strengthened employer engagement through its Automation Engineer Technology (AET) program and continued collaboration with K–12 and university partners to expand early college opportunities and improve transfer pathways for Kansas students.

Operationally, the institution maintained strong Cabinet coordination and oversight while continuing the search for the Executive Director of the KCKCC Foundation. Community engagement remained robust through participation in regional civic and chamber activities and through ongoing planning for the new Community Education, Health and Wellness Center in downtown Kansas City, Kansas.

Across the institution, programs and partnerships continued to demonstrate strong impact. The Pioneer Career Center (PCC) in Leavenworth County hosted student engagement and workforce collaboration activities while preparing to host multiple employer recruitment events with Workforce Partnership of Leavenworth County. The KCKCC Foundation continues its exceptional performance, surpassing its annual campaign goal and securing significant commitments to support the Automation Engineer Technology (AET) program, and upcoming Hall of Fame Awards Luncheon, scholarships and student success initiatives.

Collectively, these efforts reinforce KCKCC’s position as a regional leader in workforce innovation, educational opportunity, and community-centered economic development.

Full Report

The Acting President continues to advance KCKCC's mission through strategic leadership, community partnerships, and operational excellence. This report highlights key activities and initiatives across three core areas: Institutional Strategy, Partnerships and Community Engagement, and Operational Execution.

Institutional Strategy

Continuity in Leadership and College Administration

Following the Board's decision to place the president on administrative leave, the College's leadership team has focused on maintaining stability and continuity in operations and services to students and the community. With the support of Board leadership, Cabinet, faculty and staff, the institution has continued its work while emphasizing a culture of care, transparency and clear communication across the College community. Engagement with shared governance leadership and ongoing dialogue with College stakeholders has helped address questions, clarify information and reduce misinformation.

Strengthening Institutional Effectiveness

The team is finalizing the RFP for a comprehensive data warehouse and analytics solution, with plans to release it by mid-March. The response window will be intentionally brief to ensure the College has sufficient time to conduct a thorough due diligence review, with implementation anticipated to begin in late spring.

In parallel, the search for a Director of Strategy and Data Analytics is progressing, with finalist interviews scheduled for completion by mid-March. This role is critical to strengthening institutional capacity and supports intentional succession planning as we continue to expand and mature our data-informed decision-making practices.

Together, these efforts represent a coordinated investment in building sustainable analytics infrastructure, governance and leadership to advance institutional effectiveness.

Partnerships and Community Engagement

KCKCC continued cultivating strong relationships with industry partners, nonprofit organizations and education leaders across the region.

Business and Industry

Creating an Entrepreneurship Education Continuum and Ecosystem in Wyandotte County

KCKCC hosted KC BizFest in late February, bringing together 50 high school students and 50 mentors, along with presenters and judges from across the Greater Kansas City region. During the program, students developed business ideas while building leadership, financial literacy and entrepreneurial skills, culminating in pitch presentations with thousands of dollars in scholarships awarded to support their continued education. As part of the College's broader Entrepreneurship Education Initiative (EEI)

pathway, KCKCC also hosted the YEC on March 5-6, where high school entrepreneurs pitched their ventures, competed for startup funding, and received feedback and mentorship from experienced business leaders.

These activities align with the EEI coalition's Collective Impact proposal currently under consideration by the Kauffman Foundation. The proposed implementation grant would support development of an entrepreneurship education continuum spanning K-12 and postsecondary education across Wyandotte County and Kansas City, Kansas (KCK). The initiative is led by KCKCC in partnership with the University of Missouri-Kansas City, Babson College, KC SourceLink, The Toolbox KCK, Porter House KC, Piper Public Schools, and KCK Public Schools, with a funding decision expected in April or May.

Supporting Regional Economic Development

KCKCC continues to support regional economic development efforts led by the Kansas Department of Commerce to recruit a major automobile manufacturing company to the Kansas City metropolitan area. In collaboration with Johnson County Community College and Kansas State University (KSU)-Olathe, the College helped demonstrate the region's collective higher education capacity to develop the skilled workforce pipeline required to support large-scale advanced manufacturing operations.

Kansas City has now advanced to the finalist round in the company's national site selection process. As part of the ongoing engagement, the Acting President and the Interim Dean of Career and Technical Education presented to company executives again, alongside regional higher education partners to highlight workforce training capabilities, research collaboration opportunities and long-term talent development strategies.

If selected, the project could employ approximately 6,000 workers at full production, creating a significant economic opportunity for the region and reinforcing the importance of coordinated partnerships among higher education institutions, industry and economic development leaders.

Engaging Local Employers

KCKCC recently hosted an AET program open house in partnership with employer members of the Kansas City chapter of the Kansas Federation for Advanced Manufacturing Education (FAME). The event provided prospective students and community members an opportunity to learn about the program, tour facilities and connect directly with regional manufacturing employers. Through KCKCC's engagement with FAME, the College supports 17 local manufacturing companies in developing the skilled workforce needed to sustain and grow advanced manufacturing in the region.

Nonprofits and Community-Based Organizations

Community Engagement

The College continues to strengthen its visibility and partnerships across the Kansas City metropolitan area through active participation in regional chamber, civic and community leadership activities. Recent engagement included the Leavenworth-Lansing Chamber of Commerce 2026 Annual Banquet and the KCK Chamber Monthly Board Meeting.

College leadership also convenes the KCK Community Education, Health and Wellness Center Downtown Advisory Council each month to guide planning for operations, programming, services, communications and community engagement for the College's new downtown center. In addition, KCKCC leadership recently completed its term as chair of the Unified Government's Self-Supported Municipal Improvement District Advisory Board.

With the opening of the downtown center and the College's growing presence in downtown Kansas City, Kansas, KCKCC will continue to expand its engagement in downtown planning and revitalization efforts in collaboration with the Unified Government of Wyandotte County/Kansas City, Kansas; Downtown Shareholders of KCK; the KCK Chamber; Visit KCK; and the Wyandotte Economic Development Council.

Education

Early College Planning

KCKCC continued collaboration with KCK Public Schools to plan for an Early College initiative, expanding college access and credential attainment pathways for local high school students.

Highlighting Program Achievements and Sharing Best Practice

KCKCC participated in the 32nd Annual Community College Futures Assembly, hosted by the Alamo Colleges District and the Bellwether College Consortium, from February 22-24. The College was recognized as a national finalist in the Workforce Development category, placing it among 10 community colleges nationwide honored for innovative workforce programs. During the assembly, KCKCC leaders presented on scaling its AET program to meet the growing workforce demand of regional advanced manufacturing employers.

Expediting the Time to Degree for Students

KCKCC participated in the KSU Community College Provosts and Chief Academic Officers Campus Summit on March 3. The summit brought together community college leaders, KSU academic leadership, and representatives from the Kansas Board of Regents (KBOR) to discuss strengthening transfer pathways and emerging policy discussions related to reduced-credit-hour bachelor's degrees. The event provided an opportunity to engage in national and state perspectives, hear from students and institutional leaders, and collaborate with KSU deans and KBOR leadership on strategies to improve transfer access and applied bachelor's degree pathways for Kansas community college students.

Operational Execution

Institutional Oversight

The Acting President continues to maintain leadership of Cabinet Operations and the President's Extended Cabinet, ensuring alignment across administrative functions, student services and academic programs.

Leadership Recruitment

The search for KCKCC's Executive Director of the KCKCC Foundation continues to advance following its launch in January. The Executive Director serves as the College's chief advancement officer – leading strategy and execution for fundraising, major and planned gifts, corporate and foundation partnerships, scholarships, alumni engagement and future campaigns. As the search progresses, the role remains central to strengthening philanthropic support for institutional priorities, student success and workforce development, while overseeing Foundation operations, board engagement, stewardship and overall advancement performance. In the interim, the Acting President is overseeing Foundation operations and personnel to ensure continuity in advancement activities and donor engagement.

Pioneer Career Center - Marcia Irvine, Director

The PCC continued advancing KCKCC's mission in Leavenworth County through student engagement, community partnerships and workforce pathway development. PCC maintained educational access for justice-involved learners by delivering instructional materials and resources to the U.S. Disciplinary Barracks and the Joint Regional Correctional Facility, supporting reentry pathways and reducing barriers to education.

The Center also hosted several student engagement activities, including a Community Blood Center blood drive with 31 donors, National Chopstick Day and Mardi Gras events, and visits from campus organizations such as the Psychology Club, which engaged PCC students in research activities and strengthened connections between the Leavenworth site and the broader college community.

PCC leadership continued strengthening regional partnerships through participation in chamber, civic and education partner meetings, including Leavenworth-Lansing Chamber of Commerce activities, Perkins Grant career pathway student tours and engagement with the Lansing Educational Foundation. These collaborations continue to expand career pathway awareness and student recruitment while reinforcing KCKCC's presence in the Leavenworth community.

Looking ahead, Workforce Partnership will host several employer recruitment and engagement events at the PCC next month, including a Panasonic Energy recruiting event (April 2), A&K Railroad Materials hiring event (April 5), Senior Helpers hiring event (April 10), a Leavenworth-Lansing Chamber of Commerce ribbon cutting (April 11), and a Staffing Zone hiring event (April 25). These events highlight the value of collaboration and partnership and position PCC as an important hub connecting students and career seekers with local employment opportunities.

KCKCC Foundation - Mary Spangler, Executive Director

The KCKCC Foundation continues to demonstrate exceptional fundraising momentum and alignment with the College's mission of advancing student success and workforce innovation. As of January 30, the Foundation has secured \$1,319,621, representing 165% of its \$800,000 annual campaign goal, and secured funding commitments of \$6,550,114 toward the AET Program Campaign for equipment and program support. These funds directly strengthen KCKCC's Career and Technical Education program capacity and student support initiatives.

Philanthropic partnerships remain strong, with new contributions including \$10,000 from MVP Law for Hall of Fame 2026 sponsorship; \$10,000 from Rosalind and George Long for scholarship support; \$6,000 from Betsy and Jeff Knappen for scholarship support; \$5,181.66 from the Ella Fitzgerald Charitable Foundation for Vocal Jazz Program support; \$5,000 from Bank of Labor for Hall of Fame 2026 sponsorship; \$4,000 from David and Elizabeth Bahner for scholarship support; \$3,000 from Health Forward Foundation for Hall of Fame 2026 sponsorship; \$3,000 from Tom Mayfield Agency for Hall of Fame 2026 sponsorship; \$2,500 from an anonymous donor for new scholarship support; \$2,000 from Henry W. Robertson, Jr. for scholarship support; and \$1,500 from Hobson's Limousine and Transportation for Hall of Fame 2026. This level of support continues to underscore broad-based community investment in KCKCC's mission by alumni, businesses, corporations and foundations.

Operationally, the Foundation continues to deliver strong performance and efficiency, maintaining a 4:1 return on the College's investment year-to-date and processing 1,594 gifts from alumni, businesses, foundations and community partners. The spring 2026 scholarship cycle generated 475 applications, marking a 13% increase over the previous term – reflecting the Foundation's growing impact on access, affordability and student opportunity.

Institutional Strategy

Annual Campaign Progress

Secured \$1,319,621, representing 165% toward the \$800,000 annual goal.

Capital and AET Equipment Campaign

Secured funding commitments of \$6,550,114 for additional AET equipment and program support.

Partnerships and Community Engagement

Recent major gifts and sponsorships demonstrate broad community and philanthropic support:

- \$10,000 - MVP Law (Hall of Fame 2026 Sponsorship)
- \$10,000 - Rosalind and George Long (Scholarship Support)
- \$6,000 - Betsy and Jeff Knappen (Scholarship Support)
- \$5,181.66 - Ella Fitzgerald Charitable Foundation (Vocal Jazz Program Support)
- \$5,000 - Bank of Labor (Hall of Fame 2026 Sponsorship)
- \$4,000 - David and Elizabeth Bahner (Scholarship Support)
- \$3,000 - Health Forward Foundation (Hall of Fame 2026 Sponsorship)
- \$3,000 - Tom Mayfield Agency (Hall of Fame 2026 Sponsorship)
- \$2,500 - Anonymous donor (Scholarship Support)
- \$2,000 - Henry W. Robertson, Jr. (Scholarship Support)
- \$1,500 - Hobson's Limousine and Transportation (Hall of Fame 2026 Sponsorship)

The Foundation will welcome 200 donors and community leaders to campus for the annual Hall of Fame Awards Luncheon scheduled for April 17 at the Dr. Thomas R. Burke Technical Education Center. This

signature event is the Foundation's sole annual scholarship fundraiser, with \$92,000 in commitments already secured.

Class of 2026 Hall of Fame Inductees to be recognized on April 17 include:

- David and Patricia Hurrelbrink
- Mary Beth Gentry, Young Women on the Move
- Chandler/Turner Scholarship Fund, Inc.
- Dr. Charles Reitz

These events provide vital opportunities to celebrate student success, recognize donors and encourage continued philanthropic investment in KCKCC's mission.

Operational Execution

Scholarship Applications

For spring 2026, the KCKCC Foundation is supporting 411 students with scholarships totaling \$296,000.

Operational Efficiency

The Foundation continues to deliver strong performance, producing a 4:1 return on the College's investment year-to-date. To date, 1,594 gifts have been processed and acknowledged from a diverse base of alumni, friends, businesses, corporations, service organizations and foundations.

March 2026 Board of Trustees Report
Vice President of Academic Affairs
Mr. Jerry Pope

Executive Summary

Academic Support and Assessment

- Faculty development continued through Institute for Teaching and Learning (ITL) initiatives, including teaching circles on “Teaching with AI” and Blue Devil Faculty Academy sessions focused on active learning and the impact of mental health on student learning.
- Institutional assessment processes remain active with academic and co-curricular programs progressing through the established four-year program review cycle.
- Library and Learning Services expanded community engagement through partnerships such as a family theater event hosted at the Kansas City Kansas Community College (KCKCC) Performing Arts Center.

Arts, Humanities and Social Sciences

- Music faculty and students represented KCKCC at regional conferences and professional performances, while preparations continue for the Kansas City Jazz Summit, which is expected to be the largest in the event’s history.
- Sociology and psychology programs continue to emphasize undergraduate research, service learning, and student engagement through research conferences, guest speaker events and honor society activities.

Career and Technical Education

- Career and Technical Education (CTE) programs continue emphasizing hands-on workforce preparation through experiential learning opportunities in programs such as High Voltage Line Technician, Early Childhood Education, Multimedia Video Production, and Building Engineering and Maintenance Technology.
- Cross-program collaboration between Multimedia Video Production and Automation Engineering Technology/Federation of Advanced Manufacturing Education (AET/FAME) provided students with real-world production and presentation experience supporting national competition submissions.

Health Professions and Public Safety

- The Physical Therapist Assistant (PTA) program received national recognition through faculty awards and strong clinical outcomes, while the Mortuary Science program reported strong national board examination pass rates.
- The Fire Science program is preparing for an upcoming accreditation visit, and faculty across the division continue contributing to campus training and professional development activities.

Mathematics, Science, Business and Technology

- The Mathematics, Science, Business and Technology (MSBT) Division secured Perkins Reserve funding to support new electronics lab stations and continue expanding faculty scholarship, conference participation and research activity.

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Vice President of Academic Affairs
Mr. Jerry Pope

- Recruitment and program visibility efforts included a Science, Technology, Engineering, Mathematics and Business (STEM-B) Open House and preparations for hosting the Human Anatomy and Physiology Society (HAPS) conference.

Adult and Continuing Education

- General Education Development (GED) programming continues to demonstrate strong engagement and credential completion both on campus and at the Lansing Correctional Facility (LCF), supporting student access and reentry readiness.
- The division continues expanding community programming and workforce-aligned initiatives, including Kids on Campus planning, continuing education courses and professional development aligned with Workforce Innovation Opportunity Act (WIOA) expectations.

Workforce Innovation

- Recruitment and employer engagement for the Kansas City FAME program remain strong, including a successful open house and ongoing discussions with regional employers to expand apprenticeship pathways.
- Workforce training initiatives continue to expand through stackable credential pathways, including a new Cisco networking course that provides an accelerated pathway into the Associate in Applied Science (AAS) in Networking.

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Vice President of Academic Affairs
Mr. Jerry Pope

Academic Support and Assessment - Dr. Cecelia Brewer, Dean

Library and Learning Services - Dr. Amanda Williams, Director

Library and Learning Services has partnered with The Coterie Theatre to bring “My Stuffie and Me” to the KCKCC Performing Arts Center on March 14 at 10 a.m. Families with young children are encouraged to attend this free theater experience. The interactive performance will follow Charlie and his Stuffie as he prepares for his first day of kindergarten.

Institute for Teaching and Learning - Mr. Tom Grady, Faculty Director

The ITL scheduled a faculty teaching circle this spring. The participants in each session discuss a chapter from the book “Teaching with AI: A Practical Guide to a New Era of Human Learning.”

Two sessions were offered for faculty as part of the Blue Devil Faculty Academy. On February 4, Linda Warner, Director of Counseling and Advocacy, presented “Maslow Before Bloom: How Mental Health Impacts the Learning Environment,” and Tom Grady, Faculty Director, ITL, presented “Active Learning Strategies” on February 18.

The Teaching Excellence and Colleague Honor (TEACH) Award Ceremony was held in ITL on February 17. Lindsey Welsch, Adjunct Faculty, Communications, and Dr. Daryn Young, Associate Professor, Physical Therapy, were honored as the fall 2025 award recipients. The TEACH award is given each semester to both a full-time faculty member and an adjunct faculty member.

The Kansas City Professional Development Council (KCPDC) offered the Advanced Faculty Academy on February 20. The Advanced Faculty Academy consisted of five 20-minute sessions presented by KCPDC board members. Tom Grady presented a session titled “Creating a Safe Classroom Environment.”

Office of Assessment - Ms. Angela Miller, Director

Spring represents a busy period for assessment committees. The Co-Curricular Assessment Committee (CCAC) will be gathering forms from program leads as part of the program review process. Each program follows a four-year cycle: in the first year, a self-assessment is conducted and presented to the committee; in the second year, an action plan is developed; in the third year, a mid-cycle check-in occurs; and in the fourth year, a final report is submitted. This year, four co-curricular programs within cohort two are commencing a new cycle with their self-assessments and will present their findings to CCAC for feedback on April 15.

The Program Review Committee is responsible for overseeing the review of AAS degree programs and certificates, which also follow a four-year cycle. In year one, self-study is conducted and presented to a review team for feedback; in year two, an action plan is created; in year three, a mid-cycle check-in is conducted; and in year four, a final report is submitted. Currently, the nine programs within cohort four are completing their second self-study cycle, with presentations to their review teams scheduled

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through March 13. All annual forms from both committees are subject to review by division leadership, providing essential information to facilitate informed decision-making regarding programming.

Honors Education, Phi Theta Kappa, Service-Learning, Undergraduate Research - Dr. Stacy Tucker, Faculty Director

At the Phi Theta Kappa (PTK) Heartland Region Convention on February 20-22, the Mu Delta Chapter at KCKCC won seven awards, which included individual and chapter awards. However, the convention is not just about winning awards. PTK revealed the 2026-2027 study topic, which is “What’s Next? Imagining the Future.” The awards included the following:

- Distinguished Chapter Officer Award – Sage Layton Keefover
- Distinguished Chapter Member Award – Talia Perez
- Competitive Edge Program Award – Joseph Sanchez
- Competitive Edge Program Award – Santana Garcia
- Great Idea Award
- Service Project Award
- Five-Star Chapter Plan Award



In addition, on February 20, the Phi Theta Kappa Chapter was named a 2025 Recognizing Excellence in Acceptance and Completion with Honors (REACH) Chapter. It will receive PTK graduation stoles from the International Office.

Phi Theta Kappa’s REACH Rewards program recognizes and rewards PTK chapters that excel in membership development and wants as many students as possible to receive the benefits of membership, including scholarships and increased opportunities for engagement with peers and faculty on campus.

Online Education Services - Ms. Susan Stuart, Director

Online Education Services is co-hosting the Midwest Blackboard User Group Gathering along with Blackboard, Inc., on March 26, from 9 a.m. to 3 p.m. at the KCKCC Dr. Thomas R. Burke Technical

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Education Center (TEC). The Midwest Blackboard User Group Gathering is a collaborative day designed for Blackboard administrators, academic technology teams and campus leaders. This regional meetup brings together institutions to share experiences, hear about upcoming developments, and explore practical approaches to AI and innovation in teaching, learning and system administration.

A promotional banner for the Midwest Blackboard User Group Gathering. The background is a blurred image of a woman in a denim jacket looking at a laptop. The text is overlaid on the left side. At the bottom, there is a dark blue bar with a clock icon, event details, and a 'Register Now' button.

Midwest Blackboard User Group Gathering
AI & Innovation in Teaching, Learning & System Admin
Join campus innovators from across the Midwest for a focused day of discussion, discovery, and peer-driven insight.

March 26, 2026 | 9:00 a.m.-3:30 p.m. CT | Kansas City Kansas Community College, Technical Education Center - 6565 State Ave, Kansas City, KS 66102. [Register Now](#)

Arts, Humanities and Social Sciences - Mr. Adam Hadley, Interim Dean

Music – Mr. John Stafford, Professor and Coordinator of Music

KCKCC students Luke Paulson, Nick Gasser and Ben Jackson performed for the Kansas City, Kansas Chamber of Commerce Awards Luncheon on February 17.

Professor Brett Jackson served as an adjudicator for the Bellevue East Jazz Festival in Bellevue, Nebraska, on February 18 and 19. Professor Jackson also adjudicated at the University of Central Missouri Jazz Festival in Warrensburg, Missouri, on February 21.

Music Adjunct Instructor Chris Hazelton and Instructor of Music Brett Jackson performed at the Inaugural Winter Jazz Festival held at Groovin High KC, an art space and music venue in Kansas City's West Bottoms. The duo performed with Chris Hazelton's Quartet and with Kansas City jazz vocalist Eboni Fondren. Mr. Jackson also performed with the Marcus Lewis Big Band.

KCKCC student James Barton toured with the Marcus Lewis Big Band. The band performed shows in Minneapolis, Minnesota, Des Moines, Iowa, and a sold-out performance in Omaha, Nebraska. Barton and Mr. Jackson are also performing in the New Theater Restaurant's production of "Elvis & Elton," which runs from February through April at the New Theater in Overland Park, Kansas.

Groups from KCKCC performed at this year's Kansas Music Educators Association annual conference held in Wichita, Kansas, from February 25-28. Mr. Stafford's Chamber Choir and Mr. Jackson's Advanced Jazz Combo were both selected to perform at this year's convention, and KCKCC had a booth at the convention for the first time. Adjunct Instructors of Music Taryn Gervais, Chris Hazelton, Geoffrey Wilcken and Lauren Auge were instrumental in making the trip happen and provided help with the

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booth, chaperoning the students and preparing the ensembles for the conference. Mr. Jackson and Ms. Gervais were also invited to perform with the Educator All-Star Big Band.

The KCKCC Blue Devil Big Band, directed by Mr. Jackson and featuring former Count Basie Orchestra lead trumpeter Mike Williams, will open for the Count Basie Orchestra at the Kansas City Music Hall on April 30. April 30 is the United Nations Educational, Scientific and Cultural Organization's International Jazz Day; it is also the day of the annual Basically Basie Jazz Heritage Competition, part of the Kansas City Jazz Summit, KCKCC's annual four-day educational jazz festival.

This opportunity came about through a partnership with Creative City KC. During the Basie concert, legendary Kansas City trumpeter/singer/tap dancer Lonnie McFadden and KCKCC's Dr. Justin Binek, Assistant Professor of Music, will announce the winning bands and soloists from the day's Basically Basie competition. Additionally, numerous discounted tickets will be made available to ensembles participating in the Kansas City Jazz Summit.

Wonderful things are happening at this year's Jazz Summit. Seventy-six middle school, high school and collegiate instrumental and vocal jazz ensembles will participate from April 28-May 1, making it the largest Jazz Summit in KCKCC history. All on-campus performances, clinics and evening concerts are free and open to the public; they will also be livestreamed on KCKCC's Vimeo channel and on the Jazz Summit website.

Professor Stafford conducted the Washington All-State Vocal Jazz Ensemble in Yakima, Washington, from February 12-14.

Sociology - Mr. Daryl Long, Professor and Coordinator

In February, Dr. Emily Morrow, Associate Professor of Sociology, traveled to San Diego, California, to attend the Society for the Study of Social Problems meeting. During this meeting, she was elected to the council as Chair of the Membership Committee. In this role, she plans to increase membership from community college students. Dr. Morrow noted that during her time as an American Association of University Women Advisor, she brought students to conferences and they valued the opportunity to participate in an academic setting.

Several sociology courses will participate in community-based service-learning projects during the spring 2026 semester. This initiative is a collaboration between Professor Daryl Long's sociology classes and Amy Pace, Coordinator of Writing and Tutoring. Students will engage in hands-on community work directly connected to their course objectives. Toward the end of the spring 2026 semester, students will present their research findings and service-learning experiences in an expo-style event.

Sociology student Hannah Gilman has been accepted into the United States Military Academy at West Point. Hannah will begin her studies at West Point in this summer.

Psychology - Mr. Victor Ammons, Assistant Professor and Coordinator

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Twelve psychology and addictions counseling students were inducted into the Psi Beta chapter of the Psychology Honors Society. Inductees are required to have a minimum 3.25 GPA, conduct primary research at KCKCC, and be active members of the psychology and addiction clubs.

The Psi Beta Chapter of KCKCC and the Department of Psychology are offering a new program: “Meet the Experts in Psychological Science.” This program will have experts hosting Zoom sessions to discuss specific topics in psychology. The inaugural meeting will be from 11:00 a.m. to 11:50 a.m. on March 23 via Zoom and in Rooms 3201/3202. The topic will be “Sleep Disorders: Genetics, Behavioral Cues, and Expressions.” The speaker is Dr. Sonja Gabriele Schuetz, Clinical Associate Professor of Neurology, University of Michigan Medical School.

The Psi Beta Chapter, in collaboration with the Departments of Psychology, Undergraduate Research and Student Engagement, will be hosting the annual Student Research Conference in the Psychological Sciences on April 3. This conference brings together students and faculty from across the Midwest to present research on behavior and mental processes. While the focus is psychological science, other disciplines studying human behavior (e.g., sociology and anthropology) are also welcome. At the 2025 Conference, over 450 students and 50 faculty assembled at KCKCC to discuss their research findings. The keynote speaker for this year is Dr. Wendi Williams, the President of the American Psychological Association. In addition, an international social and cognitive neuroscientist and a national sports legend will be in attendance.

Career and Technical Education - Ms. Ashley Irvin, Interim Dean

High Voltage Line Technician – Mr. Rob Manthei, Instructor and Coordinator

To enhance program visibility and demonstrate support for the High Voltage Line Technician program, Interim Dean Ashley Irvin engaged in a climbing activity in the TEC pole yard. Climbing involves mastering specialized gear, developing proper body positioning and balance, utilizing the strength and endurance needed to maneuver safely at height, and developing proficiency in properly ascending utility poles. This active engagement demonstrates support for the program and reinforces commitment to fostering an active, student-centered learning environment for program participants.

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Early Childhood Education and Development - Ms. Annette Farrell, Instructor and Coordinator

In ECED 0150-Health, Safety and Nutrition, students learned about foods that have appropriate components to promote healthy eating in children. Students analyzed the new food pyramid and its effects on the national school lunch programs. Students also created a healthy snack as part of a wellness/cooking experience for children aged 3-8. This activity demonstrated how to create an activity plan relevant to the Kansas Early Learning Standards using a rebus (visual instructions/recipe). This activity promoted healthy eating, one-step directions, self-autonomy, reading and math skills in children.

The choking and the cardiopulmonary resuscitation (CPR) dolls were purchased in the summer of 2025 with Perkins funding. The students learned the proper steps for assisting a choking infant, from birth to 12 months of age, to dislodge an airway obstruction. Additionally, they learned about foods, materials and toys that can present a choking hazard. This information coincides with food preparation and their upcoming menu-planning project. The aim is to serve safe, nutritious and credible Child and Adult Care Food Program products. Students also learned how to perform CPR on infants ranging from birth to 12 months of age. This was an excellent hands-on experience for the students. Practicing on the doll helped students build confidence and ease their fears. All students were encouraged to obtain their CPR card from the American Heart Association, which is required for the Child Development Associate Credential.

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In ECED 0260-Internship in Early Childhood, students have solidified their locations and are completing their practicum in their non-employment location. Students are at the end of their degree, and most will graduate this spring. In this class, they are observed and coached by their cooperating teacher and/or the faculty instructor. Students will also complete an interview portfolio.

Multimedia Video Production - Mr. Michael Rollins, Instructor and Coordinator

The Multimedia Video Production program recently collaborated with the AET/FAME program to support students in developing and submitting competition entries for the FAME National Convention. The multimedia video production students provided full production services, recording and producing competition presentation videos for the AET students. This included managing camera operation, audio capture, lighting setup and on-site troubleshooting to ensure professional, high-quality recordings. Because the presentations were complex and time-sensitive, students were required to apply critical thinking and technical problem-solving skills within a live production environment. The collaboration not only enhanced the competition submissions for AET students but also reinforced industry-standard production workflows for multimedia video production students. Both programs benefited from the collaboration, and students gained meaningful experiences that mirror professional expectations in their respective industries.

Building Engineering and Maintenance Technology – Mr. Chris Zeko, Instructor and Coordinator

Building engineering and maintenance students are learning fundamental concepts and skills for working with concrete. This includes understanding the materials used to produce concrete, how different mixes affect performance, techniques for properly emplacing concrete under various field conditions, measurement, estimation and reinforcement skills. It also includes understanding how workability correlates with concrete strength and overall performance. In addition, instruction includes

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accurately calculating material quantities for real-world construction scenarios. This training combined classroom instruction with practical, hands-on experience to prepare students for industry-based construction tasks.



Health Professions and Public Safety - Dr. Tiffany Bohm, Dean

Dr. Daryn Young, Assistant Professor of PTA, received the Teaching Excellence and Colleague Honor (TEACH) award for fall 2025. Dr. Deanne Yates, Program Coordinator of PTA, received the American Physical Therapy Association – Academy of Education’s Distinguished PTA Educator of the Year award. The first cohort of blended-hyflex students in the PTA program completed their first clinical rotation with great reviews from their clinical instructors.

The Mortuary Science program recently completed a virtual site visit with the American Board of Funeral Service Education. The request to transition more courses to distance delivery will be reviewed in October. National Board Examination pass rates for 2025 are strong: Arts – 90% and Science – 81%.

The Fire Science program will host an accreditation review team from the International Fire Service Accreditation Congress in April.

Pam Hall, Professor of Exercise Science, and Julie Bichelmeyer, Professor of Exercise Science, delivered a CPR presentation to the MSBT Division for Heart Health Month in February. They reviewed CPR skills, the importance of an Automated External Defibrillator, and signs and symptoms of a stroke.

As of March, the Health Professions and Public Safety Division has an overall accessibility score of 84.7%. Of the 125 courses assessed, 107 courses have an accessibility score of at least 80%.

Mathematics, Science, Business and Technology – Dr. Ed Kremer, Dean

Assistant Professor Dr. Ross Stites’ Perkins Reserve application was approved and fully funded for \$18,110. These funds are to equip new electronics stations in the lab.

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Associate Professor Kris Ball was reappointed to serve as a Higher Learning Commission Peer Reviewer for another four-year term. Additionally, Ms. Ball served as a panelist on February 3, speaking to approximately 100 high school students about the Legal Administrative Assistant and Paralegal programs. The panel also included Appeals Court judges, U.S. Air Force attorneys, the Director of the Midwest Innocence Project, and Kansas City, Missouri, Mayor Quinton Lucas. During the event, she distributed program information, discussed educational and career opportunities available through KCKCC's legal programs, and answered students' questions.

Assistant Professor of Biology, Dr. Leslie Watkins, attended a Digital Leadership Forum in Phoenix, Arizona, from February 12-14. AI was a topic of discussion, along with how to use digital resources in the classroom. Most of the weekend was spent with other instructors in similar areas of teaching. Instructors shared ideas and thoughts about the labs they use in their classrooms. It was also a chance for Dr. Watkins to talk about the HAPS conference that KCKCC is hosting in May, inviting anatomy and physiology instructors to join.

Dr. Stacy Tucker, Director of Service Learning/Phi Theta Kappa and Honors Education, visited Dr. Watkins in the pathophysiology and human anatomy classes. Both classes are working on a class research project that involves patient education. Dr. Tucker explained the importance of research in college courses and some of the benefits it offers when students are ready to seek employment in their chosen field. The Undergraduate Research department sponsors a poster symposium every semester, where students present their research and network with guests. Dr. Tucker explained some of the services her office offers and how they could help the students with their projects. Students can gain valuable experience by networking with guests and demonstrating their knowledge of the subject they researched. After the event, students reported having more fun than they expected and learning a lot from the experience.

On February 10, the MSBT Division hosted an Open House STEM-B. The event showcased KCKCC's very knowledgeable and talented staff and faculty to recruit new students. The departments set up breakout rooms with activities to highlight programs and degrees. Many departments around campus joined in for the evening to be available to help students learn about the College and its great services.

Everyone who attended spent the evening collaborating and building relationships. This successful team-building event included learning and some fun.

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Adjunct Instructor of Math, Dr. Inamul Haque, will be presenting at the American Association of Cancer Research Annual Meeting in San Diego, California, on April 18. Dr. Haque also had a paper published on March 4: Haque, I., Kambhampati, S., & Banerjee, S. K. (2026). "Converging Pathways in Cancer Biology: How Do the Microbiome, Angiogenesis, Senescence, Fibroblast Plasticity, And Immunotherapy Intertwine?" *Cancers*, 18(5), 826. <https://doi.org/10.3390/cancers18050826>

The second annual Administrative Assistants Conference is scheduled for March 24-25. Everyone at KCKCC is invited. It will be held at the TEC. The featured speaker is Dawn Monroe, who will speak on AI and Excel. There will also be speakers presenting on Word and Office productivity. Associate Professor Kris Ball will be presenting "The Wonderful World of Word" on March 25. Over 20 attended last year. KCKCC administrative assistants organize this conference.

Adult and Continuing Education - Dr. Richard Wallace, Director

Adult Education programming at LCF continues to demonstrate strong academic outcomes while expanding access to instructional services. During the reporting period, 26 GED tests were administered, resulting in 20 individual tests passed and seven students completing the GED credential. Staff have continued to expand instructional access for individuals housed in segregation and protective custody by providing tutoring and testing services within those units. This effort ensures more equitable access to educational programming across the facility while also supporting broader reentry-readiness and recidivism-reduction goals.

In addition, the Adult Education team has completed the Request for Proposal (RFP) required to continue providing Adult Education services at LCF. The proposal will be submitted to the Kansas Department of Administration for evaluation. Submission of the RFP ensures continued compliance with state requirements and alignment with the funding structure that supports the program.

At the main campus, GED testing activity also remained strong. A total of 51 tests were administered, with 40 individual tests passed and two students completing their GED credentials. The program continues to see consistent student engagement and enrollment activity. Seventeen intake meetings

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were conducted with incoming GED students enrolling in evening classes. Current GED enrollment includes 28 students participating in the on-campus GED program and 12 students enrolled through PCC. These numbers reflect sustained community demand for high school equivalency programming and demonstrate continued progress toward student completion goals.

Faculty and leadership also remained active in professional development and statewide collaboration. Members of the Adult Education team attended the Kansas Adult Education Association conference in Wichita. Patricia Weaver, English Language Arts Instructor, presented a Financial Literacy session that was well attended and received positive feedback from conference participants. Meghann Patrick, GED Instructor and AO-K Coordinator, along with Stephanie Prichard, Assistant Director of Adult Education, participated in sessions focused on instructional strategies, compliance updates and program innovation. Participation in this statewide conference supports continued alignment with WIOA Title II performance expectations. It ensures that the program remains connected to emerging best practices in adult education across Kansas.

During the previous Board of Trustees meeting, several questions were raised regarding specific programs. One question related to the organization Brothers in Blue at the LCF. While the College does not currently work directly with that organization, Adult Education provides GED testing services for students affiliated with the program.

Another question concerned the transition of students from ESL programming into the GED program. Since 2023, the program has averaged approximately four students per year transitioning from ESL into GED coursework. The relatively small number of transitions is primarily because many ESL students already possess a high school diploma or even a post-secondary credential from their home country. For these students, the primary goal is English language acquisition for employment or community integration rather than obtaining a GED credential.

Preparation for the 2026 Kids on Campus (KOC) program is currently underway. Marketing materials have been finalized in collaboration with the College's marketing team, including four feather flags, 12 yard signs, and a finalized T-shirt design. Registration forms for the program have been updated, and revisions to the Kids on Campus handbook are underway. In addition, the job posting for summer counselors is now live on the KCKCC website. Andrea Kolkmeier, Assistant Director of Continuing Education, also attended the annual American Camp Association Conference in San Diego, California to gather program ideas and best practices to incorporate into future programming. Current enrollment for Kids on Campus stands at one student as early registrations begin.

The Driver's Education program remains temporarily paused due to the absence of a qualified instructor for the spring 2026 session. As a result, the program license renewal has not been completed. Approval is currently pending for the hiring of a full-time Driver's Education Instructor — a potential candidate for fall 2026 is in the process of completing the required certification coursework. In the meantime, the program's 2026 insurance renewals have been completed to ensure operational readiness once an instructor is secured.

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The Motorcycle Program continues to move forward with both operational updates and enrollment activity. The auction of older motorcycles is currently underway, with four additional bikes recently sent to the TEC for sale on the Purple Wave auction platform. The program is also awaiting delivery of three motorcycles purchased from Engle Motors to update the instructional fleet. Recruitment for part-time instructors is ongoing, with Teresa Rogers, Matthew Danda, and Walter Seaman currently in the hiring process. January enrollment included 22 students in the Basic Rider Course and five participants in Rider Coach Preparation.

Within Community Education, program development continues for summer 2026 offerings. Planning for the English in June program has been completed, and early enrollment currently stands at two students.

Continuing Education partnerships and online programming also remain active. In February 2026, enrollments included 9 students in Ed2Go Personal Enrichment courses and 10 in Ed2Go Advanced Career Training programs.

Adult and Continuing Education programs continue to support the College's strategic priorities by expanding access, aligning with the workforce and achieving measurable student outcomes. Efforts remain focused on expanding GED access across both campus and correctional environments, maintaining strong testing pass rates, and developing training partnerships that align with regional workforce needs. The division also continues to position programs for eligibility under WIOA funding while strengthening marketing strategies and operational readiness for anticipated growth in 2026.

Overall, Adult and Continuing Education remains committed to supporting institutional priorities through strong compliance practices, increased enrollment opportunities, measurable student success outcomes, and programs that respond to workforce and community needs.

Workforce Innovation - Dr. Jack Henderson, Executive Director

Recruitment and employer engagement efforts for the Kansas City FAME program continued to gain momentum during the spring 2026 semester. The Spring 2026 KC FAME Open House was a strong success, drawing 67 attendees and serving as an important component of the program's structured recruitment strategy. The event increased program visibility among prospective students and employers while strengthening relationships with regional industry partners. These efforts continue to support the growth of the advanced manufacturing talent pipeline in the Kansas City region.

Workforce Innovation also conducted a strategic site visit with Harcros Chemical to explore opportunities for employer engagement and program expansion. During the visit, representatives met with Mark Jager, Operations Manager, to assess operational workforce needs and discuss potential customized training solutions. Conversations included the possibility of Harcros joining the Kansas City FAME Chapter, which would expand employer participation in the earn-and-learn model and strengthen the representation of advanced manufacturing employers within the regional workforce pipeline.

Additional workforce discussions with Ford Motor Company focused on developing a long-term maintenance talent pipeline. Workforce Innovation convened a virtual strategy session involving four

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corporate leaders and two representatives from the Kansas City assembly plant. The conversation focused on the sustainability of skilled maintenance talent, the alignment of technical competencies with plant requirements, and the exploration of apprenticeship pathways aligned with the FAME model. These discussions represent an important step toward strengthening industry partnerships and addressing the growing demand for skilled maintenance professionals in the region.

Workforce Innovation has also continued to expand workforce training opportunities through Continuing Education. A new stackable, non-credit Cisco networking course has been launched to support the upskilling of incumbent IT professionals and to create additional career advancement opportunities. The course prepares participants for the industry-recognized Cisco Certified Network Associate (CCNA) certification exam. Upon successful completion of the course and attainment of the CCNA certification, students who later choose to pursue the Networking, AAS, will receive advanced standing and will not be required to complete Networking I, II, and III. This approach creates a clear and accelerated pathway from non-credit workforce training to a credit-bearing degree, strengthening program stackability, reducing time to completion, and supporting career mobility within the regional IT workforce.

Student success outcomes associated with the FAME program were recently showcased on a national stage. During the final week of February, Executive Director of Workforce Innovation, Dr. Jack Henderson, and Director of Workforce Education and Training, Rich Piper, traveled to New York City to present at the National Organization for Student Success (NOSS) National Conference. Their presentation highlighted student success outcomes from KCKCC's FAME program, focusing on the 2023 FAME cohort's performance data. The findings demonstrated that students participating in employer-aligned apprenticeship models consistently outperform other student populations across several key areas, including persistence and retention, credential completion, and workforce-readiness outcomes. The presentation positioned KCKCC as a national example of how industry-driven apprenticeship models can strengthen student success while addressing regional workforce needs.

Workforce Innovation has also continued to focus on strengthening career readiness among current students. In partnership with KCKCC Career Services, a redesigned section of BUSN 0250, Obtaining Employment, has been implemented. The course now focuses specifically on career readiness competencies aligned with the National Association of Colleges and Employers standards. Now in its second semester, the course has demonstrated a measurable impact, as evidenced by student feedback from fall 2025.

Students report gaining practical, workforce-relevant skills directly tied to employer expectations, including resume and cover letter development, mock interviews, professional branding, career exploration and negotiation strategies. Many students indicate that the course has helped reduce uncertainty about navigating the job market while strengthening their understanding of industry standards and expectations. These outcomes directly support the College's strategic priorities related to career-connected learning and workforce alignment.

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Feedback also suggests the course has had a meaningful impact on student confidence and career clarity. Students report stronger interview preparation, reduced anxiety about entering the workforce and a clearer sense of professional direction. Several students noted that the course helped them move from feeling uncertain about their career paths to feeling prepared and intentional in their planning. Students also highlighted the course's clear instructional design, effective communication, and strong faculty support, consistently describing it as foundational to their employment readiness and long-term career success. Currently, 16 students are enrolled in the spring 2026 section of the course, reflecting continued engagement and sustained implementation of this workforce-focused model.

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By Vice President of Enrollment Management and Student Services
Dr. Devin Stroman

Executive Summary

Spring 2026 unduplicated headcount is up by 6.2% compared to spring 2025, and the unduplicated headcount is up 11.3% compared to spring 2024. Spring 2026 credit hours are up by 5.1% compared to spring 2025, and the credit hours are up 12.0% compared to spring 2024.

Spring 2026 8-week courses' unduplicated headcount is up by 21% compared to spring 2025. Spring 2026 credit hours are up by 20% compared to spring 2025.

Dr. Shawn Derritt met with representatives from Heartland 180, Inc. (H180) to explore a potential partnership that would encourage youth participating in their social-emotional learning programming to consider Kansas City Kansas Community College (KCKCC) as a future educational pathway. Planning is also underway with F. L. Schlagle High School for the April 23 Mentoring Summit, which is expected to bring approximately 250 high school students to campus for mentoring and career exploration. In addition, Dr. Derritt was appointed to the Leavenworth County Juvenile Corrections Advisory Board, representing the education sector in regional discussions related to youth services and alternatives to incarceration.

The Counseling and Advocacy Center continued to provide mental health support and prevention education. Counseling services recorded 68 appointments in February, with anxiety, stress and depression representing the most common concerns among students. Staff also provided suicide prevention training sessions to students across multiple academic programs and presented a faculty development workshop on how mental health influences student learning.

Student engagement programming remained active throughout the month. The Morning Blend Coffee program distributed 384 free coffee tickets, and 140 students utilized the Game Room. Several student activities were held, including a Stuff-A-Plush event that attracted 75 participants and service-learning opportunities through Project SERVE.

The Blue Devils' Cupboard Basic Needs Center served 230 households during February, assisting a total of 730 individuals. These services continue to play a critical role in supporting students experiencing food insecurity.

Admissions and recruitment efforts remained strong, with the team conducting 14 individual campus tours and nine group tours while participating in multiple college fairs and community recruitment events. For spring 2026, the college enrolled 5,005 students. Financial Aid has received 8,941 Free Application for Federal Student Aid (FAFSA) applications for the 2025-2026 academic year and has disbursed more than \$10.6 million in financial aid to student accounts.

Student Success Advisors experienced a notable increase in student engagement, serving 421 students in person during February, representing a 29% increase compared to the same period last year. Work is also underway to develop an online new student orientation that will launch prior to the fall 2026 semester.

Student Housing opened applications for summer 2026 and the 2026-2027 academic year on March 1, with approximately 100 beds available for non-student athletes. Housing staff are currently interviewing Resident Assistants and continuing academic support initiatives aimed at improving resident GPA outcomes.

KCKCC Athletics continued competitive seasons across multiple programs. Both the men's and women's basketball teams finished the season with winning records of 17-14 and 17-13, respectively, while baseball and softball teams have begun their seasons competing against nationally ranked opponents.

Spring 2026 Unduplicated Headcount

KCKCC Unduplicated Headcount by Location								
CAMPUS (UNDUP at A Location & DUP Across Locations)	03.04.2024	03.10.2025	03.09.2026	24-26	24-26	25-26	25-26	Spring 2026
	Spring 2024	Spring 2025	Spring 2026	24-26	24-26	25-26	25-26	
	48 Days After Term Start	48 Days After Term Start	48 Days After Term Start	Diff - #	Diff - %	Diff - #	Diff - %	%
BL	-	-	-	-	-	-	-	0.00%
DNTWN	-	-	-	-	-	-	-	0.00%
FRSC	20	17	38	18	90.00%	21	123.53%	0.76%
HS	959	856	1,051	92	9.59%	195	22.78%	20.97%
LCF	17	12	21	4	23.53%	9	75.00%	0.42%
MC	1,591	1,708	1,649	58	3.65%	-59	-3.45%	32.89%
OC	273	283	307	34	12.45%	24	8.48%	6.12%
OL	1,960	2,311	2,551	591	30.15%	240	10.39%	50.89%
PION	165	139	119	-46	-27.88%	-20	-14.39%	2.37%
TEC	654	707	688	34	5.20%	-19	-2.69%	13.72%
USDB	93	69	86	-7	-7.53%	17	24.64%	1.72%
VRT	103	108	55	-48	-46.60%	-53	-49.07%	1.10%
Total UNDUP Headcount	4,506	4,720	5,013	507	11.25%	293	6.21%	100.00%
Note: Enrollment at each location is unduplicated. However, enrollment across locations (A student can be counted in two locations) is duplicated. The Total however, is unduplicated (unique counts) headcount.								
Status	Spring 24	Spring 25	Spring 26	24-26 #	24-26 %	25-26 #	25-26 %	Sp 2026 %
First-time	660	772	803	143	21.67%	31	4.02%	16.02%
Returning	3,846	3,948	4,210	364	9.46%	262	6.64%	83.98%
Full-Time or Part-Time	Spring 24	Spring 25	Spring 26	24-26 #	24-26 %	25-26 #	25-26 %	Sp 2026 %
Full-Time *	1,361	1,514	1,584	223	16.39%	70	4.62%	31.60%
Part-Time **	3,145	3,206	3,429	284	9.03%	223	6.96%	68.40%
Gender	Spring 24	Spring 25	Spring 26	24-26 #	24-26 %	25-26 #	25-26 %	Sp 2026 %
Unknown	40	49	55	15	37.50%	6	12.24%	1.10%
Female	2,559	2,739	2,936	377	14.73%	197	7.19%	58.57%
Male	1,907	1,932	2,022	115	6.03%	90	4.66%	40.34%
Race / Ethnicity	Spring 24	Spring 25	Spring 26	24-26 #	24-26 %	25-26 #	25-26 %	Sp 2026 %
American Alaska Native	16	24	24	8	50.00%	-	0.00%	0.48%
Asian	179	176	179	-	0.00%	3	1.70%	3.57%
Black or African American	809	854	908	99	12.24%	54	6.32%	18.11%
Hawaiian Pacific Islander	4	6	2	-2	-50.00%	-4	-66.67%	0.04%
Hispanic	1,222	1,256	1,356	134	10.97%	100	7.96%	27.05%
Multi-racial	251	286	311	60	23.90%	25	8.74%	6.20%
Unknown	237	240	305	68	28.69%	65	27.08%	6.08%
White	1,701	1,746	1,770	69	4.06%	24	1.37%	35.31%
Non Resident	87	132	158	71	81.61%	26	19.70%	3.15%
International	N/A	104	129	N/A	N/A	25	24.04%	N/A
KCKCC Credit Hours by Location								
CAMPUS	03.04.2024	03.10.2025	03.09.2026	24-26	24-26	25-26	25-26	Spring 2026
	Spring 2024	Spring 2025	Spring 2026	24-26	24-26	25-26	25-26	
	48 Days After Term Start	48 Days After Term Start	48 Days After Term Start	Diff - #	Diff - %	Diff - #	Diff - %	%
BL	-	-	-	-	-	-	-	0.00%
DWNTN	-	-	-	-	-	-	-	0.00%
FRSC	185	170	353	168	90.81%	183	107.65%	0.80%
HS	4,896	4,603	5,233	337	6.88%	630	13.69%	11.85%
LCF	153	120	189	36	23.53%	69	57.50%	0.43%
MC	11,287	12,072	11,892	605	5.36%	-180	-1.49%	26.93%
OC	819	769	777	-42	-5.13%	8	1.04%	1.76%
OL	12,651	14,346	16,472	3,821	30.20%	2,126	14.82%	37.30%
PION	1,353	1,053	929	-424	-31.34%	-124	-11.78%	2.10%
TEC	7,327	8,076	7,729	402	5.49%	-347	-4.30%	17.50%
USDB	387	303	330	-57	-14.73%	27	8.91%	0.75%
VRT	455	515	259	-196	-43.08%	-256	-49.71%	0.59%
Total	39,513	42,027	44,163	4,650	11.77%	2,136	5.08%	100.00%
*Full-Time Students = 12 Credit Hours or Greater								
**Part-Time Students = Less Than 12 Credit Hours								

Student Services - Dr. Shawn Derritt, Dean of Student Services

On February 6, Dr. Derritt met with Max Mendoza of Heartland 180, Inc. Discussions focused on how his programming might partner with KCKCC to encourage more of the young people he serves to consider KCKCC as the next step in advancing their lives. H180 is a youth services organization that provides in-school and after-school programming for students in 6th through 12th grade, empowering them to shape their future through a proven Social Emotional Learning curriculum. H180 also serves parents or guardians of youth looking for “handles” to better communicate with or to encourage a child involved in self-destructive behavior toward a better future for the health of the entire home and family

On February 11, Dr. Derritt participated in a Leadership 2000 session on understanding Diversity Issues. The session took place at the Kansas School for the Blind campus, where the school's Superintendent, Jon Harding, gave a brief overview of the school's history and campus. Additionally, a tour of the campus was given by a KCKCC former student who was served through the College's Student Accessibility and Support Services office and is now employed there.

On February 18, Dr. Derritt met with Dr. Williams, principal of F.L. Schlagle High School, and Iesha Taylor, Stallion Surge Program Director, to discuss this year's Mentoring Summit. The plan is to host 250 high school students in an engaging mentoring and career exploration experience designed to empower them (grades 9th through 12th) to “direct” their own futures. Students participate in meaningful conversations and interactive sessions with KCKCC student mentors, faculty, community professionals and industry leaders. Through career-focused workshops and mentor networking, participants gain insight into college pathways and professional opportunities, building confidence and readiness for life after graduation. The event is scheduled for April 23 from 9 a.m. to 1:30 p.m.

On February 19, Dr. Derritt attended the Leavenworth County Juvenile Corrections Advisory Board (JCAB) as a new board member, representing education. Board members are charged with working together as a board to annually develop a comprehensive agency plan, consider program availability and create alternatives to incarceration for juvenile offenders. The board meets four times a year. On February 24, Dr. Derritt met with a student at Carl Bruce Middle School. This is a monthly mentoring session with this student that has been happening for the past three years. Dr. Derritt is working with this youth because his story resembles the challenges Dr. Derritt faced as a child. The goal is to support him through high school, with the hope that one day he might become a Blue Devil and change the course of his life and his family. During this session, Dr. Derritt discussed entrepreneurial goals and asked the student to develop a business plan for a summer job. The student will present the plan to Dr. Derritt next month.

Counseling and Advocacy - Linda Warner, Director

On February 4, Counseling presented “Maslow Before Bloom: How Mental Health Impacts the Learning Environment” at the Blue Devil Faculty Academy to 12 participants.

On February 6, Counseling held a tabling event for National Heart Association Wear Red Day with 60 participants.



On February 12 and 13, Counseling assisted the Out Questioning and Straight club with the “Crush for Your Crush” fundraiser, generating \$300.

On February 11, 16, and 25, Counseling shared “Ask. Listen. Refer.” suicide prevention training with students in English for Speakers of Other Languages, psychology and high voltage lineman classes, totaling 59 participants.



On February 25, Counseling hosted “Women of Brown,” presented by Donna Rae Pearson, for Black History Month. The program was funded by Humanities Kansas with 48 participants.



The primary reasons for students initiating counseling in February were anxiety, stress and depression.

February Counseling and Advocacy Utilization

Client Contact	2026	2025	2024
Individual Sessions	36	34	58
Intakes	15	11	17
Total # of Appointments	68	63	102
Total # of Students Seen	36	28	42

Military and Veterans Center - Wade Abel, Director

The Military and Veterans Center continues to work with and support the military-affiliated students at KCKCC. However, the Center is currently short-staffed as Laena Loucks left in February. The hiring process is underway to backfill that position.

Reason for Student Visit	Feb 2026	Feb 2025	Feb 2024
Study	12	25	63
Computer Use	2	7	1
Benefits Question	3	13	11
Enroll & App Question	1	2	24
Socialize	4	38	16
Veteran Service Rep	7	18	7
Total	29	103	122

Student Accessibility and Support Services (SASS) - Faculty

Professional Development

On February 20, Robert Beach, Assistive Technology Specialist, attended the Kansas Association on Higher Education and Disability Friday discussion. The topic was the changing landscape of emotional support animals. Dr. Jane Jarow, President of Disability Access Information (DIAS), led the discussion.

Activities and Programs

On February 2, Carly Eastling, Academic Support Facilitator, planned and presented a new student orientation for 33 students at the Dr. Thomas R. Burke Technical Education Center (TEC). During these orientation sessions, students are informed of the College's regulations and expectations, financial aid options, scholarship opportunities, the various academic student support services and the student activities and events offered at KCKCC.

On February 13, Carly Eastling met with a group of students and staff from the Kansas State School for the Blind (KSSB). They discussed disability services in college and the process for requesting accommodations at KCKCC.

On February 23, Carly Eastling met with a group of students and staff from DeSoto/Mill Valley High School. They discussed disability services in college and the process for requesting accommodations at KCKCC.

On February 27, Robert Beach participated in a panel discussion for the Accessibility Summer Camp Conference. Four Planning Committee members shared why they are involved in the conference, what it means to them and how they have seen it grow over the years. Robert has been a member of the Planning Committee since its beginning in 2017.

Upcoming Activities and Programs

On May 6, Alex Twitty plans to present Study and Testing Strategies to KCKCC Honors students.

DISABILITY	February 2026	February 2025	CHANGE	PERCENT OF CHANGE
Autism	9	12	-3	-25.0%
Attention Deficit Disorder	27	28	-1	-3.6%
Blind/Visional Impairment	7	4	3	0.0%
Deaf/Hard of Hearing	0	2	-2	-100.0%
Head Injury	0	0	0	0.0%
Intellectual Disability	4	3	1	0.0%
Learning Disability	42	44	-2	-4.5%
Medical	5	4	1	25.0%
Physical	0	1	-1	-100.0%
Psychiatric	15	18	-3	-16.7%
Other Health Impaired	6	9	-3	-33.3%
Total	115	125	-10	-8.0%

* The numbers are cumulative per semester, not a total for a month.

Student Engagement - Haydee Reyes, Director

In February, the Student Engagement Morning Blend Coffee Program distributed 384 free coffee tickets to students.

One hundred forty students visited the Game Room throughout the month of February.

The Office of Student Engagement hosted its inaugural “Stuff-A-Plush” event on February 9 at the Humanities Building Lounge. Students selected from a variety of stuffed animals – including dogs, bears, penguins, pink unicorns and T-Rexes – then “stuffed,” dressed and completed a birth certificate for their new college companions. The event was so well-received that supplies ran out within the first 45 minutes. A total of 75 students attended.

A Valentine’s Candy-Gram Pop-Up was held on February 11 at the TEC campus. During this event, 71 students selected Valentine-themed candy to share with friends and classmates.

On February 26, through Project SERVE initiative and in collaboration with Professor Victor Ammons, 12 KCKCC students volunteered at One City Café at the Bishop Sullivan Center. Student volunteers prepared and served warm sloppy joes to community members in need.



Upcoming Activities, Events and Programs (at the time of this report):

- March 9: Safe Patty’s Day (Alcohol Awareness) Celebration, main campus - Centennial Hall, 6 p.m. - 8 p.m.
- March 12: Project SERVE in support of House of Yates and in celebration of Women’s History Month (Encouragement Bag assembly) - Lower Jewell Student Lounge, 2 p.m. - 5 p.m.
- March 25: Roll into Spring - Skate City, Kansas City, Kansas, 4 p.m. - 6 p.m.

Basic Needs Center

Blue Devils’ Cupboard served 230 households in February, including 583 adults, 138 children and 9 people 65+ for a grand total of 730 individuals served.

February 25-27, Fyn Morrigan, Basic Needs Coordinator, attended the annual National Conference on Hidden Student Populations. This year, there was a special focus on basic needs, and emerging research demonstrates strong correlations between Basic Needs Insecurity (BNI) and childhood trauma and adversity among students attending community colleges.

Fringe Benefits of Education (FBOE)

February was an impactful and energizing month for F.B.O.E. as they honored Black History Month through powerful discussions, educational videos, interactive learning and community engagement. Each weekly session provided students and community members with new knowledge, deeper historical understanding and meaningful dialogue.

February 5 - Opening of Black History Month

FBOE started the month by recognizing the importance of Black History Month and emphasizing not just the struggles faced by African Americans but also the strength, achievements and resilience that characterize Black history.

The guest speaker, Latanya Goodloe, an author, speaker and leader, gave an inspiring talk on discipline, overcoming adversity and defeating procrastination. She shared her personal story, the obstacles she encountered and the steps she took to rebuild her life. She also explained how a lack of discipline can impede progress and provide practical tools for staying motivated. At the conclusion of the session, she signed copies of her book and took photos with attendees.

February 12 - The Quindaro Ruins Presentation

Our next session featured a compelling presentation by Gary Lopez, a historian and tour guide of the Quindaro Ruins. He explained the historical importance of the Quindaro settlement and why it is crucial for our community to preserve this history. To help students better visualize the story, he led a brief field trip inside the building to see the large mural illustrating the Quindaro narrative. He shared the stories of freedom seekers, their struggles and their resilience. He also facilitated an interactive activity where participants wrote their names and personal strengths on a piece of paper, then crumpled it. This exercise symbolized life's inevitable hardships – and the power of resilience. His message was clear: even when life breaks you, you can rise again and keep moving forward.

February 19 - Emmett Till and the Civil Rights Movement

This week focused on the story of Emmett Till and the foundations of the Civil Rights Movement. Students and community members watched an emotional video from Emmett Till's trial that detailed the events leading to his tragic death at just 14 years old. The video highlighted the courage of Emmett Till's mother, who insisted on an open casket so the world could witness the injustice done to her son. Discussion about the importance of standing up for justice and how tragedies like Emmett Till's helped fuel major movements, laws and reforms that shaped the fight for equality. Participants reflected on how progress is possible only when communities choose to take action together.

February 26 - Afro-Latinx Connections

To close out the month, the final session examined the shared history and cultural links between African Americans and the Latinx community. Attendees watched two educational videos explaining how African cultures blended with Latin cultures during the transatlantic slave trade, creating new identities and

traditions. Participants learned that about 25% of the Hispanic/Latinx population has African ancestry - often unknowingly.

Student Health - Toni M. Dickinson, Director

The “Know Your Status Event” provided service to seven individuals in February. On February 6 from 9 a.m. to 11 a.m., Student Health Services hosted a tabling event called "Heart and Mental Health." The event saw a strong turnout from both students and employees. The purpose of the event was to emphasize the importance of heart health for both women and men, highlight the need to monitor and protect mental health and provide tips to improve mental health. Student Health Services partnered with Counseling and Advocacy to promote awareness of Heart Health Month in February.

Upcoming Events for Student Health Services (at the time of this report):

- March Tabling Event: Good Sleep Hygiene
- Know Your Status Event, March 2



March Report - 2026	2026 February	2025 February
Blood Pressure Check	6	3
Tuberculosis Skin Test	38	32
Tuberculosis Skin Test Reading	23	21
TB Questionnaire Screening	61	107
TB Services- Other	7	3
Tuberculin (TST) Skin Test POSITIVE	0	3
Quantiferon (QFT) Blood Draw	7	28
Quantiferon (QFT)-POSITIVE results	0	3
Quantiferon (QFT) NEGATIVE results	6	25
OTC Medication Provided (items)	35	21
COVID Test Kits Provided	2	3
COVID Contact Tracing	0	0
HCG Test Provided	2	0
Housing Immunization	0	8
Visits to the Nurse	5	27
Emergency on Campus	1	1
Know Your Status	7	3
Referrals to a health service (outside)	5	*
Totals	205	288

Student Housing - Nicole Wilburn, Director

The Student Housing applications for summer 2026 and the 2026-2027 academic year went live on March 1. Prospective residents can sign into the Student Housing portal to complete their contract online. Bed spaces for non-student athletes are reserved on a first-come, first-served basis. Student Housing expects about 100 bed spaces to be available for non-student athletes in Centennial Hall. Coaches have reserved spaces for student-athletes, and contracts will be completed by June 15.

Student Housing began conducting interviews for Resident Assistants (RAs) for the 2026-2027 academic year. The RA position is an important peer mentor position in Student Housing that helps residents adjust to community living. Position offers are expected to be made in early March.

Student Housing partnered with Career Services to host a resume workshop for students living in Centennial Hall. This was strategically timed to align with the RA application process, but it benefits all students interested in creating or improving their résumés.

Student Housing staff wrapped up meetings with all residents who earned a GPA below 2.5 in fall 2025, as well as with all new residents for the spring semester. This effort is part of our WIG to improve the GPA for non-student-athletes living in Student Housing.

Director Nicole Wilburn virtually attended the winter meetings for the Upper Midwest region of the Association of College and University Housing Officers. Nicole serves on the Professional Development Committee for the organization.

The RAs in Student Housing hosted many events in Centennial Hall for the month of February, including a Super Bowl Watch Party, Valentine's Day Card Making, Sip and Paint (with sparkling juice), Cocoa and Crafts, De-Stress and Color, and Mini Pancake Mingle. These events are a great way for residents to connect with each other, build community and a sense of belonging and take a break from studying.

Upward Bound (UB) - Veronica Knight, Director

On February 14 and 21, students participated in targeted tutoring and an American College Testing Bootcamp led by our academic partner, Tomorrow's Promise Today. These sessions provided focused skill-building, test-taking strategies and individualized academic support designed to strengthen student confidence ahead of spring testing.

On February 24, UB students attended the Broadway production of Hamilton at the Music Theater, generously sponsored by the Theater Guild. Students experienced American history brought to life through dynamic storytelling, powerful performances and a modern musical lens. The show deepened their understanding of early U.S. history and sparked meaningful conversations that continued well beyond the final curtain.

On February 27, students partnered with the local nonprofit, A Loving Space Foundation, to distribute fresh produce at the KCKCC Lodge by the Lake. This service activity allowed students to engage directly with the community, practice leadership and support local families.

Student Success Highlights

Several recent UB graduates earned placement on the Dean’s Honor Roll at their respective institutions – a testament to their hard work and the continued impact of the program:

- Malai Brown - Harris–Stowe State University, St. Louis, Missouri
- Makayla Clark - University of Saint Mary, Leavenworth, Kansas
- Immanuel Murphy - Kansas State University, Manhattan, Kansas
- Torrence Portley - DePaul University, Chicago, Illinois
- Queen Esther Bradley - University of Saint Mary, Leavenworth, Kansas

On March 2, UB staff, along with Dr. Shawn Derritt, Dean of Student Services, met with the Center for Supportive Communities to explore the possibility of becoming a host site for AmeriCorps members. This partnership would expand our capacity to serve students and families with the greatest need, while offering AmeriCorps members meaningful opportunities for service and professional development.

Upcoming Activities, Events and Programs (at the time of this report):

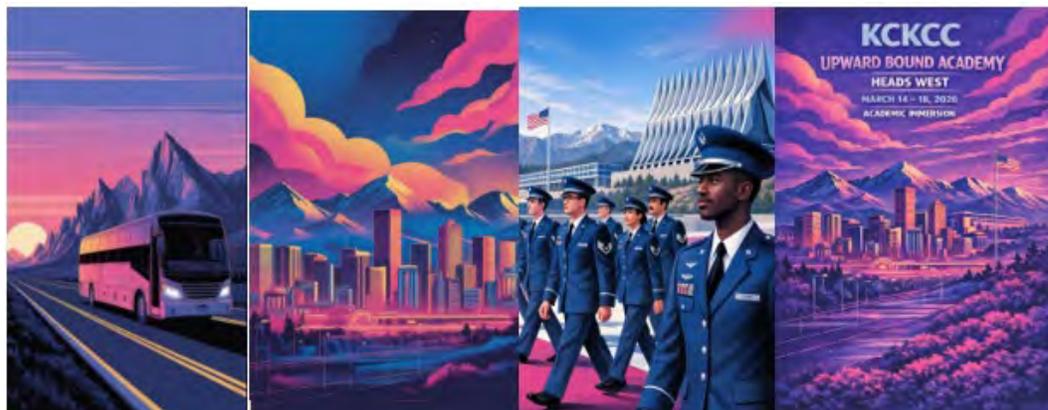
- March 7: Mandatory Saturday Session for all students. Parent orientation for students traveling to Colorado.
- March 30 - April 2: Upward Bound staff will attend the MoKanNe Educational Opportunity Association Regional Conference in Kansas City, Missouri.
- Ongoing: Recruitment is underway for Program Assistants, Instructors, and student scholars for the summer program scheduled, June 8 - July 17.

Spring Educational Travel Experience

From March 14-18, eligible UB scholars will embark on a multi-day educational journey through Denver and the Front Range. Students will visit:

- University of Colorado - Boulder, Colorado
- Regis University - Denver, Colorado
- U.S. Air Force Academy - Colorado Springs, Colorado

UB students will also explore iconic natural landmarks, including the Garden of the Gods, Pikes Peak and Boulder's scenic landscapes. Each component of the trip integrates learning across science, geology, earth systems, math, physics, leadership, English, interdisciplinary arts, social studies, ethics and civic engagement – making this a truly immersive academic experience.



Admissions and Recruitment - Michael Driskell, Interim Director

Applications for the upcoming academic terms were processed as of January 5.

- Spring 2026 application volume is 3,102 compared to a total of 3,628 applications for spring 2025.
- A total of 5,005 scholars enrolled for spring 2026.
- Summer 2026 application volume is 606 compared to a total of 2,305 for summer 2025.
- Fall 2026 application volume is 1,346 compared to a total of 5,922 for fall 2025.
- The Admissions and Recruitment team gave 14 individual tours and nine group tours. Personalized tour visits were conducted to provide prospective students and their families with an in-depth experience of the KCKCC campus, highlighting academic programs, student resources and campus life.
- The Admissions and Recruitment team actively participated in six community events, including college fairs, high school visits and community-based recruitment efforts to connect with prospective students and stakeholders.

Upcoming Activities, Events and Programs (at the time of this report):

- March 3: Admissions are scheduled to host students from Lawrence West Middle School for tours of the Technical Education Center (TEC1) and Technical Education Center 2 (TEC2).
- March 5: Admissions will be represented at two College Expos. The first is at De Soto High School and will be hosted by Youth Lead KC.
- March 10: Admissions will host a group associated with the Hispanic Development Fund (HDF) from Wyandotte High School for a TEC and main campus tour.
- March 11: Admissions will host a group associated with HDF from Bishop Ward High School for a TEC and main campus tour.
- March 12: Admissions will host a group of students from Northeast High School in Kansas City, Missouri, for a TEC and main campus tour.
- March 20: Admissions will be represented at a Career and Trades Fair at De La Salle High School.
- March 25: Admissions will be represented at a Teen Career Exploration Fair at the Kansas City Public Library Bluford Branch. Additionally, the event was featured at Family Night with the North Kansas City School District High School Alternative Program.
- March 26: Admissions will be represented at a College and Career Fair at Highland Park High School in Topeka, Kansas. Admissions will also be hosting a group from Arrowhead Middle School for a TEC tour.

Athletics - Greg McVey, Director

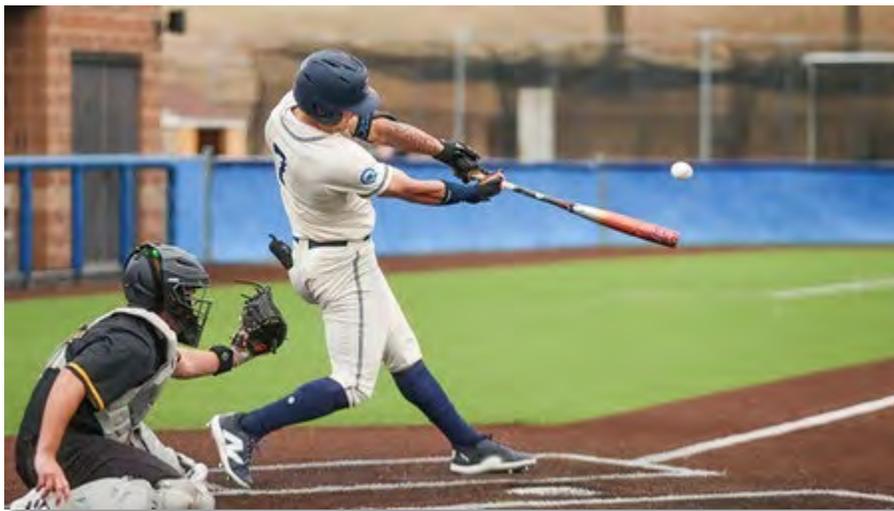


The KCKCC men's basketball team demonstrated competitiveness and resilience throughout the 2025–26 season, highlighted by several close contests and a notable victory over nationally ranked North Central Missouri College. On March 3, the season came to an end with a 76-63 loss to Fort Scott Community College. The team finished with a 17-14 overall record and a 6-6 mark in the Kansas Jayhawk Community College Conference (KJCCC). The Blue Devils relied on strong guard play and perimeter shooting, with key contributions from Ta'Veaion Washington (Springfield, Missouri), Anthony Leonard (Oklahoma City Oklahoma) Kamoni Ford (Topeka, Kansas) and Malik Lewis. (Kansas City, Missouri) The team showed the ability to execute during pressure situations, including a late-game road win over Western Iowa Tech, while competing against some of the top programs in the KJCCC. Overall, the season reflected a developing program capable of securing quality wins and competing effectively in one of the nation's strongest junior college basketball leagues.



The KCKCC women's basketball team delivered a competitive 2025-26 campaign highlighted by strong non-conference performances and moments of national recognition. The Blue Devils finished the season with a 17-13 overall record, demonstrating steady development while competing in the challenging KJCCC. Early in the season, KCKCC displayed offensive efficiency and perimeter shooting, including a 75-

65 victory over North Arkansas College in which the Blue Devils knocked down 13 three-pointers to control the game. The team also earned national attention during the year, rising into the National Junior College Athletic Association rankings and producing several decisive wins, including a 78-38 blowout at Metropolitan Community College that showcased the program's defensive pressure and balanced scoring. The Blue Devils carried that momentum into conference play, recording key league victories, including a 59-51 win over Fort Scott Community College in a tightly contested matchup. Throughout the season, KCKCC relied on timely shooting, rebounding and disciplined defense to remain competitive against strong KJCCC opponents. Overall, the 2025-26 season reflected a program capable of competing at a high level within one of the nation's toughest junior college conferences, combining strong non-conference results with continued growth throughout league play.



The KCKCC baseball team has opened the 2025-26 season with a competitive start against a challenging early schedule that includes both regional opponents and nationally recognized junior college programs. Early in the year, the Blue Devils demonstrated offensive firepower and the ability to win high-scoring games, highlighted by victories such as a 9-5 win over No. 5 Cloud County Community College and strong performances in multi-game series. KCKCC's offense has shown the ability to generate runs in bunches, with several games featuring double-digit scoring outputs and multiple extra-base hits. The team has combined timely hitting with aggressive base running, allowing the Blue Devils to remain competitive even in tightly contested matchups throughout the opening weeks of the season. As the schedule progressed, the Blue Devils faced tougher competition within the KJCCC and regional matchups. In late February and early March, the team battled ranked opponents, including a three-game series against No. 25 Barton Community College. Although KCKCC came up short in that series, the games were competitive and demonstrated the team's ability to challenge nationally ranked programs. The Blue Devils have also shown flashes of power at the plate, including multi-home run performances in conference play, while continuing to develop consistency on the mound as the pitching staff works deeper into the season. Overall, KCKCC has shown strong offensive potential and resilience in the early portion of the season while navigating a demanding schedule. As conference play intensifies, the Blue

Devils will look to build momentum, improve pitching consistency and translate early-season competitiveness into wins within the KJCCC standings.



The KCKCC softball team has opened the 2025-26 season, competing against several nationally recognized junior college programs and regional opponents. The Blue Devils began the year with a high-level matchup against No. 22 Iowa Central Community College, splitting the season-opening doubleheader and demonstrating their ability to compete with ranked teams. KCKCC has shown resilience in close games throughout the early portion of the schedule. One of the highlights of the season came in a doubleheader sweep of Northeast Community College where the Blue Devils won both games by identical 4-3 scores. In those contests, timely hitting and clutch late-game execution proved decisive, including key offensive moments that helped secure narrow victories. The team has also faced challenging competition as the schedule progressed. In early March, the Blue Devils faced McCook Community College where strong innings by the opponent proved difficult to overcome, despite KCKCC producing offense that included a home run in the opening game. These contests highlighted both the offensive potential of the lineup and areas where pitching consistency will continue to develop as the season advances. Overall, the Blue Devils have demonstrated competitiveness against quality opponents while gaining experience early in the season. With a mix of close wins, challenging matchups against ranked programs and emerging individual performances, KCKCC continues to build momentum as the team progresses deeper into its non-conference schedule.

Information about all upcoming athletic activities, events and programming can be found at [Kansas City Kansas Community College Athletics](#).

Cultural Enrichment Center (CEC) - Dr. Reem Rasheed, Interim Director

February Programming

The CEC hosted the “Honoring Nicodemus” event on February 4, featuring guest speaker Angela Bates, Executive Director, past president and founder of Nicodemus Historical Society. Her presentation brought the rich history and legacy of Nicodemus to life, offering our community an inspiring and educational experience. The event was open to students, faculty, staff and community members, with snacks and refreshments provided. A total of 29 participants attended.



On February 25, the community gathered for “The Women of Brown,” an insightful presentation led by Donna Rae Pearson, historian, librarian, and museum specialist with the Kansas Historical Society. The program highlighted the often-overlooked stories of the 12 Black women whose courage and advocacy played a vital role in the historic *Brown v. Board of Education* case. This event was co-hosted by the CEC and the Counseling and Advocacy Center at KCKCC. It was open to students, faculty, staff and community members, with snacks and refreshments provided. A total of 48 participants attended.



The CEC is planning to co-host the Raga Jazz Continuum, a unique fusion of jazz and traditional Indian music. This two-day event will offer both educational and performance experiences for the KCKCC community.

On April 9, the artists will lead a lecture and demonstration for KCKCC students in the Band Room, followed by a question-and-answer session hosted at the CEC. The main performance and the full concert will take place on April 10 at the Performing Arts Center.

The CEC is coordinating event logistics in partnership with the Music Department and the Art Gallery, including engaging stakeholders, managing space setup and audiovisual needs, promoting the event and ensuring the execution of event components.



The CEC is leading the coordination of KCKCC's annual Juneteenth celebration. The planning committee officially launched its work in February, bringing together campus and community partners to develop a meaningful and engaging program. This year's celebration is scheduled for June 19 and will take place at the KCKCC Fieldhouse.

CEC Wildly Important Goal (WIG)

The CEC continues to make measurable progress in campus engagement and cultural programming through its WIG. The goal for spring 2026 is to reach 300 engagement points. As of the end of February, CEC achieved 124 points.

Enrollment Management Information Systems - Samantha Landau, Coordinator

Ellucian Forms & Intelligent Processes

Work is ongoing to leverage Ellucian Forms and Intelligent Processes (EIP) for direct data synchronization with Colleague. This initiative aims to automate manual entry and improve data integrity across the College. The technical discovery phase for EIP focuses on building the necessary data pipelines and mapping the specific updates needed to ensure seamless communication between platforms.

Voyatek for Application Screening

Implementation of the Voyatek integration has officially begun. This service will introduce robust fraud detection and verification protocols directly into our student application process.

High School Partnerships (HSP) - Julius Brownlee, Assistant Director

Quality Programs and Services

The HSP area is collaborating with Dr. Ed Kremer, Dean of Science, Math, Business and Technology, to develop new articulation agreements with HSP to offer higher-quality dual enrollment opportunities.

The agreements ensure that high school coursework aligns with KCKCC standards, allowing students to earn college credit seamlessly and avoid repeating content once they matriculate. This alignment strengthens academic continuity, reduces costs for families and accelerates students' progress toward certificates and degrees.

Dual enrollment and articulation agreements together create clear, structured pathways that benefit both students and the College. Students gain early exposure to college-level rigor and career-connected programs, while KCKCC strengthens its enrollment pipeline and enhances program quality through deeper collaboration with secondary educators. Establishing these agreements is essential to building coherent, high-quality academic pathways that support student success and reinforce KCKCC's role as a leader in equitable access and workforce preparation.

Real World Learning Conference

The HSP team recently participated in the Real-World Learning Conference hosted by the Ewing Marion Kauffman Foundation, an event dedicated to preparing students, employers and the region for the future by promoting immersive, career-connected learning opportunities, such as projects, internships and employer-driven experiences. The HSP team engages in the Strengthen Community Connections track, working alongside educators and community partners to identify shared values and develop collaborative strategies that support long-term, mutually beneficial relationships. Insights from the conference directly enhance our dual enrollment work by highlighting how real-world learning, employer engagement and early-college coursework can be intentionally aligned to create high-quality, coherent pathways for students. A key takeaway for the HSP team is the importance of ensuring that dual enrollment offerings are intentionally connected to meaningful, employer-informed experiences so that students earn college credit while also building the career-relevant skills and confidence needed for postsecondary success.



International and Immigrant Student Services (IISS) - Dr. Candice Scott, Assistant Director

The IISS department is currently processing applications for fall 2026 and preparing our international graduates for their next educational journey. There are seven international students graduating – six are transferring to four-year universities, and one will continue at KCKCC in a different degree program.

From February 10-13, international students stopped by the office for a chance to win Valentine's Day gifts to brighten their day. The gifts were generously donated by our community partner, Spirit and Truth Worship Center.



Upcoming Activity (at the time of this report):

- Registration will open soon for the Rome faculty-led study abroad trip, scheduled for March 12–21, 2027.
- The IISS office is working with Projects Abroad to identify and develop its next experiential learning opportunity for summer 2027, providing students with meaningful global engagement and hands-on learning experiences.
- The IISS office is collaborating with Catalyst GEM to offer visa interview assistance to newly admitted international students as they prepare for their U.S. embassy appointments.

Registration and Records - Theresa Holliday, Registrar

	February 2026	February 2025	Percentage
Enrollment/Graduation Verification	35	12	+97.87%
Student Contact Information updates	172	40	+124.5%
Major or catalog changes	106	45	+80.79%
Student Withdrawals	111	125	-11.86%
Instructor Administrative Withdrawals	43	39	+9.75%
Student Reinstatements	38	27	+33.84%
Student Schedule changes	50	56	-11.32%
Student no-shows	360	340	+5.71%
FERPA release forms	9	2	+127.27%
Transfer credit evaluations	275	150	+58.82%
Grade Changes	5	38	-153.48%
Graduation applications processed	N/A	15	N/A
Student Degrees/Certificates conferred	10	15	-40%
Program substitutions, deviations or waivers	4	4	N/A
Incoming transcripts	209	172	+19.42%
Outgoing transcripts	477	468	+1.90%
Unofficial transcripts	8	8	0%

Student Financial Aid - Tammy Reece, Director of Financial Aid

Financial Aid Applications Received as of March 2

Academic Year	Total Number of FAFSA Records	Number of FAFSA Records Imported in February
2025-2026	8941	179
2024-2025	8580	158
2023-2024	8309	193

Financial Aid Disbursed to Student Accounts as of March 2

Academic Year	Fall	Spring	Summer	Total
2025-2026	\$5,946,941	\$4,689,362	N/A	\$10,636,303
2024-2025	\$5,644,823	\$5,178,271	\$895,020	\$11,718,114
2023-2024	\$5,254,883	\$4,432,169	\$761,827	\$10,448,879

**Aid disbursed does not include third-party/sponsorships or KCKCC Foundation Scholarships

FAFSA Assistance

The KCKCC Student Financial Aid Office, in partnership with the University of Kansas Equal Opportunity Center TRIO group, held a FAFSA completion event on March 4. This event was open to all students and

community members. Multiple students were assisted, and many additional students scheduled future appointments to complete their FAFSA.

Loan Default Management

The KCKCC Student Financial Aid Office continues to work with Student Connections to support our prior student loan borrowers who are struggling to meet their student loan obligations. The Financial Aid Office continues to assist borrowers in hopes of educating them about their student loan repayment options.

Student Success Center - Dr. Brady Beckman, Director

Throughout February, the Student Success Center has continued to develop KCKCC's future Online New Student Orientation with the help of our vendor, advantage design group. This project will persist throughout the spring, with content and production shoots taking place on campus April 7-8. The online orientation will launch prior to the fall 2026 semester.

In February, Career Services continued to expand its impact on student career readiness by visiting more than a dozen classrooms to deliver career-focused programming.

Additionally, Career Services is strengthening its outreach to high school students through initiatives such as a "Dress for Success" presentation at BizFest, Career Exploration workshops at Saturday Academy, and plans to host Kauffman Foundation ProX interns this summer.

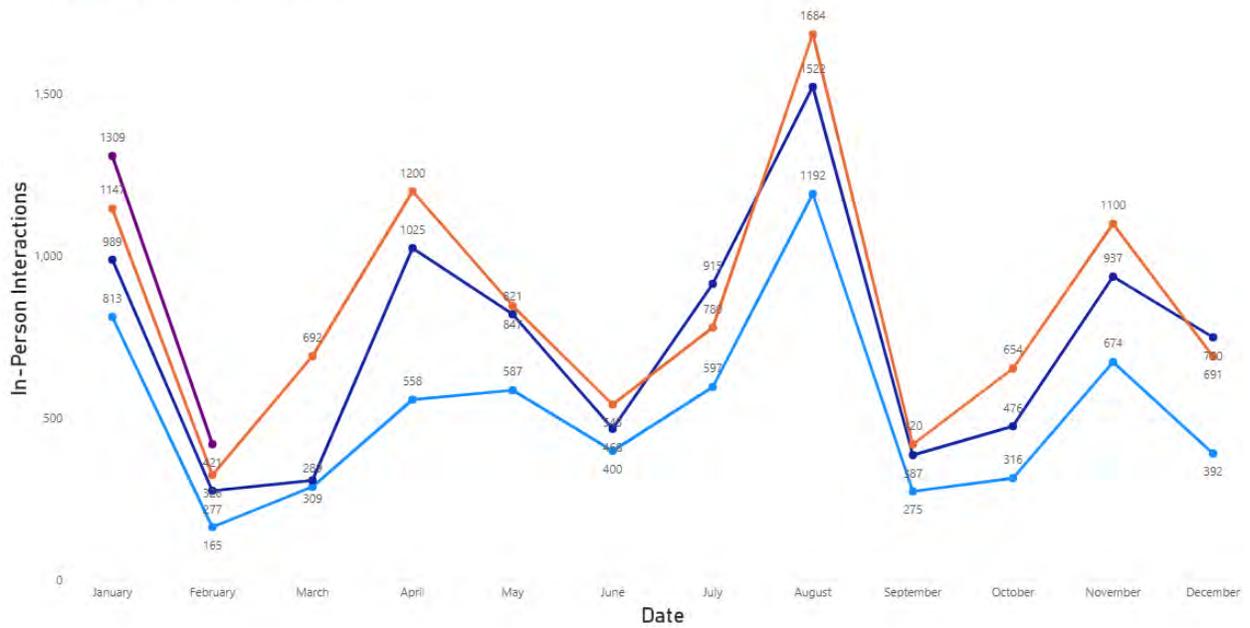
Student Success Advisors experienced a significant increase in student volume in February 2026, serving 421 students who signed in for in-person advising, graduation checks or enrollment. This was a 29% increase from February 2025 (326). Advisors continue to serve students via 138 virtual appointments in February.

Upcoming Activities, Events and Programs (at the time of this report):

- Spring 2nd 8-week enrollment is open through the first day of classes on March 23.
- March 10: Technical Education Center Career Fair

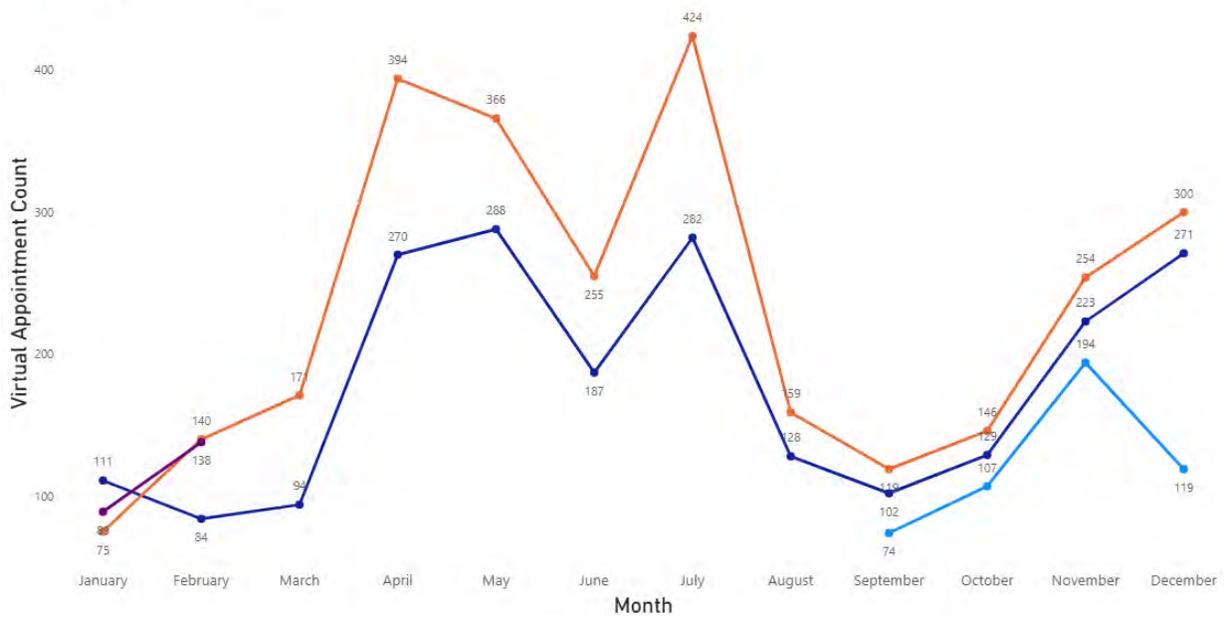
In-Person Advising Interactions (Student Success Center)

Year ● 2023 ● 2024 ● 2025 ● 2026



Virtual Appointment Count By Month

Year ● 2023 ● 2024 ● 2025 ● 2026



Student Support for Program Success - Dr. Gena Ross, Title III Project Director

Title III Update - February 2026

In February, the Title III team submitted a formal request to the Federal Program Officer for approval of a Research Data Analyst position. The proposed position will be funded at 50% through Title III and 50% through the Office of Institutional Effectiveness, supporting the Executive Director for Institutional Effectiveness, Director Kristine White. This role is intended to strengthen data analysis and reporting capacity, as well as institutional effectiveness efforts aligned with Title III goals.

The Title III Steering Committee convened on February 19 to review project progress, discuss implementation updates and ensure continued alignment with grant objectives and performance benchmarks.

Additionally, the team distributed the sixth edition of the “News You Can Use” Title III newsletter, providing campus stakeholders with updates, highlights and key information related to ongoing Title III initiatives.

ISSUE 06 / FEBRUARY 2026

TITLE III NEWSLETTER

DIRECTOR
DR. GENA ROSS

CAREER SERVICE COORDINATOR
CARIE HIGDON

WEB DEV/EDITOR
TRAVIS US

Upcoming Important Dates February & March 2026

Feb.	Black History Month
Mar.	Details
06	Daylight Saving Time - Spring Forward
12	Final Exams for Spring IA Tues/Thurs classes
13	Final Exams for Spring IA Mon/Wed classes
16-20	Spring Break / No Classes
20	College Closed
23	Spring 2(a) classes begin. Late enrollment

Greetings
Can you believe we are already in the second month of the year? Welcome to our February newsletter. February is American Heart Month, and it's a great reminder for all of us to keep a positive heart, a positive mindset, and to take care of ourselves and one another as we move through the semester. February is also Black History Month, a time to reflect on resilience, perseverance, and the power of education to create opportunity and progress. These themes remind us why staying connected, supportive, and engaged as a campus community is so important. As the semester continues, I encourage everyone to stay focused, stay balanced, and make the most of the time and resources available. Students, don't hesitate to reach out to your professors, advisors, or the Student Success Center if you need support. Faculty, staff, and administrators—thank you for the continued encouragement and guidance you provide every day. I wish you all a safe, warm, and successful month ahead. Be sure to check out the rest of the newsletter and stay involved in all that's happening across our campus.
Warm regards,
Dr. Ross

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ISSUE 06 / FEBRUARY 2026

BLACK HISTORY MONTH

Black History Month: Honoring the Legacy of Civil Rights Leaders

This month, we honor the enduring legacy of leaders who transformed the course of American history. **Dr. Martin Luther King Jr., Rosa Parks, and author James Baldwin** each used their voice and courage to challenge injustice and advance civil rights. Their work continues to inspire generations seeking equality, dignity, and hope.

Their collective influence helped shape not only the Civil Rights Movement but also the nation's moral consciousness, reminding us that ordinary people can spark extraordinary change. Their stories continue to guide current and future movements for justice, showing that progress is built on persistence, compassion, and truth.

As we remember these influential leaders, may we also reflect on the responsibility we carry today. Their vision challenges us to continue building communities rooted in fairness, understanding, and unity. By learning from their courage and carrying their message forward, we honor their legacy and help create a more just and compassionate future for all.

Remembering Rev. Jesse Jackson - We also honor the memory of Rev. Jesse Jackson, a longtime civil rights leader and protégé of Dr. King. Rev. Jackson passed away peacefully on February 17, 2026, at age 84. His lifelong commitment to justice, voting rights, and economic empowerment uplifted millions. His legacy continues to inspire the ongoing fight for equality.

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CASH COURSE
Kansas City Kansas Community College

Introducing CashCourse: KCKCC's New Financial Wellness Resource

We're excited to share that CashCourse, a free online financial literacy platform designed specifically for college students, is now available to support Kansas City Kansas Community College's students on their financial journey. CashCourse provides easy-to-use tools that help build essential money-management skills through interactive courses, worksheets, quizzes, videos, and financial calculators.

The platform covers key financial topics such as budgeting, saving, credit, borrowing, and paying for education—giving you practical knowledge you can apply right away while a student at KCKCC.

CashCourse also includes a personalized dashboard to track progress, a built-in Budget Wizard, and mobile-friendly access so students can learn anytime, anywhere. Colleges across the country have implemented CashCourse and have seen increases in students' financial confidence and preparedness. By offering this resource on our campus, we aim to empower students with the tools and guidance they need to make informed financial decisions throughout college and beyond.

If you are a student interested in CashCourse, please use the QR code below with the Access Code to register. You may start using it immediately. If you have any questions about the product or any financial wellness questions, please feel free to contact our Financial Aid Office at finaid@kckcc.edu. If you are an instructor interested in using CashCourse in your classroom, please contact **Erin Anderson** in the Financial Aid Office at eanderson@kckcc.edu



American Heart Association
American Heart Month

February is American Heart Month

A national initiative dedicated to raising awareness about cardiovascular health and preventing heart disease—the leading cause of death in the United States.

This month encourages all of us to learn about heart-healthy habits, understand our personal risk factors, and take small daily steps that can make a big difference in long-term health.

The American Heart Association reminds us that anyone can take action to protect their heart, and improving heart health is achievable through consistent lifestyle choices.

Let's use this month as a reminder to care for ourselves and support one another in building a healthier community. Even small changes—like moving more, eating smart, and managing stress—can strengthen your heart and reduce the risk of disease.



6 Simple Heart-Healthy Tips

- **Stay Active Daily** - Even a short walk helps your heart stay strong.
- **Choose Heart-Smart Foods** - Eat more fruits, vegetables, whole grains, and lean proteins.
- **Know Your Blood Pressure** - High blood pressure is common, monitor it often.
- **Avoid Smoking** - Smoking raises heart-disease risk. Quitting helps quickly.
- **Manage Stress** - Simple breathing or relaxation breaks can support heart health.
- **Get Enough Sleep** - Good sleep supports your heart and lowers stress.

"If you lose your focus, refocus by redefining your purpose." - Dr. Gene L. Ross

Visit Us At:
www.kckcc.edu/about/title-iii-grant/index.html

March 2026 Board of Trustees Report
By Vice President of Finance and Operations
Dr. Patrick J. Schulte

Executive Summary

Finance

Key initiatives progressed across Finance, Payroll, Purchasing, and Business Services, including system upgrades, Request for Proposal (RFP) developments, improved employee -Self-service tools and expanded use of financial reporting and student housing application platforms. Additional work is underway across auxiliary units, such as Food Service, the College Bookstore, and the Wellness and Fitness Center (WFC), to refine policies, plan future upgrades and ensure services align with the evolving needs of the campus community.

Human Resources

The Human Resources (HR) team continues to progress through phase one of the NEOED human resource management software implementation, focusing on the Performance Management module to modernize evaluations and improve system integration ahead of its April launch. Recruitment remains active, with 60 open positions posted. Recent employee engagement initiatives included retirement education sessions, an Admin Power Hour and preparations for the upcoming Admin Conference.

Information Services

Information Services (IT) continued to advance major modernization efforts, keeping key projects, including TeamDynamix, TimeClock Plus and Parchment automation on schedule. System performance remained strong, supported by high availability and ongoing improvements in instructional technology, infrastructure and cybersecurity. Cross-campus collaboration further strengthened automation, data integrity and service delivery as IT prepares for upcoming milestones, including the launch of Ellucian Software-as-a-Service (SaaS) and the new downtown location.

Facility Services

Facility Services completed critical repairs and upgrades that improved campus safety, reliability and overall infrastructure. Major work included restoring the Nursing Building and advancing key HVAC, lighting and roofing improvements. The team also supported campus operations by performing preventive maintenance and ensuring event readiness across multiple campuses.

College Police

The College Police Department strengthened its community-focused safety efforts through active outreach and engagement in February. Officers supported the Kansas Special Olympics and completed required annual and specialized training. These activities increased departmental readiness and deepened their connection to the College community.

Finance - Becky Barger, Controller

The College received the second and final installment of its ARPA funding in late February – \$6 million. The team has initiated budget planning for Fiscal Year (FY) 2026-27, and efforts continue to review internal accounting practices and business office procedures to enhance efficiency and effectiveness. In addition, several team members recently participated in a Synoptix training session to strengthen their use of the financial reporting tool.

Payroll

In partnership with HR, IT and Facility Services, testing has begun for the deployment of TimeClock Plus. Angie Masloski, Payroll Coordinator, collaborated with IT to launch a new payroll channel in Self-service, providing employees with a centralized location for payroll information and forms.

Purchasing

The RFP for a bookstore Point-Of-Sale (POS) and inventory management system was published in the Kansas Register in late February and is already receiving responses. Additionally, in partnership with the Kansas City, Kansas Community Education, Health and Wellness Center, a janitorial services RFP for the downtown location is currently under development, with publication in the Kansas Register planned for mid-March.

Work has also begun on scheduling demonstrations of purchasing card solutions, marking the initial phase of enhancements to the College's purchasing card program, an initiative stemming from the ongoing internal review of accounting and business office procedures.

Business and Auxiliary Services - Jennifer Keffer, Director

The Business Office began implementing Checkout and ERezLife to collect student housing application deposits on March 1. Additionally, the team is working with IT to update Self-service banner notifications regarding the upcoming financial aid refund period while promoting summer and fall semester payment plans. The team continues to develop lead measures to support their existing "The 4 Disciplines of Execution" (4DX) Wildly Important Goal (WIG) focused on improving customer satisfaction. Their first sub-WIG aims to enhance the accounts payable remittance process.

Food Service - the Blue Devil Café and the Brew Devil Coffee Shop

In collaboration with Facility Services, preliminary discussions have begun to explore long-term plans for the café and coffee shop, with the goal of ensuring these spaces best meet the needs of the College community.

Bookstore

The RFP for a new inventory management system and POS solution is posted with the Kansas Register, with bid submission review scheduled for late March. Budget planning for FY 2026–27 has been completed and includes the funding request for the new inventory management system and POS.

Wellness and Fitness Center

The WFC team is conducting a comprehensive review of its policies and guidelines to ensure they remain aligned with current best practices and continue to meet the evolving needs of participants. The vacant part-time WFC Attendant position has been posted and application reviews began in late February. As part of FY 2026–27 budget planning, the WFC is exploring upgrade options for equipment and participant tracking software. The team is collaborating with Facility Services and IT to evaluate vendors and identify the most effective solutions.

Human Resources - Lorraine Mixon-Page, Chief Human Resources Officer

In partnership with NEOED, a SaaS company that develops cloud-based human resource management software, HR continues working through phase one of the NEOED HRIS, beginning with the Performance Management module. This initiative aims to streamline performance evaluations, improve integration with Ellucian Colleague and enhance visibility for supervisors. The project remains on schedule for implementation in April, followed by comprehensive employee training to ensure successful adoption and utilization.

Talent Acquisition and Employment - Victoria Anderson and Yoel Tekle, Coordinators

The recruitment process for the Director of Employee Relations role is progressing, and efforts continue to identify a strong candidate for the position.

Employment

HR currently has 60 positions open and posted.

- Full-time faculty: 1
- Full-time staff: 20
- Part-time staff: 16
- Adjunct faculty: 23

Employee Relations - Lorraine Mixon-Page, Chief Human Resources Officer

The HR team hosted two well-attended “askHR” sessions on February 17, designed to help faculty and staff better understand their retirement options. The morning session focused on KPERS retirement and provided an overview of the three retirement tiers. The afternoon session covered Medicare enrollment and featured presentations from Blue Cross Blue Shield of Kansas City. A total of 47 employees participated in the sessions, bringing the HR team nearly halfway toward its participation goal for the semester.

Training and Development - Sheila Joseph, Talent Development Manager

The most recent Admin Power Hour, held virtually on February 17, featured a presentation by Peter Gabriel, Director of Information Technology, on “Microsoft Teams: Utilizing Team Channels and Setting Up Notifications.” Fifteen participants attended the session.

The second annual Admin Conference will be held on the afternoons of March 24-25 at Dr. Thomas R. Burke Technical Education Center (TEC). The agenda is outlined below:

Day 1 - Tuesday, March 24, 2026			Day 2 - Wednesday, March 25, 2026		
12-12:50 p.m.	Keynote/Lunch: <i>The Admin Advantage: Using AI to Reclaim Time, Influence, and Impact</i>	TEC M118	12-12:50 p.m.	Bring Your Own Lunch <i>Eat, network, share ideas</i>	TEC M118
1-1:50 p.m.	Breakout Session 1: <i>From Data Dilemmas to Dashboard Diva: Microsoft Excel Power Skills</i>	TEC Y105	1-1:50 p.m.	Breakout Session 1: <i>Self-Defense and Safety Concepts</i>	TEC M118
2-2:50 p.m.	Breakout Session 2: <i>The Wonderful World of Word</i>	TEC Y105	2-2:50 p.m.	Breakout Session 2: <i>Deep Dive into Microsoft Teams</i>	TEC Y105
3-3:50 p.m.	Admin Power Hour <i>Monthly Admin Meeting – in person!</i>	TEC M118	3-3:50 p.m.	Breakout Session 3: <i>What’s Your Outlook on Outlook?</i>	TEC Y105

Benefits - Sherita Miller-Williams, Coordinator

In partnership with Blue Cross Blue Shield of Kansas City, HR hosted a webinar on February 17 for employees interested in learning more about Medicare 101 and how it works. The session was attended by 17 employees.

Information Services - Eché Okoye, Chief Information Officer

IT continues to advance institutional modernization through strategic investments in enterprise systems, service management frameworks, network infrastructure and academic technology platforms. Critical initiatives, including TeamDynamix Enterprise Service Management, the Ellucian Colleague SaaS migration, TimeClock Plus workforce management, and Parchment credential automation management, remain on schedule and within scope. Student Multi-Factor Authentication deployment proceeds as planned, with full implementation targeted for semester conclusion. Operational performance remains robust, evidenced by sustained system availability and consistent service desk productivity. Cross-functional collaboration has accelerated process automation, enhanced data integrity and strengthened institutional service delivery.

Enterprise Systems and Strategic Initiatives

TeamDynamix - Enterprise Service Management

This platform launched in mid-February, core service workflows are operational, and IT staff training has been completed. Facility Services, Marketing, Human Resources, and additional departments will begin

onboarding next. This platform will establish a unified service management architecture and extend enterprise capabilities across the College.

Ellucian SaaS Migration

User Acceptance Testing is underway, the staging environment has been validated and production deployment is scheduled for May 29-June 5. Functional units are completing training while technical teams finalize system integrations. This migration will enhance operational resilience, reduce infrastructure overhead and position the institution for sustained platform innovation.

TimeClock Plus

The initiative has entered the pilot phase with select Facility Services staff, with production deployment anticipated in mid-March. Phased expansion for use in the Nursing program's external clinical rotations is under development. This solution will standardize timekeeping protocols, strengthen compliance reporting and improve operational efficiency.

Parchment Credential Automation

Implementation has commenced with coordinated vendor engagement and a projected summer 2026 launch. The platform will automate transcript processing, enhance data accuracy and reduce administrative burden.

CRM Recruit Expansion

Initial strategic sessions have been completed with Admissions and Marketing. Subsequent engagements are scheduled with Financial Aid, the Business Office, Human Resources and the Registrar to expand coordinated constituent communication and lifecycle management capabilities.

Voyatek - Ghost Student and Fraud Prevention

In response to escalating national trends of fraudulent enrollment schemes, the College will implement Voyatek fraud detection capabilities to proactively identify suspicious enrollment patterns and mitigate financial aid fraud exposure, thereby reinforcing institutional integrity and regulatory compliance.

Infrastructure and Operational Performance

IT maintained strong operational continuity during the reporting period. The HelpDesk resolved 281 of 342 requests and supported 399 inquiries while sustaining instructional, administrative and enterprise system availability.

Instructional technology enhancements continued institution-wide, including deployment of upgraded teaching stations, expanded open-access computing resources, enhanced classroom display systems and in-ceiling audio infrastructure to support instructional quality and accessibility standards.

Enterprise platforms demonstrated high reliability, with monthly availability ranging from 98% to 99% across critical services, including Self-service, Ellucian Colleague, College websites and portal, email and network operations.

Infrastructure and cybersecurity operations remained current through systematic Microsoft patch management, monthly browser maintenance and Field House network infrastructure upgrades. Legacy Avaya telephone components continue to be decommissioned to modernize communications infrastructure and reduce operational complexity.

Strategic Priorities Ahead

In addition to the Ellucian SaaS migration entering the testing phase, IT will further advance enterprise reporting maturity, strengthen system reliability, enhance the institutional cybersecurity posture and continue preparations for occupancy of the new downtown location.

Facility Services - Debbie Fangman, Executive Director

Facility Services completed a wide range of critical projects that strengthened campus infrastructure, enhanced safety and supported operational continuity across multiple locations.

Facilities and Maintenance

The Nursing Building was restored to full service following extensive repairs to the elevator pit, hydraulics, mechanical systems and electrical systems – repairs required after flood damage – ensuring safe and reliable vertical transportation for the College community.

At TEC, the digital marquee was repaired to maintain consistent academic and event communication.



Environmental safety remained a priority with comprehensive asbestos and mold remediation completed in the Learning Commons Writing Lab, thus reducing long-term health risks and reinforcing compliance with environmental standards.



Significant mechanical and building system upgrades advanced asset protection and indoor air quality objectives, including the installation of rooftop units at the Field House to meet humidity control requirements for the newly installed maple athletic flooring.



Energy efficiency and safety enhancements were completed at the Fire Science Building by converting exterior and canopy lighting to Light-Emitting Diode (LED) fixtures, improving visibility while reducing energy use and long-term maintenance costs.



Facility aesthetics and safety were improved at the Field House by installing new flooring at the southeast entrance landing to address deterioration and eliminate trip hazards.



Preventive maintenance on chillers and cooling towers at both the main campus and TEC prepared facilities to address seasonal temperature increases and reduce the likelihood of unplanned mechanical outages. In addition, annual regulatory compliance activities were completed for the paint booth fire suppression system in the Auto Collision Building, ensuring proper operation and adherence to state fire code requirements.

Roofing projects for the Humanities, Jewell, and Science buildings advanced through final quality assurance inspections and punch walkthroughs, confirming contractor performance and enabling warranty activation.

Supporting campus-wide initiatives, Facility Services also submitted the upcoming fiscal year budget request for Learning Spaces Task Force projects, aligning capital planning with upcoming academic modernization needs. Operational support extended to campus activities as well, with the team providing event setup, teardown and cleaning services for 67 events across main campus and TEC, ensuring smooth execution and timely facility readiness.

College Police - Kacey Wiltz, Chief of College Police

The Kansas City Kansas Community College Police Department (KCKCCPD) remains committed to redefining campus safety by emphasizing outreach and engagement as core components of its mission. Through ongoing training initiatives, educational efforts and purposeful relationship building, the department cultivates a more informed, confident and connected campus community that actively supports a safe learning environment.

February Community Engagement

In February, Sergeant Ken Swearingen, Officer Giovanni Garcia and Officer Emori Thomas hit the slopes to present medals at the 2026 Special Olympics Kansas John L. Cassidy Heartland Winter Games at Snow Creek Ski Area in Weston, Missouri.



Training

Throughout February, all officers participated in Annual Officer Training hosted by the Kansas City, Kansas Police Department. The training curriculum covered officer down response, Cardiopulmonary

resuscitation (CPR) certification, legal updates and stop stick deployment, ensuring the team remains prepared and aligned with current best practices. Several KCKCCPD Sergeants and Officers successfully completed their required training hours this month to meet the State of Kansas' annual law enforcement training standards.

Sergeant Scott Bailie, Sergeant Matthew Griffin and Dispatcher Sharon Harrell attended "Managing the Property and Evidence Room" training on February 24-25 at the Kansas Law Enforcement Training Center in Hutchinson, Kansas.

Deputy Chief Jason Sievers attended 40 hours of Federal Bureau of Investigation Law Enforcement Executive Development Association (FBI-LEEDA) Supervisor training on February 16-20.



FBI-LEEDA

February 2026				
Summary: Net Position	Jan 2026	Feb 2026	Monthly Change	Comments
Total Assets	\$ 188,934,158	\$ 189,957,567	\$ 1,023,409	
Total Liabilities	\$ 38,029,649	\$ 37,547,845	\$ (481,804)	
Increase /(Decrease) in Net Position	\$ 150,904,509	\$ 152,409,722	\$ 1,505,213	H1: Comparison of Monthly NP

Summary: Revenue and Expenses	Jan 2026	Feb 2026	Monthly Change	Comments
YTD Total Revenues	\$ 78,821,628	\$ 80,864,932	\$ 2,043,304	H2
YTD Operating Expenses	\$ 69,238,706	\$ 77,935,419	\$ 8,696,713	H3
Monthly Change in Net Revenue	\$ 9,582,922	\$ 2,929,513	\$ (6,653,409)	
Current Month - Burn Rate			\$ (7,561,773)	Average monthly burn rate =\$7M

*Average burn rate was calculated based on monthly operational expenses less previous month operational expenses, removing reserves and the downtown project.

Highlights / Key Financial Initiatives	
H1	Net position is the difference between assets (current and noncurrent assets) and liabilities (current and noncurrent liabilities). A positive net position demonstrates the financial strength of an institution. Net position increased by \$1.5M in February, to \$152,409,722.
H2	Revenues increased by \$2M. This was a result of \$1.5M in transfers for Downtown and \$441K in Bookstore Revenues.
H3	Expenditures for the month were in line with expectations, resulting from normal operations.

Risks / Issues	
R1	State Aid is an integral part in our revenue. It includes operating grants for non-tiered (general education) courses and tiered (technical) courses, Excel in CTE funding for high school students in technical education courses, and other special funds (apprenticeship, cybersecurity, etc.). The Kansas Board of Regents and Technical Education Authority continually review and seek to change the funding formula and availability of the various types of aid. A reduction in any of our sources would greatly impact our budget and the ability to fund important initiatives.
R2	The political climate can affect our revenue. There is growing pressure on the Department of Education to reduce spending on education, and that can impact our ability to obtain federal grants and provide federal financial aid to students in the greatest need. These barriers could affect our budget, but also our enrollment.

Kansas City Kansas Community College: Month of February 2026

		Estimate							
		BUDGET	YTD	FORECAST	YTD	VARIANCE	YTD		
		FISCAL YEAR	ACTUAL	FISCAL YEAR	ACTUAL	ACTUAL	COMPARED TO		
		FY 2026	2/28/2026	2026	2/28/2025	TO BUDGET	TO BUDGET		
Operating Revenues:									
Student Tuition and Fees		\$ 10,837,608	\$ 10,656,411	\$ 10,837,608	\$ 9,767,311	\$ (181,197)	98.33%		
Tuition			\$ 7,844,518		\$ 7,155,847				
Student Fees			\$ 1,978,613		\$ 1,869,005				
Course Fees			\$ 833,280	\$ 448,686	\$ 742,459				
Federal Grants and Contracts		\$ 3,946,923	\$ 713,737	\$ 3,946,923	\$ 1,029,702	\$ (3,233,186)	18.08%		
State Contracts		\$ 9,141,307	\$ 706,052	\$ 9,141,307	\$ 3,057,167	\$ (8,435,255)	7.72%		
Private Gifts, Grants & Contracts		\$ 168,200	\$ 5,000	\$ 168,200	\$ 151,543	\$ (163,200)	2.97%		
Auxiliary Enterprise Revenue		\$ 3,323,932	\$ 3,173,287	\$ 3,323,932	\$ 3,078,990	\$ (150,645)	95.47%		
Bookstore			\$ 1,593,262		\$ 1,528,493				
Housing			\$ 1,569,319		\$ 1,550,496				
Other Operating Revenue		350,000	\$ 361,338	\$ 350,000	\$ 268,414	\$ 11,338	103.24%		
Total Operating Revenues		\$ 27,767,970	\$ 15,615,826	\$ 28,216,656	\$ 17,353,127	\$ (12,152,144)	56.24%		
Nonoperating Revenues (Expenses)									
County Property Taxes		\$ 56,207,914	\$ 32,075,545	\$ 56,207,914	\$ 31,961,072	\$ (24,132,369)			
State Aid		\$ 9,148,553	\$ 9,129,958	\$ 9,148,553	\$ 9,148,553	\$ -	99.80%		
SB155 AID		\$ 3,406,407	\$ 2,940,912	\$ 3,406,407	\$ 3,549,805	\$ (465,495)	86.33%		
Investment Income		\$ 940,000	\$ 1,218,363	\$ 940,000	\$ 1,059,356	\$ 278,363	129.61%		
Interest Expense on Capital Asset Debt		\$ (993,532)	\$ (779,109)	\$ (993,532)	\$ (838,768)	\$ 214,423	78.42%		
Transfer from Reserves - Downtown		\$ 30,003,341	\$ 19,567,962	\$ 30,003,341	\$ 5,124,802	\$ (28,907,866)			
Transfer from Reserves - FY25 Rollovers		\$ 3,477,860	\$ 1,095,475	\$ 3,477,860	\$ 1,162,155	\$ 61,771,246			
Total Nonoperating Revenues		\$ 102,190,543	\$ 65,249,106	\$ 102,190,543	\$ 51,166,975	\$ (36,941,437)	63.85%		
Total Revenues		\$ 129,958,513	\$ 80,864,932	\$ 130,407,199	\$ 68,520,101	\$ (49,093,581)	62.22%	72.00%	
Operating Expenses:									
Salaries & Benefits		\$ 49,103,299	\$ 30,949,951	\$ 49,103,299	\$ 29,131,556	\$ (18,153,348)	63.03%		
Contractual Services		\$ 4,092,005	\$ 2,263,500	\$ 4,092,005	\$ 1,610,713	\$ (1,828,505)	55.32%		
Supplies & Other Operating Expenses		\$ 13,600,968	\$ 8,937,378	\$ 13,600,968	\$ 9,589,549	\$ (4,663,590)	65.71%		
Contribution to Reserves		\$ 5,233,412	\$ 3,488,941	\$ 5,233,412	\$ -				
Master Facility Plan Reserves		\$ 1,614,319	\$ 1,076,213	\$ 1,614,319	\$ -				
Utilities		\$ 2,205,000	\$ 1,985,680	\$ 2,205,000	\$ 1,630,567	\$ (219,320)	90.05%		
Repairs & Maintenance to Plant		\$ 14,035,672	\$ 6,881,242	\$ 14,035,672	\$ 2,580,894	\$ (7,154,430)	49.03%		
Scholarships		\$ 2,036,217	\$ 1,343,610	\$ 2,036,217	\$ 1,317,581	\$ (692,607)	65.99%		
Strategic Opportunities		\$ 1,000,000	\$ -	\$ 1,000,000	\$ 454,880	\$ (1,000,000)			
Contingency		\$ 316,420	\$ 155,466	\$ 316,420	\$ 270,119	\$ (160,954)	49.13%		
Debt Service		\$ 3,240,000	\$ 190,000	\$ 3,240,000	\$ 165,000	\$ (3,050,000)			
Other expenses - Downtown		\$ 30,003,341	\$ 19,567,962	\$ 30,003,341	\$ 5,124,802	\$ -			
Rollover from FY25 to FY26		\$ 3,477,860	\$ 1,095,475	\$ 3,477,860	\$ 1,162,155	\$ -			
Total Operating Expenses		\$ 129,958,513	\$ 77,935,419	\$ 129,958,513	\$ 53,037,816	\$ (36,922,754)	59.97%	62.61%	
Increase/(Decrease) in Net Revenue		\$ -	\$ 2,929,513	\$ 448,686	\$ 15,482,285	\$ (12,170,827)			
Federal Financial Aid Revolving Fund									
Federal Financial Aid Funds In			\$ 10,502,711		\$ 7,569,954				
Federal Financial Aid Funds Out to Student Accounts			\$ 7,352,193		\$ 7,062,780				
Net Effect on Current Month			\$ 3,150,518		\$ 507,174				
¹ Received \$6M in ARPA funding in February; Will be reflected in March financials once reconciled ² Reflects \$3M in Insurance Reimbursement for flood damage									

**Kansas City Kansas Community College
Information Regarding Net Position
YTD February 2026**

Summary Statement of Revenue & Expenses

	FY2026 Actual	Annual Budget	FY2025 Actual	Annual Budget	FY2024 Actual	Annual Budget	FY2023 Actual	Annual Budget
Operating Revenues	\$ 15,615,826	\$ 27,767,970	\$ 19,900,579	\$ 27,767,970	\$ 19,444,761	\$ 26,799,286	\$ 20,678,059	\$ 24,861,785
Non-Operating Revenues, Net	65,249,106	102,190,543	75,463,092	102,190,543	48,676,543	78,930,292	43,477,682	64,014,032
Total Revenues	80,864,932	129,958,513	95,363,671	129,958,513	68,121,304	105,729,578	64,155,741	88,875,817
Operating Expenses	77,935,419	129,958,513	80,969,732	129,958,513	52,229,197	105,729,578	47,774,874	82,287,164
Increase/(Decrease) in Net Revenue	\$ 2,929,513	\$ -	\$ 14,393,939	\$ -	\$ 20,410,859	\$ -	\$ 16,380,867	\$ 6,588,653

Summary Statement of Net Position

	YTD FY2026	YTD FY2025	Unaudited Year-End FY2025
Assets			
Transfer from Reserves - Downtown			
Current Assets	\$ 92,776,308	\$ 113,824,024	\$ 104,814,136
Noncurrent Assets	97,181,259	81,639,089	81,639,089
Total Assets	\$ 189,957,567	\$ 195,463,113	\$ 186,453,225
Liabilities			
Current Liabilities	\$ 9,584,677	\$ 9,677,526	\$ 9,876,609
Noncurrent Liabilities	27,963,168	31,775,770	31,775,770
Total Liabilities	37,547,845	41,453,297	41,652,379
Net Position	152,409,722	154,009,816	144,800,846
Total Liabilities and Net Position	\$ 189,957,567	\$ 195,463,113	\$ 186,453,225

**KANSAS CITY KANSAS COMMUNITY COLLEGE
BANK BALANCES PER GENERAL LEDGER**

FINANCIAL INSTITUTION	FUND NO.	FUND	CHECKING	INVESTMENTS	YTD 02/28/26	PRIOR YEAR 02/28/25
Unrestricted						
SECURITY BANK	11	GENERAL FUND	\$ 36,405,936		\$ 36,405,936	\$ 65,876,530
SECURITY BANK	15	TECHNICAL ED FUND	\$ 765,591		\$ 765,591	\$ 765,591
UMB BANK *	17	PAYROLL	\$ -		\$ -	\$ -
Unrestricted Cash			\$ 37,171,527	\$ -	\$ 37,171,527	\$ 66,642,121
Restricted						
BANK OF LABOR	25	FEDERAL PROGRAMS	\$ 584,356		\$ 584,356	\$ 572,810
BANK OF LABOR	61	CAPITAL OUTLAY	\$ 7,509,909		\$ 7,509,909	\$ 8,940,350
BANK OF LABOR	74	BOARD SCHOLARSHIP	\$ 1,607,514		\$ 1,607,514	\$ 1,022,853
BANK OF LABOR CD	⁸ n/a	Investment			\$ -	\$ -
COUNTRY CLUB BANK	13/14	ABE-CONT. EDUCATION	\$ 49,838		\$ 49,838	\$ 62,935
COUNTRY CLUB BANK	72	INCIDENTAL (AGENCY)	\$ 991,534		\$ 991,534	\$ 656,788
SECURITY BANK	16	STUDENT UNION (AUXILIARY SERVICES)	\$ 5,178,279		\$ 5,178,279	\$ 3,845,280
SECURITY BANK	64	DOWNTOWN PROJECT (CONSTRUCTION)	\$ 23,283,786		\$ 23,283,786	\$ -
SECURITY BANK CD	³ n/a	Investment			\$ -	\$ 3,672,106
SECURITY BANK CD	⁵ n/a	Investment		\$ -	\$ -	\$ 3,770,000
ACADEMY BANK CD	⁷ n/a	Investment		\$ 3,101,421	\$ 3,101,421	\$ 3,000,000
COMMERCE BANK CD	⁹ n/a	Investment		\$ 3,000,000	\$ 3,000,000	\$ -
UMB BANK	n/a	Investment		\$ -	\$ -	\$ -
Restricted Cash			\$ 39,205,217	\$ 6,101,421	\$ 45,306,638	\$ 25,543,122
TOTAL			\$ 76,376,743	\$ 6,101,421	\$ 82,478,165	\$ 92,185,243
* Payroll clearing account normally carries a \$-0- balance unless tax payment deadline falls after the close of the current month.						
³ CD matured 10/27/25. Redeemed and recorded in General Fund						
⁵ CD Reinvested 6/10/2025, Redeemed and recorded in General Fund						
⁷ CD Maturity Date 7/3/2026 @ 4.54%						
⁸ CD matured 1/29/2026. Redeemed and recorded in Downtown Project						
⁹ CD Maturity Date 7/28/2026 @ 4.20%						

**Kansas City Kansas Community College
Cashflow Analysis (General & TEC Funds)**

July 1, 2025 to June 30, 2026										
July 1, 2024 to June 30, 2025										
Month	FY2026	FY2025	FY2026	FY2025	FY2026	FY2025	FY2026	FY2025	FY2026	FY2025
	Operational Cash Inflow	Operational Cash Inflow	Operational Cash Outflow	Operational Cash Outflow	Net Change	Net Change	Transfers In/Out	Transfers In/Out	Cash Balance	Cash Balance
June									23,573,733	59,836,575
July	2,120,535	6,251,074	(8,858,274)	(8,627,989)	(6,737,739)	(2,376,915)	(173,611)	(68,356)	16,662,383	57,391,304
August	6,418,751	7,532,226	(7,937,562)	(9,718,837)	(1,518,811)	(2,186,611)		(4,182)	15,143,572	55,200,511
September	11,364,660	8,375,043	(10,218,696)	(8,428,951)	1,145,964	(53,908)	1,000	-	16,290,536	55,146,603
October	21,300,937	10,893,829	(18,486,285)	(12,912,789)	2,814,651	(2,018,961)		-	24,105,187	53,127,642
November	3,245,602	1,845,010	(10,166,791)	(8,076,379)	(6,921,188)	(6,231,368)		-	12,183,999	46,896,274
December	8,602,299	3,975,743	(11,508,990)	(11,854,403)	(2,906,690)	(7,878,660)	(1,001)	-	9,276,308	39,017,613
January	38,325,595	49,103,568	(9,048,916)	(23,046,870)	29,276,679	26,056,698		-	38,552,987	65,074,311
February	8,649,100	14,634,200	9,301,378	(13,066,894)	17,950,478	1,567,305		-	56,503,465	66,641,616
March	4,332,700	4,332,700	(8,709,152)	(8,709,152)	(4,376,453)	(4,376,453)		-	52,127,012	62,265,164
April	3,448,360	3,448,360	(13,843,824)	(13,843,824)	(10,395,463)	(10,395,463)		-	41,731,549	51,869,700
May	2,433,930	2,433,930	(7,913,873)	(7,913,873)	(5,479,944)	(5,479,944)		-	36,251,605	46,389,757
June	37,929,812	35,346,600	(19,601,746)	(58,162,623)	18,328,066	(22,816,023)		-	54,579,671	23,573,733
Totals	148,172,281	148,172,281	(116,992,731)	(184,362,585)	31,179,550		(173,612)	(72,538)		
Bold = Actual										
	100,027,479.27		(66,924,135.36)							
GL Balance	General Fund	\$ 36,405,936								
	TEC Fund	\$ 765,591								
		\$ 37,171,527								

KANSAS CITY KANSAS COMMUNITY COLLEGE
Debt Summary
YTD February 2026

Debt Issuance	Original Issue Date	Original Maturity Date	Original Principal Issued	Refinance Principal Issued	New Maturity Date	Balance 6/30/2025	Payments FY26 Amount	Less Interest	Balance 6/30/2026
COP-Capital Lease Oblig	¹ 3/1/2014	5/1/2029	\$8,045,000	\$4,025,000	4/1/2026	\$680,000	\$700,740	\$20,740	\$0
	² 3/1/2020			\$11,095,000	4/1/2026	\$2,050,000	\$2,132,000	\$82,000	\$0
	³ 3/1/2020			\$4,270,000	4/1/2029	\$3,270,000	\$562,035	\$82,035	\$2,790,000
Revenue Bond Oblig	⁴ 1/27/2021	1/31/2053	\$19,840,000	NA	NA	\$19,530,000	\$875,781	\$685,781	\$19,340,000
			<u>\$27,885,000</u>	<u>\$19,390,000</u>		<u>\$25,530,000</u>	<u>\$4,270,556</u>	<u>\$870,556</u>	<u>\$22,130,000</u>

¹ Energy Efficiency Renovations

² Refinance of future payments of 2010 (Jewell Center Renovations), 2013 (Technical Education Center), and 2014 (Energy Efficiency Renovations) Series

³ Refinance of future payments of 2010 (Jewell Center Renovations), 2013 (Technical Education Center), and 2014 (Energy Efficiency Renovations) Series

⁴ Student Housing

Predictive Model of Significant Annual Cash Flows - FY2026

Inflows		Outflows		
	Description	Amount	Description	Amount
July	State Aid - Disbursement 1	\$ 624,598	Insurance (Annual Premium)	(\$940,308)
	CyberSecurity	\$ -		
	Apprenticeships	\$ -		
	Technology	\$ 28,062		
	Capital Outlay	\$ 596,536		
	Student Success	\$ -		
August	State Aid - Disbursement 1	\$ 4,564,979	Rev Bond - P&I (Principal and Interest)	(\$534,316)
	Tiered	\$ 2,078,366		
	Non-tiered	\$ 2,486,614		
September	Tax Distribution	\$ 2,715,200	Financial Aid Refunds COP - Interest on Debt (Certificates of Participation)	(\$3,150,000) (\$126,605)
	Current Tax	\$ 842,700		
	Heavy Truck	\$ 1,000		
	Motor Vehicle	\$ 1,500,000		
	Commercial Motor Vehicle	\$ 14,000		
	Motor Vehicle Excise	\$ 20,000		
	RV	\$ 6,500		
	Delinquent	\$ 234,000		
	Industrial Revenue Bonds	\$ 97,000		
	Financial Aid Draw	\$ 3,200,000		
October	Tax Distribution	\$ 801,157	COP - Interest on Debt	(\$10,370)
	Current Tax	\$ (39,941)		
	Motor Vehicle	\$ 603,725		
	Commercial Motor Vehicle	\$ 6,260		
	RV	\$ 1,621		
	Delinquent	\$ 229,492		
	SB 155 Funding - Disb	\$ 3,200,000		
November				
December				
January	Tax Distribution	\$ 28,037,500		
	Current Tax	\$ 26,200,000		
	Heavy Truck	\$ 6,000		
	Motor Vehicle	\$ 830,000		
	Commercial Motor Vehicle	\$ 24,000		
	Motor Vehicle Excise	\$ 17,000		
	RV	\$ 2,500		
	Industrial Revenue Bonds	\$ 588,000		
	Delinquent	\$ 370,000		
	State Aid - Disbursement 2	\$ 4,574,277		
	Tiered	\$ 2,093,391		
	Non-tiered	\$ 2,480,886		
February	Financial Aid Draw	\$ 3,100,000	Rev Bond - Interest on Debt	(\$341,466)
			Financial Aid Refunds	(\$2,650,000)
			COP - P & I	(\$2,612,018)
			(Principal and Interest)	
March	Tax Distribution	\$ 2,237,600	COP - P & I	(\$690,370)
	Current Tax	\$ 1,575,000		
	Heavy Truck	\$ 1,600		
	Motor Vehicle	\$ 377,000		
	Commercial Motor Vehicle	\$ 109,000		
	RV	\$ 1,000		
	Delinquent	\$ 174,000		
April				
May				
June	Tax Distribution	\$ 20,979,904		
	Current Tax	\$ 19,600,000		
	Heavy Truck	\$ 1,404		
	Motor Vehicle	\$ 985,000		
	Commercial Motor Vehicle	\$ 32,000		
	RV	\$ 4,500		
	Industrial Revenue Bonds	\$ 137,000		
	Delinquent	\$ 220,000		

Housing bond = 1/2 interest + Principal

Series 2020 A & B = 1/2 Interest

Series 2014 = 1/2 Interest

Housing bond = 1/2 interest

Series 2020 A & B = 1/2 Interest + Principal

Series 2014 = 1/2 Interest + Principal

Tax distributions total estimated revenue of \$56,253,307. The breakdown by date is based on
¹ historical proportions of the funds distributed by the county.
 Financial aid disbursements are based on total estimated revenue and historical proportions for fall
² and spring semesters.

ELECTRICAL USAGE

DATE	KWH	DOLLARS	CENTS		DATE	KWH	DOLLARS	CENTS
			PER KWH					PER KWH
1/30/2019	609,645	\$83,726	13.73		1/30/2020	501,163	\$72,729	14.51
2/27/2019	625,832	\$80,202	12.82		2/28/2020	507,458	\$71,243	14.03
3/28/2019	554,141	\$78,123	14.10		3/30/2020	488,515	\$73,813	15.10
4/29/2019	510,325	\$73,381	14.38		4/30/2020	279,539	\$47,494	16.90
5/30/2019	441,276	\$66,651	15.10		5/28/2020	296,200	\$53,723	18.13
6/27/2019	436,477	\$63,796	14.62		6/30/2020	412,142	\$61,005	14.80
7/31/2019	537,680	\$64,553	12.01		7/30/2020	456,500	\$64,387	14.10
8/29/2019	494,320	\$67,133	13.58		8/28/2020	417,396	\$58,039	13.90
9/27/2019	485,749	\$63,507	13.07		9/29/2020	478,281	\$67,910	14.10
10/30/2019	528,274	\$73,213	13.86		10/29/2020	479,090	\$75,859	15.80
11/26/2019	440,981	\$65,663	14.89		11/25/2020	443,240	\$65,829	14.85
12/30/2019	<u>524,192</u>	<u>\$72,943</u>	13.92		12/30/2020	<u>595,900</u>	<u>\$77,901</u>	13.07
year 2019	6,188,892	\$852,891	13.84		year 2020	5,355,424	\$789,932	14.94
1/28/2021	581,940	\$75,663	13.00		1/31/2022	678,586	\$89,277	13.15
2/25/2021	664,720	\$76,586	11.52		2/25/2022	585,600	\$81,504	13.91
3/30/2021	568,580	\$73,401	12.90		3/30/2022	624,643	\$80,879	12.94
4/29/2021	516,220	\$64,693	12.53		4/28/2022	521,442	\$76,167	14.60
5/27/2021	446,300	\$57,583	12.90		5/31/2022	527,597	\$74,075	14.04
6/29/2021	529,020	\$58,806	11.11		6/29/2022	571,473	\$75,749	13.25
7/29/2021	484,980	\$61,788	12.73		7/28/2022	453,355	\$70,775	15.61
8/31/2021	551,720	\$70,049	12.69		8/30/2022	619,347	\$83,785	13.52
9/29/2021	521,420	\$68,641	13.16		9/29/2022	511,384	\$83,310	16.29
10/31/2021	522,405	\$70,567	13.50		10/28/2022	507,700	\$76,258	15.02
11/29/2021	570,895	\$74,484	13.04		11/29/2022	591,378	\$83,176	14.06
12/31/2021	<u>471,750</u>	<u>\$68,536</u>	14.52		12/29/2022	<u>684,310</u>	<u>\$94,139</u>	13.75
year 2021	6,429,950	\$820,797	12.80		year 2022	6,876,815	\$969,094	14.18
1/30/2023	640,596	\$88,908	13.87		1/30/2024	706,704	\$88,655	12.54
2/27/2023	562,854	\$86,749	15.41		2/28/2024	558,076	\$77,284	13.85
3/30/2023	590,439	\$87,449	14.81		3/27/2024	525,846	\$77,390	14.72
4/27/2023	443,737	\$74,086	16.69		4/29/2024	578,000	\$79,620	13.78
5/30/2023	549,246	\$80,597	14.67		5/30/2024	499,863	\$71,411	14.29
6/29/2023	498,661	\$74,975	15.03		6/28/2024	469,342	\$67,512	14.38
7/28/2023	481,387	\$71,925	14.94		7/31/2024	530,807	\$75,798	14.28
8/30/2023	577,606	\$84,662	14.65		8/29/2024	518,275	\$73,916	14.26
9/28/2023	494,051	\$73,800	14.93		9/27/2024	492,424	\$76,554	15.55
10/26/2023	465,030	\$70,839	15.23		10/30/2024	578,317	\$78,371	13.55
11/30/2023	612,477	\$83,090	13.56		11/26/2024	488,946	\$73,237	14.98
12/27/2023	<u>502,302</u>	<u>\$74,188</u>	14.79		12/30/2024	<u>688,247</u>	<u>\$86,735</u>	12.60
year 2023	6,418,386	\$951,268	14.88		year 2024	6,634,847	\$926,482	14.06
1/30/2025	671,765	\$85,030	12.66		1/30/2026	619,254	\$79,061	12.77
2/27/2025	583,566	\$75,970	13.02		2/26/2026	554,898	\$74,799	13.48
3/28/2025	460,038	\$69,253	15.05					
4/29/2025	505,068	\$75,182	14.89					
5/29/2025	484,191	\$70,334	14.53					
6/30/2025	514,080	\$72,394	14.08					
7/30/2025	666,514	\$84,766	12.72					
8/28/2025	640,773	\$82,926	12.94					
9/29/2025	590,423	\$79,539	13.47					
10/30/2025	587,567	\$79,854	13.59					
11/25/2025	458,326	\$71,928	15.69					
12/30/2025	<u>670,019</u>	<u>\$85,292</u>	12.73					
year 2025	6,832,330	\$932,466	13.78					

March 2026 Board of Trustees Report
By the Vice President of Marketing and Institutional Image
Kris Green

Executive Summary

This month, the Marketing and Institutional Image (MII) Division continued to advance institutional priorities through high-volume creative production, strategic communications, digital engagement, enrollment-focused content, and campus support services. Work across the division supported brand stewardship, student success, workforce partnerships, community visibility, and operational responsiveness across the college.

The division updated the complete Brand Identity Guidelines and the abbreviated guide. The guide positions the college with a refreshed, consistent visual identity as it heads into the next two academic years. Graphic Design supported high-visibility projects, including the Bellwether Digital Binder and Bellwether Award.

Social media performance increased significantly in February. KCKCC's main Facebook page grew from 147,600 to 257,900 views, driven in part by high-engagement institutional posts. On the athletics side, the KCKCC Athletics Facebook account grew from 44,000 to 58,400 views, while the Athletics Instagram channel rose sharply to 272,900 views, up from 184,800 in January. A single video of a game-winning women's basketball basket exceeded 84,000 views, demonstrating the reach achievable with compelling, timely content. The Spring Career Fair promotional post also generated more than 13,000 views, underscoring the effectiveness of event-driven social campaigns.

Web traffic in February increased by 22% compared to the same period in 2024. The top-performing webpages for the month were enrollment-focused, confirming alignment between content strategy and institutional recruitment priorities. The division continued developing an 8-week enrollment drip campaign targeting prospective and returning students with six or fewer completed credit hours. International student outreach was supported through brand-approved content and photography for StudyPortal. The team also initiated migration to a new digital asset management (DAM) platform to improve how visual assets are organized and shared institution-wide.

Support services delivered substantial volume across all three functional areas. The Print Shop completed 39 full-color jobs and 129 faculty duplicating projects. Media Services provided technical production for both regular and special Board of Trustees meetings, recorded Foundation Hall of Fame nominee interviews and live-streamed athletic events. Events and Scheduling hosted 63 external events and provided approximately \$10,938 in fee waivers for Wyandotte County residents and nonprofit organizations, reflecting the college's continued commitment to community access and partnership.

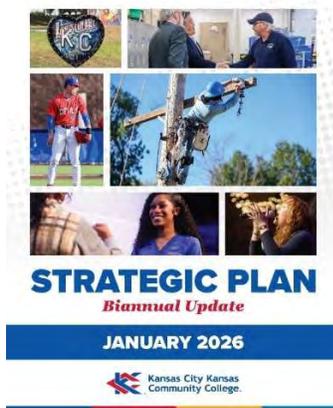
Graphic Design

Graphic design completed projects for both overarching college needs and individual areas of the college. Designers finalized the 2026-2028 Brand Identity Guidelines, including an abbreviated version; created and updated flyers for the President’s Office; completed the January 2026 Strategic Plan Biannual Update; updated the design for fleet vehicle wraps; and delivered Bellwether Award table banner designs. To promote theatre performances, designers created both print and digital show art for “Last of the Red Hot Lovers” and “Medusa Undone.” Marketing created designs for Kids on Campus and door signs for the Blue Devil Café to help maintain fire safety compliance while avoiding confusion among patrons.

Designs Created for the Theatre Department Productions



January 2026 Strategic Plan Biannual Update



Bellwether Award Tabletop Banners

2026 - 2028 Abbreviated Brand Identity Style Guide Cover



Logos

Kansas City Kansas Community College's logo boldly identifies the college. Its logomark represents the intersection of the Kansas City community through diversity and education. The secondary logo, or primary wordmark, may be used in cases where a logo is needed, but there is not enough available space in the design for the full combination.



Primary Logo | Should be visible on all publications



Wordmark

Multiple color options gives the user more options for placement and location of the logo in a publication. The KCKCC primary logo is provided in full color, black and reverse.

KCKCC logos should NEVER be altered or changed in any way, and MUST appear with a trademark symbol.

Department Lockups

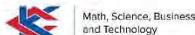
Lockups work as a clear and consistent mark for individual departments and locations. Each departmental lockup has horizontal and stacked versions, in full color, black and reverse.

Stacked, Full Color



Math, Science, Business and Technology

Horizontal, Full Color



Math, Science, Business and Technology

Collegiate Seal & Athletic Logo

The Collegiate Seal is reserved for official documents and materials from Kansas City Kansas Community College. The Blue Devil logo is available to highlight KCKCC's teams and athletic programs. The Blue Devil logo is reserved for the athletic and admissions departments ONLY. Use outside of athletics must be approved by KCKCC marketing.



Collegiate Seal



Athletic Logo

Fleet Vehicle Wraps

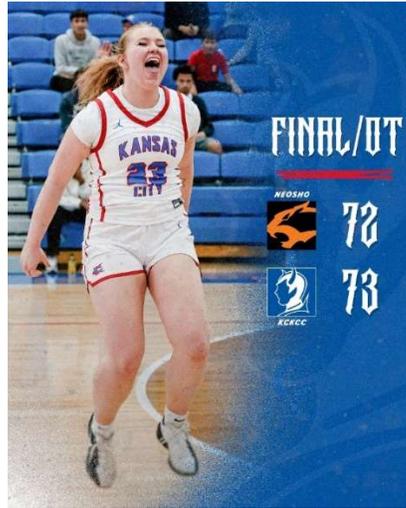
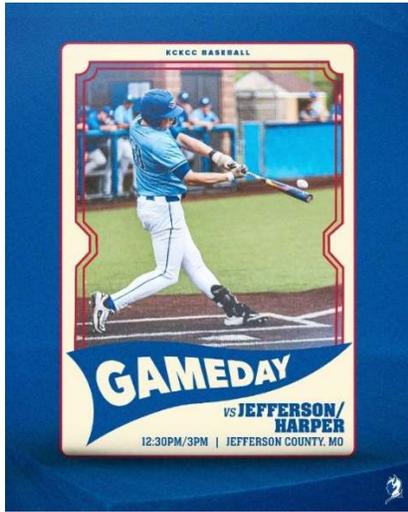


Digital Design, Photography, and Video

February marked the launch of efforts for the KCKCC Foundation Hall of Fame. Marketing attended planning meetings and video shoots featuring the Hall of Fame nominee. The theme is “Student Success,” and the event materials highlight how nominees prioritize and value student success. Furthering this focus on student success, Marketing assisted in planning online orientation video shoots scheduled for April and coordinated communications among all parties involved. To promote apprenticeships at the college, Marketing continued work with the Career and Technical Education (CTE) Division and KCKCC Foundation’s Institutional Grant Director, assisting with three promotional videos highlighting the college’s efforts to pioneer new partnerships with businesses and better prepare students for the workforce.

Marketing photographed several events across campus in February, including “Honoring Nicodemus,” “Women of Brown,” Student Engagement’s “Stuff-a-Plush” event, and the open house promoting KCKCC’s partnership with the Kansas City Chapter of the Kansas Federation for Advanced Manufacturing Education (KS FAME). Digital design and photography of athletic events continued.

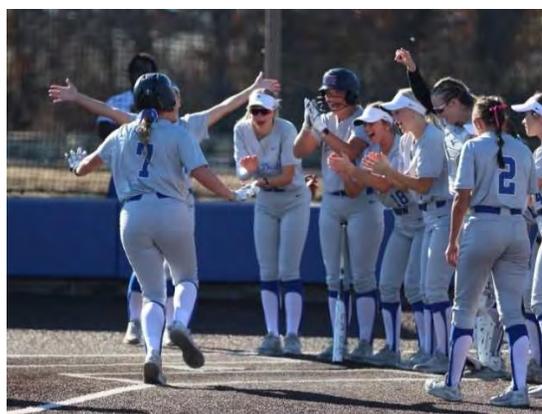
Digital Designs Supporting KCKCC Baseball and KCKCC Women's Basketball



Stuff-A-Plush Event



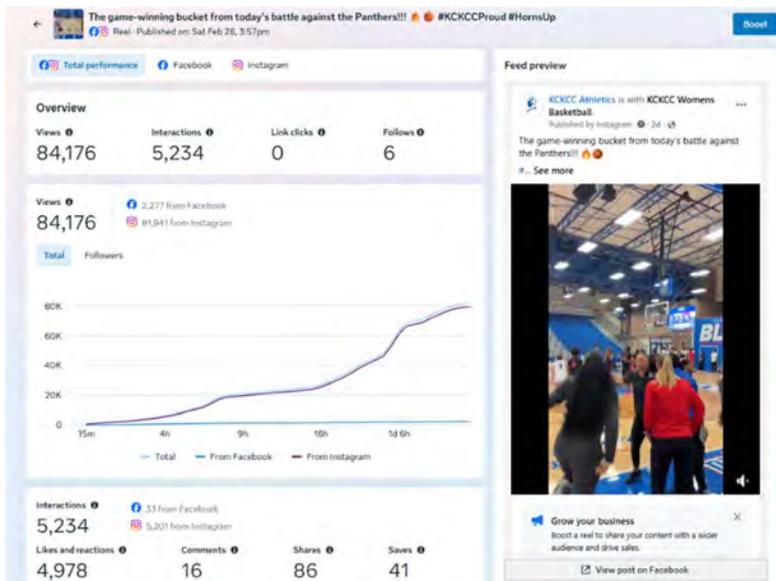
KCKCC Athletics Game Day Photos



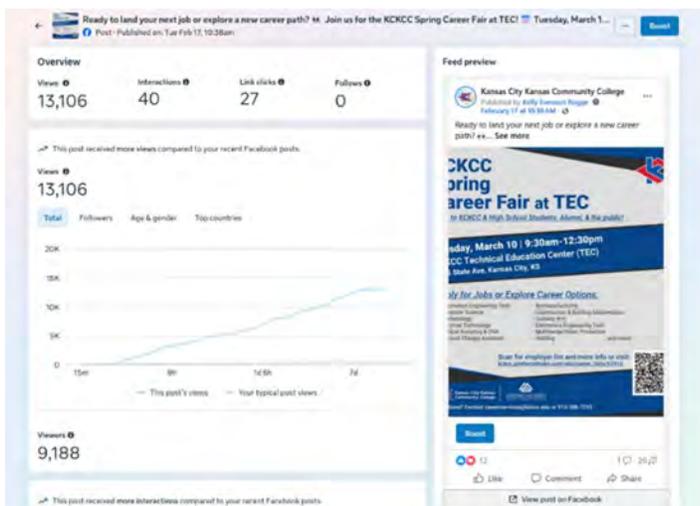
Social Media

Views on KCKCC's main Facebook page increased in February from 147,600 to 257,900. A post about the upcoming Spring Career Fair received more than 13,000 views. Views on the KCKCC Athletics Facebook account also increased from 44,000 in January to 58,400 in February, and views on Instagram increased to 272,000, up from 184,800 in January. The increase on social media platforms was driven by several high-performing posts, including one video of the game-winning basket from a recent women's basketball game, which has received more than 84,000 views, and a second post on academic excellence recognition, which has received 23,692 views.

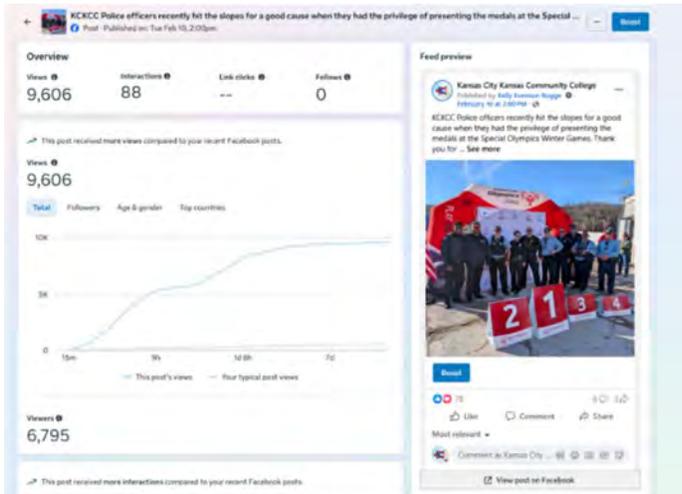
KCKCC Athletics Highest Performing Post



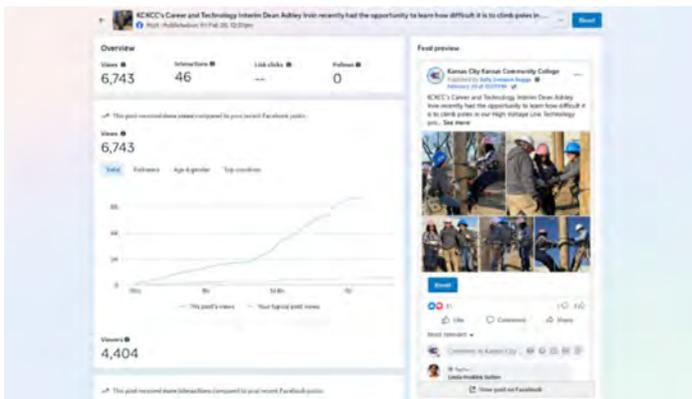
Post About the Spring Career Fair



Post About KCKCC Police Officers Participating in a Special Olympics Event



Post About the Start of the Spring Semester at Pioneer Career Center

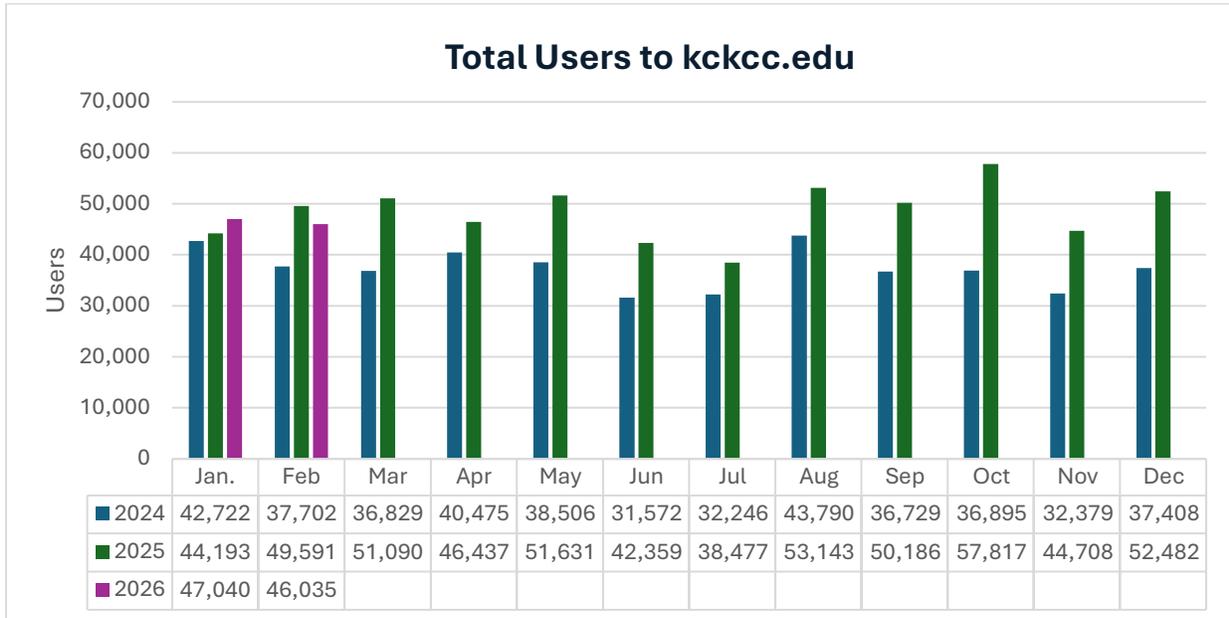


Website and Content Creation

Content creation included additional work on the 8-week enrollment drip campaign, targeting students who have applied but not enrolled, and those previously enrolled with fewer than six completed credit hours. Marketing assisted with an international student awareness campaign for StudyPortal by creating brand-approved language edits, advising on overall brand standards, curating appropriate non-stock photography, and ensuring quality and consistency amongst the standalone pages. The Content Creation Specialist reviewed and refined multiple high-priority projects, applying detailed editorial and brand review to ensure all materials were audience-appropriate, polished, well-branded, and reflective of the college's strengths and reputation. Website updates continue, with a current focus on on-demand content support for the graduation team, including rapid updates to the graduation microsite and revisions to the graduation eligibility email.

Marketing began migrating assets from the current DAM software to a new DAM that offers better organization and sharing capabilities for photos and other visual assets.

The KCKCC website saw a slight decline in traffic compared to 2025, but an increase of 22% compared to 2024.



Total Users are unique individuals who visited your site or app within a selected timeframe, encompassing both new and returning visitors who triggered at least one event (like a page view, scroll, or video play) - Google ([source](#)).

The top five most visited webpages for February:

- Enroll Now Marketing Webpage
- 2025-26 Academic Calendar
- Enroll-8 Week Marketing Webpage
- Degrees and Certificates
- Email Technical Support

Support Services

Media Services events included on-campus events, virtual meetings, the Board of Trustees Meeting, a special Board of Trustees Meeting, and several setups for on-campus events. Virtual meetings that were set up and recorded include the Board Finance Committee Meeting and a special Board of Trustees Meeting. Live streaming included the Board of Trustees Meeting and men’s and women’s basketball games. Interviews were set up and recorded for the KCKCC Foundation’s upcoming Hall of Fame event.

The Print Shop completed 39 full-color jobs, including a music conference program, 8-week enrollment posters, and a flyer for Automotive Industry Day on April 14. The duplicating side of the shop completed 129 faculty projects.

Events and Scheduling hosted 63 external events and waived approximately \$10,938.00 in fees for Wyandotte County residents and nonprofit organizations.



City of Bonner Springs
KANSAS

MEMORANDUM

Date: February 23, 2026
TO: Unified Government / City of Kansas City, Kansas
KCKCC Board of Trustees
Unified School District #204

FROM: City of Bonner Springs

RE: Neighborhood Revitalization Area No. 7 Interlocal Agreement

The City of Bonner Springs completed our process for renewal of the Neighborhood Revitalization Area Plan No. 7 in early December 2025. The final step in that process is to send the Interlocal Agreements to the Attorney General's Office for final approval. We received notice from the AGs office in January 2025 they now want all participating entities to be on one Interlocal Agreement versus separate agreements. Please note, we followed the same process we have six times prior to update the plan; this was the first time we've been asked to have all taxing jurisdictions on one agreement.

After discussion with our City Attorney, the best course of action is to provide each taxing entity, which already approved the NRP Interlocal Agreement in 2025, with a new interlocal agreement with all three entities included. Nothing material has changed in this document other than adding all entities on to one document.

Since all entities will now be on a single document, the date of December 15, 2025 was used because all entities had previously approved their agreements prior to December 15.

If your entity wants Bonner Springs staff to attend another public meeting on this subject instead of updating the existing interlocal agreement, please let Economic Development Manager Megan Gilliland (mgilliland@bonnersprings.org) know as soon as possible. We need to get a completed agreement back to the AG's office quickly.

Please see the attached Interlocal Agreement with all three entities included. A separate signature page is provided and can be returned to Megan Gilliland via email.

Thank you for your time and consideration.

CITY OF BONNER SPRINGS INTERLOCAL AGREEMENT
Neighborhood Revitalization Plan No. 7
Unified School District #204 and
Unified Government of Wyandotte County/Kansas City, Kansas and
Kansas City Kansas Community College.

THIS INTERLOCAL AGREEMENT (hereinafter referred to as “Agreement”) entered into this 15th day of December, 2025, by and between the City of Bonner Springs, a duly organized municipal corporations hereinafter referred to as “City” and Unified School District #204 and, Unified Government of Wyandotte County/Kansas City, Kansas and, Kansas City Kansas Community College.

WHEREAS, K.S.A. 12-2904 allows public agencies to enter into interlocal agreements to jointly perform certain functions including economic development; and

WHEREAS, all parties are pursuant to K.S.A. 12-2903 public agencies, capable of entering into interlocal agreements; and

WHEREAS, K.S.A. 12-17,114 et seq. provides a program for neighborhood revitalization and further allows for the use of interlocal agreements between municipalities to further neighborhood revitalization; and

WHEREAS, the City of Bonner Springs adopted Ordinance No. 2601 on October 13, 2025 whereby the City adopted the Neighborhood Revitalization Plan No. 7 pursuant to the provisions of K.S.A. 12-17,114 et seq.; and

WHEREAS, it is the desire and intent of the parties to provide the maximum economic development incentive as provided for in K.S.A. 12-17,119 by acting jointly.

NOW, THEREFORE, IN CONSIDERATION OF THE MUTUAL COVENANTS CONTAINED HEREIN THE PARTIES AGREE AS FOLLOWS:

1. Adoption of Plan. The USD #204, Unified Government of Wyandotte County/Kansas City, Kansas, and the Kansas City, Kansas Community College hereby consent to the Neighborhood Revitalization Plan No. 7 as adopted by the City of Bonner Springs. The parties further agree the Neighborhood Revitalization Plan No. 7 as adopted will not be amended without approval of the parties except as may be necessary to comply with applicable state law or regulation.
2. Administration. The parties further agree that the Unified Government of Wyandotte County/Kansas City, Kansas (Unified Government) shall administer the Neighborhood Revitalization Plan No. 7 as adopted by each party on behalf of the signatory parties. The Unified Government shall create a Neighborhood Revitalization Fund pursuant to K.S.A. 12-17,118 for the purpose of providing rebates as outlined in the Plan. Any increment in property taxes received by the Unified Government resulting from qualified improvements to property pursuant to the Neighborhood Revitalization Plan No. 7 shall be credited to the Unified Government’s Neighborhood Revitalization Fund. The Unified Government is authorized to retain an administration fee of 5% of said increment and to distribute

rebates in accordance with the Plan following the adoption of this Agreement, including any tax increment received for the 2030 tax year but not received or payable until 2031.

3. Expiration & Modification. This Agreement shall expire December 31, 2030. The parties agree to undertake a periodic review of the Neighborhood Plan No. 7 to determine any needed modifications. The parties agree that any party may terminate this Agreement prior to December 31, 2030, by providing thirty (30) days advance written notice, provided however; any applications for tax rebate submitted prior to termination shall, if approved, be considered eligible for the duration of the rebate period.

IN WITNESS WHEREOF, the parties have hereunto executed this Agreement as of the date and year first above written.

City of Bonner Springs, Kansas

Tom Stephens, Mayor

Attest:

Christina Brake, City Clerk

SIGNATURE PAGE

Unified School District No. 204

President of the Board of Education

Attest:

Clerk of the Board of Education

SIGNATURE PAGE

Unified Government of Wyandotte County

Attest:

Christal Watson, Mayor

Unified Government Clerk

SIGNATURE PAGE

KCKCC Board of Trustees

President of the Board of Trustees

Attest:

Clerk of the Board of Trustees

Approved this _____ day of _____, 2026, by the Attorney General of the State of Kansas.

Kansas Attorney General

Hybrid Work Policy

Purpose

Kansas City Kansas Community College (KCKCC) recognizes that hybrid work arrangements can be important benefits for recruiting and retaining quality employees, enhancing job satisfaction, increasing productivity, and staying market competitive. KCKCC supports flexible work arrangements that promote work-life balance while maintaining operational productivity and efficiency for College staff.

Definitions

Good Standing – refers to employees with no current performance improvement plans or disciplinary actions issued within the last 12 months.

Remote – refers to the practice of working from a location other than a traditional workplace/office.

Hybrid – refers to employment which consists of a specified number of remote days and a specified number of days required on-site.

Scope

This policy applies to full-time staff and non-teaching faculty who have completed at least 30 days of employment and are not among the excluded designated positions. All teaching faculty, part-time staff, and student employees are excluded. Staff are excluded if they are not in good standing and if their primary responsibilities do not meet the threshold of 75% of duties being able to be performed remotely.*

Policy Statement

It is the policy of KCKCC to provide opportunities for hybrid work for eligible staff who are in good standing. Up to two days of remote work per week after completion of requirements to participate are available. Hybrid arrangements are not entitlements and may be modified or revoked at any time based on a number of factors, including but not limited to performance, operational needs, or changes in role responsibilities. Because the hybrid work program provides for specific work arrangements, there are no “make-up” days if a remote day is missed due to holidays, closure, or operational needs.

*A list of excluded positions can be found in the Hybrid Work Program Procedure document.

Procedure: 5.66A

Hybrid Work Program Procedure

Purpose

Kansas City Kansas Community College (KCKCC) recognizes that hybrid work arrangements can be an important benefit for recruiting and retaining quality employees, enhancing job satisfaction, increasing productivity, and staying market competitive. This procedure outlines the process for remote work at KCKCC.

Scope

This procedure applies to all regular, benefit-eligible, full-time staff and non-teaching faculty, who are not on the exclusions list. This procedure does not supersede items covered in the master contract.

Procedure

Cabinet-level leadership is responsible for approving one (1) or (2) days for hybrid work arrangements and guiding department leaders in implementing this procedure in their division. Human Resources is a training resource and can assist supervisors in evaluating and implementing hybrid work agreements. Participants must apply each year by June 30 for consideration to continue in the next fiscal year, but leadership reserves the right to discontinue the program at any time.

Eligibility Requirements

Employees must meet the following eligibility criteria:

- Classified as full-time, benefits-eligible staff or non-teaching faculty.
- Job duties must be able to be performed remotely. At least 75% of the position must be able to be performed at a remote location. Must be in a position that does not require the staff person to be at a college location full-time.
- Assigned work must be able to be managed and measured in a remote work environment.
- Requires satisfactory ratings on performance, with no disciplinary action for the previous 12 months. In the event of natural disasters, the performance requirement can be waived by leadership.
- Must have a remote work location that is secure and provides a reasonable noise level for work, phone calls, and virtual meetings.

Exclusions:

- KCKCC Police, Facilities Division, instructional faculty, front-facing and student-facing positions, as deemed inappropriate for remote work by management, and designated leadership positions are not eligible for the hybrid work arrangement.
- This hybrid work arrangement procedure does not apply to any remote work arrangements made through the College's reasonable accommodation policy or process based on an employee's disability or other applicable circumstances.
- This procedure does not apply to advertised and filled positions as 100% online.
- This procedure does not supersede the Master Contract.

A position's suitability for hybrid work is based on operational needs and upon the duties and responsibilities as defined in the employee's position description. Participation in the Hybrid Work Program is a privilege. It can be granted, changed, or eliminated at any time based on employee performance, business needs, or any other KCKCC work requirements. Those participating in the program can be required to come to work at any time, even on the same day the employee is working from home on a scheduled remote day.

To be approved for remote work, the following must occur:

- Discuss hybrid work with the supervisor.
- Complete and sign the hybrid work form.
- Receive signed form and approval from the supervisor and the member of the President's Cabinet that follows the employee's reporting structure.
- Complete Human Resources training on hybrid work requirements. Attendance at a training session is not a guarantee of program participation.

Training is recommended for supervisors, managers, directors, and Cabinet members who oversee staff who participate in the program.

Supervisor Considerations:

Supervisors, in consultation with their Cabinet member and/or Human Resources, should consider if the employee can meet all the requirements below to participate in the Hybrid Work Program:

- Can the employee's job requirements be performed remotely for 1 or 2 days a week without negatively affecting College performance and operations?
- Has the employee's work history demonstrated the ability to prioritize assignments, meet deadlines, work with minimal supervision, communicate effectively, and manage time efficiently?
- Are adequate employees available on-site to perform needed job duties? What, if any, changes need to occur so the team can continue to meet its objectives?
- Could hybrid work arrangements help retain top talent?
- What precedent is this decision setting? Will others in similar situations be allowed equitable opportunities?
- How will this impact team morale?
- How will you track employee performance on job assignments?
- In what ways can you utilize technology to increase collaboration and communication with employees participating in the Hybrid Work Program?
- How will you communicate team expectations? How will you share with your department which employees are assigned a hybrid work arrangement?
- How will the changes in your department be implemented?

Documenting the Hybrid Work Arrangement

The supervisor or Cabinet member must submit a signed Hybrid Work Agreement Form to Human Resources. Non-exempt (overtime-eligible) hourly employees must report hours worked accurately, regardless of their work location. Employees and supervisors should also retain a copy of the agreement.

Managing Hybrid Work Participants

Note the guidelines and requirements for Hybrid Work Program participants:

- Employees should demonstrate an ability to work independently with a high degree of productivity, accountability and accuracy. The college will provide access to phone technology and a laptop for remote work.
- Employees are required to provide a reliable internet connection at their own expense.
- Employees designated remote workspace will have a similar level of confidentiality and noise control as their KCKCC primary workspace. Employees may not take home KCKCC monitors, chairs, or similar office equipment. If any expense for a workspace is needed, it is solely the employee's responsibility.
- The supervisor and employee should establish clear written expectations regarding the quantity of work product, quality standards, and deadlines that will demonstrate appropriate productivity.
- Follow the established College rules for submitting and approving actual hours worked for non-

exempt staff and for requests and approvals of absences for all eligible staff.

- Ensure understanding that approval of an alternate work location does not change the number of assigned work hours. Non-exempt staff working additional overtime or holiday hours require the supervisor's prior approval.
- Participation in the program must not adversely impact the productivity of the individual or department, division or college, or negatively impact communication or collaboration with team members and/or customers.
- Establish core work hours during which employees must be available for communication, calendar expectations, and other communication protocols.
- Hold regular conversations during the work week to track work performed.
- At a minimum, the Customer Service Guidelines should be followed by program participants to ensure a high level of customer service for students, employees, and community stakeholders.

Expectations Surrounding Accountability and Timely Response

The following are best practices and should be the minimum expectation of anyone working at a remote location:

- When not in a meeting, assisting another individual, or on a scheduled lunch or break, the employee will respond to all phone calls and messages in Teams within a reasonable time frame defined by the employee and supervisor (30 minutes is the recommended time to respond).
- Lunch, personal leave, and any work meetings will be accounted for on the Outlook calendar. The supervisor, including any direct department team members the supervisor designates, will have access to view limited details, and College employees will have access to view Busy/Available times.
- The status feature in Teams will correctly indicate when the employee is available, in a meeting, working on a project, or away. Unless on a scheduled break, employees should be available and not marked as “away” in the Teams status.

College Property and Data Security

Reasonable steps must be taken to ensure that College property is assigned and used according to College policies. Compliance with all software licensing, virus protection, and data security measures are required. Use of personal computers for college business activities is only allowed with permission from Information Services. Security and confidentiality of records must be maintained and stored in college-identified drives and accessed via secure remote access technology provided by Information Services.

The employee must immediately report any damage to equipment, either physical or through malicious malware, phishing, etc., to Information Services for immediate support.

Ending Hybrid Work Pilot Participation

- Hybrid work agreements may be terminated or suspended if there are performance concerns, position changes, departmental absences, or other work-related reasons.
- Identify mechanisms for returning College property and equipment if the arrangement permanently ends. Home expenses are not reimbursable.
- Whenever feasible, the supervisor will provide at least one week’s notice of the decision to terminate or suspend participation.
- Employees participating in the program can be required to come into work at any time, even on the same day the employee is scheduled for hybrid work.

Workers' Compensation

Promptly report work-related injuries incurred at any location, including remote locations, using college policy, procedures, and forms. Accidents will be reported to the Benefits Coordinator in the Human Resources Department. The College or the proper designee has the right to inspect the alternate worksite premises whenever a worker's compensation claim is filed.

Exclusions or Special Circumstances:

Employees are expected to follow all professional standards of performance and conduct, applicable laws, and College policies at all work locations.

Participation in the Hybrid Work Program is not intended to provide dependent care, convalescing, or caring for an ill family member. Children, pets, guests, or other dependents in the alternate work location should not negatively affect employee productivity or the ability to return to the non-remote work location at any time.

In a public health or other business operation emergency, employees identified as hybrid work eligible by the College do not need to submit an agreement form for temporary assignments. Supervisors may approve such temporary assignments without HR approval for up to 30 days.

Board Approved: XX/XX/XXXX

RESOLUTION**A RESOLUTION REGARDING THE CONSUMPTION OF ALCOHOLIC LIQUOR
IN ACCORDANCE WITH K. S. A. 41-719 (i)**

WHEREAS, Kansas Statutes Annotated 41-719 (d) prohibits the consumption of alcoholic liquor on public property except where expressly permitted by law; and

WHEREAS, The Kansas City Kansas Community College (KCKCC) is authorized under Kansas law to exempt from the provisions of K. S. A. 41-719 (d) specified property which is under the control of the KCKCC Board of Trustees and which is not used for classroom instruction.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF KCKCC:

Section 1: KCKCC hereby exempts for Friday, April 24, 2026, from 6:00 p.m. to 8:00 p.m., the Dr. Thomas R. Burke Technical Education Center, Room AA101, from the requirement of K. S. A. 41-719 (d).

Section 2: This exemption is granted in connection with the holding of the Spring Adjunct Appreciation Event.

PASSED AND APPROVED by the Board of KCKCC in a meeting held on
Tuesday, March 17, 2026.

BOARD OF TRUSTEES
KANSAS CITY KANSAS COMMUNITY COLLEGE

Signature _____

Board Chairperson
Linda Hoskins Sutton

Attest _____

Acting Secretary
Dr. Scott Balog